

Please provide your feedback by Friday October 28th
<https://goo.gl/forms/2qcLaDqZRyTqfSt13>

BELVIDERE DISTRICT 100 DATA RETREAT DRAFT SWOT ANALYSIS

STRENGTHS: What do we consider to be our strengths? What advantages do we have? What do others say our strengths are?

- Financial stability
- Staff- highly qualified and dedicated
- Technology
- Restoring programs that were lost due to budget reductions
- High school graduation rate increasing
- Pride
- Safety
- Middle and High School extra curricular activities; clubs
- Dual Language, STEM, Running Start program choices
- New leadership

WEAKNESSES: What do we consider to be our weaknesses? What are we most criticized for or receive the most complaints about? What do we seem to have a hard time doing well?

- Trust/ morale
- Communication
- Collaboration
- Shared decision-making; input
- Alignment of assessment and differentiated instruction to newly establish K-12 curriculum
- Student Achievement Gaps; underperforming schools
- Intervention and enrichment systems
- AP tests, scores of 3 or higher
- Low test scores
- Inconsistent procedures and practices
- Low income programs and services
- Student engagement
- Professional development
- Parent involvement

OPPORTUNITIES: What opportunities for improvement do we know about, but have not addressed? Where with a little work could we change a weakness into a strength?

- Student-centered, personalized learning
- Preparation for life "Whole child"
- Social/emotional curriculum and supports
- Data systems for progress monitoring and reporting
- Customer service
- Math supports
- Staffing diversity
- Labor-management relationships
- Program evaluation
- Time, schedule, day, extended day, year, summer

THREATS: Who or what threatens us the most? What challenges are coming that we must respond to? What might block our progress?

- State finance
- Student changing demographics
- ESSA
- Pension Reform
- Prospective Employee Pool
- Student enrollment
- Community growth
- Social media; social issues
- Aging facilities
- Debt management



Data Retreat Summary Findings

The Belvidere District 100 Strategic Plan Team met on October 11, 2016 to review district data and other information to develop a shared understanding of ***“Where the district is as of today in regard to its performance.”***

The team reviewed many data sources. All sources can be viewed on the strategic plan website.

Sources included:

- **Team perceptions** (team member’s feelings about district performance)
- **Other stakeholder perceptions** (Schools of the Future Strategic Plan Survey, High Reliability Schools Survey, Center for School Improvement Data Retreat, Dr. Woestman’s School Visits Findings)
- **Student Achievement and Growth Data** (ACT, PARCC, NWEA-MAP, graduation rate, college and career readiness, student demographics, student enrollment, student attendance, student mobility, and Advanced Placement)
- **People and Service (Teacher and Leader) Data** (Certification, Experience, Retention, and evaluation,
- **Financial Data** (State Financial Rating, debt services, per pupil expenditures, reserves, tax rate, assessed valuation)
- **Facilities Data** (maintenance, capital projects/needs, learning spaces, life-safety requirements, and age)
- **Quality K-12 Curriculum and Programs** (student subgroup population, demographics, interventions, enrichments, schedules, school choice programs, Instructional Tool Package, Timelines for curriculum development, 1:1 technology, electives, course options, Advanced Placement/Honors, Student discipline,)

Reports were shared and are also posted on the strategic plan website:

- Finance and Operations

- Quality K-12 Curriculum and Programs
- Student Achievement
- People and Service

The strategic plan team was organized in cross stakeholder groups (students, teachers, board, union leaders, parents, community, and administration) at six tables. The list of plan team members is posted on the strategic plan page of the district's website. Each table reviewed the information presented during the day as part of a series of data review activities.

The final product of the day was the creation of a **SWOT analysis**.

- **Strengths** (celebrations, points of pride, what is going well)
- **Weaknesses** (challenges, improvements to consider, what is not going as well as we would like)
- **Opportunities** (what we are not doing at the moment that might be possibilities or suggestions for future focus)
- **Threats** (what is beyond our control but if not on our radar screen may present future problems)

The SWOT analysis will be shared with all stakeholders for their review and input between now and the Vision Retreat on November 7, 2016.

Please provide your response to our survey by Friday October 28th, 2016

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