

Curriculum and Instruction

<p>Strengths</p> <ul style="list-style-type: none"> -Staff willing, excited about innovative ideas -Class offerings -Student:Teacher ratio in MS and HS 	<p>Weaknesses</p> <ul style="list-style-type: none"> -Gaps in class offerings (e.g., STEM, tech/web-based) -Student:Teacher ratio in grades 3-5 -Limited AP course offerings -Limited SAT prep opportunities -Lack of updated teaching tools (e.g., chalkboards instead of whiteboards, smart boards) -Alternatives/support for lower performing students (e.g., tutoring at HS) -High ability programs changed and were minimized. -Schedule consistency (MS, HS) -Consistency in grade scale across grade levels -IXL
<p>Opportunities</p> <ul style="list-style-type: none"> -Do we embrace what makes our community unique? What do we have here, what can we offer? -Funding available for innovation and programs 	<p>Alternatives/Strategies</p> <ul style="list-style-type: none"> -Embrace the manufacturing and agriculture opportunities and include that as part of our identity. -Seek community partnerships for internships -Increased seeking of grant dollars to support programs and materials.
<p>Threats</p> <ul style="list-style-type: none"> -Flight of higher paid teachers to different districts 	<p>Alternatives/Strategies</p> <ul style="list-style-type: none"> -Addtl staff to maintain student:teacher ratio -Offer more professional development for teachers (e.g., allotted \$\$ for each teacher instead of a pool of funds for a building) -Equip teachers with the tools they need and that make them excited for them job

Teacher recruitment, retention, mentoring, evaluation, and staff training

<p>Strengths</p> <ul style="list-style-type: none"> -Block 4 schedule at HS allows for more instructional time, 1-1 time, application -Dedicated professional development days -Low turnover and long tenure at specific buildings and in certain grades -Teachers involved and invested in the community -Opportunity for new talent/new teachers -Fantastic community support (e.g., foundation grants) 	<p>Weaknesses</p> <ul style="list-style-type: none"> -Block 4 schedule is a transition for some new teachers or those from districts with a different schedule -Unsure that we offer a competitive compensation -How are we marketing the district to new teachers to attract new talent -Mentoring program limited, teacher mentors are volunteers, how do we find viable ways to mentor new teachers -Affordable and available housing in the community -Pool of prepared substitute teachers -Higher turnover at MS - what do we know from Exit Interviews (if conducted)
<p>Opportunities</p> <ul style="list-style-type: none"> -Incentives for rural teachers (e.g., loan forgiveness). -Shifting demographics and potential talent pool -Educating taxpayers about teacher compensation and what taxes support 	<p>Alternatives/Strategies</p>
<p>Threats</p> <ul style="list-style-type: none"> -Year round calendar (esp. If ever mandated). -Overall declining teacher talent pool -Local level taxes and school funding -Who's the competition in terms of teacher compensation? 	<p>Alternatives/Strategies</p>

Communication

<p>Strengths</p> <ul style="list-style-type: none"> -Administration/principals making a concerted effort to improve communication. Much better at the HS than in the past. -Addition of Meet the Teacher night at the HS. -Have technology and multiple modes of communication available. 	<p>Weaknesses</p> <ul style="list-style-type: none"> -Inconsistencies across schools and means of communication - limits all families receiving all information. -Multiple formats makes it difficult to know which to monitor/check. -Surveys have been one-sided -Need more information about the educational opportunities exist -Communication about this meeting didn't seem to be widely shared through the existing modes of communication. Some communications don't appear to be functioning like they are intended or expected to. -Need to better understand who to contact for various concerns/questions. -Need to know that what is being shared will be heard and used.
<p>Opportunities</p> <ul style="list-style-type: none"> -Is Harmony best meeting our needs? -Internet for all families -Consistency and use of parent notifications (e.g., Google classroom) -Public relations person to share human interest stories and the good work of the school. Currently this is an "add-on" for staff/existing position. 	<p>Alternatives/Strategies</p> <ul style="list-style-type: none"> -Review existing system and make sure it is the best fit and that families/staff are fully utilizing. (How does Harmony work, etc.) -Information for parents/families about how to use Google classroom.
<p>Threats</p> <ul style="list-style-type: none"> -Lots of communication formats but not all families/parents use all options. -Cell and internet reception 	<p>Alternatives/Strategies</p>

Programming and Services

<p>Strengths</p> <ul style="list-style-type: none"> -Corporation is financially stable -Middle school vocational classes, clubs, etc. provide leadership opps for students -Space in facilities for growth -Existing AP offerings 	<p>Weaknesses</p> <ul style="list-style-type: none"> -AP offerings could be expanded. -Foreign language programs and classes -Opportunities to work with local employers -Willingness to ask for help, invite businesses to get involved -Parents need help knowing who to do go in the corporation for information and services. -Meeting the individual needs of all students (vulnerable students) -Lack/limited of mental health services especially in HS, not sufficient to meet needs
<p>Opportunities</p> <ul style="list-style-type: none"> -Thriving businesses in the community and surrounding area -Volunteers and community engagement -Community chamber provides opportunities for students 	<p>Alternatives/Strategies</p> <ul style="list-style-type: none"> -Develop/expand partnerships with churches, community organizations, police dept.
<p>Threats</p> <ul style="list-style-type: none"> -Unknown legislative goals -Loss of funding -Lack of communication with community leads to disenfranchisement, frustration, lack of support, and enrollment challenges. 	<p>Alternatives/Strategies</p>