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| **Berkeley School District 87 SWOT DRAFT ANALYSIS** |
| **Strengths** | **Weaknesses** |
| * **Community Support (Passage of $105M referendum)**
* **34 years State recognized financial management**
* **District wants culture of academic progress/ continuous improvement**
* **Small class sizes compared to other districts and state averages**
* **Technology devices & infrastructure**
* **Student-teacher trust**
* **Student achievement in math appears to be growing and getting better over the last few years**
 | * **Student Academic Performance**
* **Student social, emotional, and health needs**
* **Success in closing achievement gaps (MTSS and other support)**
* **Clear and communicated expectations for learning and teaching PK-grade 9**
* **Communication, collaboration, and articulation from grade to grade, school to school, with the high schools, and with families and the community**
* **Student readiness for kindergarten, grade to grade, and high school**
* **Staff morale, pride, engagement, commitment, and innovation**
* **Use of data to drive decision-making**
* **Competitive salaries and benefits to attract and retain highly qualified staff**
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| **Opportunities** | **Threats** |
| * **Restructured day and year to better meet needs of all students**
* **Improved equity, access, and inclusion**
* **Transparency of data to understand performance and continuous improvement**
* **Recruitment of diverse teachers, advocates, role models**
* **Student voice, engagement, responsibility, motivation, and satisfaction**
* **Intermediate and Middle school sense of belonging, culture, and climate**
* **Career and life readiness with partnerships with local business and community agencies**
 | * **National teacher and staff shortages**
* **Student attendance and mobility**
* **Openness to change, innovation and continuous improvement**
* **Addressing needs resulting from Covid and the pandemic**
* **State & Federal funding, mandates, changes**
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