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SWOT Analysis

The SWOT analysis is an assessment and a strategic planning tool that will assist you in identifying and understanding the strengths, weaknesses, opportunities, and threats of your school implementing STEAM initiatives.

Strengths –Internal resources or capabilities to help achieve your desired goals.

- What advantages does your school have related to:
  - Human resources (own Pedagogical Content Knowledge, other teachers/staff, and leadership)
  - Physical resources (facilities, materials, curriculum)
  - Financial resources (funding for new initiatives)
- Past experiences
- Successful programs and activities at your school

Weaknesses –Internal factors/barriers that may impede your ability to meet your desired goals

- What can be improved in your school in terms of
  - Human resources (knowledge gaps, staffing, leadership)
  - Physical Resources (facilities, equipment, materials, curriculum)
  - Financial resources (lack of funding)
- Ineffective Processes/activities/programs

Opportunities- External factors that could support your efforts in achieving your desired goals

- Community/District Resources/Partners (including parent support)
- Local, State, and National trends and policies
- Funding Sources (foundations, donors, government)
- Physical Environment
- New technologies
- PESTLE (Political, Economic, Social, Technological, Legal, Environmental)

Threats – External factors/obstacles that could obstruct your efforts in achieving your desired goals

- Lack of community resources/parent support
- Changing policies
- Local, state, and national trends that do not support your goals
- Physical Environment
- Lack of financial resources

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	Positive/Helpful to achieving the goals	Negative/Harmful to achieving the goals
	STRENGTHS	WEAKNESSES
Internal origin (attributes of the organization)	• Teacher Training offered to teachers who are interested. • Instructional Content Coaches • STEAM Specialist • STEAM Classes K-8 • STEAM Certification Initiative (Admin support). • iCurate • Consistent Professional Development in PBL practices • Educators are passionate and committed to the vision of our school. • Partners: ArtsNow ; GA Tech Go STEAM Program • Google Classroom/GSuite and the consistent use of these tools • Leader In Me • STEAM Professional Development	• Gaps in Staffing • Staff buy-in for innovative practices as a whole • Time for Collaborative planning • Technology • Collaborative Arts focus • Staff turnover (high) • Accessible funding • Lack of plan for remediation for scholars who have gaps in content knowledge • Adequate and accessible curriculum materials

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	OPPORTUNITIES	THREATS
External origin (attributes of the environment)	• Parent Liaison • Partners: ArtsNow; GA Tech GoSTEAM Program • Teacher representation on the Board • Extension learning for students • Open Classrooms (Elementary)	• Lack of school processes • State testing • Hybrid/distance learning • COVID-19 • Technology access at home/ digital equity • Budget

Summary of SWOT Analysis: (What stands out to you as you review the analysis? Is there one category that is fuller than the rest? Describe the process. Were there any surprises as your group completed this form?)

While the analysis revealed a lot of strengths it also revealed quite a few challenges and threats to the success of our goal. One of the main obstacles that we face as a school is the turnover of leadership and staff. We will create a plan with one time and the next leader won't fully support that plan. The effect is that we are constantly starting over and not being able to fully implement a solid plan toward STEAM certification. With more people being apart of Go STEAM this year presents an opportunity for more intentional implementation and support from one another and CEISMIC.

There were not a lot of surprises since our weaknesses and threats were very apparent from the beginning of the year. There have been plenty of focus groups and faculty meetings to address these various topics. This year we hope to overcome these issues with a more solid, consistent , and supportive leadership.

1. What strength/opportunity will be most important (imperative) to achieving your goal?

   One of the most important strengths that we have is the intent of having content coaches, STEAM specialists, and STEAM classes for students. Our goal is to achieve Cognia STEAM certification and Centennial is putting things in place in order to reach this goal. I also believe the consistent professional

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development from and for teachers and the extension of teachers being trained by Go STEAM will help with implementation.

2. What will be the most challenging threat/weaknesses to overcome? How can GoSTEAM support you?

   One of the most challenging threats/weaknesses will be supportive leadership, teacher buy-in, and collaborative planning times for arts and content teachers. Leadership drives instruction so their vision has to align with the STEAM initiative that we are initiating this year. This initiative should drive what curriculum we purchase and events that we plan for the school. Leadership drives instruction but teachers implement the instruction. We need our teachers to buy-in to the innovative vision that will help and engage our scholars, which is why consistent professional development is key. Lastly, we need to give opportunities for collaborative planning times. In order to fully integrate STEAM successfully in our classrooms, we need all teachers to be equally represented and vital to the execution of activities and projects.

3. CoVID-19 has brought a whole new set of circumstances to think about as we prepare for the 2020-2021 school year. We may have digital learning, different schedules, and/or an interrupted school year. What strengths does your school community have to deal with the pandemic? What threats will the pandemic bring to your school community? Are there any opportunities your school community can take advantage of during this time?

As a school community, we are prepared to deal with the pandemic by already having digital learning systems and procedures in place. We are a Google school and therefore our scholars are accustomed to using Google Classroom as a learning tool. Our parents are familiar with it as well. We also are mostly at a 1:1 ratio with technology for grades 3-8. The threats are likely going to be around supporting our transient population, ELL, and Special Needs scholars and their ability to receive the wrap-around services needed to be successful. Perhaps some opportunities we can take advantage of during the pandemic will be trying to streamline our parent communication. For example, I like the idea of meeting with families via Facebook Live (social media) to connect so that weekly updates can be shared and the opportunity to clarify questions in real-time can take place. Our superintendent was successful in holding town hall meetings to give updates that reached a large population and provided a great deal of information for families.

4. What training have you received so far in the GoSTEAM program that will support your strengths and opportunities and address weaknesses and threats? What additional training would you like to receive?

All of the training thus far has supported various areas, especially showing teachers the various ways of assessments within a PBL, since we are a data-driven culture. The activities are important because in our Professional Development offerings we can show teachers/leadership the various ways that STEAM can be fun, teach the standard, and engage students in class. We are looking forward to the STEAM Certification class because that will be essential to attaining our long-term goal.