

SWOT Analysis August 2025

By: District Leadership Team (Board Members, Administrators, Directors, MDEA Leadership)

<p><u>Strengths</u></p> <ul style="list-style-type: none"> • High community support • High school board support • Teachers' association relationship • Caring Administrators, Faculty & Staff • Experienced & HQ administrators / staff • Experienced and HQ faculty / staff • Strong academic performance • Student average attendance rate • High extracurricular participation • Ability to Recruit and Retain (highly competitive salary scales, average daily rate of pay, district housing units, district daycare, district benefits package) • Outstanding Facilities w/ cost savings • Technology infrastructure • Up to date district systems software • Technology 1v1 • Learning management system • Highly Reliable Schools (HRS) processes • Professional Development • Budget stability • Ability to be flexible and resourceful 	<p><u>Weaknesses</u></p> <ul style="list-style-type: none"> • Need an updated Strategic Plan • Math scores lag English scores • ML program growth • Improve School Safety Plans • District Transportation Services • District Food Service Program • Student social emotional learning • Executive assistant turnover • Communication • Social economic gap • Land to expand • Indoor athletic facility
<p><u>Opportunities</u></p> <ul style="list-style-type: none"> • District operated Transportation Services • Supplemental Levy value • Budget - grants • HRS Integration into Strategic Plan • Feedback, communication • Grow our own initiatives for administrators and teachers • Career pathways • Additional district housing units • Bond payoff timeline 	<p><u>Threats</u></p> <ul style="list-style-type: none"> • Supplemental Levy failure • Federal / State Funding • Idaho / federal political climate • State education policy changes • Cost of land in district • Insurance costs - wild fire threat • Enrollment (+/-) • Board member change overs • Student Safety • Retention / loss of HQ personnel • Rural Education Challenges

Barbara R Morgan Elementary School Donnelly Elementary School Payette Lakes Middle School

Heartland High School McCall-Donnelly High School