SWOT Staff Forum
Monday, October 17, 2001

Strengths

DBS	OQS	WRS
Location	Location	Location
Small Classes	Small Classes	Small Classes
Veteran Staff	New Staff	Veteran Staff
Newer Building	Newer Building	Building with lots of Character
Unique Programs	Unique Programs	Unique Programs
Athletic Fields	Athletic Fields	Basketball Court/Gym
Community Support (concerts) Socials well attended	Community Support (concerts) Socials well attended	Community Support (concerts) Socials well attended WRS - Fundraisers
New Administration	Great Administration	Strong Administration
After School Programs Well Attended (HASP GMCC)	After School Programs Well Attended (HASP)	After School Programs Well Attended (CLAP)
Parking	Parking	Close to HMMS/HHS Central Campus
Staff Members Who Support Each Other	Staff Members Who Support Each Other	Staff Members Who Support Each Other
Use of Computer Lab/Smart Boards	Use of Computer Lab/Smart Boards	Smart Boards & Computer Labs well utilized
Before/after school walking club/chess/drumming/French club/robotics	Responsive Classroom	Behavior Program
PBIS	Behavior Program	PTA – Strong Community Connection to Building
PTO Support	PTO Support	Tier I or II Interventions
Mindfulness Training	Outdoor Amphitheater	Walking distance to community (town, theater, Bugby, train)
Safe routes to school (walking paths)	Proximity to ski slope	Extra Activities – Thanksgiving Day, Farm Day, Field Day
Natural Surroundings	Extra Activities – Thanksgiving Day, Farm Day, Field Day	Small size is a strength especially for students at risk
Connection to Families	Small size is a strength	Small size is a strength

(Generational connection to school)	especially for students at risk	especially for students at risk
Connection to Haven	Small size is a strength especially for students at risk	Connection to Families (Generational connection to school)
Homework Club	Natural Surroundings	Connection to Haven
Otter Club for children needing extra support	Connection to Families (Generational connection to school)	After School Enrichment Program
Title 1	Title 1	Everybody Wins Reading Program
Afterschool Daycare Program	Afterschool Daycare Program	Title 1
Mini Grant Program	Mini Grant Program	Mini Grant Program
Girls on the Run	Girls on the Run	RIF
		Lots of Community Support
		Girls on the Run

Weaknesses

DBS	OQS	WRS
Loss of Small/Individual School Programs with Consolidation EG: Farm Day (WRS), Girls on the Run (DBS, WRS, OQS), All School Events & Concerts	Loss of Small/Individual School Programs with Consolidation EG: Farm Day (WRS), Girls on the Run (DBS, WRS, OQS), All School Events & Concerts	Loss of Small/Individual School Programs with Consolidation EG: Farm Day (WRS), Girls on the Run (DBS, WRS, OQS), All School Events & Concerts
Loss of Community Feeling within/& without the School with Consolidation	Loss of Community Feeling within/& without the School with Consolidation	Loss of Community Feeling within/& without the School with Consolidation
Higher ratio of students to nurses & guidance counselors	Distance from other schools	Older Building
To many gym classes scheduled (have double PE classes)	Foundation Damage	Maintenance Issues?
Cafeteria is to small (4 lunch periods from 11:30-1:10)	Need Paint & New Carpets	Need Paint & New Carpets
Need Paint & New Carpets	Access road	Parking (Handicapped in

		general)
No outside classroom phone lines	Not connected to main server	No outside classroom phone lines
Unreliable Intercom System	Internet Speed	Unreliable Intercom System
Roof dumps snow on doorways & piles up outside windows	Phone/Electric Outages	Gym roof build up of snow
Huge icicles in valleys	No outside classroom phone lines	Some offices have no windows – poor ventilation (health office)
Some offices have no windows – poor ventilation (health office, guidance, RR)	Unreliable Intercom System	Grouchy neighbors (towing people who park in Butlers)
Pick up congestion (parents/busses)	Roof dumps snow on doorways & piles up outside windows	No Handicapped parking near front door
Bike path & wooded trail on playground	Huge icicles in valleys	Need crossing guards for kids to walk safely
Commute for students & parents likely longer if we consolidate	Some offices have no windows – poor ventilation (health, SBC office, reading, sped)	Commute for students & parents likely longer if we consolidate
Currently unbalanced class size and demographics	Location of playground (not visible from school)	Currently unbalanced class size and demographics
Air condition and heating system has never worked properly – sometimes classrooms so hot they open windows, others freezing	Busses in Winter	Crowded for meeting/counselor/testing /SPED little "staff space"
No phones in classrooms	Less people able to walk?	No phones in classrooms
No WiFi	Commute for students & parents likely longer if we consolidate	No WiFi
Unable to prepare breakfast & lunch on site	Currently unbalanced class size and demographics	Unable to prepare breakfast & lunch on site
	No phones in classrooms	Unsavory characters can hang out on playground after school hours
	No WiFi	
	Unable to prepare breakfast & lunch on site	
	So far out – Not always a sense of belonging to larger	

	HSD community	
	Location – traffic flow	
	Lack of Parking	

Opportunities

DBS	OQS	WRS
Close to Northern Stage, Hopkins Center, Leb. Opera House	Close to ski hill, Vins, Billings Farm	Close to business community
Close to Dartmouth to have access to volunteer program	Nature trails outside classroom tools	5th Grade to Hood Museum
Surrounded by nature environment (garden space)	Surrounded by nature environment (garden space	Closest to Middle & High School for interaction
Close to King Arthur & CCV	Expansion possible	Close to dance studio, town offices, historical district downtown
Land around school – Expansion possible	Add WiFi	Expansion possible –build up into hill
On Advance Transit line	K-5 Continuum 1. allows for cross grade work, integration, mentoring modeling etc. 2. families together in school 3. Fewer student transition 4. Continuity & ease of teacher communication	On Advance Transit line
Add WiFi	Large gym/open café wall	Add WiFi
Kids can bike to school	Large playground space	Kids can walk to school
K-5 Continuum 1. allows for cross grade work, integration, mentoring modeling etc. 2. families together in school 3. Fewer student transition 4. Continuity & ease of teacher communication		K-5 Continuum 1. allows for cross grade work, integration, mentoring modeling etc. 2. families together in school 3. Fewer student transition 4. Continuity & ease of teacher communication
HS Interns		Everybody Wins reading program
Large gym – seating, open wall café		HS Interns

1.5 administrators		Large gym – seating
1.5 guidance		Small playground space, but very easy to supervise
Large playground space		Town history/walks

Opportunities if we consolidate:

- Flexible groupings possible & more easily changed "on the fly"
- Staff, administrators, community on the same page re: consolidation and to think about Hartford District rather than only smaller community
- Possibly run more programs or integrated resources
- Staff could focus on specialties or strengths & could share knowledge more easily

Threats

DBS	OQS	WRS
Lack of on going maintenance	Lack of on going maintenance	Lack of on going maintenance
Budget cuts that require larger class sizes and reduced SPED support	Budget cuts that require larger class sizes and reduced SPED support	Budget cuts that require larger class sizes and reduced SPED support
Salary schedule impact for staff retention (going to Norwich/Hanover and other places)	Salary schedule impact for staff retention (going to Norwich/Hanover and other places)	Salary schedule impact for staff retention (going to Norwich/Hanover and other places)
		Shady Lawn, Railroad, Intersection of Highways – Safety issues

If Consolidation:

- Class size
- Potential for loss of programs in existence – also informal supports & programs
- Loss of sense of place/community
- Loss of camaraderie amongst staff
- Over reduction of staff
- Student ratios for special programs
- Difficulty & time involved in creating new school community
- Loss of parent involvement
- Transportation to school/events
- People might not move into town with loss of small, community schools

- Reconfiguration or reconstruction of any of the buildings for larger numbers will be costly such as increased cafeterias, music rooms, etc.
- Loss of teachers with increase of administration
- Will create the illusion that we can reduce staff more than is realistic or reasonable
- Difficult to provide teachers with a daily prep (per the contract) in a large school. Currently preps are provided by art, music, pe, and library teachers.

If not Consolidation:

- Decreased resources/programs
- Funding issues
- Possibility of increased tax rate
- We will have to continue this discussion
    - Would people move out of town because of increased taxes?
- Age of WRS school
- Cost of maintaining 3 buildings
- Aging WRS school seen as a reason not to maintain