



# WSSC Practice Blueprint

## Session 6

**Purpose:** To identify WSSC domains that are areas of strengths, weakness, opportunity, and tension in your setting's practices

### Review

- Step 2: Evaluating Directions
- Big Picture WSSC SWOT Analysis activity, case study, & reflection questions

### Do Together

- Activity 6: Big Picture WSSC SWOT Analysis



Suggested Citation: Chafouleas, S. M., Iovino, E. A., & Koslouski, J. B. (2022, September). The WSSC Policy Blueprint: A Guide to Planning Efforts Around the Whole School, Whole Community, Whole Child (WSSC) Model. Storrs, CT: UConn Collaboratory on School and Child Health. Available from: <http://csch.uconn.edu/>.

Copyright © 2022 by the University of Connecticut. All rights reserved. Permission granted to photocopy for personal and educational use as long as the names of the creators and the full copyright notice are included in all copies.

## STEP 2: Evaluating Directions



### Evaluating Directions

Examining opportunities to strengthen whole child initiatives by implementing, refining, or de-implementing

Goal: to prioritize areas of focus and identify potential directions

We refer to the second step in WSCC Practice Blueprinting as **evaluating directions**, as you will complete activities that allow you to evaluate opportunities, or directions, for strengthening whole child practices. After completing these activities, you should have clear priority areas of focus and ideas about future directions to address in the final step.



#### Activity 6 – Big Picture WSCC SWOT Analysis

Anticipated time needed to complete this activity: 20 minutes

If you have experience in the corporate world, you may have conducted SWOT analyses. A SWOT analysis allows us to identify **strengths**, **weaknesses**, **opportunities**, and **tensions**. In WSCC practice blueprinting, SWOT analysis is used to identify priority areas of focus. This allows to improve and refine practices related to the whole child.

While completing your Big Picture WSCC SWOT Analysis, we encourage using a lens that examines access, diversity, and inclusion to ensure that practices promote equity:



**Access** – connecting to personalized resources (i.e., all invited to the room)

**Diversity** – supporting presence of differences (i.e., all welcomed and represented)

**Inclusion** – participating meaningfully (i.e., all experience belonging and feel valued)

There is not one right way to complete your Big Picture WSCC SWOT Analysis. Instead, this is meant to be a tool for processing Activity 5 – Exploring Context in WSCC Practices. Activity 6 – Big Picture WSCC SWOT Analysis can be found in Appendix B. The example below shows how a school team completed their Big Picture WSCC SWOT Analysis.

**SWOT Analysis: Strengths, Weaknesses, Opportunities, and Threats**

|  |   |
|--|---|
| <b>Strengths</b>   | <b>Weaknesses</b>   |
| <ul style="list-style-type: none"> <li>• Nutrition Environment               <ul style="list-style-type: none"> <li>○ Farm-to-School programs enable the use of fresh produce</li> </ul> </li> <li>• Safe Environment               <ul style="list-style-type: none"> <li>○ Hillside’s moisture, air, water quality, thermostats, smoke alarms, and humidity levels are assessed annually</li> </ul> </li> <li>• Behavioral Supports               <ul style="list-style-type: none"> <li>○ The Student Support Team (SST) consistently relies on data-based decision-making practices to effectively support students</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• Employee Wellness               <ul style="list-style-type: none"> <li>○ No current plans currently exist related to the practice of staff wellness</li> </ul> </li> </ul> |
| <b>Opportunities</b>   | <b>Threats</b>  |
| <ul style="list-style-type: none"> <li>• Employee Wellness               <ul style="list-style-type: none"> <li>○ The WSCC Leadership Team sees the lack of initiatives geared towards staff well-being as an opportunity to build a more supportive framework that uses staff input and perspectives.</li> </ul> </li> </ul>  | <ul style="list-style-type: none"> <li>• Potential challenges to updating and integrating practices include time constraints, staff buy-in, and funding.</li> </ul>   |

Copyright © 2022 by the University of Connecticut. All rights reserved. Permission granted to photocopy for personal and educational use as long as the names of the creators and the full copyright notice are included in all copies.

SWOT Analysis | [csch.uconn.edu](http://csch.uconn.edu)



**Case Study:**

**Hillside’s Big Picture WSCC SWOT Analysis**

The next WSCC Practice Leadership Team meeting begins with the team working together to complete a Big Picture WSCC SWOT Analysis.

Drawing on their Resource Mapping and Exploring Context in WSCC Practices activities, the team identifies the domains of Nutrition Environment, Safe Environment, and Behavioral Supports as strengths of Hillside’s current practices. Hillside has a strong agricultural focus and Farm-to-School program that has allowed for students to plant, cultivate, and eat local products. Students frequently have access to fresh air and opportunities to improve their environment by maintaining the school garden or picking up trash in and around the building. The building’s moisture, air, water quality, temperature,

and humidity levels are assessed each year. Teachers are implementing PBIS appropriately according to fidelity data, and office referrals have decreased substantially since Hillside began implementing PBIS several years ago.

Although there are opportunities for improvement across all domains, the WSCC Practice Leadership Team continues to feel that Hillside's main area of weakness and opportunity is within the Employee Wellness domain. The school does not have many current initiatives aimed at Employee Wellness, and team members feel that morale is low. In addition, Mrs. Wu points out that previous Employee Wellness initiatives may not have been equitable. For example, certified staff have benefited while paraprofessionals and lunch staff have not due to contract restrictions. However, the team isn't entirely sure how to best improve Hillside's Employee Wellness initiatives.

In addition, although the team feels this area of focus (Employee Wellness) is warranted based on their work so far, they want to confirm that this is also a priority for the broader staff. After a thoughtful conversation, the team decides to send a brief, voluntary survey to staff soliciting their feedback on current and potential Employee Wellness initiatives and the potential focus on this team's efforts on Employee Wellness. The school psychologist, Dr. Yusuf, offers to draft the survey for the team's review and to then send the survey out to staff via Google Forms.

**After** completing your Big Picture WSCC SWOT analysis, we recommend **identifying WSCC domains for follow up** (e.g., those identified as weaknesses or opportunities).

Then, we recommend choosing one domain of focus for the remainder of your blueprinting work. We hope that you will **complete the blueprinting activities multiple times**; for this first pass, **we suggest choosing one WSCC domain** as a manageable starting place. Then, you can return to blueprint for additional domains that are areas of weakness and opportunity.

To streamline your work and optimize the potential for successful implementation, you might consider choosing a domain that is aligned with current school, district, or state areas of focus.

Once you have chosen a WSCC domain of focus for the remainder of this round of blueprinting work, **confirm this choice with key groups**, such as staff, families, and administrators!

## REFLECT



1. What WSCC domains did you identify as areas that you would like to follow up on?
  - a. Which WSCC domain will you focus on for the remainder of this pass at blueprinting? How and why did you choose this domain?
  - b. What data can you collect to confirm this choice with key groups, such as staff, families, and administrators?

### Considering New or Refined WSCC Practices

It's time to consider how to strengthen your WSCC practices in the domain that you chose! This is likely the reason you came to the blueprint.

As you are likely all too well aware, your resources are finite. Therefore, **you should allocate your resources towards the most efficient, effective, and sustainable efforts.** The idea here is to do less, better (Sugai & Chafouleas, 2021).

Think of it like an accounting balance sheet: your outcomes in this domain are going to be directly related to the resources you have available to invest and the quality of the practices you implement. We want our balance sheet to be as close to a zero as we can. We want to limit our time in the red (i.e., overextended, not enough resources to support practices) but also not have too much in the black (e.g., not using our available resources to implement practices).

We can also think of this like a seesaw. We need to balance our practices with the resources we have available. When we get out of balance, we either do not have the resources we need to implement intended practices or are not using our resources to their potential. However, we can adjust the balance in a few ways: we can reallocate resources to different practices, we can pursue additional resources, or we can remove (de-implement) practices that are not a good use of our resources.



**Each time we consider adding a new practice or refining a current practice, we want to think about how this will affect the balance.**



# ACTIVITY 6 – BIG PICTURE WSCC SWOT ANALYSIS

**Time to Complete:** 20 minutes



**Goal of Activity:** To identify WSCC domains that are areas of strengths, weakness, opportunity, and tension in your setting's practices.

---

## Instructions

In this activity, you will use the results of Exploring Context in WSCC Practices and your other work thus far to identify areas of strength, weakness, opportunity, and threat. In each area, you will be specifically prompted to identify how your practices promote equity through attention to access, diversity, and inclusion\*.

1. Identify areas of **strength**. Which WSCC domains have you covered well in practice (i.e., higher ratings on Exploring Context in WSCC Practices)? Which practices do you feel are well implemented? Which practices or WSCC domains include explicit attention to access, diversity, and inclusion?
2. Next, identify areas of **weakness**. Which WSCC domains are less present in your practice (i.e., lower ratings on Exploring Context in WSCC Practices)? Which practices have gaps in requiring explicit attention to equity (access, diversity, and inclusion)? In reviewing your practices to complete the activities thus far, did you identify any practices that are not comprehensively addressed in policy?
3. Then, identify areas of **opportunity**. Can any of your weaknesses be areas of opportunity to improve? Are there opportunities to strengthen your attention to equity within your practices? Are there any internal or external initiatives that could support this work?
4. Finally, identify any areas of **tension**. What tensions exist that might affect the integration of practices focused on the whole child in your setting? What tensions exist around your ability to implement practices?

## SWOT Analysis: Strengths, Weaknesses, Opportunities, and Threats

**Strengths**

**Weaknesses**

**Opportunities**

**Threats**