

GASPA SWOT Analysis – Strengths, Weaknesses, Opportunities, and Threats

Strengths and Weaknesses:

Below is a list of the major HR content areas followed by the goal areas GASPA is planning to tackle. Please log each in the chart on the next page as either a current GASPA organizational strength or weakness in terms of the knowledge, skills, or resources available to GASPA to address each. For example, if GASPA has strong contacts in the legislature, GASPA’s legislative influence may be logged as a strength. If GASPA lacks resources in assisting districts with recruitment, list that as a weakness.

HR Content Areas:

- Strategic Planning
- Recruitment
- Training & Development
- Employee Service & Relations
- HR Technology
- Budgets/Staffing
- Selection
- Compensation
- Safety & Risk Management
- Job Analysis
- On-boarding
- Employee Supervision & Evals
- Employee Records

GASPA Goal Area:

Impact K-12 Education	Communication & Networking	Professional Learning
<ul style="list-style-type: none"> • Legislative Influence • Promote School Personnel Admin through outreach 	<ul style="list-style-type: none"> • Enhance GASPA website • Online Meeting Technologies • GASPA email user groups • Associate Memberships 	<ul style="list-style-type: none"> • Statewide or regional workshops and webinars • Facilitate presentations by content experts at other state organization conferences • Partner with existing organizations to present professional learning • Use RESA’s to expand knowledges • Update and expand knowledge repository for school district HR • HR certifications

Strengths

- Recruitment
- Selection
- Employee Supervision & Evaluation
- Employee Services and Relations (Recognitions...)

Weaknesses

- HR Technology Management
- Safety & Risk Management

Opportunities and Threats

Next, review the survey results from the Strategic Planning survey. Place items of highest importance to respondents in the Opportunities list. Place obstacles to GASPA pursuing those opportunities in the Threats area. For example, if improved website is an opportunity to better serve the GASPA members, place it in the opportunities arrow. If lack of website building skills or proper software to maintain it is an obstacle, place it in the threats area.

