

## Figure 2.5: Guide for Engaging Faculty, Staff, Students, and Families in Identifying the School Vision

**Identify Vision:** A school's vision reveals the foundational values that have shaped its journey while also charting the path for the guardian's highest aspirations for the school's future.

### Faculty and Staff Vision-Building Process:

1. Gather key faculty and staff members, being mindful of including people from various positions, status, and tenure from within the culture.

+ *What do you believe the primary vision of our school focuses on? (Select all that apply.)*

☐ Academic excellence

☐ Inclusivity and equity

☐ Community engagement

☐ Innovation and growth

☐ Tradition and heritage

☐ Student well-being and development

☐ Other (please specify): \_\_\_\_\_

+ *Using the following prompts, describe what you think the school's vision is.*

Why do you think our school is great?

What do you want our school to become ten, twenty, or fifty years from now?

What beliefs guide our approach to educating students?

What core stories or myths about our school do you find important?

In your own words, how would you describe the vision that guides our school?

How do you see this vision reflected in the school's day-to-day activities? Provide specific examples.

Do you think the current vision motivates staff, students, and families? Why or why not?

Have you been involved in discussions or processes to shape the school's vision? If so, please describe your experience.

2. Once drafted, engage the voices of all staff members to gain input before finalizing the vision.

3. Use the students' and families' statements, collected in the following student and family vision-building process, to engage staff members in drafting the vision. How will educators need to behave to achieve these outcomes?

4. Finalize the draft. All staff members hold one another accountable to the identified common vision.

**Student and Family Vision-Building Process:**

1. Involve students and families by inviting participants from different grades, interests, and backgrounds to ensure diverse representation.

+ *What do you believe the primary vision of our school focuses on? (Select all that apply.)*

☐ Academic excellence

☐ Inclusivity and equity

☐ Community engagement

☐ Innovation and growth

☐ Tradition and heritage

☐ Student well-being and development

☐ Other (please specify): \_\_\_\_\_

+ *Using the following prompts, describe what you think the school's vision is.*

What makes our school special?

What outcomes do you expect our school to produce for our students?

What important cultural values do you expect the school to support in helping to raise our students?

What has the school done in the past that has been successful in supporting our students?

What has the school struggled with when attempting to support our students?

2. Use faculty and staff members' statements to engage them in drafting the vision. How will educators need to behave to achieve these outcomes?