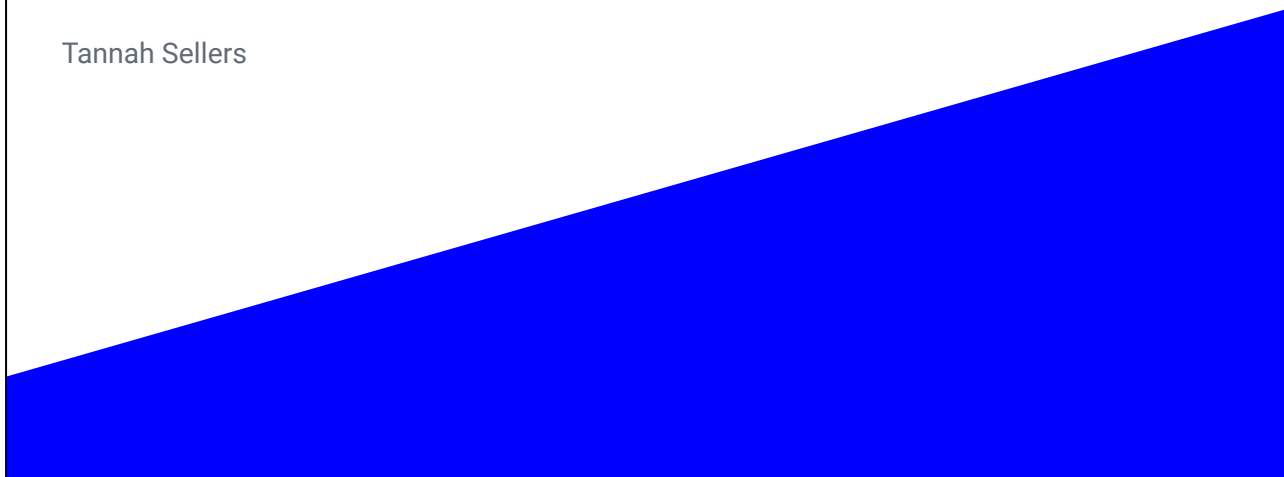


Shaping School Culture by Living the Vision and Mission

Tannah Sellers



Valley School District #262

- PreK-12
- Vision
- Mission Statement



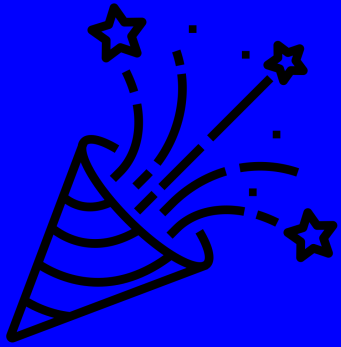
- Valley School District #262 contains grades preschool through the 12th grade. All grades are in the same building, and different grade levels (elementary, middle school, high school) have different hallways to separate the different grade levels. The preschool program is only a half day, but all other grade levels are in school all day.
- The vision for Valley School District #262 is “Valley School District will be a vibrant, nurturing community where all students have pride in their scholastic achievement and are productive, involved citizens of society prepared to meet post-graduation opportunities” (Valley School District #262, 2021, p. 3).
- The mission statement is “The mission of the Valley School District is to provide a quality education, emphasize individual achievement, prepare students as lifelong learners to compete in a complex and changing world, and to enter their future adult roles as effective citizens, productive workers, informed consumers and responsible family members” (Valley School District #262, 2021, p. 3).



- Discuss Often
- Set Goals
- Give Example
- Evaluation

- When trying to implement a school vision and mission it is very important to hold staff and students accountable for following the vision and mission (Leane, 2018). To do this the principal should discuss the vision and mission with students and staff often. This can be done at the beginning of the year with students, but it should be done more often with staff. For example, the vision and mission could be discussed during staff meetings.
- With the staff the principal should set goals that follow the vision and mission. For example, this could be for staff to focus on one area for a week and reflect, or it could be to improve test scores. If goals are set everyone is working towards the same things.
- Examples of how to follow the school vision and mission should be provided. If there is a model to follow people will be more willing to follow.
- Lastly, the principal could discuss how teachers follow the school vision and mission a part of the end of the year evaluation (Leane, 2018). This will hold teachers accountable because they know they will have to discuss it at a later point in the year.

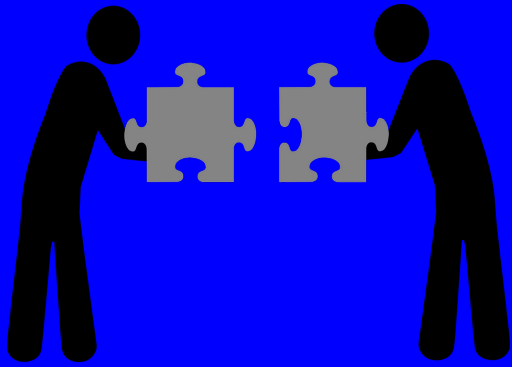
Celebration



- Following Vision and Mission
- Students
- Staff

- Another way to embed the vision and mission in the school is to celebrate those who follow the vision and mission (Leane, 2018). For example, when a student takes pride in their work they should be celebrated.
- When celebrating students it is important to analyze the students and how they would like to be celebrated. Some students would love to be celebrated in front of other people, while some will rather have a celebration that is not over the top. With that being said, when the opportunity presents itself it is important to celebrate students in front of their peers. This will set an example for others and some students will try to follow the vision and mission to get celebrated.
- For staff, the celebration could occur in front of the school or it can be done in staff meetings. Again this will provide an example for others and push them to follow the culture and earn a celebration.

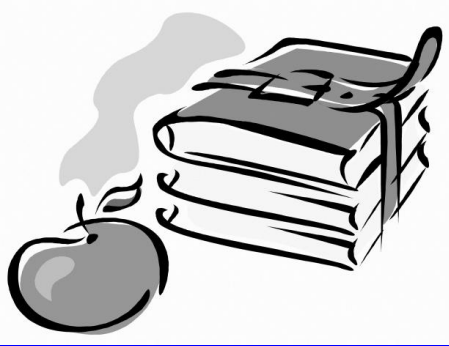
Promoting Collaboration



- Same Grade/Subject, Same Prep
- Required
- Schedule
- Focus on Vision and Mission

- When trying to embed the vision and mission it is important to provide time for teachers to collaborate with each other (Leane, 2018). Teacher who teach the same grade level, or subject should have the same prep period, so they can collaborate with each other (Leane, 2018).
- To make sure this collaboration is happening it should required that teachers meet twice a week during their prep period to collaborate.
- To promote this type of collaboration there might need to be a change in the schedules. All the elementary teachers are on the same schedules based on grade levels, but there are teachers in the middle and high school who teach the same subjects, but do not have the same prep periods.
- During this time teachers will discuss ideas and techniques of how to embed the school vision and mission into their teaching. The school vision and mission is geared towards helping students be successful, so staff should try to follow it as much as possible. This time is important because often times people ideas vary and when all the shared ideas are put together there can be serious change and success.

Professional Development



- Focused on Vision and Mission
- Creating a Community
- Creating a Quality Learning Environment
- Student Engagement

- When we think of professional development we think of how we can improve our teaching for different subjects, but we never really think of how we can use it to help teachers follow the vision and mission. As a principal it is important to send teachers to professional developments that focus on parts of the vision and mission (Leane, 2018).
- Some examples of professional development that would benefit the implementation of the school vision and mission are creating a community, creating a quality learning environment, and how to help better engage students.

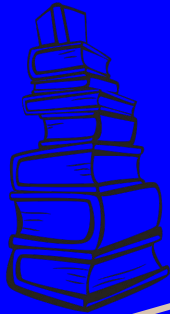
Revisit the Mission



- Disassociate
- Feedback
 - Staff
 - Students
 - Families
- Align with the Needs

Another way to embed the vision and mission in the school is to revisit it and revise it. In an article by Weilbacher, he talks about finding the mission of middle school and how it needs to disassociate from areas that it does not align with (2019). This can go for any school vision and mission statement. By revisiting the vision and mission with staff, students, and families schools can create a vision and mission that aligns with the needs of the people within the school community.

Create Rituals



- Commitment
- Consistency
- Example: Staff Meetings

- The vision and mission can be embedded into the school by creating rituals around the vision and mission (Deal & Peterson, 2016). For this to work everyone has to commit to the vision and mission. For example, all staff need to take the time to learn the mission and practice it themselves. Without commitment, there will not be success.
- I am sure you have heard the phrase “consistency is key”. This is particular true if we are trying to embed the vision and mission through our rituals. We have to consistently practice them every day until they become a normal practice for everyone. This consistency will lead to everyone learning the vision and mission and promote much success for our school.
- An example of a ritual that we could create is in our staff meetings. I know there is a lot of important things that need to be gone over in these meetings, but what if once a month we had partner teachers meet up, have coffee and donuts, and collaborate about their classes (Deal & Peterson, 2016). This would provide them additional time outside of their prep in an environment that is less chaotic without other distractions.

Changing the Verbiage



- Professional Language
- Unable to Understand
- Simplify

- When important documents such as a school vision and mission is created, they are often written with professional language (Mombourquette, 2017). With that being said, a lot of the school community, especially students, will not be able to comprehend what the vision and mission actually mean. The words will mean nothing to them.
- If we want our students and families to follow our vision and mission we have to put it into terms that will make sense to them. For students the verbiage will need to be simplified and probably shortened, so they can understand it (Mombourquette, 2017). For families, it would also be beneficial to simplify the verbiage, but also maybe add explanation and examples. This could be done by sending home a copy of the vision and mission with explanation, examples of what we are doing as a staff to follow it, what they could do.

Communication



- Newsletter
- Website
- Posted Throughout the School

- Communication is a very important piece of embedding the vision and mission in the school. One way we could communicate the vision and mission is by putting it in the newsletter. The vision and mission could be listed with the explanation and examples we talked about on the last slide. Everyone receives a monthly newsletter, so they would have access to it.
- Another way to communicate the vision and mission is to post it on the school website. A lot of people visit the website for various information. If the vision and mission was posted there they would have easy access to it.
- My last idea for communicating the vision and mission is to post it throughout the school. It should be posted in both offices, the lunch room, classrooms, the library, and the gyms. These are areas that a lot of people visit often. Students and staff would have constant reminders of the vision and mission.

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