

GAPS Agenda for the Third Strategic Planning Team Meeting

November 19, 2019 from 4:00-8:00 p.m.

TIME

TOPICS

4:00...Opening Comments from Melissa and Team Members and Review Agenda

4:15...Return to and Complete Work on **District Beliefs**

5:15...Start on the Second Component of the Strategic Plan: **District Mission Statement** (make use of documents from meeting 1, our homework, team member experience, and information from Melissa and Jerry)

6:00...Working Dinner

6:30...Continue and Finish Work on Mission Statement

7:15...Start Discussion about **Vision Statements**

7:45... Closing Comments from Melissa and Assign Task for our Next Meeting (Nov. 19)

8:00...Adjourn

The remaining schedule for upcoming meetings is Nov. 26 and Dec. 3. We will meet on Dec. 10 if necessary.

CREATING A DISTRICT VISION STATEMENT

DEFINITION

It is a description of what a school district wants to achieve or accomplish over an identified time period. It is intended to serve as a clear guide for choosing current and future courses of action. It may describe the district's most important beliefs, its hopes for the future, or what it wants to be known for.

Don't confuse a vision statement with a road map; it is not one. What Bill Gates envisioned when he started Microsoft was a personal computer in every home and business, not a series of steps for making it happen. Vision statements focus on the future; not what is already in place.

EXAMPLES

- *Leukemia and Lymphoma Society...Cure leukemia, lymphoma, Hodgkin's disease, and myeloma. (7)
- *Brentsville S.D...*Our students will be responsible citizens, lifelong-learners, and prepared for a variety of post graduation options.* (17)
- *National Multiple Sclerosis Society...*A world free of MS.* (5)
- *Beaverton S.D...*All students earn a high school diploma and are prepared for post high school learning.* (15)
- *Starbucks...*Establish Starbucks as the most recognized and respected brand in the world.* (12)
- *Amazon...*Build a place where people can come to find and discover anything they might want to buy online.* (18)
- *Feeding America...*A hunger-free America* (4)

WHY HAVE A VISION STATEMENT

While a vision statement doesn't tell you how you're going get there, it does set the direction for the district improvement process. For a private sector example, consider that Henry Ford envisioned most people being able to own an automobile. He saw access for everyone, not just the wealthy. The *purpose* of Ford Motor Company was to build and make affordable cars (*mission*). The underlying *value* was to create access for everyone. His *vision* was a multitude of Ford made cars on

the road, driven by all types of people. His *strategy* of mass production was born from his vision.

COMPONENTS OF A STRONG VISION STATEMENT

1. It must be **brief** enough so that all district employees can remember it but also long enough to evoke a strong sense of purpose, call to action, and describe a clear picture of the most hoped for future. Vision statements are meant to say a lot in just a few words so those words must be carefully selected.
2. The key to a good vision statement is to think of things in a broad, multi-year way **without being too general**.
3. **If you are too specific** you will limit your vision and it will not be applicable a few years down the road.
4. On the other hand, if you say you want to achieve success, any of the 197 districts in Oregon can say that. It's too generic. The most effective vision statements are **clear about what the district wants to become**.
5. In general, **base your vision statement on the best possible future outcome**. Remember that the purpose of a vision statement is to inspire, energize, motivate, and stimulate the district's creativity, and not just serve as a measuring stick for success; that is the function of district goals and accountability measures.

PROCESS FOR WRITING OUR VISION STATEMENT

When first starting to create a vision statement, **think about what the school district does and what, in an ideal world, you would like it to do**, and how you would like it to appear to your community. Consider the services and values the district provides. Then imagine how it would be **if the district provided the very best version of the services possible**. List the services and values and incorporate them into a brief statement that gives a good overview of the type of image you want the district to represent. **Aim for 10 words**. Design the statement to clearly communicate in a way that individuals can remember it and express it to others.

Strategic Planning - Belief Statements

The Albany School District Believes In:

Perseverance
Always improving
Social responsibility
Equity of access for every student
Success through a passion for lifelong learning

Greater Albany Public Schools Believes in:

Learning through Multiple Perspectives
Equity through engagement and growth of every student
Alignment of systems
Perseverance
Social, emotional, and physical safety

Greater Albany Public Schools Believes in:

Learning
Equity
Alignment
Perseverance
Safety

Greater Albany Public Schools Believes in:

Learning
-We strive to constantly improve instruction so that our graduates are prepared for college and career.
Equity
--We recognize that diversity is strength and are committed to the engagement and growth of every student
Alignment
-We collaborate to align practices and resources for greatest success.
Perseverance
-We challenge students in and out of the classroom.
Safety
-We provide a learning environment that is socially, emotionally, and physically safe.

GAPS believes in:

Building essential skills for college and career success
Recognition of diverse perspectives
Instruction of the highest quality
Designing systems aligned for student success
Growth for all through perseverance in the face of challenge
Equity and genuine engagement of every student
Social, emotional, and physical safety