

Mission

A mission is a promise about what a school is committed to doing for its students, every day.
A mission is a clear statement that explains why an organization exists and what it does every day to fulfill its purpose.

Current	Criteria	Future
<p>Empower an inclusive, diverse community of learners to innovate and thrive as global citizens.</p>	<ul style="list-style-type: none"> ● Is it clear and understandable? ● Is it brief enough for most people to remember and say in one breath? ● Does it clearly specify the school’s fundamental purpose? ● Does it have a primary focus on a single strategic thrust (such as learning)? ● Is it broad enough to allow flexibility in implementation, but not so broad as to create lack of focus? ● Will it help school personnel, parents, and community members make decisions? ● Is it energizing and compelling? Does it motivate and inspire employee commitment? 	

Current Mission Statement

“Empower an inclusive, diverse community of learners to innovate and thrive as global citizens.”

Assessment Against Your Criteria

1. Is it clear and understandable?

Mostly, but abstract.

The language is familiar to educators, but phrases like “*global citizens*” and “*innovate and thrive*” may feel vague to students and families. People may agree with it without clearly picturing what the school actually does.

2. Is it brief enough to remember and say in one breath?

Yes.

It’s short, concise, and easy to recite—this is a real strength.

3. Does it clearly specify the school’s fundamental purpose?

Partially.

It suggests *who* the school serves (a diverse community of learners) and *what outcome* is desired (thriving), but it does **not clearly state the school’s core work**, such as learning, growth, or preparation for the future.

4. Does it have a primary focus on a single strategic thrust (e.g., learning)?

No—there are several competing ideas.

Empowerment, inclusion, diversity, innovation, thriving, and global citizenship are all important, but together they dilute focus. Learning is implied, not centered.

5. Is it broad yet focused?

Broad, but a bit too broad.

It allows flexibility, but because it tries to cover many big ideas, it risks being interpreted in many different ways—making alignment and prioritization harder.

6. Will it help staff, parents, and community members make decisions?

Not consistently.

The statement affirms values, but it doesn't clearly guide choices like:

“Is this initiative worth our time?”

“Does this support our main goal for students?”

Decision-making power is limited without a clearer core purpose.

7. Is it energizing and compelling? Does it inspire commitment?

Warm and positive, but not vivid.

It sounds good and inclusive, but it's somewhat generic. It may not spark strong emotional connection or pride because it could describe many schools.

Overall Summary

Strengths

Short and polished

Inclusive and values-driven

Aspirational tone

Opportunities

Center learning more clearly

Use more concrete, student- and family-friendly language

Reduce abstraction and buzzwords

Strengthen decision-making clarity and emotional impact

2–3 Possible Improved Mission Statements

(All are short, plain-language, and easy to remember)

Option 1: Learning-Centered & Family-Friendly

“We help every student learn, grow, and succeed in a diverse and caring community.”

Why this works

Clear focus on learning and student success

Easy for students and families to understand

Supports decision-making around instruction and support

Option 2: Inclusive & Purpose-Driven

“Our mission is to ensure every learner is challenged, supported, and prepared for the world.”

Why this works

Highlights equity without jargon

Keeps focus on readiness and learning

Feels aspirational but practical

Option 3: Simple, Energizing, and Student-Centered

“Together, we learn, lead, and build a better future.”

Why this works

Very easy to remember and say

Inspiring and community-oriented

Leaves room for innovation while staying focused

Vision

A vision is a shared picture of the future a school district wants to create for its students and community. Describes **what success looks like in the long term**. Describes **what success looks like in the long term**. Inspires and unites **students, staff, families, and the community**

Current	Criteria	Future
<p>Cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow by:</p> <ul style="list-style-type: none"> ● Building the knowledge, skills and attitudes of learners to be successful, contributing citizens of a global society ● Developing resilience and perseverance in learners to problem-solve and co-create their learning ● Embracing individually and modeling empathy in an inclusive environment ● Promoting learner confidence, courage, growth mindset and well-being ● Fostering collaboration, voice and engagement with and among staff, families and our communities to partner in ensuring each learner’s continuous improvement ● Ensuring equity of resources, access and opportunities for all learners and staff to learn, work and succeed. 	<ul style="list-style-type: none"> ● It is student-centered ● It words are clear, easy to understand, and memorable ● It if future focused and coherent ● It is aspirational yet realistic ● It is unifying and inspiring ● It is values-driven ● The statement is co-created ● It serves as a guide for making decisions. ● It is system-aligned, broad enough to guide strategy ● It must be able to be actively lived 	

Assessment Against the Criteria
 1. Student-Centered & Values-Driven
Yes—very strong.
 The vision clearly centers on *every learner* and emphasizes equity, belonging, well-being, growth, resilience, and voice. The district’s values are explicit and authentic.
Strength: Deep commitment to students and inclusivity
Watch-out: The learner focus gets buried in length and complexity

2. Clear, Easy to Understand, and Memorable

No.

While the ideas are clear individually, the full statement is long, dense, and full of educational language (“co-create learning,” “personalized environment of excellence,” “equity of resources and access”).

Reality check:

Most students, families, and even staff would struggle to:

remember it

say it out loud

explain it simply to others

3. Future-Focused, Coherent, Aspirational Yet Realistic

Partially.

The phrase “*a better tomorrow*” signals future focus, but the vision reads more like a **strategic plan or list of commitments** than a compelling picture of the future.

Issue: Too many ideas competing for attention

Result: The future image isn’t sharp or vivid

4. Unifying, Inspiring, and Co-Created

Potentially, but not experienced that way.

The content reflects broad input and shared values, but the length and complexity limit its unifying power.

Key insight:

A vision unifies best when people can *see themselves in it immediately* — especially students and families.

5. Strategic, Actionable, and Able to Be “Lived”

Mixed.

The **bullets** are actionable (great for strategy and planning)

The **overall statement** is too complex to guide day-to-day decisions

Important distinction:

This works well as a **strategy framework**, not as a **vision statement**.

Overall Summary

What’s Working

Strong values and equity focus

Clearly student-centered

Comprehensive and thoughtful

Reflects district priorities and beliefs

What’s Holding It Back

Too long to be memorable or inspiring

Reads like a plan, not a vision

Heavy use of education-specific language

Hard for students and families to repeat or own

Bottom line:

This is an **excellent foundation**, but it needs to be **shortened, simplified, and elevated** to function as a true vision.

Three proposed updates:

Vision Option 1

“Every learner, every day, learning and growing with confidence, care, and purpose for a better future.”

What this looks like in action:

- Students feel safe, supported, and known
- Learning is engaging, meaningful, and connected to real life
- Every student is encouraged to grow, try new things, and believe in themselves
- Schools prioritize well-being, belonging, and high expectations
- Families and schools work together to support student success

Vision Option 2

“A community where every learner feels valued, supported, and prepared to thrive today and tomorrow.”

What this looks like in action:

- Every student feels welcomed and respected for who they are
- Support is personalized so all learners can succeed
- Learning prepares students for school, work, and life
- Staff, families, and community members partner in student success
- Equity guides decisions about resources, access, and opportunities

Vision Option 3

“Together, we empower every learner to learn boldly, grow confidently, and shape a better tomorrow.”

What this looks like in action:

- Students take ownership of their learning and choices
- Curiosity, creativity, and problem-solving are encouraged
- Mistakes are part of learning and growth
- Student voice and leadership are valued
- Schools model empathy, collaboration, and hope for the future

Original Commitment 1

Build the knowledge, skills, and attitudes of learners to be successful, contributing citizens of a global society

Aligned Vision Bullet Points

- Learning is engaging, meaningful, and connected to real life
- Learning prepares students for school, work, and life
- Students take ownership of their learning and choices
- Curiosity, creativity, and problem-solving are encouraged

Original Commitment 2

Develop resilience and perseverance so learners problem-solve and co-create their learning

Aligned Vision Bullet Points

- Every student is encouraged to grow, try new things, and believe in themselves
- Mistakes are part of learning and growth
- Students learn boldly and grow confidently

Original Commitment 3

Embrace individuality and model empathy in an inclusive environment

Aligned Vision Bullet Points

- Every student feels welcomed, respected, and valued for who they are
- Students feel safe, supported, and known
- Schools model empathy, care, and belonging

Original Commitment 4

Promote learner confidence, courage, growth mindset, and well-being

Aligned Vision Bullet Points

- Learning and growing with confidence, care, and purpose
- Well-being is prioritized alongside high expectations
- Students believe in themselves and their ability to grow

Original Commitment 5

Foster collaboration, voice, and engagement with staff, families, and communities

Aligned Vision Bullet Points

- Families and schools work together to support student success
- Staff, families, and community members partner in learning
- Student voice and leadership are valued
- “Together” we empower every learner

Original Commitment 6

Ensure equity of resources, access, and opportunities for all learners and staff

Aligned Vision Bullet Points

- Support is personalized so all learners can succeed
- Equity guides decisions about resources and opportunities
- Every learner, every day

Big Takeaway

The revised vision statements preserve all six commitments while making them clearer, more memorable, and easier to live every day.

Core Values

Core values describe what a school district believes in and how it commits to acting—especially when making hard choices. Set expectations for **behavior, decisions, and relationships**. Guide how the district **serves students, families, and staff**. Shape the district’s **culture and climate**.

Current

Criteria

Future

<p>Compassion & Empathy Inclusivity & Diversity Equity & Social Justice Innovation & Creativity Collaboration & Communication Resilience & Perseverance</p>	<ul style="list-style-type: none">● Fundamental: It reflects a deeply held belief, not a preference, tactic, or trend. You would uphold it even if it caused short-term disadvantage.● Enduring: It remains relevant over time and does not shift with circumstances, leadership, or market conditions.● Guides Behavior: It clearly influences decisions and actions, especially in difficult or ambiguous situations. You can point to real behaviors that demonstrate it.● Non-Negotiable: It is not compromised for convenience, profit, or popularity. Violating it would feel like a loss of identity.● Distinctive: It differentiates the person or organization from others. It is not just a generic or aspirational statement everyone claims.● Authentic: It reflects who you <i>are</i>, not just who you want to appear to be. It aligns with past actions and lived experience.● Actionable: It can be translated into observable behaviors and standards. People can use it to decide <i>what to do</i> or <i>what not to do</i>.● Consistent: It is applied across situations, people, and levels of authority. Leaders and members are held to the same standard.● Meaningful: It resonates emotionally and ethically with those who hold it. People care about it enough to defend it.	
---	---	--

Part 1: Assessment of Current Core Values Against the Criteria

Current Values

- Compassion & Empathy
- Inclusivity & Diversity
- Equity & Social Justice
- Innovation & Creativity
- Collaboration & Communication
- Resilience & Perseverance

Overall Strengths

- **Ethically strong and meaningful:** These values resonate emotionally and align with education's moral purpose.
- **Largely enduring:** Most are not fads and are likely to remain relevant long-term.
- **Community-aligned:** Families, students, and staff generally recognize and support these ideas.

Key Gaps When Measured Against the Criteria

Criteria	Assessment
Fundamental	Partially. Many read as aspirations rather than deeply defined beliefs.
Enduring	Mostly yes, though some wording reflects contemporary language that may evolve over time.
Guides Behavior	Weak. Values are broad and overlapping, making it hard to use them in real decisions.
Non-Negotiable	Unclear. There's no indication of what the district would refuse to do because of these values.
Distinctive	Limited. Nearly every district claims these same values in similar language.
Authentic	Depends on district practice; wording alone does not anchor them in lived behavior.
Actionable	Weak. Staff, students, and families may struggle to translate them into daily choices.
Consistent	Unclear. No behavioral expectations are stated across roles or levels.
Meaningful	Strong. The values carry emotional and ethical weight.

Summary Judgment

These values reflect **good intentions**, but they function more as **aspirational themes** than true core values. They need:

- Clear behavioral meaning
- Simpler, more human language
- Less overlap and more distinction
- Translation into "what this looks like in our schools every day"

Part 2: Refined Core Values

Student- and Family-Friendly Language

Below is a **reframed set of core values** that keep the spirit of the originals but make them **clear, distinctive, actionable, and accessible** to students and families.

1. We Care About People

(Compassion & Empathy)

We notice one another.
We listen with understanding.
We treat everyone with kindness, especially when they are struggling.
This means we don't ignore harm, exclusion, or unmet needs.

2. Everyone Belongs Here

(Inclusivity & Diversity)

Every student and family is welcomed, respected, and valued for who they are.
Our differences make our community stronger.
This means no one is left out, overlooked, or made to feel invisible.

3. Fairness Matters

(Equity & Social Justice)

We work to make sure every student gets what they need to learn and succeed.
We speak up when something is unfair and act to make it right.

4. We Learn, Try, and Improve

(Innovation & Creativity)

We are curious, open-minded, and willing to try new ideas.
Mistakes help us learn and grow.
.

5. We Work Better Together

(Collaboration & Communication)

We listen, share ideas, and solve problems as a team.
Clear, honest communication builds trust.
.

6. We Don't Give Up

(Resilience & Perseverance)

Challenges are part of learning.
We keep going, even when things are hard.

Suggestion: Once new core values have been written and approved as part of the new strategic plan align commitments to each core value identified for all stakeholder groups:

Student commitments

Staff commitments

Parent commitments

Community commitments

Leadership commitments