D204 Preferred Future Alignment Report

Overall Finding 7/10 -- Moderate Alignment

D204 already has many strong ideas in its Preferred Future. The opportunity is not to add more—it is to make the existing ideas **simpler, bolder, and more connected**.

Across the Mission, Motto, Vision, Core Values, and Graduate Portrait, several themes consistently emerge:

Excellence • Innovation • Empowerment • Belonging • Future Readiness • Relationships • Student Success

The goal of the refresh is to make these components tell **one clear story about LT's future.**

MISSION 8/10 -- Strong Alignment

What's Working The Mission is concise and distinctly LT. It emphasizes **excellence, innovation, empowerment, and a fulfilling life**.
What Needs Attention Some important ideas—such as **belonging, leadership, student voice, and future readiness**—are less visible.
For the Refresh **BUILD ON IT.** Preserve the strongest ideas, especially empowerment, while considering whether the Mission should more fully reflect LT's future direction.

MOTTO 9/10 -- Very Strong Alignment

What's Working The Motto is memorable and strongly connected to the Mission: **Excellence → Innovation → Empowerment**
What Needs Attention Determine whether these three words still capture the future LT wants to create.
For the Refresh **PRESERVE IT unless there is a compelling reason for change.**

VISION 6/10 -- Weakest Alignment, but still Moderate

What's Working The supporting Vision language is aspirational. It describes students who **grow, think, innovate, lead, belong, find their voice, thrive, and make an impact.**
What Needs Attention The headline—**"prepared for college, career, and life"**—is narrower than the bold future described underneath it.
For the Refresh **STRENGTHEN IT.** Make the Vision a more inspiring picture of what LT wants students to experience and become.

CORE VALUES 7/10 Moderate Alignment

What's Working The values emphasize important beliefs about **relationships, well-being, innovation, equity, community, collaboration, and continuous improvement.**
What Needs Attention Some values overlap, making the set harder to remember. **Empowerment, student voice, and leadership** could also be more visible.
For the Refresh **SIMPLIFY AND SHARPEN.** Create fewer, clearer, more distinctive values that strongly reinforce the Mission and Vision.

GRADUATE PORTRAIT 9/10 -- Very Strong Alignment

What's Working The Graduate Portrait provides the opportunity to define what LT wants every graduate to **know, demonstrate, and become**.
What Needs Attention Each competency should clearly connect to the Mission and Vision rather than operate as a separate set of outcomes.
For the Refresh **ALIGN AND STRENGTHEN.** Ensure the competencies reflect the future-ready learner envisioned throughout the Preferred Future.

What Does the Refresh Need to Accomplish?

PRESERVE
The strongest ideas already embedded in LT's Preferred Future.

STRENGTHEN
Ideas that are important but not yet consistently visible across the framework.

SIMPLIFY
Overlapping or overly complex language so the Preferred Future is easier to understand and remember.

ALIGN
Mission → Motto → Vision → Core Values → Graduate Portrait so they tell **one coherent story**.

The Bottom Line

D204 has many of the right ideas. The opportunity is to make those ideas simpler, bolder, more future-focused, and more intentionally connected.

The refresh is not about rewriting everything.

It is about creating greater ALIGNMENT and COHERENCE.

One Mission. One Vision. Shared Values. A Clear Portrait of the Graduate. One Preferred Future.

THE BIGGEST ALIGNMENT OPPORTUNITIES

The individual components are strong. The greatest opportunity is strengthening the **connections among them**.

1. VISION → GRADUATE PORTRAIT
The Graduate Portrait describes a broader, more future-ready learner than the current Vision headline suggests. The Vision should better reflect the graduate LT seeks to develop.

2. MISSION → VISION
The Mission emphasizes **excellence, innovation, and empowerment**. Those ideas should be more clearly carried forward into the Vision.

3. CORE VALUES → STUDENT EXPERIENCE
The Core Values should clearly identify the beliefs that will guide how LT creates the student experience described in the Vision.

4. ACROSS ALL COMPONENTS
Important ideas such as **student voice, agency, leadership, belonging, and future readiness** should appear intentionally and consistently—not differently or sporadically.

The Alignment Test

When the Preferred Future is complete, stakeholders should be able to see a clear progression:

MISSION
Why do we exist?

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MOTTO
What captures our promise?

↓

VISION
What future are we creating?

↓

CORE VALUES
What beliefs guide our actions and decisions?

↓

GRADUATE PORTRAIT
What will our graduates know, demonstrate, and become?

ONE COHERENT STORY ABOUT LT'S FUTURE