Vision-Driven Process for Initiating School Improvement

Organizational Mission
“What is our organization’s purpose?”

Organizational Values/Beliefs
“What do we value/believe about teaching, learning, professional development, and the process of change?”

Organizational Vision
“What do we want our organization to look like over the next few years?”

Knowledge of Best Practice
“Do we understand best educational practice and systemic change?”

Commitment to Best Practice
“Are we dedicated to the study of best practices and to the systemic processes for change?”

Baseline Data About Current Practice
“What do we look like as we begin the process?”

Design Organizational Action Plan
“What objectives, tasks, responsibilities, and timelines are necessary to accomplish our goals?”

Organizational Component Focus Teams
What functions of our organization are necessary for effectiveness (e.g., Curriculum, Leadership, Facilities, Professional Development, etc.)?”

Organizational Goals
“How can we accomplish our organization’s vision?”

Assess School Action Plan
“How much of the plan have we accomplished?”

Periodic Assessment of Current Practice
“What data do we regularly collect and analyze?”

Implement School Action Plan
“How do we collectively implement our action plan?”

Middle Level Leadership Center, Jerry Valentine 2006
Vision-Driven Process Framework for Internalizing School Improvement

Organizational Values and Beliefs
“What do we value/believe about teaching, learning, professional development, and the process of change?”

Organizational Mission
“What is our organization’s purpose?”

Knowledge of Best Practice
“Do we understand best educational practice and systemic change?”

Commitment to Best Practice
“Are we dedicated to the study of best practices and to the systemic processes for change?”

Vision
“What do we want our organization to look like over the next few years?”

Assessment of Current Practice
“What data do we periodically collect and analyze?”

Organizational Goals
“How do we accomplish our organization’s goals?”

Organizational Component Focus Teams
“What functions of our organization are necessary for effectiveness? (e.g., Curriculum, Leadership, Facilities, Professional Development, etc.)”

Implement School Action Plan
“How do we collectively implement our action plan?”

Assess School Action Plan
“How much of the plan have we accomplished?”

Design Actions Plans
“What objectives, tasks, responsibilities, and timelines are necessary to accomplish our goals?”

Middle Level Leadership Center, Jerry Valentine 2006