

Vision Retreat Participant Handout

Vision Retreat Purpose

The Vision Retreat provides an opportunity for the strategic plan team to develop a shared understanding of the current mission, vision, core values and strategic themes and build upon those ideas to move the district forward in answering the question, *“Where do we want to be five years from now that is different than where we are today?”*

The Vision Retreat offers an opportunity for the plan tem to review the components of a continuous improvement framework based on research best practices and benchmark where the district is in relationship to those practices.

The outcome of the day is for the plan team to describe a clear vision for the future through a product known as a Preferred Future Statement.

Common Vocabulary

Core Values	The district’s beliefs and principles that articulate the culture of the organization. These are the standards that describe how employees and the organization are expected to behave internally and externally. They serve as the basis for decision-making and influence actions in everyday situations.
Mission	The district’s purpose described in the language of the business, including who is served and what products, programs and serves are provided to customers and stakeholders.
Strategic Theme	Three of four strategic focus areas that build on the customer value proposition to define the organization’s high-level business strategy; breaks down the vision and mission into action and focuses energy on desired strategic results.
Vision	A vivid, emotionally inspiring, time-specific picture of a future to which the organization aspires. A description of how the district will look, sound and feel differently that it is today.
Vision Result	An achievable stretch target identified in order to measure the success of an organization’s vision statement. Sometimes this is referred to an a Preferred Future Statement

Session One:

Strategic Foundation or Preferred Future

When we complete our work today, we will have the concepts to produce a Strategic Foundation or Preferred Future Statement. We will share this product with those we represent and seek their feedback between the Vision Retreat and the Setting Direction Retreat.

Mission Statement- Our Core Purpose <i>Why do we exist?</i>	Vision Statement- Our Future <i>Where we are headed?</i>
Core Values - How we act and behave <i>What we stand for?</i>	Vision Description <i>What it will look like?</i>

Vision Retreat Outcomes:

- **Session One-** Review and reflect on the Data Retreat. Learn about the characteristics of a Preferred Future Statement. Review a great example of a Preferred Future Statement. Identify initial thoughts about dreams, hopes and aspirations.
- **Session Two-** Investigate others' ideas about the future through research and investigations. Explore mission, vision and core values. Explore learning outcomes. Introduce Vision Concepts Survey.
- **Session Three** – Explore student agency and student choice. Explore organizational outcomes and mindset. Explore District, Leader, and Teacher 21st Century Characteristics. Write a draft of the Preferred Future Statement

Vision Retreat Key Questions:

- ✓ What is my dream, hopes, aspirations for this organization?
- ✓ How would things be different if my dream came true?
- ✓ Does my dream connect on a personal level with others?
- ✓ Will my dream prepare learners to be successful citizens?
- ✓ Will my dream inspire an innovative and passionate staff?
- ✓ Will my dream attract and engage a respectful community?

Activity One: Understanding the Characteristics of a Preferred Future Statement

<u>Future Focused:</u>	Provides the “Big Picture” and clearly describes what your district will be like in several years
<u>Direction:</u>	Serves as a guide to district goals and strategies
<u>Specific:</u>	Clear and focused enough to shape decision-making
<u>Relevant and Purpose Driven:</u>	Reflects the district’s response to the challenges of the day
<u>Values-Based</u>	Implies the set of values that are required to support the district
<u>Challenging:</u>	Inspires employees of the district to do great things and achieve a higher level of standards
<u>Unique and Memorable:</u>	Highlights what makes the district difference and why it matters
<u>Inspiring:</u>	Appealing and engages stakeholders to commit to a cause and mindset

Record your favorite characteristic in the chat and be ready to share why?

Why is a Preferred Future Statement a necessary component of a district’s strategic plan? How might the district use mission, vision, and core values during the implementation of the strategic plan?

Activity Two: View an Example of a Great Preferred Future Statement:

Illinois Vision 2020
We believe the key to continuous improvement in public education relies on the wisdom and innovation of public educators who work with students every day. This is a continuous process.
Through the Vision 20/20 process, four areas for prioritization emerged: highly effective educators, 21 st century learning, shared accountability, and equitable and adequate funding.

Highly Effective Educators	
21st Century Learning	
Shared Accountability	
Equitable and Adequate Funding	
Other notes:	

Activity Three: 21st Century Learning Outcomes

What are 21st Century Learning Outcomes?	
Why should they be a part of a Preferred Future Statement?	
What are some of the 21st Century Skills you think are important?	

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Activity Four: Greatest Hopes, Aspirations, Dreams for the Future

Dreams, Hopes Aspirations Things to Change Ideal School System Look Like	Why? Difference Made

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Previewing Homework:

Mission Concepts Survey

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Clearly articulated shared beliefs about learning lived in every classroom				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
2. Social and emotional justice				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
3. Transparency and sharing are fundamental to learning practices				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
4. Self-management and self-awareness				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
5. Community-wide participation in the equitable, effective education of children				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
6. Relationship skills and decision-making skills				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
7. Personal, self-determined learning is at the center of student and teacher work				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
8. Project-based, problem-based				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
9. Agency- voice, choice, ownership, engagement				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
10. Multiple forms and opportunities for feedback				

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
11. 6 C's (Critical thinking, creative thinking, collaboration, communication, character, citizenship)				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
12. Real life application				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
13. Curriculum is co-constructed to meet the needs and interests of each student				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
14. Presentation to a real-life audience				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
15. College, career, and workplace ready				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
16. Service learning and internship connections with business and the community				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
17. Digital literacy				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
18. STEM (Science Technology Engineering Mathematics)				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
19. STREAM (R Writing) (A Arts)				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
20. Embrace and anticipant constant change and evolution				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
21. Use of time and space to support teaching and learning activities				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
22. Extended day and Year enrichment				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
23. Co-teaching and interdisciplinary teaching				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
24. Add yours				
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
25. Add yours				

5-10 Must Haves	2-3 Maybes

Vision Retreat Investigation Activity

As part of our Vision Retreat for strategic planning we are providing everyone with a homework assignment.

The first part of the assignment is to read a short article to push your thinking about learning and the future. Each participant has been assigned an article with the new table team assignment. There are three articles. Each person is to read the article assigned and be ready to share five key takeaways to share with the team. Please see the **table assignment chart** for assigned reading and investigation:

Article 1: The 10 Principles of Modern Learning

Article 2: A Transformational Vision for Education in the US.

Article 3: Rigor Redefined: The Seven Survival Skills for Careers, College, and Citizenship

The second part of the assignment is to explore electronically a school that has a new definition of learning. If you read Article 1 you do Investigation 1, Article 2 you do Investigation 2, Article 3 you do Investigation 3.

Investigation 1: Design 39 Campus

<http://design39campus.com/about/our-story>

- Check out the video. Why D39C School
- Check out the video at the end of the section: Design 39 Campus and Collaborative Furniture

<https://design39campus.com/about/guiding-principles/>

Check out:

- Overview
- Design Thinking
- Collaboration and Communication
- Creative confidence
- Connect Globally
- Growth Mindset
- Inquiry
- Personalization
- Technology

What are five ideas you want to bring forward to your team as part of a future vision?

Investigation 2: Stonefields School

<https://www.youtube.com/watch?v=IIDoIbqBs24>

Check out the video: A Bit about Stonefield

<https://www.stonefields.school.nz/page/Vision/>

Check out Stonefields School Building Learning Capacity

Read the 4 Vision Principles

<https://www.stonefields.school.nz/page/Learning/>

- Check out Learning Hubs
- Check out Inside a Learning Hub

<https://www.youtube.com/watch?v=kXnatCjutnE&feature=youtu.be>

Check out Stonefield Strategy

What are five ideas you want to bring forward to your team as part of a future vision?

Investigation 3 Springfield Renaissance School

<https://www.springfieldrenaissanceschool.com/>

- Review sections under How Do We Do School

<https://www.edutopia.org/video/putting-students-charge-their-learning-journey>

- Check out the video: Putting students in charge of their learning

<https://www.edutopia.org/article/building-school-tight-knit-family>

- Read: Building a school like a tight-knit family
- Check out the video: Supporting personalized learning through Advisory

Next Vision Session: Dec 14. 4:00-6:00