

# Determining a Team's Mission and Vision

Time	Topic/Activity
5-10 min.	<p>Provide the district/organization and school's mission and vision statements, if available.</p> <p>Invite reflection:</p> <p><i>I see...</i></p> <p><i>I think...</i></p> <p><i>I wonder...</i></p> <p>If good examples are available, share mission and vision statements from other similar teams. Ask reflection questions:</p> <p><i>I see...</i></p> <p><i>I think...</i></p> <p><i>I wonder...</i></p>
5 min.	<p>Provide a definition of mission and vision (see previous definitions).</p> <p>Discuss how having a mission and vision can help a team.</p>
15-30 min.	<p>Ask participants to write and then talk in pairs and then in a whole group about the following questions:</p> <ul style="list-style-type: none"> <li>• Within our team, which component of our school, district, or organization's vision can we work toward?</li> <li>• Within our team, which component of our school, district, or organization's mission can we uphold?</li> <li>• What specifically can our team do to move our school, district, or organization forward on its mission?</li> <li>• Which student needs are we aware of that our team can respond to? (Also, if relevant, which teacher needs are we aware of that our team can respond to?)</li> <li>• What data do we have from and about students that could help us determine our team's mission and vision?</li> <li>• Why do we think this team exists?</li> <li>• What is the most important work we think this team could engage in that would be of service to children?</li> </ul>
10-15 min.	<p>First, in pairs, ask participants to brainstorm keywords and phrases that reflect what they think should be the team's mission (its fundamental purpose) and its vision (a compelling future). It's useful to have lots of chart paper and markers available for this section.</p>

Exhibit 4.2. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

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Time	Topic/Activity
10–15 min.	Have pairs join other pairs and then groups of four join other groups of four (and so on) to share their brainstorm. As groups join up, they share ideas and look for repetition of ideas and additional important ideas that might need to be included but aren't repeated. The goal of this activity is to combine ideas and condense the brainstorms.
5–15 min.	Use a decision-making process (see Chapter 8) to agree on the keywords, phrases, and ideas—not the exact wording.
5 min.	<p>Explain next steps:</p> <ul style="list-style-type: none"> <li>• Ask for two team members to volunteer to wordsmith the ideas, phrases, and words into a mission and vision statement.</li> <li>• Determine when this will happen and when the team will come back to look at their work and make a final decision. Inform that team that the final decision will also be made together (and let them know exactly what kind of decision-making process will be used). The process of agreeing on the draft brought by the wordsmiths can take anywhere from 10 minutes to an hour.</li> </ul> <p>Close the meeting.</p>
60–105 min. total	