

Building your mission and vision

Questions for reflection for mission and vision:

- Have we defined success in all areas where we have specific problems to address?
- Is our mission and vision clear and communicated in a way that allows everyone in our organization to attend, inhibit, and move toward it? (e.g., did we use concrete language)
- Do they know what it is? (stop 10 people at random, ask them)
- Do they know what it isn't?
- Did we include why our goal is important?
- Can they take steps in the right direction?
- Do they know what activities belong to the mission and vision and which do not?"
- Do they know how what they control directly contributes to the mission and vision?

Activity: How does your current school improvement plan align with your MTSS/PBIS efforts?

Adapted from Cloud, H. (2013). *Boundaries for Leaders: Results, Relationships, and Being Ridiculously in Charge*. Harper Collins
Heath, C. & Heath, D. (2007). *Made to Stick: Why Some Ideas Survive and Others Die*. Random House.

You Gotta Love It! **Criteria for selecting Practices**

Activity:

Create criteria to select practices to address your school improvement plan. You need to select three criterions that the practice “must have”, and three that it would be “good to have.” In order to select/support a practice, it needs to meet the standard for all three “must haves” and at least two “good to have.”

I have included some sample criterion. Some of taken from George Sugai’s working smarter framework.

Possible criterion:

- Use data to monitor their efforts (I would argue as a must have)
- Are related to the school improvement plan (I would argue as a must have)
- Are based on evidence the approach can work in our setting (I would argue as a must have)
- Are politically important
- Can be implemented efficiently by teachers
- Includes training for staff
- Provides access to some type of coaching for staff
- Other

1. List out your criteria for selecting practices below (you can create your own) (three “must have”, and three “good to have”)

Must have	Good to have
1.	1.
2.	2.
3.	3.

2. List one schoolwide practice you are implementing here:

3. _____ How many “must have” criterion does it meet?
_____ How many “good to have” criterion does it meet?

Leadership Team Question Reflections

1. How does your leadership team for school improvement reflect all of the practices you have selected for MTSS?
2. How are new team members prepared?
3. How is everyone's role changing as a result of your MTSS/SIP plan? How is all staff involved?
4. How do you hire for your mission and vision (e.g., job descriptions align with your school improvement goals)