

Focusing attention on a vision

Invite people to take part in transforming the values and beliefs of the institution into a vision or develop a mission statement grounded in the common beliefs of your staff (cf. Robbins, p. 86-89).

1. Explain what a mission statement is.
2. Show them an example of mission statement of other organization.
3. Analyze the values that seem to be implicit in the mission statement.
4. Identify how a mission statement influences a staff member's life.
5. Invite the staff to take part in the development of the mission statement. Explain that this will allow the opportunity to synthesize individual staff member's dreams into a statement reached through consensus. This statement will represent the ends to which all within the organization will strive.
6. Ask staff members:
 - (a) to think for a moment about the place where they would like to send their own very special child to school. How would the child be treated? How would his experiences be like?
 - (b) now think about the place where you would like to go to work everyday. What would it be like? How would you feel? How would people interact?
7. Write down your thoughts fusing them into one note.
8. In pairs people share their notes and synthesize in one. The process continue in groups of four people and then of eight.
9. The group of eight people write a common mission statement and create a slogan that would encapsulate the mission statement.
10. You should involve parents and representative students in this process.

Inspire people by showing them how their work contributes to worthwhile ends.

A vision and the mission statement help members of an organization to identify what is important and avoid spending time on what is not.

Another excellent exercise to keep the school vision and mission in mind is to develop annual goals for a school that are congruent with the mission.