Shared Vision Protocol

Process described is intended to be used with a small team of teachers (8-16 people) in developing a shared vision, but could be adapted for a larger group or entire school.

1. Establish importance and rationale for creating a shared vision or describing the school you are trying to create.
   a. Utilize “Research in Support of Shared Vision” PDF.

2. Have individuals complete the “Envisioning Our School in Five Years” graphic organizer (see 2nd page), describing what they’d like their school to become in five years from now.

3. Pair up individuals to share and narrow down their ideas from the “Envisioning Our School in Five Years” graphic organizer.
   a. Give each pair 10 post-it notes.
   b. Instruct partners to come to a consensus on the 10 most important ideas (words, phrases) – ideally it should be 2 ideas from each bubble on the graphic organizer.
   c. Have pairs write the 10 words/phrases on 10 separate post-it notes.

4. Ask for each pair to read aloud their post-it notes and stick them on 1 of 5 corresponding charts (Adults, Students Climate/Culture, Classroom, Parents/Community); take turns having each pair share with entire group without commentary or discussion.

5. Randomly assign people or have people self-select to 1 of the 5 charts to ensure that there is an even distribution of participants.

6. Individuals should cluster and categorize post-it notes by similar ideas and create 1-2 statements that connect or incorporate the major themes about that particular chart.

7. Each group displays and shares out the thematic statements from their chart.

8. Create 2-3 larger groups with ideally 1 representative from each of the 5 charts and have them craft a draft vision statement that incorporates the major ideas and key themes from each of the 5 charts.

9. Have groups display and share their draft vision statements.

10. Engage whole group in revising, merging, and approving final vision statement.
    a. May need to appoint 2-3 “word-smithers” to finalize language and edit before getting group approval.
    b. Employ “fist-to-five” consensus technique to obtain approval.