

Special Board Meeting Minutes

Submitted by: Thomas Jay

August 17, 2016

- Reviewed board packet from Rich Parker dated 6/30/16 pages 13-26; vision and mission and strategic plan, important components of goal setting, definition of a mission and vision statement, goals and objectives, theory of action, goal setting with SMART goals
- Reviewed excerpt from the book: *How to Help Your School Thrive Without Breaking the Bank* by John G. Gabriel and Paul C. Farmer, Chapter 2. *Developing a Vision and Mission* taken from Association for Supervision & Curriculum and Development's website: <http://www.ascd.org/publications/books/107042/chapters/developing-a-vision-and-a-mission.aspx>
- Key talking points from chapter two:
 - Your school must have a vision that all staff members recognize as a common direction of growth, something that inspires them to be better. An effective vision also announces to parents and students where you are heading and why they should take the trip with you.
 - If you don't have a common, agreed-on destination, then everyone is left to his or her own devices to imagine one—a scenario that results in unharnessed and unfocused efforts, with everyone believing that what he or she is doing is right.
 - *Don't rush the vision statement; doing so leads to skepticism, stress, and distrust, which will lead to a statement that will eventually be ignored.*
 - Because these closed approaches to developing vision statements are incredibly common, most staff members are turned off by the mere mention of the words *vision* and *mission* and groan at the prospect of yet another initiative that will eventually be forgotten—that after a flurry of activity, the vision will be shelved alongside the school improvement plan, out of the reach and off the minds of staff members. Because they had little involvement in it, they see no real reason to dedicate themselves to it.
 - ***Ask yourself, Do I understand what this organization values, believes in, and hopes to be?***
 - You might also urge team members to explain to the faculty how the vision is a reflection of the school's values and hopes: it offers an opportunity to dream bigger, so stress to the team that it shouldn't let the faculty develop a "get-by statement," something that expresses a notion of mere adequacy. Tell team members to get the faculty to articulate what it is they truly want from their students and school.
 - *When developing a vision, remember that less can be more; keep it short, and your staff will remember it longer.*
 - A mission statement is the wind that brings you to your desired harbor. It guides your travel and powers your momentum. Mission statements "give educators stronger motivation and provide parents with a clearer picture of what the school values. ... A clear vision and a common mission that identify the kind of learning to be achieved can help keep the school and the efforts of its staff and students on target" (Peterson, 1995).

- Mission statements are the "how-to" statements or action plans that help schools achieve their vision. They prompt change and growth. The mission is the touch point that can help you determine whether what should be happening is, in fact, happening.
- During this process, they need to ensure that the mission they are crafting aligns with the new vision statement—specifically, that the steps, actions, and values stated in the mission are things that will help them achieve the vision. The relationship between the mission and the vision must be clear.
- Few thriving schools or companies attained their success without developing such statements as elements of their school improvement plans or business plans. But merely drafting statements is not enough. To realize your school's vision and mission, you must model your school's beliefs, values, and collective commitments while demonstrating enthusiasm for what will come next. Perhaps most important, your vision and mission establish clear expectations and standards for your staff.
- Recommendation by Gennie: Have students (Juniors and sophomores) watch senior culminating project presentations. Possibly obtain community service hours for presenting to peers. Students become more confident by watching their peers; know what to expect.
- Great example of vision: E6 Vision Statement:
http://blogs.edweek.org/edweek/learning_forwards_pd_watch/2013/04/six_e_words_essential_to_student_success.html?print=1
- Reinforce the use of backpacks and have student place them on hooks outside classrooms
- Mission aligned to vision, which is further aligned to strategic plan
- Board and Thomas adopted the following Vision for Skykomish School District:



- Thomas will work with faculty and staff to create buy-in of vision and lead them in developing a new mission statement
- Thomas and Board will meet again on September 14, 2016 at 4:30PM for our next work session to revise our 1,000 series policies.



 John Robinson, Board Chair