# Leadership System - *Shape the District's Identity*

**MI Systems Support**

> District leaders establish the identity of the district through the creation and implementation of a student-centered vision and mission.

## PRACTICE 1

## PREPARATION

**GETTING AWARE**

District leaders review evidence-based practices for developing vision and mission statements for a school district. District leaders survey or gather feedback from various constituents, including students, staff, and community members.

**GETTING READY**

District leaders review examples of vision and mission statements from successful districts. District leaders schedule a series of meetings with students, staff, and community members to develop a district vision and mission, and communicate the intentionality and purpose of the process, as well as how these statements will be used to shape district policy and approaches to learning.

## PROGRESS INDICATORS

**GETTING STARTED**

District leaders engage representative members of their community, including students, staff, parents, and representative members of the community, for the purpose of sharing perspectives in order to develop a student-centered vision and mission for the district.

**GETTING BETTER**

District leaders seek input from all individuals within their district community with regard to the development of a district mission and "portrait of a graduate" (or similar consideration). This feedback, along with representative voices from constituent members of their district community, is used to shape the district mission and vision.

**KEEP IMPROVING**

The district vision/mission team reviews community feedback on possible options for the mission, vision, and related documents (i.e. portrait of a graduate, graduation guarantees, or similar statements) and selects statements that might be used to communicate goals and drive future policy and planning for the district.

# RESEARCH REFERENCES FOR THIS PRACTICE:

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