Beliefs, Mission, Vision and Values
Team Self-Assessment

Purpose:
- To support effective practices that develop ownership in the school/district's beliefs, mission, vision and values as underpinnings for continuous improvement.

Description:
- A measurement tool to be used as a baseline understanding for a staff or team reflecting the current status of being guided by shared beliefs, mission, vision and values.

Guiding Questions:
- What is our current practice for being guided by collective beliefs?
- What is our current practice for being guided by a collective mission?
- What is our current practice for being guided by a collective vision?
- What is our current practice for being guided by collective values?

Suggested Uses:
- To ground a staff or team prior to embarking in a data retreat.
- To set the stage prior to investigating or implementing a new initiative.
- To check practices to be sure they align with your beliefs, mission, vision and values.
- To ground PLC teams, these statements can be inserted in a common PLC team template.
- To guide decision-making, beliefs, mission, vision and values help a team weigh alternatives to find the best-fit decision.

Suggested Time: allow at least an hour

How to Use this Resource:
1. This self-assessment is designed to be completed by a team.
2. Print out the self-assessment so that each person has a copy, can read carefully and take notes.
3. Assign the following roles:
   a. Assign a team recorder who will document the final ratings and comments.
   b. Assign one team member as the "reader". The reader reads each item aloud as other members follow along.
4. Team members reflect silently, and then "finger vote" -- 1=strongly disagree, 2=disagree, 3= agree, and 4=strongly agree.
5. Team members observe each other's ratings and seek to understand the rationale for various ratings.
6. The team discussion continues until the group reaches a consensus rating.
7. Upon completion of each section of the self-assessment, the team discusses the consensus rating, considers the guiding questions and develops recommendations for improvement.
8. Collaboratively, the team determines which areas are of highest priority for next steps in conjunction with other information to inform continuous improvement planning.

References
DuFour, R., DuFour, R., Eaker, R., Many, T. W., & Mattos, M. (2016). *Learning by Doing: A handbook for professional learning communities at work*TM (3rd ed.). Bloomington, IN: Solution Tree Press.

Key Words:
beliefs, mission, values, vision, leadership, team, foundations

Beliefs, Mission, Vision and Values Team Self-Assessment

Rate each statement according to your degree of agreement on behalf of your staff or team.	Strongly Disagree	Disagree	Agree	Strongly Agree
1. **SHARED BELIEFS.** We have established shared beliefs that are foundations for our mission, vision and values. *We've articulated that we believe that every student can learn and become college, career and community ready. Our beliefs reflect that every educator makes a profound difference in student learning and preparedness for life and that we hold high expectations for learning progress for both students and ourselves. In order to reach our collective vision for our students and schools, we continually evaluate our beliefs.*				

What **strengths and weaknesses** were identified? (Refer to these questions to guide potential actions).	What **actions** would you recommend for improvement?
What observations about our beliefs surfaced during our self-assessment that might contribute to our achievement gaps? *How do our shared beliefs promote equity in our school?* *What processes are in place to ensure all staff continually reflect and can identify potential unconscious bias and stereotyping?* *How do our beliefs create a culture of high expectations for all students and staff?* *How do our beliefs result in a culture of partnership among students, teachers, parents and community?* Notes as evidenced by:	

Rate each statement according to your degree of agreement on behalf of your staff or team.	Strongly Disagree	Disagree	Agree	Strongly Agree
2. **SHARED MISSION.** We have established a mission for student success shared by all staff and stakeholders that articulates our essential purpose and guides everything we do. *Our mission describes our fundamental purpose and reason for existing, clarifies priorities and sharpens focus. Staff shares understanding and commitment to school's goals, priorities, assessment and accountability as connected to the purpose.*				

What **strengths and weaknesses** were identified? (Refer to these questions to guide potential actions).	What **actions** would you recommend for improvement?
What characteristics of your school's mission are alive and "in action" in your school? *To what degree does your school's mission support success for each and every student?* *How does the school's mission permeate the collaborative work of teachers throughout the year?* *How do our instructional and administrative practices support our mission?* Notes as evidenced by:	

Rate each statement according to your degree of agreement on behalf of your staff or team.	Strongly Disagree	Disagree	Agree	Strongly Agree
3. **SHARED VISION.** We have articulated our vision, our vivid picture of our school's best future for our students. *Our vision is concise, easy to recall and embedded in the hearts and minds of our staff. It tells us the direction for our school; it motivates and energizes us to become the school we envision.*				

What **strengths and weaknesses** were identified? (Refer to these questions to guide potential actions).	What **actions** would you recommend for improvement?
● *Does everyone (staff and stakeholders) hold the same vision for students and staff in the future and use that vision as their guide?* ● *What feedback is collected from stakeholders to inform us about whether our vision is "alive" throughout all aspects of your district?* ● *How are our decisions and actions from day-to-day supporting the vision for our students?* ● *How does our vision empower us to overcome achievement gaps?* Notes as evidenced by:	

Rate each statement according to your degree of agreement on behalf of your staff or team.	Strongly Disagree	Disagree	Agree	Strongly Agree
4. **SHARED VALUES.** We have established shared values for our school and district that describe how we must behave for our vision to become reality. *Our common values describe the attitudes we hold and demonstrate, and the commitments we share. In our school's collaborative culture, we value our respective relationships and roles in fulfilling our mission and reaching our vision together.*				

What **strengths and weaknesses** were identified? (Refer to these questions to guide potential actions).	What **actions** would you recommend for improvement?
● *What are our shared values?* ● *What behaviors and day-to-day actions reveal our shared values?* ● *To what degree do our shared values support equity for all students and staff?* ● *What steps can we take to develop (if not already developed) a set of shared values for all staff to embrace?* ● *How do our values align with our mission, vision and beliefs?* Notes as evidenced by:	

<u>Next Steps</u>. Discuss the results of all four sections, and determine the highest priorities for next steps in conjunction with other information to inform continuous improvement planning.

Next steps:

Brief Feedback
Thank you for helping to improve these resources.