

Leadership Activity: Reviewing Mission and Vision Statements

A school's mission and vision statements set the foundation for its culture and priorities. This activity will guide your school community through a reflective process to ensure these statements align with a commitment to care, inclusivity, and belonging. Invite a diverse group of key participants—staff, students, parents, guardians, and community members—to engage in this collaborative effort. The outcome should be revised mission and vision statements that explicitly affirm the needs of all students.

Objective: Assess the school's mission and vision statements to ensure they reflect a commitment to affirming the needs of all students and fostering a sense of belonging.

Materials:

- Copies of the school's current mission and vision statements
- Copies of this activity guide for each group
- Chart paper or whiteboard
- Markers or pens
- Copies of this reproducible for each group

Duration: Sixty to ninety minutes

Follow these steps.

1. **Gather key participants:** Invite the belonging task force of staff, students, parents, guardians, and additional community members to participate in a workshop dedicated to reviewing and updating the school's mission and vision statements.
2. **Introduce the concepts of belonging and inclusivity:** Explain the concepts in the context of a caring school community.
3. **Pose open-ended, thought-provoking questions to spark discussion:**
Ask questions like the following that encourage reflection on current hiring practices and their alignment with your school's commitment to belonging and equity.
 - "What does inclusivity look like in a school that truly cares?"
 - "What examples of inclusivity and belonging in action can you provide?"
4. **Facilitate small-group discussions:** Break participants into groups of no more than six to reflect on the current mission and vision statements. Provide each group with the accompanying guiding questions for discussion.
 - Do our current mission and vision statements reflect a commitment to inclusivity and belonging? How?
 - Do they clearly affirm the needs of all students, regardless of background, identity, or abilities? How?
5. **Draft revisions:** Ask each group to create suggested revisions for the school's mission and vision statements based on their discussions. Encourage them to include actionable language that affirms diverse student needs. Here is an example.
 - We believe in fostering an environment where every student feels valued, seen, and supported.

6. **Present and collaborate:** Have each group share their proposed revisions with the whole group. Facilitate a dialogue to identify common themes and prioritize the most impactful language.
7. **Commit to action:** As a collective, decide on actionable next steps and answer the following questions.
 - What specific goals or initiatives can we implement to bring the updated mission and vision to life?
 - How will we hold ourselves accountable for fostering inclusivity and belonging in daily practice?