



# Clarity Around Organizational Identity

## Mission/Vision/Values

KEY QUESTIONS:  
Does your school mission impact daily decisions?  
  
Have you operationalized your mission, vision and values?

## Educational Philosophy

KEY QUESTION:  
What are the foundational educational pillars and practices that shape the student experience at your school?

## Portrait of a Graduate

KEY QUESTION:  
Does your school have a target? When a student leaves your school, what will they know, understand and be able to do?

## Hiring a Mission Fit Team

KEY QUESTION:  
Do you have a system for recruiting, hiring and interviewing teachers and staff members that is based on your mission, vision, values and philosophy?

## Development and Evaluation of Team Members

KEY QUESTIONS:  
What is the standard for excellent teaching and learning at your school?  
  
How do you develop team members with a culture of on-going growth and improvement?

“

**All organizations start with WHY, but only the great ones keep their WHY clear year after year.** If you hire people just because they can do a job, they'll work for your money. But if you hire people who believe what you believe, they'll work for you with blood and sweat and tears.

~ Simon Sinek

”



KEY: Teachers are essential to our schools, and we need to ensure they are improving and growing.

Teacher growth is not optional.



**Our mission is only as effective as  
our weakest teacher.**



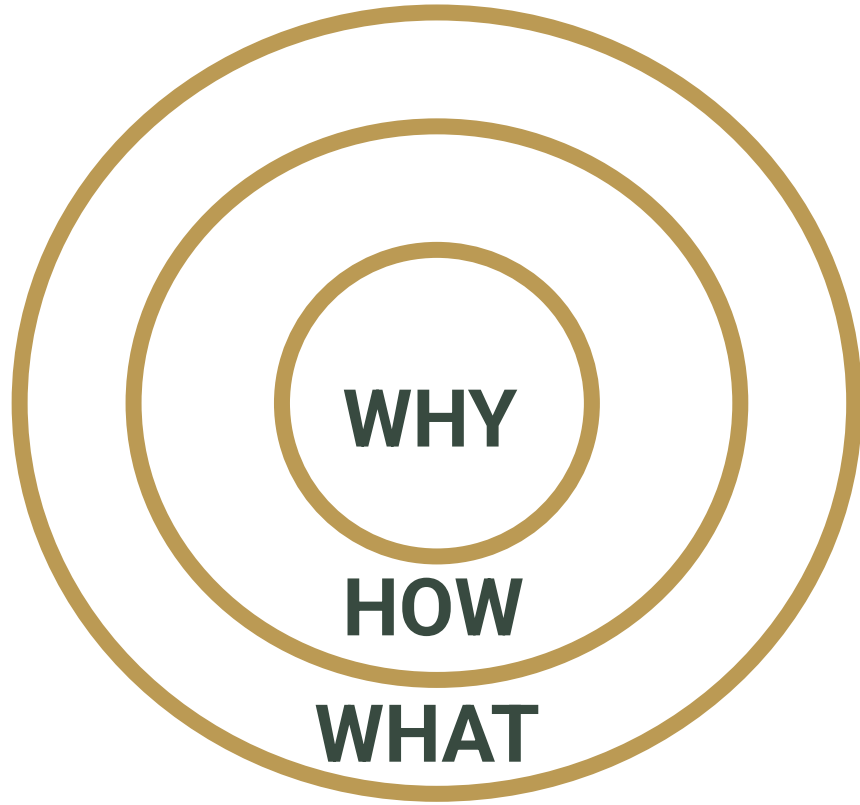
## Reflection

How true is this at  
your school?



# Reflection

## Educational Philosophy & Standards for Teachers



## **Why = The Purpose**

*What is your cause? What do you believe?*

Apple: We believe in challenging the status quo and doing this differently

## **How = The Process**

*Specific actions taken to realize the Why.*

Apple: Our products are beautifully designed and easy to use

## **What = The Result**

*What do you do? The result of Why. Proof.*

Apple: We make computers







## KNOW YOUR WHY

Mission and vision statements answer:

**OUR WHY**

**OUR WHAT**

They help us know WHO we want to be  
BUT...they don't give us the HOW



## GOAL

# ARTICULATE CORE BELIEFS AROUND EDUCATIONAL PHILOSOPHY

The purpose is to articulate the beliefs that either do or should inform our practice in education



# WHAT DO I BELIEVE ARE ESSENTIAL IN:

**Integration of Faith and Spiritual Formation** - inside and outside of the classroom

**Curriculum** - textbooks, scope and sequence, class offerings, standards

**Assessment/Grading** - what does and should make up a grade?  
Formative/summative assessment

**Student development** - character, habits, social, emotional growth

**Teachers** - their role, their development, their growth, expectations

**Methodology** - classical approach, skill development, content knowledge, problem-based learning

**Student Learning** - role of time in learning, student placement/promotion, retakes, academic support

**Classroom Culture** - classroom management, expectations, student engagement



## ACTIVITY

1. Take 15 minutes on your own - use 1 post-it note per idea and write down what you believe is essential in each area
2. Find the themes
3. Creation of “We Believe” Statements
4. Sample
5. Finalize “We Believe” statements



## ACTIVITY

- Look at your “Portrait of a Graduate” and/or Expected Student Outcomes
- Think about the following questions
  1. Do our outcomes reflect our academic, spiritual, and character goals that we point to in our mission?
  2. Do our daily practices and student outcome match the philosophy of learning I have just developed?
  3. How do we know if we have met our goals?