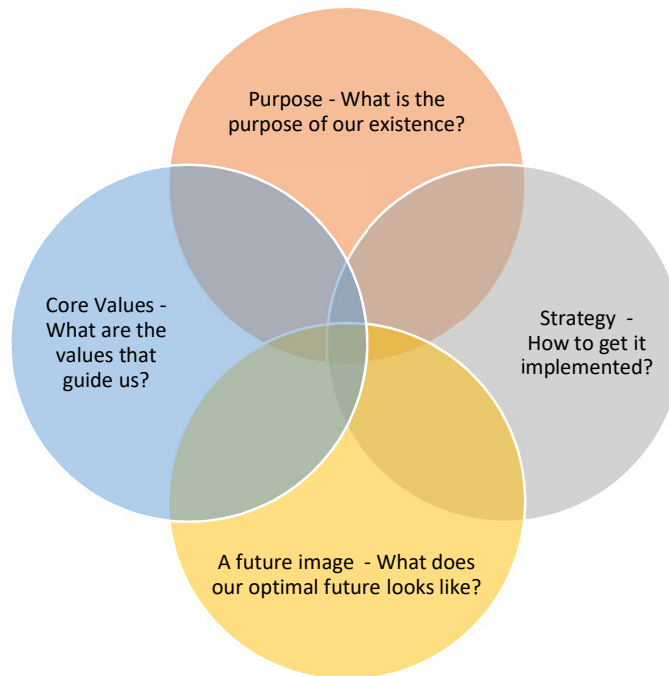


## School Vision - Assignment

Analyze your school's current vision - according to the four elements in the chart below.



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### Four components for creating a school vision

What is the make of a vision? what does it consist of?

Vision is made up of four components: purpose (goal), future image, core values and strategy

An overall vision answers four questions: The What, The Why, The values and The How?

- The What question: What is our optimal future image?
- The Why question: Why are doing that. what is the purpose or goal of our organization? what is the purpose of our existence?
- The Core Values question - Based on what values are we going to realize our purpose?
- The How question: Strategy - What are we going to do and how are we going to realize the vision?

#### 1. What is our mission statement.

The goal is the heart of the vision. It folds within it the “raison d'etre” of the organization. To get to the purpose, we will ask the question: What is the goal of our existence? The answer should be short and concise and hold two to four sentences.

- One of the main functions of dealing with the purpose is to provide guidance and inspiration. A purpose or a goal is a beacon or a star on the horizon by which we steer: always progress towards it and never reach it.
- The purpose is a target that can last even if changes occur.

## 2. What is our future image?

If the purpose is the heart of the vision, then the future image is the body. Remember, an important function of the vision is to direct and illustrate to the partners the direction they are going and the achievements they want to accomplish. The image of the future is exactly that: it includes a pretty detailed description of the reality that will be when we succeed in realizing our plan.

It is a real visualization: what do we "vision" / see in our imagination when we think about our optimal future?

A good future image is an exciting and motivating image - we wish we could be in the situation described.

Check list for a future image:

- It is detailed and includes tangible and clear expressions of success - it is a "vivid description" of the desired future.
- It expresses an ambitious goal or objectives.
- It completes the purpose, translates it into more practical and concrete concepts.
- It refers to a period of several years ahead (from 5 to 50 ...).

While the purpose is always fixed and correct, future image may change, especially if parts of it have already been achieved.

Defining a Future Image:

Assume that all your goals in school have been achieved, and the school is working exactly as you wanted it to and achieving everything you have dreamed for. You come into the school during the school day...

what do you see?

What do you hear?

What are the students doing?

What are the teachers doing?

What can we find on the school walls?

## Activity

In ten years from now, a big newspaper is asking to interview you for an article about the school which titles "an exemplary example of 'How to make a great education!'"

Write the article!

What will the article say about:

- ☐ School Achievements
- ☐ The educational concept of the school

- ☐ School activities
- ☐ What will students, teachers, parents and alumni say when interviewed?

### **Group Exercise**

Ask the staff working with you on the topic of vision to imagine "the perfect school" (the school they would like to attend as children, send their children, etc.) - describe what they imagined.

### **3. How do we get there? Core Values**

Core values are a set of guiding principles that guide people in the organization to relevant ethical choices and directions. They make a statement like, "That's how we do things here, that's what is important in this place."

The core values are -

- Unique to the school;
- Are closely related to the other elements of vision, and constitute both their derivative and conditions for their realization (if we act upon them - we will achieve our goals);
- Clear, bright and simple to translate and implement in the daily life of the school.
- Inclusive: Applies to all arenas and relationships at school.

### **4. Helping hand in Defining school core values**

A. To identify and define the core values of the school, it is advisable to start from the purpose (and possibly from the future image), and ask the following questions:

- What are the values and principles essential to realizing the vision?
- What are the values and principles implied from the goal and / or the future image?
- What are the values and principles we cannot imagine any school without them?
- What are the values we want to pursue in the various areas: the teacher-student relationship, teacher-teacher relationship; The relationship between the students and themselves; The school climate; School team work; Relationship with parents and community; Student learning; Reference to achievement and reference to effort; Reference to variance; Attitude to success and attitude to failures; Resolving crises and conflicts; And more ...

B. Once you have compiled a list of "possible" values to be included as core values of the school, it is worth finding out if they really should be (we do not want long and endless lists of core values).

Here's how you can do this:

- Check for repeating or similar values.
- Rank the values according to their degree of importance to you in realizing the goals of the school. Remove the low-rated values from the list.
- Evaluate the remaining values according to the following diagram:

<b>The Value</b>	<b>The Quality Test</b> If we remove this value, will something be missing from the school's identity?	<b>The Timeliness Test</b> Will we continue to hold on to that value even if changing circumstances make it more difficult for us?	<b>The "Fashion" Test</b> Will we keep this value even if it ceases to be popular in the world.