

Minnesota Principals Academy – Action Learning Project

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Creating a Vision for a Secondary School

Abstract

This Action Learning Project involved developing a shared vision for a secondary school. This project is the process I used to gather input, engage stakeholders, and create a vision. The basis for this project is a quote from Kouzes and Posner in *To Lead Create a Shared Vision*, “The best way to lead people into the future is to connect them deeply in the present. The only visions that take hold are shared visions—and you will create them only when you listen very, very closely to others, appreciate their hopes, and attend to their needs.” This process started during the 2014-2015 school year, and will end this summer with a formal vision, mission, and commitments. The evaluation for this project was qualitative, and primarily used survey data.

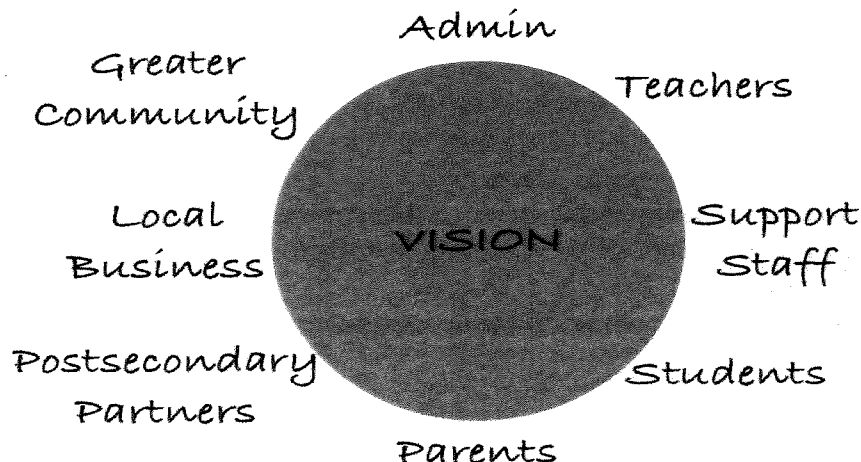
The evaluation shows that all stakeholders believe college and career readiness is essential to our programming. Other areas to be addressed somewhere are work skills, increased career and technical education opportunity, and technology. All stakeholders noted the dual credit opportunities, music programming, and school staff as strengths of the district.

Vision: Develop a shared vision for a secondary school.

Background/Context: I am finishing my third year as principal of a 7-12 grade secondary school. I am passionate about seeing my school succeed, but we are lacking a vision that everyone can articulate and work toward.

Program rationale: As the quote from Kouzes and Posner states, shared visions are essential for organizations to move forward. For any real change or progress to be made, we need a clear vision for where we are going.

What we did: We engaged a cross-section of our stakeholder groups to gather input and help with the visioning process.

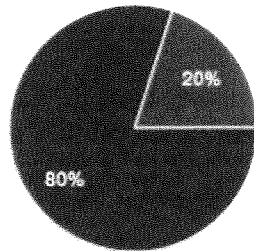


What we found out:

	Student (n=412)	Staff (n=43)	Community (n=34)
The current vision of Milaca Schools is clear?	55%	63%	58%
The current vision of Milaca Schools is attainable?	61%	58%	55%
The current vision of Milaca Schools is measurable?	57%	24%	34%
I believe Milaca Schools is achieving this vision.	51%	68%	65%
I have a role in helping the district achieve this vision.	72%	85%	75%
I can articulate the vision statement of the district to another person.	50%	75%	45%

Question asked of staff toward the end of the current school year:

Are you supportive of promoting college and career readiness to students during TA?



Yes 36 80%
No 9 20%

Question asked of students in grades 7-12 on an annual district survey:

After I graduate from high school, I plan to:

Work – 9%
Attend College – 73%
Other – 18%

Implications for practice:

1. Implementation of college and career readiness program next year.
2. Communicate the results of the visioning process to all stakeholders.
3. Develop a new vision.
4. Evaluation plan – How will we know we are making progress toward the vision?