

Action Steps to Bring Mission Statements to Life

Authors identify eleven different actions schools might take to ensure practices are aligned with the mission of learning for all. Use these to guide your discussions around your current reality and developing schoolwide **collective commitments/values**.

1. Every teacher is engaged in a process to clarify exactly what each student is to learn in each grade level, each course, and each unit of instruction;
2. Every teacher is engaged in a process to clarify consistent criteria by which to assess the quality of student work;
3. Every teacher is engaged in a process to assess student learning on a timely and frequent basis through the use of teacher-developed common formative assessments;
4. Every school has a specific plan to ensure that students who experience initial difficulty in learning are provided with additional time and support for learning during the school day in a timely and directive way that does not cause the students to miss any new direct instruction;
5. Every school has a specific plan to extend and deepen the learning of students who have shown proficiency on the grade level essential;
6. All professionals are organized into collaborative teams and are given the time and structure during their regular workday to collaborate with colleagues on specific issues that directly impact student learning;
7. Every collaborative team of teachers is called upon to work interdependently to achieve a common SMART goal for which members of the team are mutually accountable;
8. Every teacher receives frequent and timely information regarding the success of his or her students in learning the essential curriculum and then uses that information to identify strengths and weaknesses as part of a process of continuous improvement;
9. Building shared knowledge of best practice is part of the process of shared decision-making at both the school and team level;
10. Every practice and procedure in place in the school has been examined to assess its impact on learning; and
11. School leaders are held accountable for ensuring all of the above happen.