

## **Handout #1 Example of a visioning processes:**

1. Develop a worksheet with a list of key questions to elicit values, desired future state, challenges, and unique features of the school from your BLT.

- Start with the following questions
  - Have each person first work alone
- What does your future school look like? (Write out description of what it looks like)
  - For Kids?
  - For staff?
  - For you?
- What outcomes do we want?

2. After having the discussion above, have each person write their own version of a vision statement on a sheet of paper silently for 2-5 minutes. Each person then passes their paper on to their neighbor. The neighbor underlines the key words and phrases they like best. Pass the statements on to the next person, and have them underline the key words and phrases they like best. Repeat until everyone has seen (and underlined) everyone else's vision statement. Use a nominal group or other technique to get the common phrases and words up on a flipchart, and begin crafting a single vision statement.

3. Have each person write the headline of a newspaper story about the organization 20 years in the future that tells about the success the organization has had. Share stories, and develop a list of common vision themes. Use this as a basis for writing a vision statement. Many variations of this process are possible.

4. Describe the future state in words, or with pictures.

### **Completing your Vision Statement**

A vision statement can be drafted in a group, but its probably best to leave the final wordsmithing to a single person, or small volunteer group, so as not to bog down the process. Of course, the final version needs to be reviewed and approved by everyone (usually at the next meeting).

University of Wisconsin-Extension, Strategic Thinking In-Service materials, 1998.