DEVELOP A SHARED VISION AND GOALS FOR SOCIAL AND EMOTIONAL LEARNING

A shared vision clarifies what you are striving toward and reflects what your school community values as critical to students' education. A strong vision establishes SEL as essential to the school's mission, is informed by and shared by all key stakeholders, and drives the development of aligned goals and implementation plans for SEL. Together, the vision and goals clarify the aims of SEL implementation.

It is essential that the school's vision and SEL goals are generated by listening to the voices and perspectives of students, families, educators, and other members of the school community. When considering strategies to elevate all voices, examine where past outreach efforts have been impactful and where attention is needed.

As a transition coalition, reflect on the following questions:
- What structures has our school used in the past to elevate the voices of families and communities?
- What was successful and how do we know?
- How could structures from before COVID-19 be adapted to continue to hear a variety of voices?
- What remote strategies were used during school building closures that could be used to hear from families and communities?
- Whose voices have been missing?
- What are some informal and formal ways we might be able to engage those we haven't heard from?

Use this discussion to help elicit the voices of the school community in defining and refining your vision, goals, and overall transition plan. Continually come back to the question, "Whose voices are missing? How can we hear from them?"

Drafting the Vision Statement

To draft a vision statement, first review the input you have received from interviews, focus groups, surveys, social media, and any other information you have been able to gather that sheds light on the hopes and concerns of your community as you approach the school year. In a transition coalition meeting, ask all members to reflect on the data presented and take turns sharing responses to the following questions. Consider passing a talking piece and recording responses on chart paper, or setting this up as a gallery walk where each member writes their own responses to each question posted around the room.

What are the major needs, hopes, and concerns of our community at this moment?	What should our school feel like, sound like, and look like to best serve our community?	What kind of skill building is most important in supporting our students?	What do students and adults need in order to thrive here?	What have we learned from building closures about the role of the school in supporting students and families?

After hearing from all team members, provide about 10 minutes for individuals to write silently to complete any or all of the following statements.

Our school will...	Our school will be a place where...
Our school can best serve the community by...	Students at our school will...
Staff at our school will...	As a school community, we will strive to...

Next, divide the group into pairs, trios, or quads depending on group size. Ask them to take turns sharing their writing, and combine ideas into 1 to 3 statements that are inclusive of all their voices. Record these statements on notecards and collect them.

As a large group, sort the notecards into groups that show recurring ideas. Incorporate each emerging idea into a collective vision statement that best describes what the school is striving toward and what stakeholders believe is most important in students' education.

Setting SEL Goals that Drive Toward the Vision

The vision is a broad, aspirational statement that should resonate with your school community. Your school's SEL goals should align closely and guide action steps that will help the school realize the vision. Start by breaking down the vision into key SEL priorities. Here's one possible process for doing so:

- As a team, reflect on the key ideas in your vision. These ideas may relate to students, adults, the learning environment, the community, resources, etc. A facilitator may prompt the group by asking "What big ideas do you see represented in our shared vision?"
- Ask each team member to reflect and write each distinct idea on separate sticky notes.
- Taking turns, have each team member share one of their sticky notes and post it on a surface that is visible to everyone such as a whiteboard. After each turn, ask the full team whether anyone named a similar idea, and add their sticky notes to make a cluster on the board. Repeat the process until all major ideas in the vision have been named.
- After reviewing each cluster of sticky notes, ask the group: "How will SEL implementation support this idea?"
- From this discussion, write a single phrase to summarize how SEL implementation will lead to each key idea in the vision. Aim to narrow down to about 3 phrases. These phrases are a first draft of your school's SEL priorities.

Example:

Vision Statement:	SEL Priority 1: By integrating SEL into schoolwide practices and instruction, we'll address social and emotional needs while also supporting students to engage with academic learning.
Whether students learn at home or at school, our school will strive to meet each students' academic, social, and emotional needs, build community, and provide a safe, caring learning environment for all students, families, and staff members.	SEL Priority 2: By ensuring that all staff are trained to lead community-building circles and protecting time for this practice, we will build community.
	SEL Priority 3: We will show care for students, families, and staff members by prioritizing regular, individualized outreach to check in and hear their experiences and perspectives, and will apply this learning as we continuously improve our support systems.

Use each SEL priority as a basis for a SMARTIE goal for the school year. A SMARTIE goal is **S**pecific, **M**easurable, **A**ttainable, **R**elevant, **T**ime-bound, **I**nclusive, and **E**quitable Use the template below to translate your SEL priorities into SMARTIE goals.

SEL Priority:

SPECIFIC	What exactly will change between now and the end of the school year?
MEASURABLE	What outcome measures or data sources should we use to measure success?
ATTAINABLE	Given our current status and rate of progress toward what we want to accomplish, what can we expect to achieve that is both ambitious and feasible?
RELEVANT	Is this change clearly moving us closer to our vision and goals? How will we make this clear for our school community?
TIME-BOUND	What is the timeframe for this accomplishment, and when will there be checkpoints along the way?
INCLUSIVE	How have we already / how will we continue to bring in traditionally excluded or marginalized groups to make decisions and contribute in a way that shares power?
EQUITABLE	Is this change clearly moving us toward greater equity in our school? In what ways will this change address issues of injustice or oppression?

SMARTIE Goal:

Sharing the Vision and Goals

Share vision and goals articulated by your transition coalition back with the full school community, describing how their input was gathered and used through the process. Invite additional feedback before finalizing. For example:

- Introduce the vision and goals at an all-staff meeting or share in a memo along with a feedback form. Invite questions, spend time visualizing how the vision and goals will play out (such as with a modified Futures Protocol), and ask all staff members to either sign on to the vision and goals or share a suggestion for change.
- Prepare teachers to use a similar process with students. As age appropriate, highlight and define key words and spend time illustrating the vision and goals through art or acting. Invite questions, critiques, and additions.

When you have arrived at a final version, make it visible! Include it on your website, in newsletters, on social media, and in classrooms. Refer to it during daily announcements, incorporate it into future stakeholder surveys, and communicate about it clearly with new families, staff, or community organizations.

Most importantly, use your vision and goals to drive your action plan for SEL implementation. Continue to learn from stakeholders and collect data that tells you whether you are moving toward realizing your goals and vision, and continue to work with your transition coalition to practice continuous improvement.are moving toward realizing your goals and vision, and continue to work with your transition coalition to practice continuous improvement.