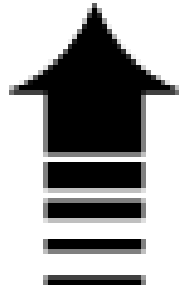
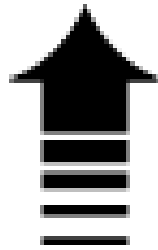


Action Plan



SHARED VISION



Mission



PURPOSE



Values and Beliefs

Note: From *The School Portfolio Toolkit: A Guide for Continuous School Improvement Planning, Implementing, and Evaluating*, by Victoria L. Bernhardt, 2002, Larchmont, NY: Eye on Education. Copyright © 2002 Eye on Education, Inc. Reprinted with permission.

GROUND RULES

- **This is a safe room**
- **There is no rank in this room**
- **All ideas are valid**
- **Each person gets a chance to speak**
- **Each person gets a chance to listen**
- **We are here to focus on the future**
- **Our purpose is improvement, not blame**
- **We will record frustrations, personal evidence, and solutions on the note-taking form**

***A vision without action
is merely a dream.***

***Action without vision
just passes the time.***

***Vision with action
can change the world.***

Joel A. Barker

Shared visions emerge from personal visions. This is how they derive their energy and how they foster commitment... If people don't have their own vision, all they can do is "sign up" for someone else's. The result is compliance, never commitment.

Peter Senge, The Fifth Discipline