WARM-UP: Reflect and discuss the following questions:

- Who are we serving?
- What are the characteristics of our students and families?
- What are the strengths and needs of our EL students?
- What changes have we made to EL/bilingual education in the past and what changes are we planning for the future?
- What will our students learn and how will they learn it?
- How will we measure or demonstrate mastery of learning?
- What are our dreams and aspirations for our students?
- What expectations do we have for our students’ development and learning?
- What kind of school do we want to build to support our students?
- What are our aspirations for our school?
- What distinguishes us from other schools?
- If parents had a choice as to where to send their child, why would they choose our school?

VISION: Use Post-it pads and notecards to work through numbers 1-5 below.

1. Take the perspective of a parent of an EL. Reflect on the place you envision your child going to school. What would it look like? How would the child be treated? What would your experiences be like? Write reflections on a Post-it note.
2. Now think about a work environment they would like to go to every day. What would it look like? What would your experiences be like? Write answers on another Post-it note.
3. Look over the two Post-it notes and consolidate them into one. When ready, write the combined thoughts in a statement on an index card.
4. In small groups of four, each member should share statements with the group. Once each member has shared, the small group must collaborate to create a unified vision statement. Write on large poster paper.
5. Combine small groups into one whole group and repeat the process, using the large poster paper statements to consolidate into one unified vision statement draft for EL practice in the network.

MISSION: The mission statement moves to more concrete goals for action to enact the vision.

1. Brainstorm goals and steps to reach the vision – writing each goal on a separate post-it.
2. Using large poster paper to organize, group the post-its by theme or topic.
3. Use these big themes and topics to draft the mission statement as a whole group.
4. Edit using SMART criteria: Specific, Measurable, Achievable, Relevant, Time-bound