

How to develop a shared vision

One of the key concepts undergirding the creation of a shared vision is that a mental picture is created that describes what the change would look like when fully implemented. The Innovation Configuration maps can be used to help every role group in the district see what they would be doing when implementing one of the standards. The following activity can be used to accomplish that goal.

PURPOSE: To develop a shared vision about the implementation of one of NSDC’s Standards for Staff Development

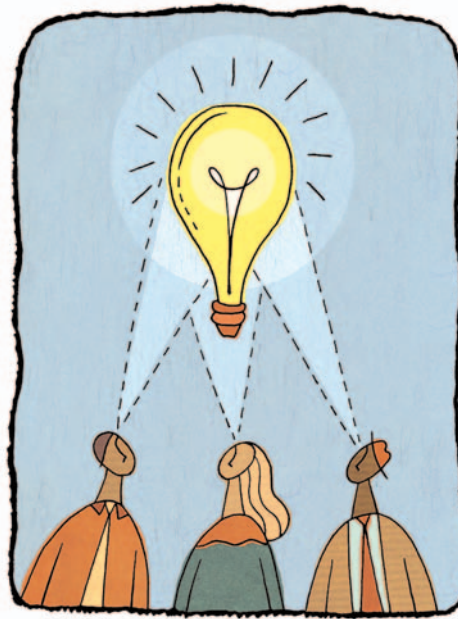
GROUP SIZE: 4-5 people

TIME: 50-60 minutes

MATERIALS: Copies of the IC maps for each of the role groups for one standard (group decides which standard to work on), rationale for the selected standard

DIRECTIONS

1. Each group selects one of the 12 staff development standards to learn more about.
2. Group members divide and read the IC maps for all of the role groups as well as the rationale for the selected standard.
3. Divide the readings among group members.
For example:
 - a) Person 1 reads the Teacher IC map — Learning Communities
 - b) Person 2 reads the School-Based Staff Developer IC map — Learning Communities
 - c) Person 3 reads the Principal IC map — Learning Communities
 - d) Person 4 reads the Central Office Staff IC map — Learning Communities
 - e) Person 5 reads the Rationale — Learning Communities
4. Each person reads the Desired Outcome statements and Level 1 variation and prepares to explain the tasks and responsibilities required of this role group.
5. Share the information within the group. Each person can use the following page for notes on what he or she has heard.



This tool can help a group develop a shared vision about the implementation of one of NSDC’s Standards for Staff Development.

