

## **Our vision work so far:** Reflection questions

Before continuing the work to create a vision using the tools on the following pages, discuss the following questions to understand your vision work so far as a district or school.

**What strategies have we used to intentionally build a shared vision in our district or school?**

**What actions have we taken as leaders to model the vision?**

**What strategies might we use with those we serve to move our organization closer to owning the vision?**

**What is our theory of change?**

**What stepping stones have we considered that will help to achieve our vision?**

**How have we, as leaders, demonstrated a true commitment to change?**

**Source:** *Becoming a Learning System*, by Stephanie Hirsh, Kay Psencik, and Frederick Brown. Oxford, OH: Learning Forward, 2014.