



# THE WASHINGTON STATE BOARD OF EDUCATION

*A high-quality education system that prepares all students for college, career, and life.*

## COVER: VISION, MISSION, VALUES

Prepared for the September 2018 Board Meeting

### As related to:

- Goal One:** Develop and support policies to close the achievement and opportunity gaps.
- Goal Two:** Develop comprehensive accountability, recognition, and supports for students, schools, and districts.

- Goal Three:** Ensure that every student has the opportunity to meet career and college ready standards.
- Goal Four:** Provide effective oversight of the K-12 system.
- Other**

### Relevant to Board roles:

- Policy Leadership
- System Oversight
- Advocacy
- Communication
- Convening and facilitating

### Policy considerations/Key questions:

What are the common values that will drive Board decision making?

### Materials included in packet:

- SBE Vision, Mission, Equity Statement of Intent
- [SBE Equity Lens](#) (will be given as a handout at the meeting)
- SBE Legacy Visual
- Background and Sample of Other Organizations' Values

### Synopsis:

During its 2017 retreat, the Board refreshed its vision and mission statements and envisaged its ten-year legacy. Additionally, the Board identified equity as central to these elements and committed to explicitly consider equity in the development of new policies and initiatives through the application of an equity lens. Through that process the Board identified three vehicles to realize the envisioned legacy – Communication, Partnership, and Board Functioning; however, the Board has not developed a definitive set of values that drive their work and decision making.

This segment of the agenda will be an opportunity for the Board members to discuss values that would support their mission and vision.



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## **SBE VISION, MISSION, AND EQUITY STATEMENT OF INTENT**

Prepared for the September 2018 Board meeting

### **Vision**

A high quality education system that prepares all students for college, career, and life.

### **Mission**

The mission of the State Board of Education is to lead the development of state policy for K-12 education, provide effective oversight of public schools, and advocate for student success.

### **Equity Statement of Intent (Adopted 1/11/18)**

The Washington State Board of Education has committed to using equity as a guiding principle in its decision-making related to its statutory charges, strategic planning, and in developing annual policy proposals for consideration by the Washington State Legislature and Governor.

The Washington State Board of Education is committed to successful academic attainment for all students. Accomplishing this will require narrowing academic achievement gaps between the highest and lowest performing students, as well as eliminating the predictability and disproportionality in student achievement outcomes by race, ethnicity, and adverse socioeconomic conditions.

The Board acknowledges that historical and ongoing institutional policies, programs, and practices have contributed to disparate and statistically predictable educational outcomes.

To address persistent inequities within our educational system the Board will work collaboratively with educational and community partners to:

- Ensure that educational equity is a shared priority and is viewed as a process to identify, understand, and eliminate institutional policies, practices, and barriers that reinforce and contribute to disparate and predictable educational outcomes;
- With transparency and humility, honor and actively engage Washington's underserved communities as partners in developing and advocating for equitable educational policies, opportunities, and resources for marginalized students ; and
- Using equity as a lens, engage in a continuous, collective process of policymaking to ensure Washington's education system can meet the needs of all students today and into the future.



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## BOARD VALUES DISCUSSION

Prepared for the September 2018 Board meeting

### Background

As part of the strategic planning process, the Board will engage in a conversation during the September 2018 retreat to review and affirm the mission and vision statement and discuss establishing a set of values to help guide the work of the Board.

This work builds on a foundation established through other recent work of the Board including:

- Refreshed our vision and mission statement following the 2017 retreat.
- Establishment of a ten-year legacy vision of high achievement and no opportunity or achievement gaps for all of Washington's students. This vision is realized with a focus on equity and intentional Board actions through communication, partnership, and board functioning.
- The Board has adopted an Equity Statement of Intent, and has committed to using an equity lens in considering policies and initiatives.

From this foundation the Board will strive to develop a shared set of values that will support their mission and vision.

### Importance of Formal Shared Values

Organizational Values are the shared values that underpin the Board's work as an agency and our relationships with stakeholders. The Values describe what the Board collectively agrees is the right way to do things and to deal with people, and what the Board believes about the way that, ideally, the world ought to be organized. Your organizational values will determine your strategies and your operational principles. If, for example, you have an organizational value that emphasizes doing things *with* rather than *for* people, then you are likely to involve students, educators, and other stakeholders closely in your planning process.<sup>1</sup>

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<sup>1</sup> Adapted from: Strategic Planning Toolkit by Janet Shapiro; CIVICUS: World Alliance for Citizen Participation

## Example Statements of Values, Vision, and Mission:

### Oregon State Board of Education<sup>2</sup>

#### **Mission**

Provide leadership and vision for Oregon's public schools and districts by enacting equitable policies and promoting educational practices that lead directly to the educational and life success of every student.

#### **Vision**

The Oregon State Board of Education will work collaboratively and inclusively with stakeholders to develop and sustain a public education system that empowers every student to reach their full potential.

#### **Values**

- **EQUITY:** We will ensure in words and actions that every student has access to the resources and supports they need to thrive in school. We will explicitly work toward an education system that is culturally responsive, sustaining, eliminates barriers, and is relevant to Oregon's diverse communities.
- **INTEGRITY:** We will act with honesty and transparency in everything we do.
- **INNOVATION:** We will promote creativity, challenge the status quo, and work to improve Oregon's education system.
- **EMPOWERMENT:** We will value, respect, and listen to multiple perspectives, and empower students, education professionals, families, and community members to take a leading role in ensuring student success.
- **INCLUSION:** We will ensure that every student has access to the opportunities and benefits of Oregon's education system.
- **EXCELLENCE:** We will take actions to ensure the Oregon education system prepares every student for college, career, and life.
- **ADAPTABILITY:** We will modify and adopt policies and practices to respond to changing social, demographic, operational, or financial conditions in order to do what is best for students and schools.
- **STUDENT CENTERED:** We will ensure that all discussion, decisions, and action are centered on the best interest of every student.

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<sup>2</sup> <https://www.oregon.gov/ode/about-us/stateboard/Pages/default.aspx>

## Washington CAN (Community Action Network)<sup>3</sup>

### **Vision**

Washington CAN's vision is to be one of the nation's most effective economic and racial justice organizations, building a movement of people whose collective action ensures that all communities are healthy, prosperous, and have an equal voice in determining their future.

### **Mission**

Our mission is to achieve racial, gender, economic, and social equity in order to establish a democratic society characterized by justice and fairness, with respect for diversity, and a decent quality of life for all those who reside in Washington.

### **Values**

#### WE VALUE COMMUNITY

- Everyone deserves equitable treatment and a voice in the movement for economic justice and racial equity.
- Our power comes from people of diverse backgrounds uniting together in common cause.
- Our power grows when we act in solidarity with others.

#### WE VALUE JUSTICE

- Our movement is led by people who are directly impacted by our issues.
- We will hold everyone – especially business, government, and the wealthy – accountable for creating a just world.
- We run our organization with integrity and justice.

#### WE VALUE ACTION

- Through collective action we challenge the status quo and shift dynamics of power.
- We constantly grow to expand our membership and our reach.
- We make strategic choices that build long-term organizational capacity and strength.

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<sup>3</sup> <https://www.washingtoncan.org/vision/>

## National Education Association (NEA)<sup>4</sup>

We, the members of the National Education Association of the United States, are the voice of education professionals. Our work is fundamental to the nation, and we accept the profound trust placed in us.

### **Our Vision**

Our vision is a great public school for every student.

### **Our Mission**

Our mission is to advocate for education professionals and to unite our members and the nation to fulfill the promise of public education to prepare every student to succeed in a diverse and interdependent world.

### **Our Core Values**

These principles guide our work and define our mission:

- **Equal Opportunity.** We believe public education is the gateway to opportunity. All students have the human and civil right to a quality public education that develops their potential, independence, and character.
- **A Just Society.** We believe public education is vital to building respect for the worth, dignity, and equality of every individual in our diverse society.
- **Democracy.** We believe public education is the cornerstone of our republic. Public education provides individuals with the skills to be involved, informed, and engaged in our representative democracy.
- **Professionalism.** We believe that the expertise and judgment of education professionals are critical to student success. We maintain the highest professional standards, and we expect the status, compensation, and respect due all professionals.
- **Partnership.** We believe partnerships with parents, families, communities, and other stakeholders are essential to quality public education and student success.
- **Collective Action.** We believe individuals are strengthened when they work together for the common good. As education professionals, we improve both our professional status and the quality of public education when we unite and advocate collectively.

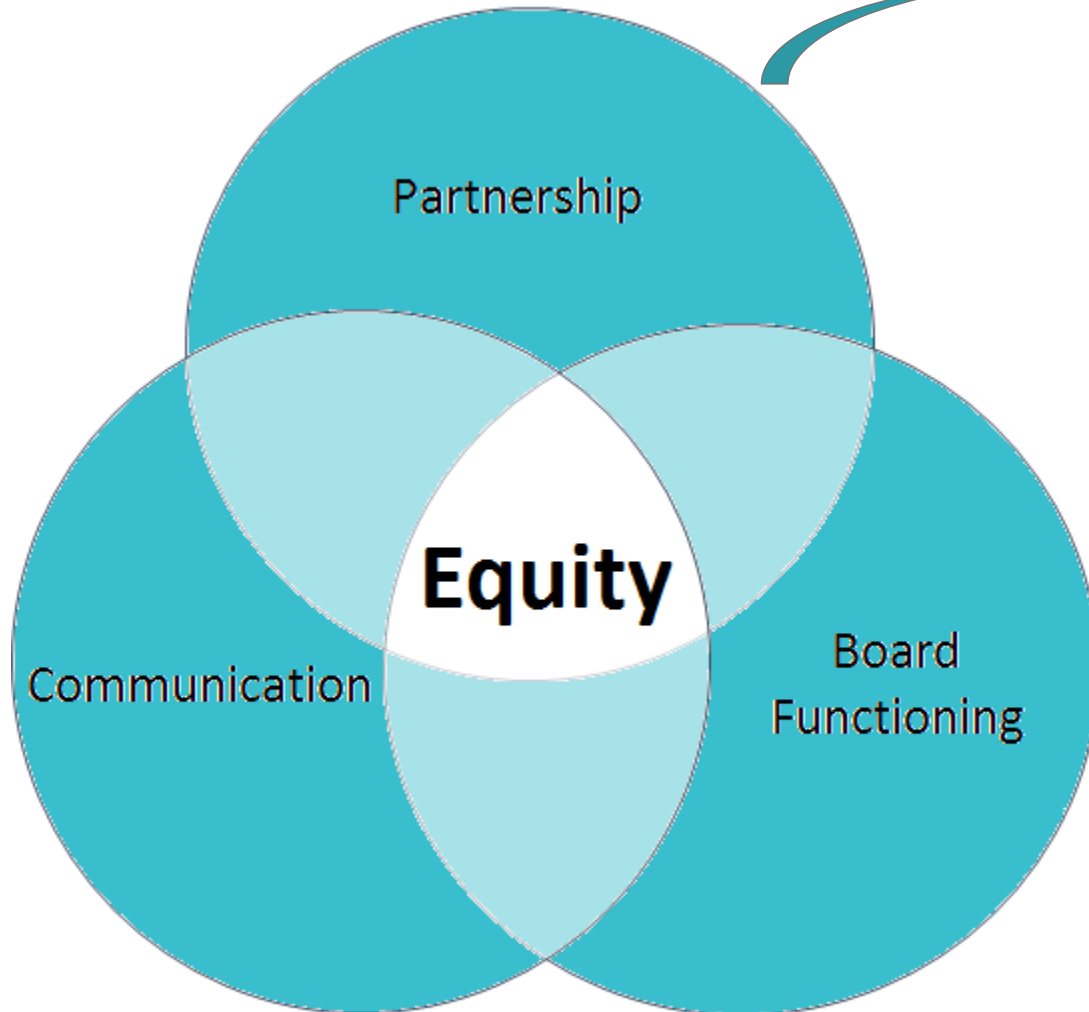
NEA also believes every student in America, regardless of family income or place of residence, deserves a quality education. In pursuing its mission, NEA has determined that we will focus the energy and resources of our 3.2 million members on improving the quality of teaching, increasing student achievement and making schools safer, better places to learn.

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<sup>4</sup> <http://www.nea.org/home/19583.htm>

# SBE Ten Year Vision

## Chief Vehicles



## Envisioned Legacy

