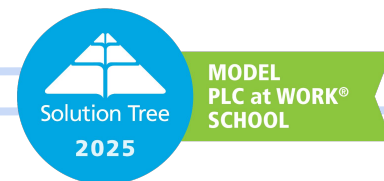




From Purpose to Practice

Using Mission, Vision, and Values to Unite Professional Learning Communities for Impact



Please scan for a copy of the Google Slides with live links

June 11, 2026
ASCA Region 6 Annual Conference



Introductions



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Session Overview



Session Goal

Empower school and district leaders to create clear mission, vision, and values to ground leadership in purpose, strengthen connection, and drive collective action for measurable student impact.

PARTICIPANT TAKEAWAYS



Inspired Leadership

Reflect on how purposeful leadership inspires connection and trust.



Uniting Staff

Learn concrete strategies for uniting staff around shared commitments.



Clarify Vision

Strengthen leadership clarity and confidence around mission, vision, and values.



Actionable Tools

Leave with tools and next steps to drive collective impact.



Session Agenda



Welcome, Purpose, and Framing



What Is a PLC? Why Mission, Vision, and Values Matter



Reflection and Self-Assessment



Sustaining Clarity: A Model PLC School Example



Resource Exploration



Collaborative Planning: Keeping the Focus Front & Center



Closing, Reflection, and Q&A

What Is a PLC and Why Does It Matter?

Professional Learning Community (PLC)

"A PLC is a collective of educators committed to working collaboratively in recurring cycles of inquiry and action research to achieve better results for students."

– DuFour, DuFour, Eaker & Many



PLC Supports



Teacher Efficacy

Builds collective efficacy which is the #1 factor in gains.



Sustained Focus

Clarity and alignment through shared mission, vision, and values.



Equitable Outcomes

Creates consistent results across all classrooms.



Student Achievement

Improves results through collaborative inquiry.

Lezotte, 2002



What Is a PLC & Why Does It Matter?

Our why at Dublin Elementary School:

The belief that ALL students can learn at a high levels.



Post-COVID Academic Realities

Addressing the unprecedented shifts in learning following the pandemic.



Urgency for Consistency

Moving from "you do you" to a collective commitment for all students.

A PLC requires **clarity**, **alignment**, and **consistency** to effectively impact student achievement.

Mission, Vision and Values

Mission: Why do we exist?

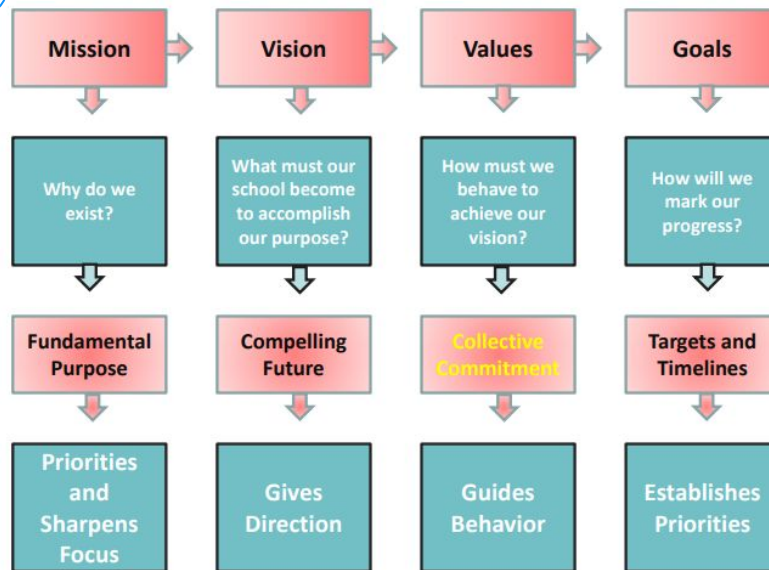
Vision: What must our school become to accomplish our purpose?

Values: How must we behave to achieve our vision?

Goals: How will we mark our progress?

“Clarity precedes competence”
Rebecca DuFour
(2010)

The Foundation of PLC



Reflection and Self Assessment



Q1

Identify your personal and organizational **WHY**.

Q2

How clearly defined are your **mission, vision and values?**

Q3

How well do your Mission, Vision, and Values **align to site and district goals?**

Q4

What **data needs** currently drive your instructional and leadership goals?



Sustaining Clarity Over Time: A Model PLC School

The Power of Tight and Loose Leadership

Tight on the Focus

- Shared goals aligned to mission and vision
- Guaranteed and viable curriculum
- Collaboration on the four PLC questions
- Data-driven practices at every level
- Alignment of instruction and assessment
- Evidence of student learning
- Calibration of proficiency scales
- Systematic process for intervention and enrichment
- Regular data talks

"Be redundant!"
Rick DuFour
(2014)

Loose on the Practice

- Instructional models and strategies
- Common formative assessments utilized to collect data and monitor student progress
- Research-based interventions utilized to support students in Tier 2 and Tier 3
- Flexible structures within shared goals

Sustaining Clarity Over Time: A Model PLC School



Part Two: The Follow Up

Support and Accountability

Administrative follow up: a balance of support and accountability.

Grounded in data and aligned to mission, vision, and values.

Guiding Coalition

Having the right people on board with frequent and ongoing dialogue.

Focused on identifying where adjustments are needed most.

It's an "ongoing dialogue,
not monologue".
Rick DuFour (2014)

Managing the Tight and Loose: Leadership Matters



MODEL
PLC at WORK®
SCHOOL

“Support precedes accountability. There is nothing unethical about asking for a return on an investment.”

-Dr. Luis F. Cruz



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Dublin Elementary School Staff Reflection

Question:

"What do you believe were the driving forces that changed our work and made us a more effective PLC?"

- WE:**
- had the "right" people got on board. People who were seen as leaders (even if they weren't lead teachers).
 - increased team clarity and a deeper sense of alignment.
 - strategically narrowed our focus to one or two high-leverage areas.
 - compromised and stayed open to trying things outside of our comfort zone.
 - were trusted to figure out how to do it as a team, based on our students and our data.
 - were switching kids for Tier 2 time.
 - put more strategic tier 3 interventions in place, we were supported by the admin team and intervention coordinator to look deeper at our Tier 2 support.
 - dedicated PLCs to look at our data and have discussions about best tier 2 intervention practices.
 - had admin that "stuck to their guns".
 - had a true commitment to ALL. No more "you do you and I'll do me".



Resource Board



Free Global PD Trial

One-month subscription to Solution Tree Global PD

[Link to Free Trial](#)
[Promoting Clarity- video](#)



Mission, Values, Vision Rubric

Mission, vision & values self-assessment rubric (pages 47-49)

[Laying the Foundation](#)



Agenda Design Samples

Embedding Mission, Vision, and Values into every meeting agenda

[Example](#)



Next Steps Planning

From Learning by Doing:

[Learning by Doing pp. 38-42, 50](#)
[Editable copy of p. 50](#)
[Cultural Shifts in a PLC pp. 258-260](#)



Guiding Coalition Tools

Tools for reviewing what's working, adjusting course

[Team Considerations](#)
[Building Teams](#)



Global PD Examples

PLC conference resources from Solution Tree

[Resources From Learning By Doing](#)
[Free PLC Book Resources](#)



Collaborative Planning

QUESTION 01

What structures do you currently have (or not have) for PLC time?

QUESTION 02

Where can mission, vision, and values be embedded into existing meetings and routines?

QUESTION 03

How will you protect clarity of purpose while responding to urgent site needs?

QUESTION 04

How will leadership keep the mission, vision, and values visible when schools face competing agendas and demands?

Thank You



"The mission of a PLC is to ensure that all students learn at high levels, and this mission drives every decision, structure, and practice."

Empowered to Lead • Inspired by Heart • United for Impact

Tools & Resources for Next Steps

- 📖 Learning by Doing – Pages 38–42, 47–50
- 📅 Free Global PD 14-day trial!
- 🗪 PLC Choice Board of curated resources



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free resources
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Tree