

TOOL

Transformational Coaching Team's Mission and Vision



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Transformational Coaching Team's Mission and Vision

Purpose

This tool provides an example of a mission and vision for a coaching team. It illustrates how teams can articulate their purpose and define the impact they aim to have on individuals, teams, and students.

When to Use

Use this tool when developing or refining your team's mission and vision, especially if your team lacks clarity, alignment, or a shared sense of purpose. It is also useful when supporting teams in defining the impact of their work.

How to Use It

Review the example and notice how the mission is concise and purpose-driven, while the vision paints a detailed picture of desired outcomes and impact. Use this as a model to draft your own mission and vision, adapting the language and focus to fit your context. Aim for clarity, specificity, and alignment to broader organizational goals.

Transformational Coaching Team's Mission and Vision

Our Mission:

Our coaching team's mission is to develop teachers and leaders who can serve the whole child, create equitable classrooms and schools, and provide students with learning experiences so they will graduate and be college and career ready.

Our Vision:

Teachers and administrators in our schools will report that coaching was essential in supporting them to improve their instructional practices, implement a new curriculum, develop trusting relationships with colleagues, refine their reflective capacities, build their emotional resiliency, and improve student outcomes.

Our clients will report that coaches built effective teams that examined instruction, curriculum, and assessments and led teams to make changes to practices to transform the experiences and outcomes for students.

Teachers and administrators will all say that coaches relentlessly surfaced and interrupted inequities.

Coaches will feel effective, empowered, and proud of their work. They will describe a year of rigorous learning (for themselves) and will express that they felt supported in their work by their manager and by the team of coaches. They will be able to trace their work as coaches to improved student outcomes.

Everyone who participates in our coaching program will have positive feelings about it and will be able to trace its impact on student learning.

Exhibit 4.1. © Elena Aguilar, *The Art of Coaching Teams: Building Resilient Communities that Transform Schools*. Jossey-Bass, 2016.

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