

## Self-diagnosis on Vision

### Instructions

This tool is aimed at helping you to reflect on your vision for student success. There are no right or wrong answers – it is purely designed for your own reflection and growth. To complete this self-assessment:

1. Go through each question in turn, and mark an X where you are; and an O where you want to be. Try not to overthink it.
2. Once you have completed the questions, **look over your results**, and take a few minutes to reflect and, if helpful, do some journaling to note what is coming to your mind.
3. If possible, **find a peer or coach to go through the exercise as well**, and compare your thoughts on what arises.
4. **Identify at least 3 points where there is a gap** between where you are and where you want to be, and next steps you will take to address these gaps.

### Generic / Contextualized

How uniquely reflective-of-my-local-context is my vision of student success?

*My vision is applicable to any place in my country*

100/0	90/10	80/20	70/30	60/40	40/60	30/70	20/80	10/90	0/100
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*My vision could only be applicable here in my community*

### Product / Process

Is my vision of student success viewed as a project that is completed or as an on-going and evolving conversation?

*My vision is viewed as a product that is created and "done"*

100/0	90/10	80/20	70/30	60/40	40/60	30/70	20/80	10/90	0/100
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*My vision is viewed as an ongoing and evolving conversation*

### Built “Inside (My Team) Out” / Built “Outside (My Team) In”

Is my vision of student success driven by my school or organization’s thinking, perspectives, and experiences or by student, family, and community engagement?

*My vision is driven by my own and my school or organization*

100 / 0	90 / 10	80 / 20	70 / 30	60 / 40	40 / 60	30 / 70	20 / 80	10 / 90	0 / 100
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*My vision is driven by student, family, and community engagement*

### Teacher-Developed / Organization or School Leadership-Developed

To what extent is the vision for a classroom developed by the teacher, as opposed to by the schools’ leadership or Teach For partner?

*Teachers build the vision for their classrooms*

100 / 0	90 / 10	80 / 20	70 / 30	60 / 40	40 / 60	30 / 70	20 / 80	10 / 90	0 / 100
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*Teachers are invited into an existing vision that leadership or partner developed*

### Vision as a “Means to an End” / Vision as Who We Want Students to Be

Is my vision of student success describing what students need in order to access opportunities in the future, or is it describing who we want students to be?

*My vision describes qualities our students will need in order to attain opportunities*

100 / 0	90 / 10	80 / 20	70 / 30	60 / 40	40 / 60	30 / 70	20 / 80	10 / 90	0 / 100
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*My vision describes who we want students to be when they leave school*

## Fixed / Evolving

How “embedded” is the evolution of your vision (with rituals, systems, values, ways of being, etc.) in your practice?

*My vision is a **defined statement that is fixed and written down***

100 / 0	90 / 10	80 / 20	70 / 30	60 / 40	40 / 60	30 / 70	20 / 80	10 / 90	0 / 100
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*My vision is **continually evolving**, with clear rituals and systems support evolution*

## No Strategic Alignment / Full Strategic Alignment

To what degree are my actions, strategies, decisions, and judgments aligned to my vision of student success?

*My actions, strategies, decisions, judgments **have no alignment to the vision of student success***

100 / 0	90 / 10	80 / 20	70 / 30	60 / 40	40 / 60	30 / 70	20 / 80	10 / 90	0 / 100
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*My actions, strategies, decisions, judgments are **totally aligned to the vision of student success***