Feedback on Our Mission, Vision, and Values

November 13, 2025

Erin M. Simon, Ed.D.
Superintendent

Ryan D. Smith, Ed.D.
Deputy Superintendent

Mission (Why we exist):

We build futures for our students by providing a pathway for all students to become responsible, informed, productive citizens who can compete in a diverse world.

Vision (What we want for the future):

The Bellflower Unified School District produces graduates who are globally competitive learners. Through equitable access to high quality academic, social, and applied learning, students are ready to excel in college, careers, and life.

Core Values (How we go about the work):

Equity – All students have equal access to quality staff, courses, activities, services, and resources based on their individual needs.

Achievement – Teachers and staff have the knowledge, skills, expertise and resources to ensure continuous improvement for all students. Staff is focused on continuous evaluation and improvement of our programs and uses data to make changes when needed.

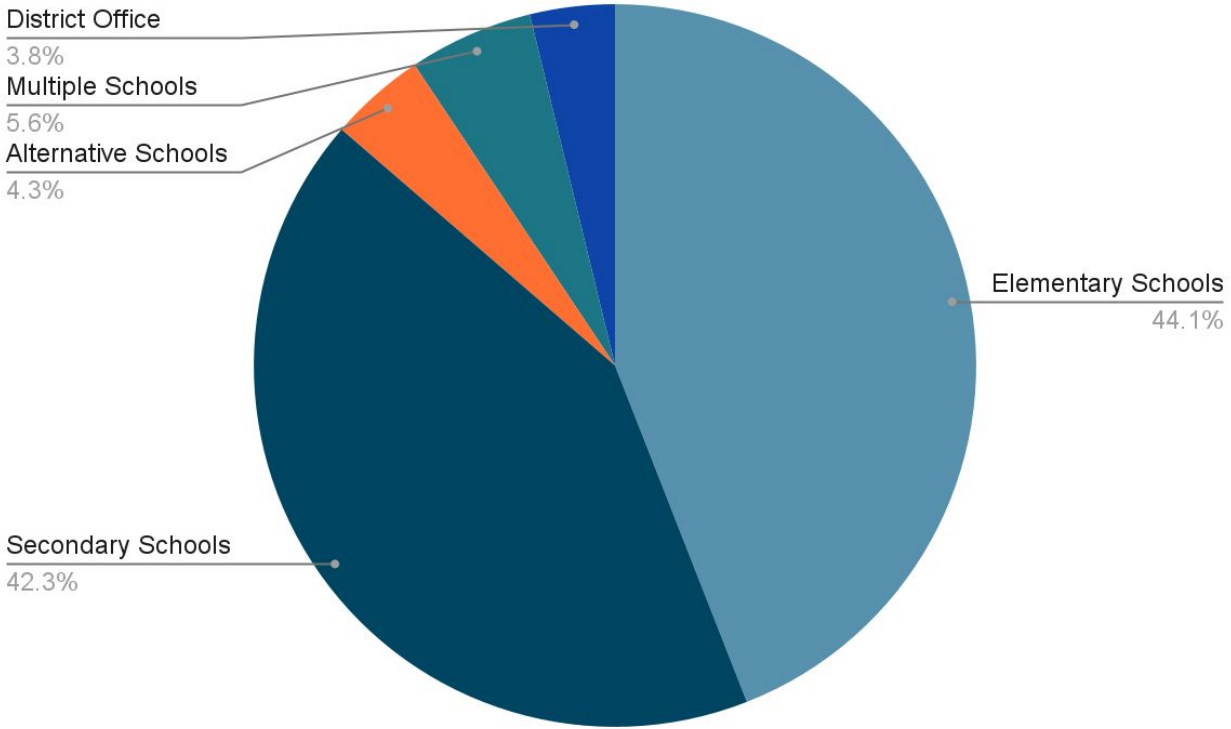
Community – Stakeholders work as a team to provide a respectful environment that fosters learning through positive relationships and engagement among students, adults, and our diverse community.

Respondents

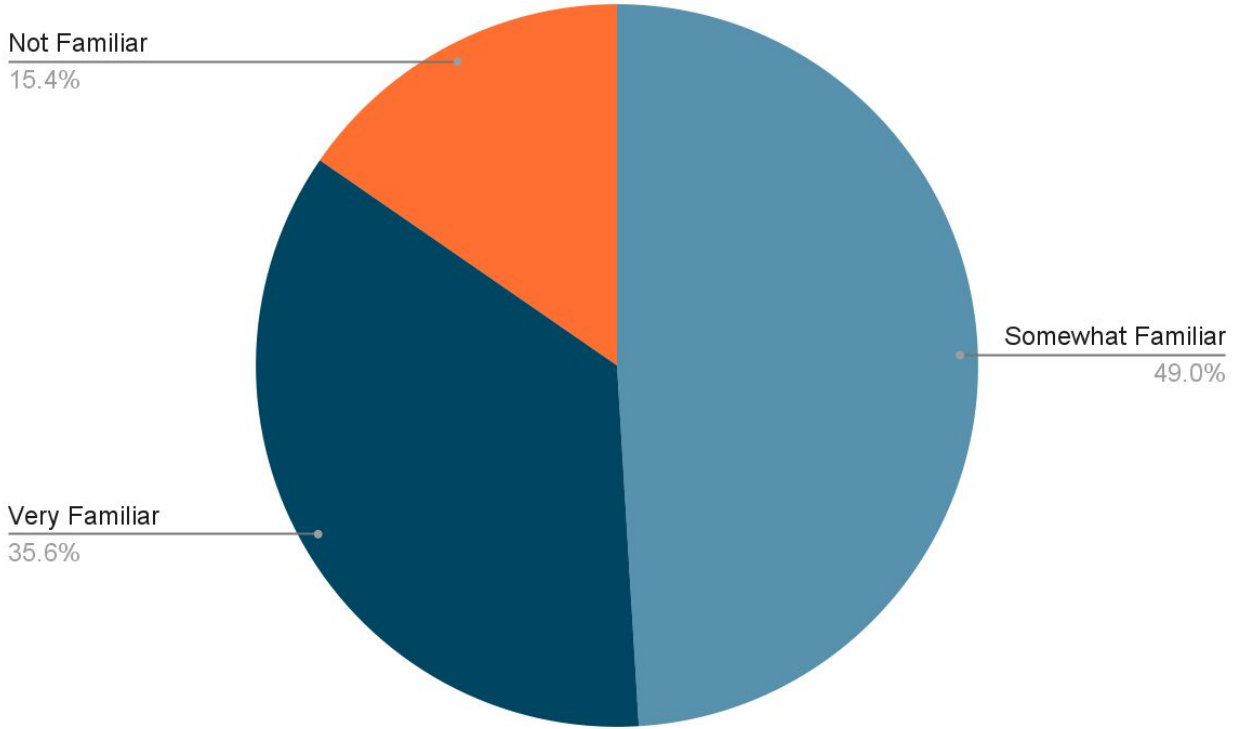
Which of the following best describes you?

Group	Count	% of Total
Parents / Family Members	220	53%
Certificated Teachers or Staff	92	22%
Classified Staff Members	60	14%
Administrators (Certificated & Classified)	26	6%
Students	17	4%
Community Members	1	<1%

Which school are you most affiliated with?



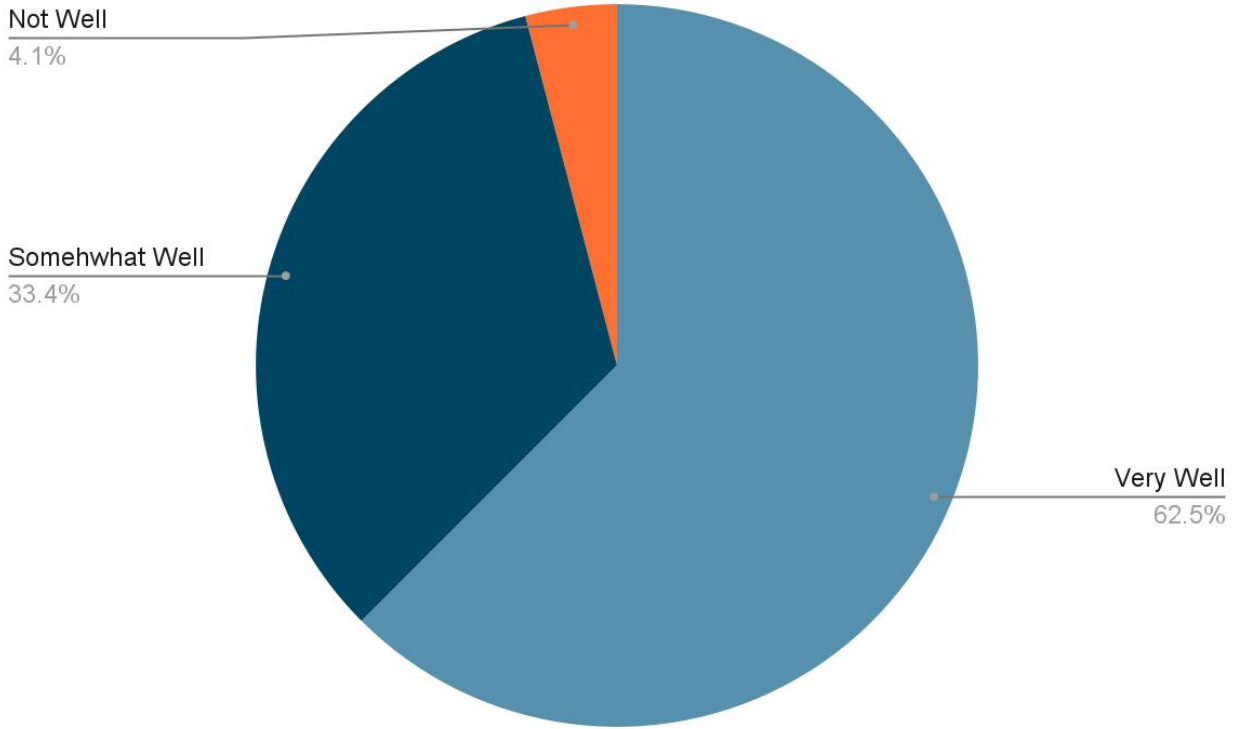
How familiar were you with our mission, vision, and values prior to taking this survey?



Mission
(Why We Exist)

We build futures for our students by providing a pathway for all students to become responsible, informed, productive citizens who can compete in a diverse world.

How well does our mission reflect what you want for our students?



Which of the following words or phrases do you feel are important for a new mission statement?

Phrase	Count
Opportunity for Every Student	237
Respect & Inclusion	226
Equity for All Students	215
Future-Ready Graduates	211
Lifelong Learning	203
Student-Centered	196
Academic Achievement	174
Excellence	173
Innovation & Creativity	170
Whole Child Development	160
Community Partnerships	110

Other suggestions for revising our Mission

Key Themes:

Equity and Inclusion: Emphasize belonging, access, and opportunities for all students.

Student Voice and Agency: Highlight empowering students to lead, innovate, and make choices about their learning.

Community and Collaboration: Reflect stronger partnership with families, staff, and the broader Bellflower community.

Whole-Child Focus: Broaden the mission to include emotional well-being, character, and social-emotional growth alongside academics.

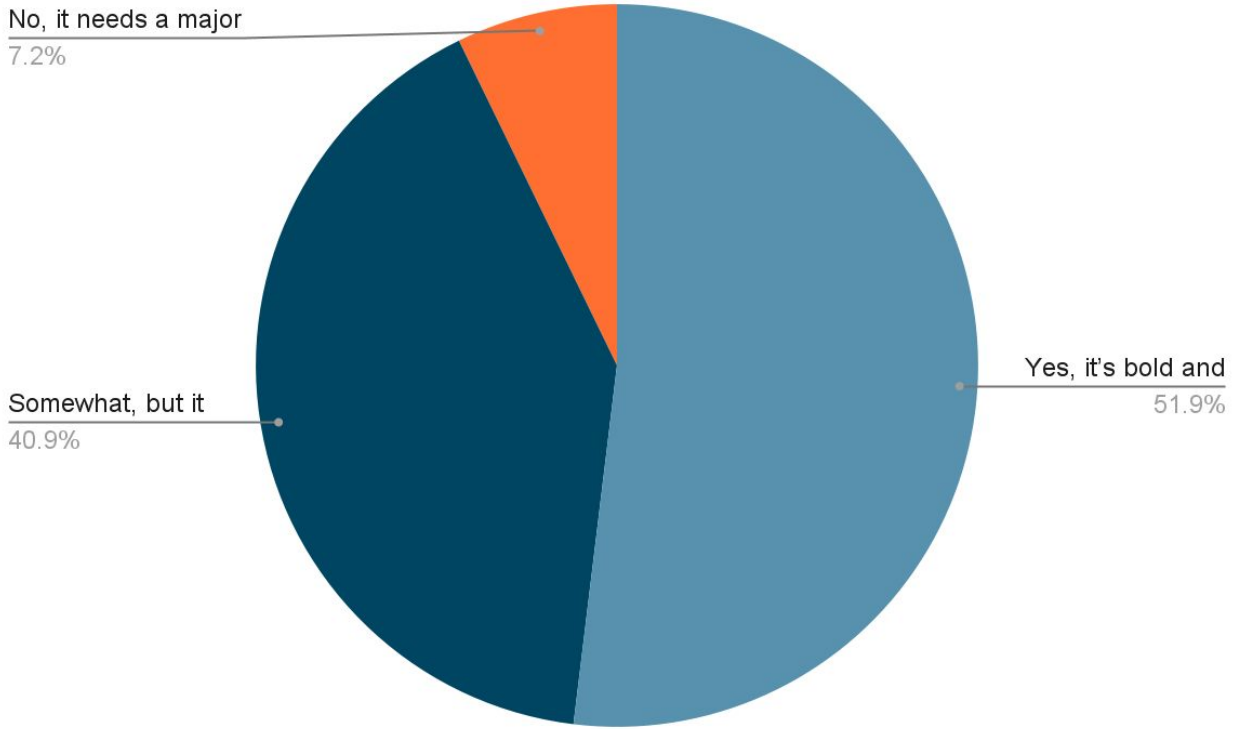
Future Readiness: Reinforce preparation for college, career, and life — not just academic success.

Continuous Improvement: Include language about adaptability, lifelong learning, and innovation

Vision
(What we want for the future)

The Bellflower Unified School District produces graduates who are globally competitive learners. Through equitable access to high quality academic, social, and applied learning, students are ready to excel in college, careers, and life.

Does this vision inspire and challenge the district to aim high?



Which of the following words or phrases do you feel are important for a future vision statement?

Theme / Phrase	Count	% of Total Respondents
College, Career, and Life Preparedness	311	75%
Leadership & Citizenship	234	56%
Student Wellness & Belonging	203	49%
Academic Excellence	201	48%
Digital Literacy & Technology Skills	163	39%
Community Engagement	157	38%
Innovation & Creativity	150	36%
Arts, Athletics, and Activities	146	35%
Modern Learning Environments	140	34%
Global Competence	132	32%

Other suggestions for revising our Vision

Key Themes:

Belonging and Inclusion: Reinforce that all students feel connected and valued; several comments emphasized belonging as foundational to success.

Real-World Readiness: Expand the vision beyond college pathways to include trade skills, career readiness, and life-long learning.

Character and Values: Add focus on empathy, purpose, resilience, and growing—not producing—students into “world changers.”

Safety and Well-Being: Include the importance of secure campuses and environments that support learning and personal growth.

Language Refinement: Some respondents suggested removing or softening phrases like “globally competitive learners” to make the vision more human-centered and less industrial.

Faith and Community Values: A few responses mentioned moral or character development (e.g., “godly men and women”).

Core Values
(How we go about the work)

Equity

All students have equal access to quality staff, courses, activities, services, and resources based on their individual needs.

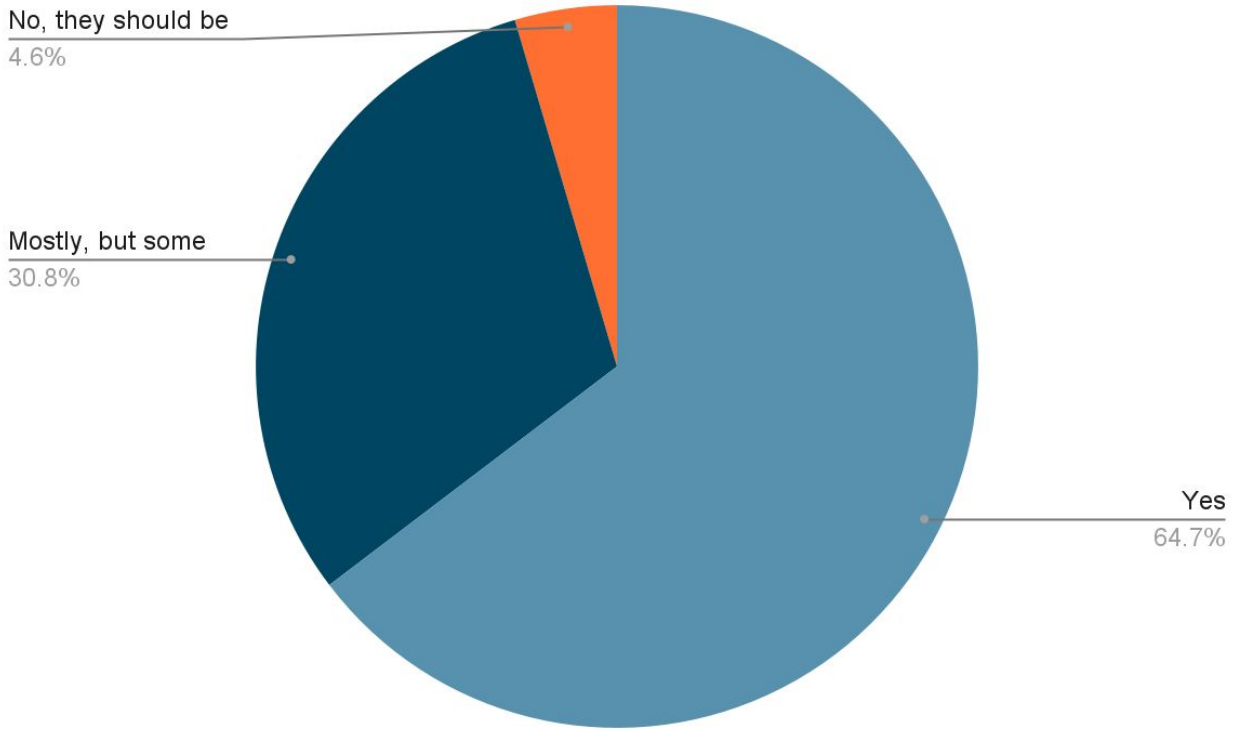
Achievement

Teachers and staff have the knowledge, skills, expertise and resources to ensure continuous improvement for all students. Staff is focused on continuous evaluation and improvement of our programs and uses data to make changes when needed.

Community

Stakeholders work as a team to provide a respectful environment that fosters learning through positive relationships and engagement among students, adults, and our diverse community.

Do these core values represent the most important values for our school district?



When you think of our schools at their best, what stands out most to you?

Key Themes:

Equity and Opportunity: Schools are seen at their best when every student has equal access to resources, opportunities, and support.

Community and Collaboration: Many respondents highlighted a sense of unity, teamwork, and open communication among staff, students, and families.

Dedicated and Caring Staff: Teachers and administrators who are hardworking, inspiring, and student-focused stood out as hallmarks of excellence.

High Expectations and Achievement: Respondents emphasized academic rigor, excellence, and accountability as markers of success.

Whole-Child Support: Several mentioned the importance of mental health, student needs, and social-emotional well-being.

Leadership and Vision: Comments noted that schools thrive with strong, shared leadership and clear direction.

Thinking about possible values for Bellflower USD, how much of a priority is each for inclusion in the updated core values?

Core Value	High Priority (%)
Coherence	42%
Innovation	39%
Excellence	36%
Trust	36%
Joy	35%
Inclusion	32%
Accountability	31%
Respect	30%
Student-Centered	28%
Transparency	25%

Other suggestions for revising our Core Values

Key Themes:

Belonging and Student Voice: Respondents emphasized the importance of ensuring every student feels heard, valued, and represented in district values.

Equity, Diversity, and Inclusion: Multiple comments suggested explicitly naming diversity, equity, and inclusion as core commitments.

Growth Mindset: References to continuous growth for students and staff and resilience highlight the desire to include perseverance and improvement as core values.

Collaboration and Communication: Many noted that teamwork, open communication, and partnership with parents are essential aspects of Bellflower's culture.

Integrity and Safety: Some respondents mentioned integrity, accountability, and safe environments as fundamental to trust and success.

Whole-Child Focus: A few comments reflected the importance of supporting students socially and emotionally, not just academically.

Additional Feedback

What is one word or phrase that describes what you want Bellflower USD to be known for in the future?

Key Themes:

Excellence and High Expectations: Many respondents envisioned Bellflower as a district recognized for academic rigor, excellence, and quality education.

Equity and Inclusion: Strong emphasis on equality, inclusivity, and support for all students as central to Bellflower's identity.

Innovation and Future-Readiness: Frequent mentions of technology, creativity, and career pathways, including trade school opportunities.

Student-Centered Focus: Respondents highlighted growth, belonging, and support for the whole child as defining characteristics.

Character and Integrity: A few comments referenced honesty, doing what's best for students, and social responsibility.

Safety and Well-Being: Several mentioned safe, secure campuses and mental wellness as part of what should distinguish the district.

Is there anything else you'd like to share to help shape the mission, vision, and values?

Key Themes

Clarity and Simplicity: Many respondents suggested making the statements shorter, more focused, and easier to understand.

Belonging and Respect: Strong emphasis on valuing people, listening, fairness, and celebrating all cultures and identities.

Student-Centered Focus: Calls to honor each student's unique identity, interests, and goals, emphasizing that students should feel known and supported.

Teamwork and Collaboration: Several comments stressed that teamwork across schools, staff, and families makes Bellflower successful.

Social-Emotional and Whole-Child Development: Suggestions included explicitly referencing emotional well-being, relationships, and personal growth alongside academics.

Innovation and Continuous Improvement: Mentions of using technology to maximize learning outcomes and adding programs to support diverse learners and the arts.

Recommended Next Steps

Connection to Strategic Planning Initiative

Form a Guiding Coalition

A diverse group of teachers, staff, parents, students, and community members will come together to represent the broader Bellflower USD community.

Review Foundational Documents

The coalition will study our current Mission, Vision, and Core Values using the feedback gathered through this survey.

Develop Recommendations

The group will determine whether to affirm, refine, or revise these foundational statements for the future and recommend updates to the Board.

Engage the Board

Invite two Board Members to participate in this collaborative process.

Integrate with Strategic Planning

This work, beginning in January in partnership with the Learner-Centered Collaborative, will serve as the first phase of Bellflower USD's Strategic Planning Initiative, leading to the development of a Portrait of a Graduate and a Framework for the Future.

Discussion