

# Core Values Survey

Core values do three things<sup>1</sup>: **guide our action**, **move us forward**, and **keep us centered** on why we do what we do. To increase our impact, we first need to identify what we value and the impact we want to make.



## Read through the Core Values<sup>2</sup> below

Acceptance	Community	Focus	Imagination	Order	Sharing
Achievement	Communication	Forgiveness	Independence	Passion	Solitude
Adventure	Compassion	Freedom	Influence	Peace	Spirituality
Altruism	Connection	Friendship	Initiative	Personal Growth	Success
Ambition	Contribution	Fun	Integrity	Perseverance	Support
Appreciation	Cooperation	Goals	Intuition	Positive Attitude	Teamwork
Authenticity	Creativity	Gratitude	Interdependence	Pride	Togetherness
Autonomy	Effectiveness	Growth	Joy	Productivity	Tradition
Balance	Efficiency	Happiness	Justice	Recognition	Trust
Belonging	Equity	Health	Kindness	Reflection	Truth
Caring	Excellence	Helping	Knowledge	Respect	Unity
Celebration	Excitement	High Expectations	Leadership	Responsibility	Variety
Challenge	Expertise	Honesty	Loyalty	Results	Zest
Choice	Fairness	Hope	Making a Difference	Risk-Taking	
Collaboration	Family	Humility	Meaningful Work	Self-Respect	
Commitment	Flexibility	Humor	Mindfulness	Service	

<sup>1</sup>Aguilar, E., 2016. The Art Of Coaching Teams. 1st ed. San Francisco: Jossey-Bass  
<sup>2</sup><https://www.onwardthebook.com/wp-content/uploads/2018/09/Core-Values.pdf>

# Core Values Survey

Highlight your top ten values

From that ten, identify your top five

Narrow your top five to three values

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_
6. \_\_\_\_\_
7. \_\_\_\_\_
8. \_\_\_\_\_
9. \_\_\_\_\_
10. \_\_\_\_\_

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



## If doing this for collective action:

**1:**

Rank your top three values in a survey.

**2:**

Once all data is collected, identify the top 3 values.

# Keep-Stop-Start Values


Reflect on your values:




## Top Three Values

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

What do you do at work that is **in alignment** with these values?




What do you do at work that is **out of alignment** with these values?




Looking at your actions and their alignment to your values, identify:


What do you want to **KEEP** doing:



What do you want to **STOP** doing:



What do you want to **START** doing:



# SMARTIE Impact Goals

1

Use your top three values to create a vision for your team:

## Top Three Values

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

## Our Vision

2

Create one or two SMARTIE Impact goals to help you achieve your vision.

## SMARTIE Impact Goal 1

## SMARTIE Impact Goal 2

3

Identify the practices that will help you achieve your SMARTIE Impact Goals.

## SMARTIE Impact Goal 1

## SMARTIE Impact Goal 2

4

Consider what you need to communicate to staff and families around these goals.



# Impact Practice and Policy Mapping

Creating practices and policies that align with your school community values will make your work more sustainable and impactful. Start by examining values, impact goals, and needs from multiple sources. Then identify how your policies and practices need to change to be in alignment with the values and goals identified.



School values



School vision statement



SMARTIE Impact Goals



Feedback from families (their values/needs from school)



District Policies and Impact Metrics

Comparing the items above, what are the **points of alignment**?

Comparing the items above, what are the **points of misalignment**?

What are a few changes you can make to bring school policies and practices **into greater alignment**?

What impact metrics can you use to **measure the effectiveness** of these changes?

What action steps do you need to take to implement the **new policies or practices** and achieve these metrics?

How will you **communicate these changes** with staff and families?