**VALUES and COMMITMENT STATEMENT ACTIVITY**

1. As individual team members, put a star next to 8 values that are important to you, including any you add in the empty boxes that aren’t represented in the available list. These are your personal values.
2. Narrow the personal set of values you identified in the step above to 5 by crossing off the less important values. It is important to remember that you are not “throwing away” 3 of your personal values. Instead, you are simply narrowing down the list to determine your “core values.”
3. All group members should now be given the opportunity to share their 5 core values aloud with the rest of their team. While sharing, individuals should answer the following questions:
   1. How did you choose your core values?
   2. What do your core values mean to you?
   3. How do you put your core values into action in the workplace?
4. After all team members have shared their “core values”, identify the 3-5 core values that half or more of the team referenced. If there are not at least 3, discussion should center around which values could be agreed upon as a core value (Ex: it made my top 8, but not my top 5. I could agree to that core value.). These collective values will be shared with the entire staff.
5. When the team has 3-5 agreed upon core values, you are ready to build your team’s value statements around these as it relates to work within your building.

Example Values Statement: As a staff, we value **collaboration** to support each other, solve problems, and celebrate our successes.

1. Record your completed values statements on this sheet and make sure an official copy goes in your team notebook.

OUR VALUE STATEMENTS:

1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| **TRANQUILITY**  Avoid pressure in job role and work setting. Have routines and job duties that are not likely to change. | **ADVENTURE**  Have new and exciting experiences within the school day. | **STABILITY**  Like to keep the school teaching environment consistent and unchangeable. | **WORK ALONE**  I Like to do projects by myself with as little contact with other educators as possible. |
| **COLLABORATION**  I enjoy working with other educators to achieve common goals. | **VARIETY**  I like the idea of changing what we are doing within our school. | **CREATIVITY**  I get excited when I have the opportunity to use my creativity to help change things. | **AFFILIATION**  I desire to feel connected to my school**.** |
| **FLEXIBILITY**  I am comfortable with adapting my role in order to accommodate student learning. | **KNOWLEDGE**  Working on an educational team allows me the opportunity to pursue truth and understanding. | **DECISION MAKING**  I want to have the power to decide the course of action. Policies and procedures we should follow. | **ADVANCEMENT**  I want our school to get ahead rapidly, gaining opportunities for myself, staff and students. |
| **INFLUENCE**  I want the opportunity to change attitudes and opinions within our school-system. | **RELATIONSHIPS**  I would like the opportunity to develop close personal relationships with members of the staff. | **SOCIETY SUPPORT**  Working in a school will allows me to contribute to the betterment of my school and the world | **MORAL FULLFILLMENT**  I feel that my work with my school is contributing to Ideals that I feel are very important. |
| **HELPFULNESS**  Working on a school team allows me to support my colleagues and students. | **SUPERVISION**  I like to be directly responsible for the work done by others within the school. | **COMMUNITY**  I like the opportunity to share my thoughts and ideas with fellow educators. | **JUSTICE**  It is important that I am able to promote fair and equal treatment for all. |
| **EXPRESSION**  I like to express my ideas concerning education and how I might improve it. | **INNOVATION**  I enjoy the opportunity to experience experimentation and innovation in the educational system. | **STATUS**  It is important to have the respect of my peers. | **INTELLECT**  I like to be well informed with a strong knowledge about what is going on. I like to be an expert when possible. |
| **COMPETENCE**  I desire to be viewed by my peers as someone who demonstrates a high degree of proficiency in my job skills and knowledge. | **EFFECTIVENESS**  It is important for me to show above average work with my peers and students. | **FAST PACED**  I like working in an environment where there is lots of energy and work is done rapidly. | **CUTTING EDGE**  I like my work to be grounded in research where I help to generate new ideas that will support student achievement. |
| **HUMOR**  I enjoy seeing the humorous side of myself and is the work that is happening around me. | **HOPE**  When working at my school I like to maintain a positive and optimistic outlook. |  |  |

Now that your team has discussed and documented 3-5 value statements, it is time to go a step further and develop commitment statements. A good starting point for developing commitment statements would be to first align the 3-5 values statements to the team’s core beliefs. Following the alignment, the team should engage in a discussion following this format (complete these questions using the 3-5 values identified earlier in the activity):

 What does (insert value here) look like in our building?

 What does (insert value here) NOT look like in our building?

 What is/will be the evidence of (insert value here) in our building?

Example Commitment Statement (and relationship to identified beliefs and values)

* **Belief**: We are responsible for the education and safety of every student.
* **Value**: Importance of working/living in a safe environment

 **Commitment**: We will ensure that all decisions, actions, and resource allocations are made in the best interest of the students.

 **Commitment**: We will ensure an environment that is emotionally nurturing, physically safe, and intellectually stimulating.

The leadership team should develop 1-3 commitment statements for each of the agreed upon values using the above example as a guide.

OUR COMMITMENT STATEMENTS:

1.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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If the leadership team would prefer to model their beliefs, values, and commitments collectively, the space below has been provided for that purpose.

Example:

* **Belief**: We are responsible for the education and safety of every student.
* **Value**: Importance of working/living in a safe environment

 **Commitment**: We will ensure that all decisions, actions, and resource allocations are made in the best interest of the students.

 **Commitment**: We will ensure an environment that is emotionally nurturing, physically safe, and intellectually stimulating.

**Belief: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Commitment: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Value: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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