

Figure 2.9: Guide for Engaging Educators in Identifying School Values

Values and beliefs: Values represent the core principles a school upholds, defining what it believes to be right and guiding behavior and decision-making processes.

1. Which values do you see most frequently demonstrated by staff and students at your school? (Select all that apply.)

- ☐ Respect and integrity
- ☐ Collaboration and teamwork
- ☐ Innovation and creativity
- ☐ Accountability and responsibility
- ☐ Equity and inclusion
- ☐ Empathy and compassion
- ☐ Other (please specify): _____

2. What ethical principles do you believe guide decisions and interactions within your school? (Select all that apply.)

- ☐ Doing what is right, even when it is difficult
- ☐ Putting student needs first
- ☐ Communicating with transparency and honesty
- ☐ Treating staff and students fairly and equitably
- ☐ Valuing diversity of thought and experience
- ☐ Other (please specify): _____

3. How would you describe the core beliefs that influence the school's approach to teaching, learning, and student relationships?

What do we believe is the most important outcome for our students?

What assumptions guide our interactions with students and parents?

What guiding beliefs do you notice in our responses to challenges or setbacks?

4. In your opinion, what are the dominant unspoken beliefs that shape the way we work as a team? (Select all that apply.)

- ☐ We value hard work and dedication above all else.
- ☐ We believe that every student can succeed with the right support.
- ☐ We prioritize maintaining tradition over adopting new approaches.
- ☐ We see conflict as something to avoid rather than address openly.
- ☐ We trust that leadership will always act in the best interest of the school.
- ☐ Other (please specify): _____

5. Describe any unspoken norms or beliefs that you think significantly influence behavior but are not formally acknowledged.

6. How well do you think the school's stated values align with the actual practices you observe? Provide examples of alignment or misalignment.

7. What stories or examples do you hear frequently that reflect the core values of your school?

What events or decisions do people talk about that demonstrate your values in action?

What shared narratives reinforce what you believe is important at your school?

8. How do these shared values and beliefs affect relationships, decision making, and conflict resolution within the school?