

Class Values Template

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1. SOLO: Create a list of values.

Aspirational is good!

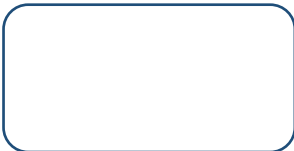


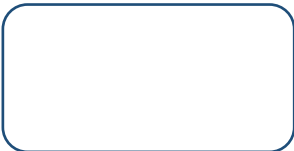


This is the why.

These are only suggestions to get you started:

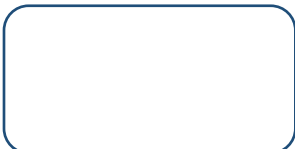
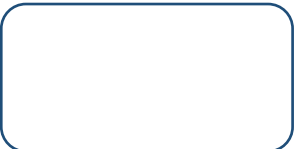

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|-----------------|---------------|---------------|------------|
| Acceptance | Determination | Integrity | Speed |
| Accountability | Direct | Intelligence | Strength |
| Access | Discretion | Intuitive | Supportive |
| Accountability | Effective | Justice | Teamwork |
| Adaptability | Ethical | Open | Thankful |
| Agility | Equity | Original | Thorough |
| Altruism | Fairness | Opportunity | Timely |
| Appreciation | Fearless | Participation | Tolerance |
| Attentive | Formal | Passion | True |
| Authenticity | Generosity | Patience | Trust |
| Awareness | Gratitude | Recognition | Unity |
| Belonging | Growth | Respect | Value |
| Choice | Helpful | Resourceful | Variety |
| Collaboration | Honest | Responsive | Vitality |
| Commitment | Hospitality | Safety | Warmth |
| Community | Humility | Self-Reliance | Welcoming |
| Communication | Humor | Sensitivity | Wisdom |
| Consistent | Imagination | Simple | Wonder |
| Cooperativeness | Inclusion | Sincerity | |
| | Insight | Serenity | |

GROUP

2. Share and sort the values into related groups

3. Identify the three most important buckets

		
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4. Dig deeper: Balance

What would abuse or a one-sided approach look like?

The discussion around balance is critical.

How are many of these tensions to manage, rather than problems to solve?

GET SPECIFIC! Ex:

- We value honesty, but not to the point where it hurts others.
- We seek truth, but also kindness and sensitivity.
- We want to hear all voices, but agree to move forward when it seems we are recycling old arguments.

5. Dig Deeper: Behaviors

What does respect mean? What does it feel like?

What behaviors matter most? How will you make sure all voices are heard?

Make a list of behaviors and phrases that would support your values.

Examples here (there is a blank form on the next page).

VALUES	BEHAVIORS
Community	INVEST personal energy in broader relationships
	INVITE broader participation "I'd like to hear what others have to think."
	ENGAGE in meaningful and deeper honest conversations
	DELIVER recognition "That was an important comment."
	CLARIFY expectations
Openness	ARTICULATE what you don't know "It has never occurred to me before that..."
	RESPOND productively "I may be wrong about that..."
	ACKNOWLEDGE bias & thoughts accent
	ASK open-ended questions "Can you tell me more..."
Belonging	EMBRACE a wider range of voices "I'd like to hear a different perspective"
	PROMOTE cultural excellence
	HEAR new & different stories "I know what my experience was like, but I'd like to hear yours."
	VALUE difference as a positive resource
	INTERRUPT behavior with new processes or questions

6. Dig Deeper: Conflict

Discuss assumptions about conflict and how your/these values might apply.

What should the ideal experience be when conflict arises? Create behaviors list:

- Speak up if you have another perspective
- Avoid placing blame
- Address conflict directly and in a timely manner
- Clarify what the conflict is about
- Look for hidden assumptions (including your own)
- Separate fact from opinion
- Acknowledge power differences
- Be willing to let unproductive conflict go
- Ask if other information is needed to resolve

7. Assessment

What will this new culture feel or look like?

How will you know you are building community or that all voices are heard?

Return to your plan and add desired assessment or outcomes. Consider qualitative measures (like a survey of student belonging and comfort mid-semester).

VALUES	BEHAVIORS	ASSESSMENT
1.		
2.		
3.		

8. Prioritize and Commit

Pick 2-3 behaviors and commit to them as a class.

9. Post

Post a document (like the one above) in your classroom or read it once a week

10. Measure and Repeat

You can't focus on everything at once, so try this for a while and do a quick measurement (for an ex, a two question student survey: 1. Is this behavior improving our culture? 2. What would be a more important next step?) Then re-evaluate or focus on a different behavior.