

DEFINING DET'S VALUES AT YOUR SCHOOL

Team Activity

This activity supports you and your staff to define what individual values look like in practice at your school and to develop shared expectations for values-led behaviours.

DET's Values complement, and are upheld concurrently to, your school's own values. This activity focusses on DET's Values, but can also be used to define behaviours in line with your school's values.

Learning Intentions

- To connect DET's Values to work contexts at your school
- To develop a shared understanding of what the values look like in your school

Step 1

Team brainstorm - identifying your work contexts where the values are relevant

- Select one value
- Review the representative behaviours
Consult Understanding DET's Values: Schools Guide
- As a team, discuss and record contexts where the value is relevant

For example, Impartiality is relevant to staff selection; performance reviews; assessing student work; providing opportunities to students; handling parent complaints.

Step 2

Quick write and pair discussion - describing what the values look like

- Team chooses two contexts
- Individually, write what the value would look like in these contexts
- Share with partner, condense and update ideas

For example, Impartiality in providing opportunities for students could mean ensuring a clear, transparent and well-communicated process for selecting students, so the same students aren't always favoured.

Step 3

Team discussion - developing a shared understanding

- As a team, share ideas on two contexts
- Discuss benefits and barriers
- Seek agreement on your school's desired behaviours in the two contexts

For example, the benefits could be that other students get a chance to grow, that parents have confidence in the process, and make fewer complaints. A barrier could be time taken to run an EOI.

The agreed behaviour could be that wherever possible, staff seek to open opportunities to all students, encourage students to apply and communicate the process to parents.

DET'S VALUES

LIVING OUR VALUES EVERY DAY



RESPONSIVENESS

We respond in a timely way with our best work



INTEGRITY

We are honest, ethical and transparent



IMPARTIALITY

We behave in the best interests of the public by making fair and objective decisions



ACCOUNTABILITY

We hold ourselves and others to account for the work that we do



RESPECT

We value others and accept their differences



LEADERSHIP

We are genuine, supportive and do the right thing



HUMAN RIGHTS

We uphold and respect the rights of others