



**FOXWOOD
ACADEMY**

Foxwood Values

Educate

Celebrate

Independence

Learning for Life



FOXWOOD
ACADEMY

Why have school values?

They are the core beliefs and principles that guide the actions and decisions of all members of a school community.

They reflect the vision, mission, and goals of the school, and they shape the culture and climate of the learning environment.

Educate

Celebrate

Independence

Learning for Life

The Primary Colours' Model of Leadership

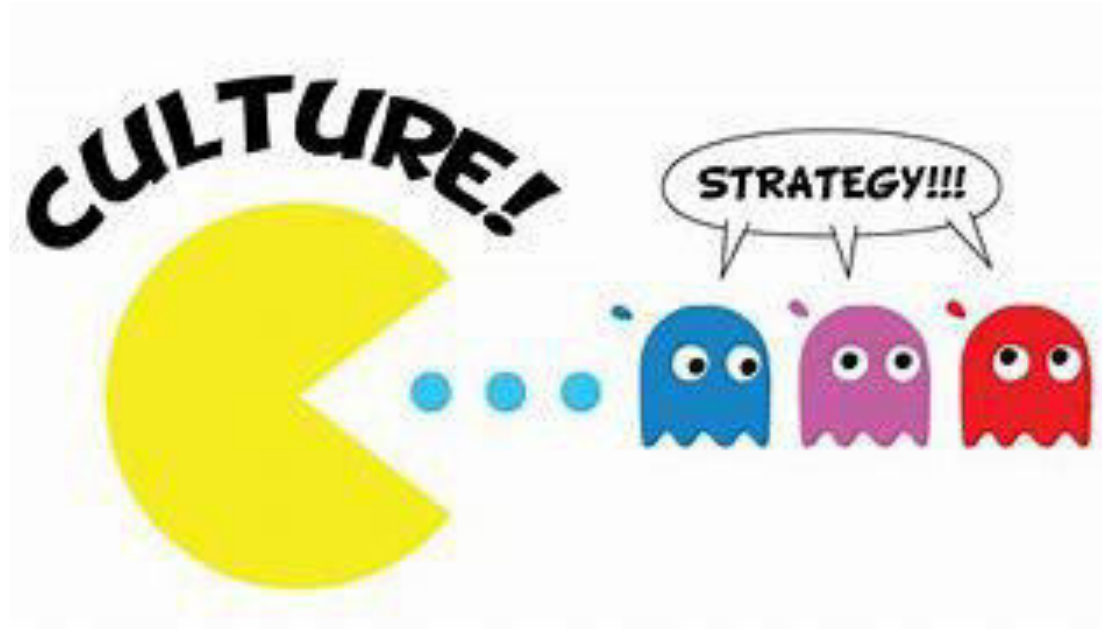


Pendleton and Furnham 2012

This model of leadership illustrates the interaction of strategy, operations and relationships.

School Values are ever present in all of these domains but it is the alignment aspect of the Interpersonal Domain which has the most impact on how invested all staff are in working towards a shared vision.

Alignment is dependent on culture and climate.



"Culture eats strategy for breakfast."

Peter Drucker

"Culture is what we do in schools and climate is how it feels." Andy Buck 2018



FOXWOOD
ACADEMY

We all know Foxwood's Values and they are ever-present in our interactions with students but how much do we consider them in relation to ourselves and each other?

Educate

Celebrate

Independence

Learning for Life



Research suggests that if values are to have credibility and authenticity within the school community every adult should model them in every interaction they have.

FOXWOOD
ACADEMY

Educate

Celebrate

Independence

Learning for Life



FOXWOOD
ACADEMY

A questionnaire was sent to all staff asking about:

- how they felt they applied the values to other staff
- and
- how they felt the values were relevant to them personally

Educate

Celebrate

Independence

Learning for Life

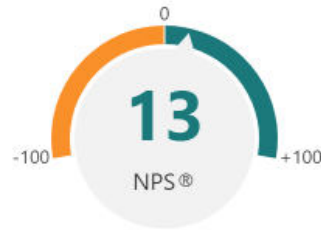
Application of values to other staff.....

1. I encourage staff within the Academy to learn for life. (0 point)

[More Details](#)

[Insights](#)

Promoters 9
Passives 9
Detractors 6

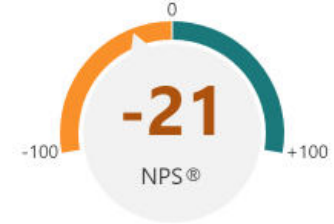


3. I encourage the independence of staff within the Academy. (0 point)

[More Details](#)

[Insights](#)

Promoters 5
Passives 9
Detractors 10

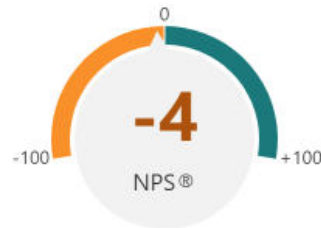


2. I educate staff within the Academy. (0 point)

[More Details](#)

[Insights](#)

Promoters 7
Passives 9
Detractors 8

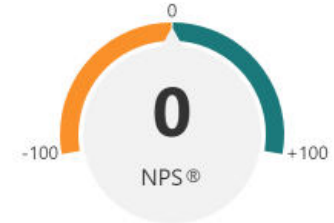


4. I celebrate staff within the Academy. (0 point)

[More Details](#)

[Insights](#)

Promoters 9
Passives 6
Detractors 9



Column1	I encourage staff within the Academy to learn for life.	I educate staff within the Academy.	I encourage the independence of staff within the Academy.	I celebrate staff within the Academy.	I am always learning at Foxwood.	I am always being educated at Foxwood.	I am independent at Foxwood.	I am celebrated at Foxwood
Mean	7.6	7.4	7.0	7.4	7.9	7.6	8.2	5.9
Standard deviation	2.4	2.1	2.1	2.1	2.3	2.8	1.6	2.6

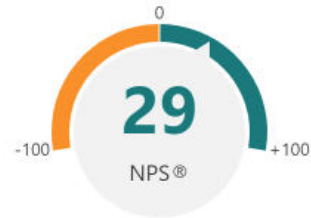
On average this suggested that staff didn't feel they impacted much on the relevance of the values of learning for life, education and celebration for other staff. Encouragement of independence of our peers was less likely than the others.

Perception of the values applied to you....

5. I am always learning at Foxwood. (0 point)

[More Details](#)

Promoters 12
Passives 7
Detractors 5

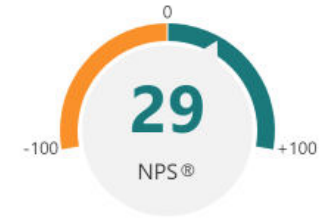


7. I am independent at Foxwood. (0 point)

[More Details](#)

[Insights](#)

Promoters 10
Passives 11
Detractors 3

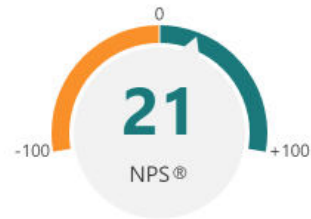


6. I am always being educated at Foxwood. (0 point)

[More Details](#)

[Insights](#)

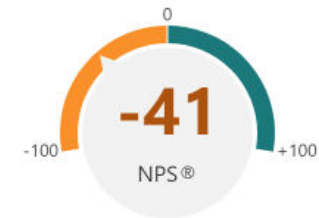
Promoters 11
Passives 7
Detractors 6



8. I am celebrated at Foxwood (0 point)

[More Details](#)

Promoters 3
Passives 8
Detractors 13



Column1	I encourage staff within the Academy to learn for life.	I educate staff within the Academy.	I encourage the independence of staff within the Academy.	I celebrate staff within the Academy.	I am always learning at Foxwood.	I am always being educated at Foxwood.	I am independent at Foxwood.	I am celebrated at Foxwood
Mean	7.6	7.4	7.0	7.4	7.9	7.6	8.2	5.9
Standard deviation	2.4	2.1	2.1	2.1	2.3	2.8	1.6	2.6

At a personal level this data suggested that individual staff members are more likely than not to feel that they are learning at Foxwood, that they are being educated at Foxwood and that they are independent at Foxwood. Unfortunately staff are less likely to feel celebrated at Foxwood.



In summary....

We are not always aware of the impact we might have on our colleagues' experience of Foxwood's Values.

Many of us feel like we are being educating, we are learning and we are independent at work.

But many of us don't feel celebrated

Educate

Celebrate

Independence

Learning for Life



FOXWOOD
ACADEMY

Next step....

Ensuring we all feel celebrated at Foxwood.

Educate

Celebrate

Independence

Learning for Life



FOXWOOD ACADEMY

We do many of these things.

Perhaps we need to be more explicit so this becomes a talking point.

Any other ideas?

Worth a
Mention
in
Assembly

Social
Media
posts

Teacher
Awards

CPD

Explicit
gratitude
particularly for
discretionary
effort

Social
Events

Objective
Equity

Clear and
consistent
communication

Transparency

Educate

Celebrate

Independence

Learning for Life