DEVELOPING A TEAM; ESTABLISHING AN ACTION PLAN

Identifying our VALUES, Establishing our CULTURE, putting it all into **ACTION**

REVIEW What are Values?

Values are individual beliefs that motivate people to act one way or another. They serve as a guide for human behavior.

REVIEW What is Culture?

Culture is the BELIEFS, NORMS, and TRAITS of a group.

To develop our *CULTURE*, we have to identify our *VALUES*.

Following is a concise listing of what you said...

What did YOU identify as important?

My values are to help others and kindness and assisting others...

I value skill: musical, academical, and social skills are some of the top ones. I also value discipline, even though it's one of my least favorite things, I know it's necessary to have true progression and growth.

My biggest values are kindness, friendship, loyalty, and being as good of a person as I can be.

I try to make sure nobody is left out, even if nobody else cares for them. ... Even the smallest things can be valued.

Work ethic, Being on time, and trying.

being nice to people in general

No drama. I can't stand it. Relationships. I try to stay positive...

I value respect and cleanliness.

What did YOU identify as important?

My values are accountability, responsibility, patience, discipline, and organization

I value being inclusive for every member

Respect, accountability, reliability, and safety.

I value how I'm treated

one of my values is putting in the work needed...

I value communication, kindness, respect, and safety above all else.

Personally, having strong work ethic, responsibility, reliability, and a positive attitude are important I value preparation and, like, compassion

Being organized, responsible, confident, patient, dedicated, being engaged and being adaptable.

kindness, inclusivity, and respect

1. Always to the right thing

My values are patience, kindness, Communication, and helping others

impact I have on members of the band, but impressions of others outside the band, such as other bands an audience members.

do good just for the sake of it.

Working hard always pays off.

Achievement, Respect, Challenges, Justice, Structure, Humor, Creativity, Friendships,

Contribution, and Honesty.

These came up most often...

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Value	Times Mentione
Kindness	4+
Respect	4+
Accountable	4+
responsible	4+
Work ethic	3+
Skill	3+
Inclusive	2+
Communication	2+
Compassion/patience 2+	

The following were mentioned at least once... Helpful Punctual Discipline Positive mental attitude dedicated professional

DISCUSSION OPPORTUNITY

Several of these categories overlap... do you agree with what you said? Would you change any of these? Add Values? Remove?

These came up most often...

Value	Times Mentioned
Kindness	4+
Respect	4+
Accountable	4+
responsible	4+
Work ethic	3+
Skill	3+
Inclusive	2+
Communication	2+
Compassion/patience 2+	

The following were mentioned at least once... Helpful Punctual Discipline Positive mental attitude dedicated professional The CONTROLLABLES... how many of these actions can you control? Influences?

Brief video on Control the Controllables

https://www.youtube.com/watch?v=JvmrQV9JAcQ

Let's look at this HS Band Values' Statement... What do they value? Do you see our values listed?

Core Values

- The purpose of The Franklin Band is to enhance the growth, maturity, and experience of Franklin High School students.
- We embrace the following Core Values to help us achieve our goals:
- **Community** The community in which we live and our own community within Franklin High School shape who we are, and we shape those communities in return.
- **Excellence** Employ a positive work ethic on our steady march toward excellence.
- **Enjoyment** Students should enjoy their band experience, their friends, their musical activities, and the processes involved with them.
- **Inclusivity** Be a "big tent" organization, serving student of various abilities and backgrounds.
- **History** Value and reflect on our past while being innovative in new endeavors.
- **Engagement** The wants and needs of our student, parent, and community stakeholders are important to us.
- **Advocacy** Be advocates for music education, in neighborhood chats and in discussions with policy makers.
- **Versatility** Be well-rounded in what we do, but with a strong foundation in concert literature.
- **Challenge** Create an environment that challenges students and promotes personal growth.
- **Stewardship** Be good stewards of our resources, both personal and financial.

Link to the Franklin Bands' Core Values

https://thefranklinband.org/corevalues/#:~:text=Versatility%20%E2%80%93 %20Be%20well%2Drounded%20in,resourc es%2C%20both%20personal%20and%20fi nancial.

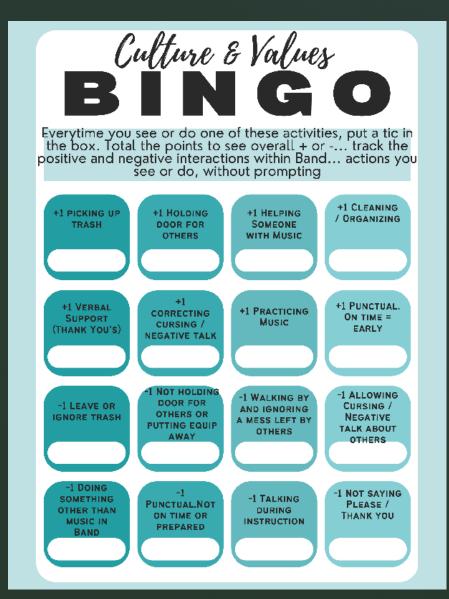
Assignment #1 for next session...

• Assignment for next session, take **15 minutes** and look over the Franklin Bands' CORE VALUES. Then, take their statement and organize it into the following areas... This summer, we will work to craft our own statement.

- Rehearsal (Marching and Concert)
- 1. Rehearsal preparation
- 2. Rehearsal etiquette
- 3. Communication

- 4. Student (what do they need from directors? What do they need to give directors? How can we all be accountable in this area)?
- 5. Director (what do they need from students? Students from directors?)
- 6. Parent (what do they need from students? Directors?)

Homework Activity #2 ...



Now, go forward and lead in both word and action. Know that you will both fail and succeed.

To be great at something, you can't be afraid to be bad. It's all a part of the process.