

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 and 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...

<i>Value</i>	<i>Times Mentioned</i>
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
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▶ 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/core-values/#:~:text=Versatility%20%E2%80%93%20Be%20well%2Drounded%20in,resources%2C%20both%20personal%20and%20financial.

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 ...

Culture & Values
BINGO

Everytime you see or do one of these activities, put a tic in the box. Total the points to see overall + or -... track the positive and negative interactions within Band... actions you see or do, without prompting

+1 PICKING UP TRASH <input type="checkbox"/>	+1 HOLDING DOOR FOR OTHERS <input type="checkbox"/>	+1 HELPING SOMEONE WITH MUSIC <input type="checkbox"/>	+1 CLEANING / ORGANIZING <input type="checkbox"/>
+1 VERBAL SUPPORT (THANK YOU'S) <input type="checkbox"/>	+1 CORRECTING CURSING / NEGATIVE TALK <input type="checkbox"/>	+1 PRACTICING MUSIC <input type="checkbox"/>	+1 PUNCTUAL ON TIME = EARLY <input type="checkbox"/>
-1 LEAVE OR IGNORE TRASH <input type="checkbox"/>	-1 NOT HOLDING DOOR FOR OTHERS OR PUTTING EQUIP AWAY <input type="checkbox"/>	-1 WALKING BY AND IGNORING A MESS LEFT BY OTHERS <input type="checkbox"/>	-1 ALLOWING CURSING / NEGATIVE TALK ABOUT OTHERS <input type="checkbox"/>
-1 DOING SOMETHING OTHER THAN MUSIC IN BAND <input type="checkbox"/>	-1 PUNCTUAL NOT ON TIME OR PREPARED <input type="checkbox"/>	-1 TALKING DURING INSTRUCTION <input type="checkbox"/>	-1 NOT SAYING PLEASE / THANK YOU <input type="checkbox"/>

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.