



Barrett Values Centre

Small School Assessment- Parent/ Carer

Prepared by

Barrett Values Centre



Small School Assessment- Parent/ Carer (5)

Personal & Current Culture Alignment

Values Matches: 2

- 3 or more. People are able to bring themselves to work.
- 1-2. People are somewhat able to bring themselves to work.
- 0. People are not able to bring themselves to work. Look to blue values in Desired Culture for guidance, if any.

Current & Desired Culture Alignment

Values Matches: 4

- 6 or more. Excellent, strong, healthy culture.
- 4-5, good. Group is on the right track.
- 2-3, fair. Group is somewhat on the right track. More work needs to be done.
- 0-1, poor. Group is unhappy or frustrated, wants to see changes or take a new direction.

Potentially Limiting Values: 2

- 0. This group does not operate from the basis of fear.
- 1-2. May be some element of fear behind how decisions are made or how people are managed.
- 3+. Fear is a factor in how this group operates or is managed.

bullying, power

Cultural Entropy: 14%

- 0-10%. Healthy functioning.
- 11%-20%. Some problems requiring careful monitoring.
- 21%-30%. Significant problems requiring immediate attention.
- 31%-40%. Serious situation requiring immediate leadership intervention and changes.
- 41%+. Critical situation requiring leadership changes to avoid organisational failure.

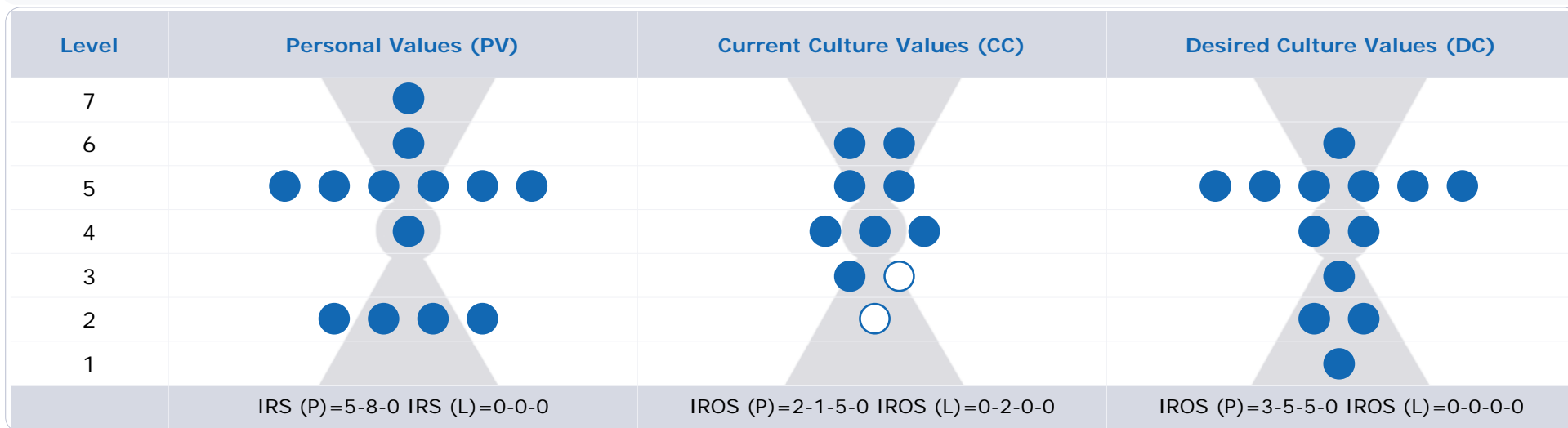
NEW VALUES TO FOCUS ON

Any values shown in blue are values that are important to the individuals who work for the group and are requested in the Desired Culture but are not showing in the top values of the Current Culture. How can you support your staff to bring these values and strengths to work so that they and the group would derive further benefit from them?

Any Desired Culture values shown in black are entirely new requests. They do not show in the Personal or Current Culture. To what extent are these values positive new requests, or maybe a reaction to something that is not happening or is unhealthy in the Current Culture? What themes do you notice with these new values? Open a dialogue with these people to gain a deeper understanding.



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Matches PV - CC 2 CC - DC 4 PV - DC 2 new requests Cultural Entropy: Current Culture 14%	caring	4 2(R)	<u>commitment</u>	3 5(I)	respect	4 2(R)
	<u>commitment</u>	3 5(I)	humour/ fun	3 5(O)	fairness	3 5(R)
	empathy	3 6(R)	student achievement	3 3(O)	parent involvement	3 4(O)
	family	3 2(R)	bullying (L)	2 2(R)	shared values	3 5(O)
	friendship	3 2(R)	coaching/ mentoring	2 6(R)	student achievement	3 3(O)
	kindness	3 5(R)	continuous improvement	2 4(O)	teamwork	3 4(R)
	balance (home/work)	2 4(I)	leadership development	2 6(O)	commitment	2 5(I)
	compassion	2 7(R)	parent involvement	2 4(O)	cooperation	2 5(R)
	honesty	2 5(I)	passion for learning	2 4(I)	financial stability	2 1(O)
	humour/ fun	2 5(I)	power (L)	2 3(R)	honesty	2 5(I)
	patience	2 5(I)			integrity	2 5(I)
	respect	2 2(R)			leadership development	2 6(O)
	trust	2 5(R)			listening	2 2(R)

Black Underline = PV & CC
 Orange = PV, CC & DC

Orange = CC & DC
 Blue = PV & DC

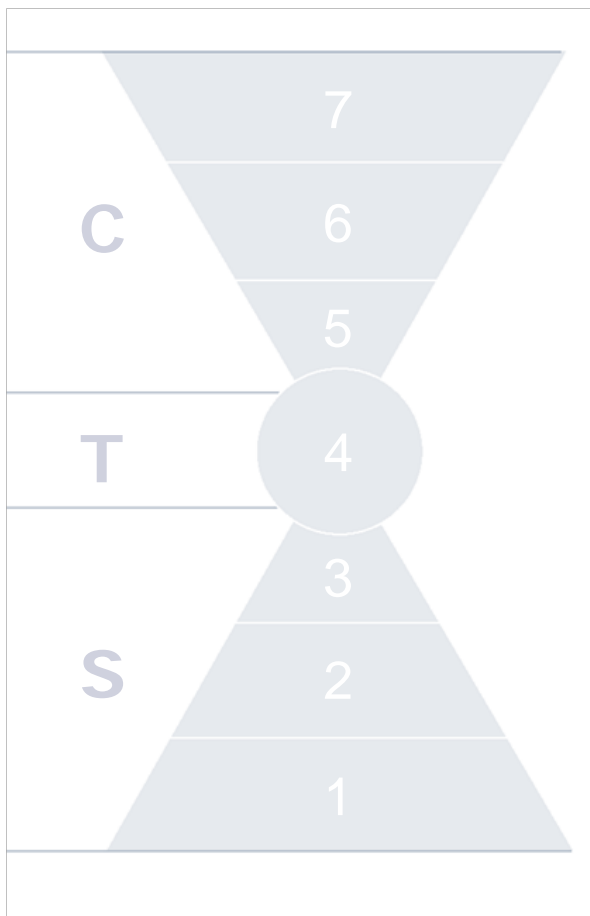
P = Positive
 L = Potentially Limiting (white circle)

I = Individual
 R = Relationship

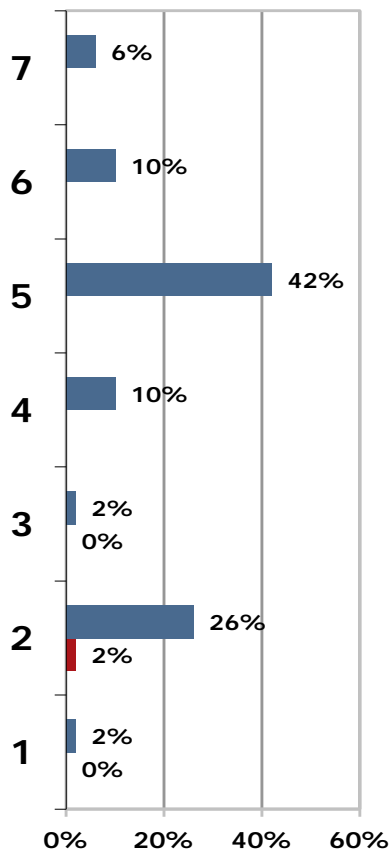
O = Organisational
 S = Societal



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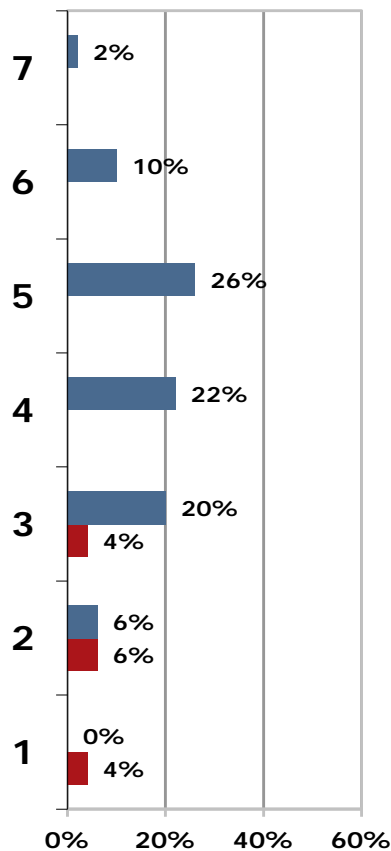
Personal Values



CTS = 58-10-32

Cultural Entropy = 2%

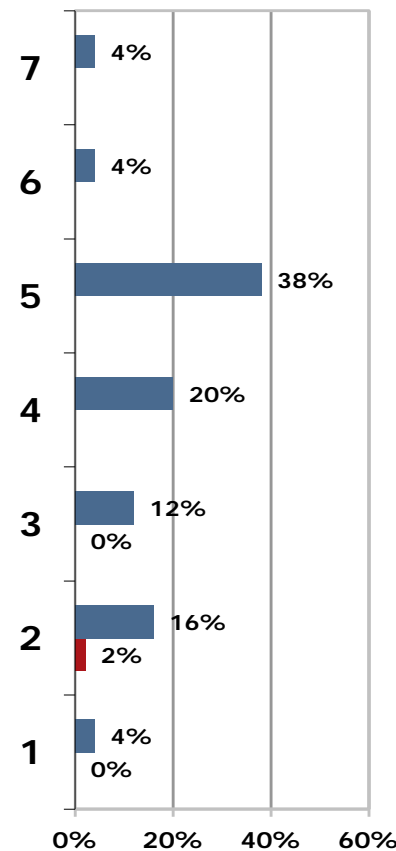
Current Culture Values



CTS = 38-22-40

Cultural Entropy = 14%

Desired Culture Values



CTS = 46-20-34

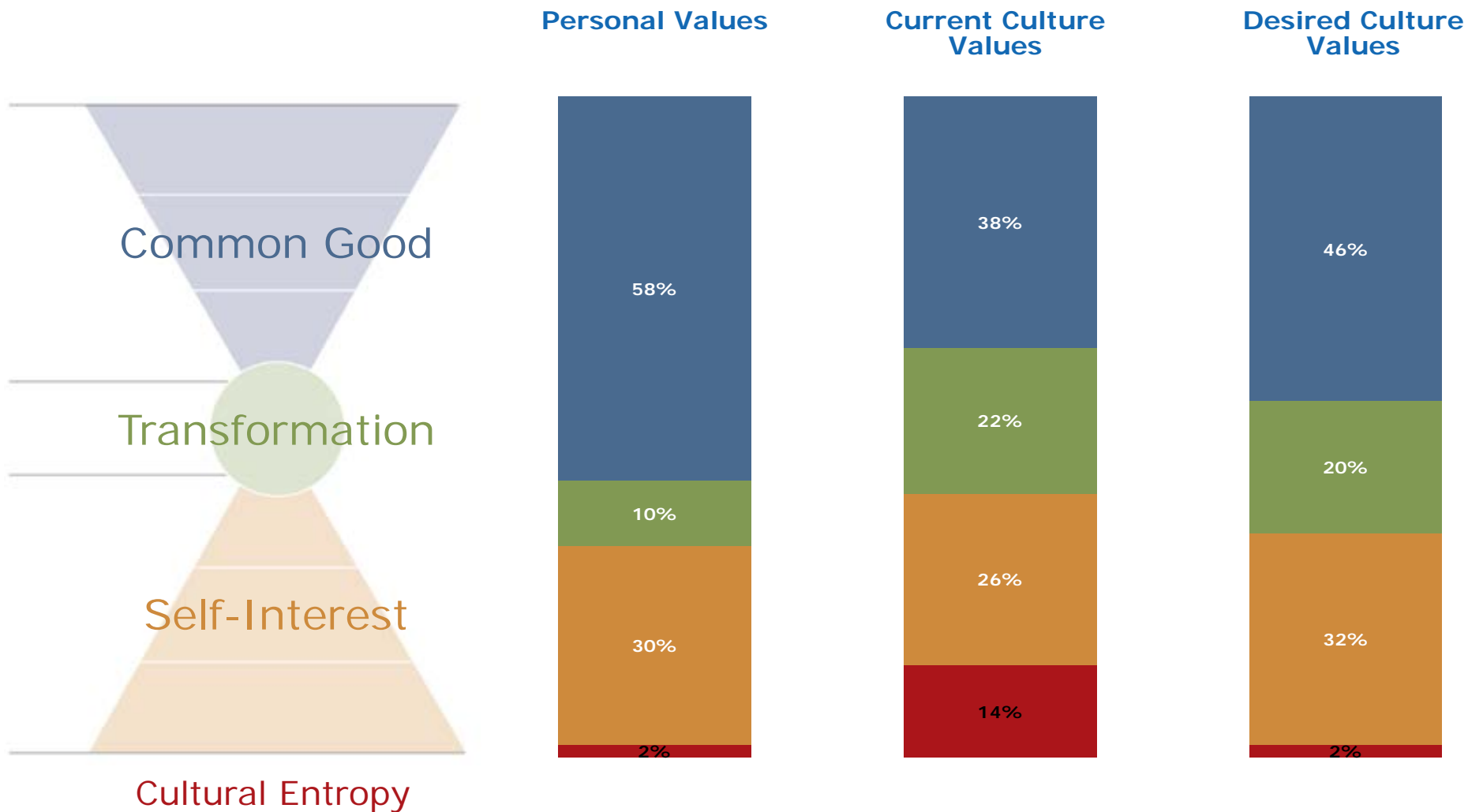
Cultural Entropy = 2%

C = Common Good
 T = Transformation
 S = Self-Interest

■ Positive Values
 ■ Potentially Limiting Values



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Cultural Entropy Report

This table depicts the survey participants' total votes for Current Culture potentially limiting values by level. Potentially limiting values reflect the degree of disorder within a system and are found only at levels 1, 2 and 3. Please note that among the report diagrams slight variations in total Cultural Entropy percentages may occur as a result of rounding the level/category percentages to the nearest whole number.

Level	Potentially Limiting Values (Votes)	Cultural Entropy %
3	power (2)	4% of total votes
2	bullying (2) discipline (1)	6% of total votes
1	authoritarian (1) control (1)	4% of total votes
Total	7 out of 50	14% of total votes



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Values Jumps

A value jump occurs when there are more votes for a value in the Desired Culture than in the Current Culture. Listed below are the values with the largest increase in votes. The values in bold are represented in the Desired Culture.

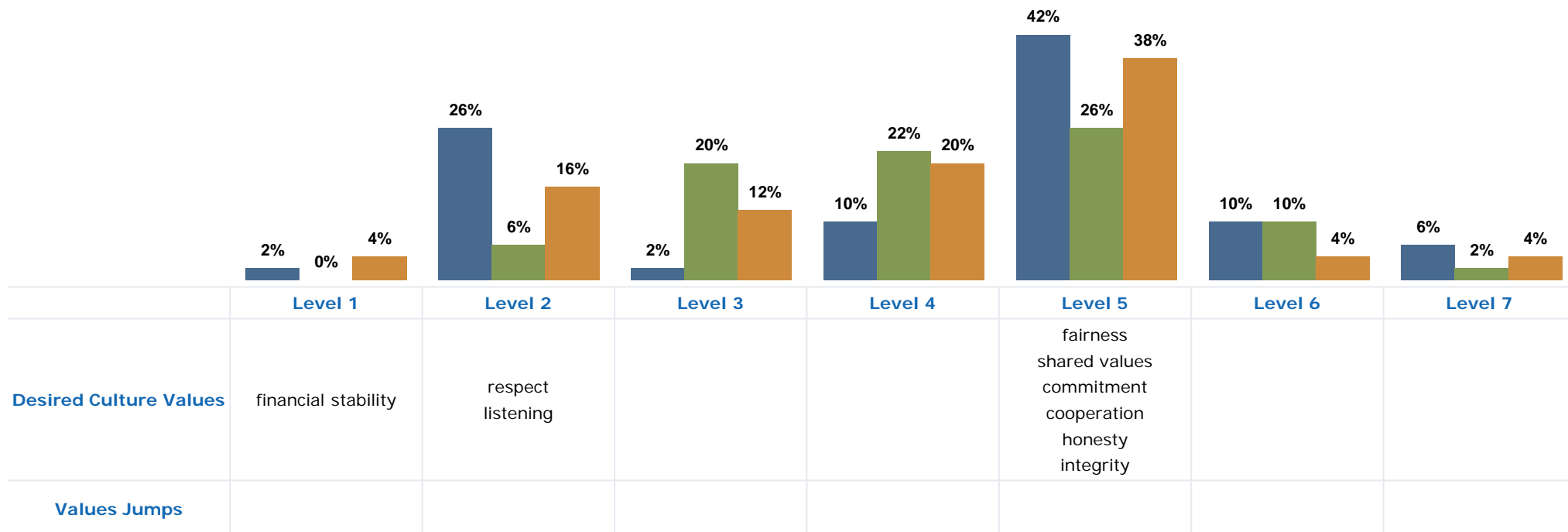
	Current Culture Votes	Desired Culture Votes	Jump
respect	1	4	3
shared values	0	3	3
fairness	1	3	2
teamwork	1	3	2
cooperation	0	2	2
financial stability	0	2	2
integrity	0	2	2



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Positive Values Distribution

This diagram shows the percentage of positive values by level. The table indicates the top Desired Culture values and Values Jumps, at the levels where more focus is requested.



Personal Values

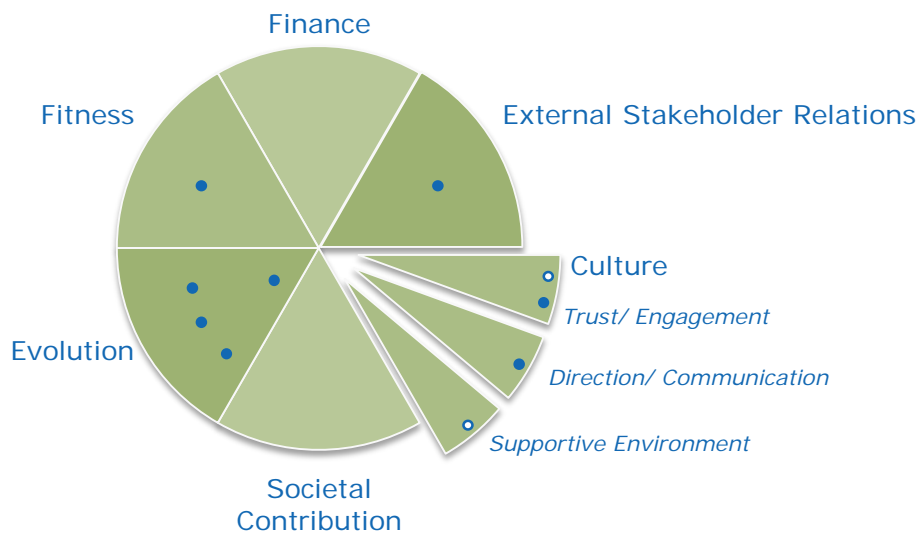
Current Culture Values

Desired Culture Values

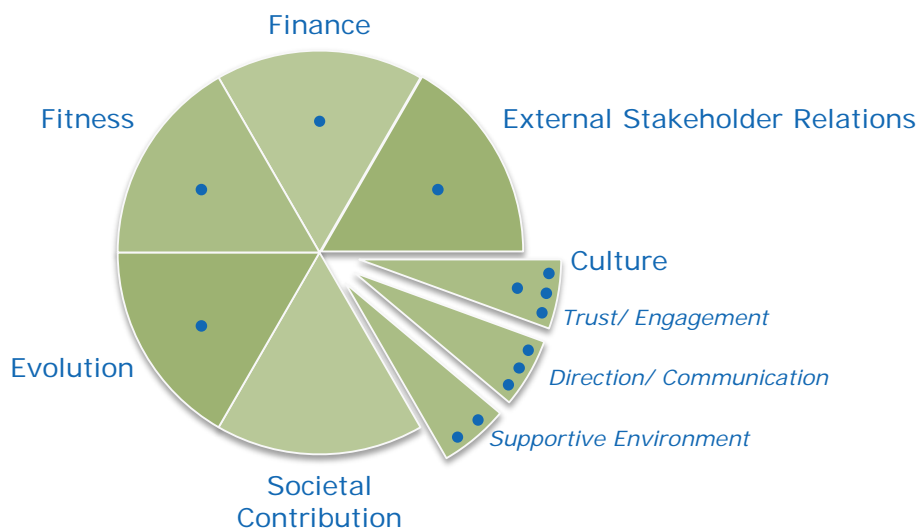


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Current Culture Values



Desired Culture Values



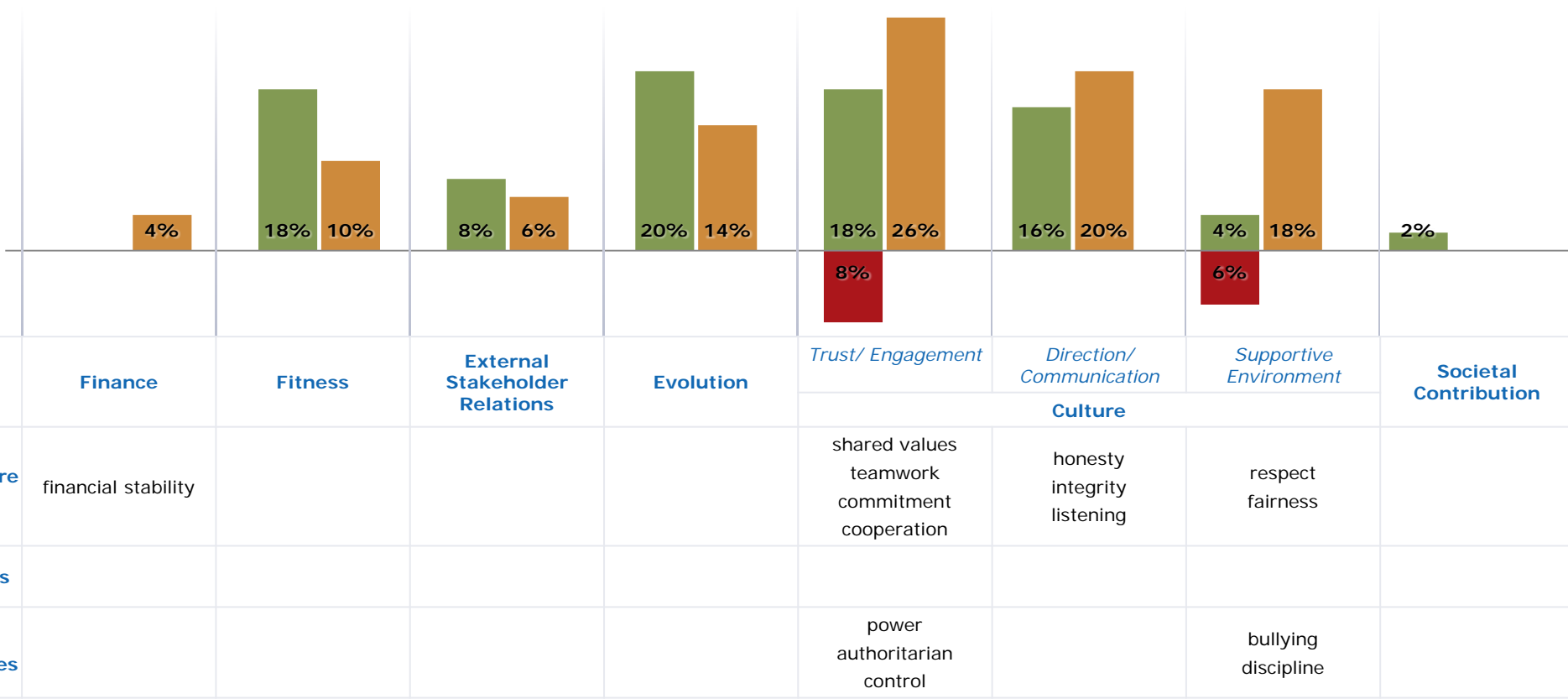
		Current Culture	Desired Culture
Finance			financial stability
Fitness		student achievement	student achievement
External Stakeholder Relations		parent involvement	parent involvement
Evolution		coaching/ mentoring continuous improvement leadership development passion for learning	leadership development
Culture	Trust/ Engagement	commitment power (L)	shared values teamwork commitment cooperation
	Direction/ Communication	humour/ fun	honesty integrity listening
	Supportive Environment	bullying (L)	respect fairness
Societal Contribution			



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BNS- Values Distribution

This diagram shows the percentage of all values across the BNS areas. The table indicates the top Desired Culture values and Values Jumps in the areas where more focus is requested, and all the potentially limiting values.



	Finance	Fitness	External Stakeholder Relations	Evolution	Trust/ Engagement	Direction/ Communication	Supportive Environment	Societal Contribution
Desired Culture Values	financial stability				shared values teamwork commitment cooperation	honesty integrity listening	respect fairness	
Values Jumps								
Potentially Limiting Values					power authoritarian control		bullying discipline	

