



William Ruthven Primary School Values Working Party

Report and Recommendations for the William Ruthven Primary School Council

21 NOVEMBER 2022

Prepared by Tamara Jimenez

on behalf of the

William Ruthven Primary School Values Working Party

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Executive Summary

The William Ruthven Primary School (WRPS) Values Working Party was established to review the School's values and make recommendations to School Council regarding the values to be adopted by the school from 2023 onward. Members of the Values Working Party met regularly from August – November 2022 to consider relevant inputs and to develop and implement an engagement strategy that ensured that the WRPS community was included in the review process.

This report provides an overview of the inputs and considerations of the Working Party and the engagement program undertaken, which form the basis of the recommendations to School Council.

In this report, the Values Working Party recommends that WRPS adopts four values from 2023: Respect, Inclusion, Curiosity and Excellence (Doing Your Best). These values reflect the culture at WRPS – the standards of behaviour expected from all members of the WRPS community, and our attitude to learning.

William Ruthven Primary School Values Working Party

The William Ruthven Primary School Values Working Party was established at the 16 May 2022 meeting of School Council. Members of the WRPS School Council and WRPS staff were invited to join the Working Party.

The members of the Values Working Party are:

- Tamara Jimenez (Chair)
- Donald Eddington (Principal)
- Robin Shepherd (School Council representative)
- Peter Marco (School Council representative)
- Amy Buckley (Staff representative)
- Bridget Gibson (Staff representative)

The Values Working Party Terms of Reference and Operating Guidelines endorsed by School Council on 15 Aug 2022 are provided in **Appendix 1**.

Inputs Considered by the Values Working Party

The Values Working Party considered a range of inputs to determine the recommended values for adoption from 2023. A summary of these inputs is provided in this section.

Background and Regulatory Context

National Framework for Values Education in Schools (2005)¹:

- Developed from the outcomes of the *Values Education Study (2003)* and widespread consultation.
- Provides an underpinning vision for improved values education in Australian schools, and identifies nine values for Australian schooling that reflect Australia's common democratic way of life.
- Recognises that individual schools will develop their own approaches to values education in partnership with their local school communities, including students, parents, caregivers, families and teachers.
- Recommends that schools regularly review the outcome of their values education practices.

¹ http://www.curriculum.edu.au/verve/_resources/Framework_PDF_version_for_the_web.pdf

Values at WRPS

The current values at WRPS are:

- Respect
- Confidence
- Compassion

These values were determined when the School was first established in 2012 and had not been formally reviewed prior to this review.

The values are embedded in the School's culture and promulgated in many ways, including:

- articulated on the WRPS website
- included in promotional/enrolment materials provided to current and prospective families
- discussed by teachers with their class during start-up programs at the start of each year
- explored through the Resilience, Rights and Respectful Relationships program throughout the year
- students demonstrating inappropriate behaviour are counselled with reference to the school values
- 'Learner of the Week' awards issued weekly in each class, framed in the context of the school values
- students are rewarded with a 'gold slip' for demonstrating behaviours that reflect the school values and these achievements are discussed at every weekly School assembly
- formal school awards announced at the end of year celebration recognising students who demonstrate the school values

In reviewing the WRPS values and considering future values for the School, the Working Party agreed not to be limited to things that would meet a strict definition of the term 'values', but to be open to characteristics, qualities and attributes. Any future reference to 'values' in this report should be understood in this broader context.

The Role of School Values

At the meeting on 3 Aug 2022, the Values Working Party proposed the following as the role of the school values:

- What we live by as students, staff and members of the school community.
- Reflect aspirational characteristics, qualities or attributes that WRPS seeks to instil in its students.
- Positively shape the mindset and behaviours of members of the school community.
- Support the School's academic, extra-curricular and wellbeing programs by promoting high expectations and standards of behaviour.

This role of the school values was endorsed by the School Council on 15 Aug 2022.

Values at Local Schools

Tamara Jimenez undertook desktop research to determine the values adopted by 19 schools local to WRPS based on information on the school websites. Key insights from this research were that:

- 'Respect' is the most commonly adopted value (15 out of 19 schools), followed by 'Responsibility' (7 out of 19 schools).
- There is considerable variation in how well school values are featured on school websites – it was not possible to determine the values adopted by two schools and in some instances the information about values was difficult to locate.

The results of the research are reflected in the word cloud below:



Results of the WRPS Values Survey

The Values Working Party developed a survey for WRPS families, teachers and education support staff to gather feedback on values that are important to them. Classroom teachers held a brief class session on values, introduced the survey to students and encouraged them to complete it with their parents/carers as a family. Respondents were invited to list up to 5 values that are important to them – a list of 20 example values was included as prompt, but respondents could list any value of their choosing.

Key insights from the survey are:

- 29 responses, 6 teachers and 23 families
- Families with children at all year levels were represented among the respondents.
- ‘Respect’ was the most commonly listed value, listed by 59% of respondents

The results of the survey are reflected in the word cloud below:



A summary and analysis of the survey results is provided in **Appendix 2**.

The Working Party used the results of the WRPS Values Survey to determine a list of **eight shortlisted values** for further consultation with the school community. The eight shortlisted values were:

- Confidence
- Curiosity
- Excellence (Doing Your Best)
- Honesty
- Inclusion
- Kindness
- Respect
- Responsibility

Results of the 2022 Student Attitudes to Schools Survey

Each year, students in Years 4-6 at WRPS complete the Department of Education and Training's Attitudes to School Survey. Students are required to rate their level of endorsement for our school across a range of areas. The results for the 2022 survey are outstanding and demonstrate very high student endorsement in a number of areas, particularly:

- Not experiencing bullying (96%)
- Sense of inclusion (96%)
- High expectations for success (98%)

The Working Party reflected on these results and noted the alignment of these key strengths with the values of inclusion and excellence from the list of eight shortlisted values. This was considered when determining the list of values to include in the recommendations to School Council.

Results of the WRPS Values Preferences Survey

In this survey, members of the school community were invited to rank the eight shortlisted values in their order of preference. Key insights from the survey are:

- 218 responses overall: 25 from parents/carers, 26 from staff, 167 from students
- Respect was the most preferred value – ranked number 1 overall and consistently ranked as number 1 or 2 across all segments of respondents
- Top 4 values for parents/carers (in order): Respect, Kindness, Curiosity, Confidence
- Top 4 values for teachers/staff (in order): Respect, Excellence, Kindness, Inclusion
- Top 4 values for students (in order): Respect, Kindness, Honesty, Confidence

A summary of the survey results, including results segmented by group of respondents, is provided in **Appendix 3**.

Community Engagement

The Values Working Party undertook the following community engagement activities to disseminate information to the school community and consult on the preferred values for WRPS:

- **School Newsletter: 17 Aug 2022**
Half page feature including:
 - Announcement of the review of the WRPS values
 - Q&A: What are values? Why do we have school values?
 - Call to action to get involved in the review process.

- **WRPS School Values Survey**
Survey open to WRPS families, teachers and education support staff to gather feedback on values that are important to them. Open from 5 Sep 2022 to 16 Sep 2022. Advertised in the school newsletter and on the Skoolbag app. Refer to **Appendix 2** for summary and analysis of results.
- **School Newsletter: 14 Sep 2022**
Three quarter-page feature including an overview of the school values review and encouraging readers to respond to the School Values Survey.
- **School Newsletter: 26 Oct 2022**
One third-page feature thanking those who responded to the School Values Survey and listing the eight shortlisted values. Call to action to help us decide which values to adopt by ranking the shortlisted values in order of preference.
- **WRPS School Values Preferences Survey**
Survey open to parents/carers, students, teachers and staff to gather preferences on the eight shortlisted values. Open from 22 Oct 2022 (teachers/staff) / 26 Oct 2022 (parents/carers/students) to 6 Nov 2022. Advertised in the school newsletter and on the Skoolbag app. Refer to **Appendix 3** for summary of results.
- **School Newsletter: 8 Nov 2022**
Brief article thanking those who responded to the School Values Preferences Survey and advising that the Working Party met on 7 Nov 2022 to analyse the results of the survey and determine the recommendations to School Council.
- **School Newsletter: 22 Nov 2022 (Proposed)**
Announcement of the 2023 school values approved by School Council.

Recommendations

On the basis of the information set out in this report, the Values Working Party makes the following recommendations to School Council:

Recommendation 1:

The Values Working Party recommends that School Council adopts four school values from 2023. This provides opportunity to:

- focus on one value per term in implementation activities such as the Resilience, Rights and Respectful Relationships program
- balance the number of values focused on wellbeing and the number of values focused on learning (2 values for each area)

Recommendation 2:

The Values Working Party recommends that School Council adopts the following values from 2023:

- **Respect**
Respect is a core value that underpins all of our interactions with others and it was the most preferred value across all groups in the school community. It is already well understood by students as meaning ‘treating others as you would like to be treated’ and encompasses a broad range of values including honesty, integrity and consideration. (Wellbeing value)

- **Inclusion**

Inclusion aligns to our school's commitment as a Safe School to provide a welcoming environment where all students feel a sense of belonging. It also encompasses acceptance and kindness, which was rated highly by all groups on the preferences survey. Our students' responses to the 2022 Attitudes to School Survey demonstrate a very high rate of endorsement (96%) for a sense of inclusion at WRPS. (Wellbeing value)

- **Curiosity**

Curiosity aligns to our school motto of creating confident and curious learners. It represents a sense of wonder, openness to learning and ties in with our STAR and inquiry programs. It was rated highly by parents/carers on the preferences survey. (Learning value)

- **Excellence (Doing Your Best)**

The Working Party proposes that excellence is interpreted as meaning 'doing/being YOUR best' (as opposed to being THE best). In this context, excellence is about personal achievement and putting in effort for personal reward. It was rated highly by teachers/staff on the preferences survey. Our students' responses to the 2022 Attitudes to School Survey demonstrate a very high rate of endorsement (96%) for high expectations for success at WRPS. (Learning value)

Appendices

Appendix 1: WRPS Values Working Party Terms of Reference

Role

The role of the WRPS School Values Working Party is to provide strategic advice to the WRPS Council and/or Principal on the school values.

Objectives

The Working Party will:

1. Consider the role of the school values at WRPS.
2. Review the current school values.
3. Consult with the school community (students, staff, parents and carers) on the preferred school values.
4. Consider options for values to be adopted by WRPS in the future.
5. Make recommendations to the WRPS Council and/or Principal (whichever appropriate) regarding school values to adopt.
6. Share learnings and insights developed through the review process with School Council and the broader school community, as appropriate.

Term

1. This Terms of Reference is effective from 3 Aug 2022 and will be ongoing until terminated by agreement between the parties.

Membership

1. Donald Eddington, Principal (Executive Chair)
2. Tamara Jimenez, Parent and WRPS Council Vice-President (Chair)
3. Amy Buckley, Numeracy Learning Specialist and Teacher
4. Bridget Gibson, Literacy Learning Specialist and Teacher
5. Peter Marco, Vice-Principal
6. Robin Shepherd, Parent and WRPS Treasurer

Roles and responsibilities

Members of the WRPS Values Working Party will:

1. Foster collaboration and maintain neutrality during the review period.
2. Maintain confidentiality during the life of the Working Party and agree on communications to the school community.
3. Attend all scheduled Working Party meetings.
4. Share all communications and information with Working Party members.
5. Make timely decisions and take action so as to not hold up the process.
6. Prepare a progress report to be tabled at each WRPS Council meeting.
7. Seek School Council and/or Principal endorsement prior to making any progress reports to the WRPS community.
8. Notify members of the Working Party as soon as practical, if any matter arises which may be deemed to affect the development of the process and the reputation of the members.

Members of the WRPS Values Working Party will expect:

1. To be provided with complete, accurate and meaningful information in a timely manner.
2. To be given reasonable time to make key decisions.
3. To be alerted to potential risks and issues that could impact the project, as they arise.
4. To participate in open and honest discussions, without resort to any misleading assertions.
5. Ongoing 'pulse checks' to verify the overall status and 'health' of the process.

Meetings

1. Meetings will be chaired Tamara Jimenez, or a delegate appointed by the Principal.
2. A meeting quorum will be more than half of the membership of the Working Party.
3. Decisions will be made by consensus (i.e. members are satisfied with the recommendation to WRPS School Council even though it may not be their first choice). If no consensus then the resulting voting decision will be conveyed to WRPS Council.
4. Meeting agendas and minutes will be provided by the Chair.
5. Meetings will be held fortnightly or as agreed by the members of the Working Party.
6. Meetings will be held online at a time that is mutually convenient for the members of the Working Party.

Amendment, Modification or Variation

This Terms of Reference may be amended, varied or modified in writing if all parties of the Working Party are in agreement. However, any recommendations to change the Terms of Reference must be agreed upon and endorsed by WRPS Council.

Appendix 2: WRPS School Values Survey – Response Summary and Analysis

Respect	17	13%	59%
Kindness	11	8%	38%
Compassion	10	8%	34%
Confidence	9	7%	31%
Curiosity	7	5%	24%
Inclusion	7	5%	24%
Trust	7	5%	24%
Gratitude	6	5%	21%
Honesty	6	5%	21%
Responsibility	5	4%	17%
Teamwork	5	4%	17%
Acceptance	4	3%	14%
Excellence	4	3%	14%
Resilience	4	3%	14%
Independence	3	2%	10%
Understanding	3	2%	10%
Cooperation	2	2%	7%
Empathy	2	2%	7%
Integrity	2	2%	7%
Persistence	2	2%	7%
Supportive	2	2%	7%
Caring	1	1%	3%
Cluey	1	1%	3%
Collaboration	1	1%	3%
Discipline	1	1%	3%
Fairness	1	1%	3%
Friendly	1	1%	3%
Happiness	1	1%	3%
Intelligence	1	1%	3%
Manners	1	1%	3%
Optimism	1	1%	3%
Patience	1	1%	3%
Positivity	1	1%	3%
Self worth	1	1%	3%
Strength	1	1%	3%

Total: 132



Key:

Column B: Number of times this value was listed in the survey

Column C: Percentage of all values listed in the survey

Column D: Percentage of survey respondents who listed this value

Shortlisted value

Appendix 3: WRPS School Values Preferences Survey – Summary of Results

Number of respondents by group

- Parents/carers: 25
- Teachers/staff: 26
- Students: 167

Ranked preferences by group

Following is a summary of the ranked preferences for each of the following groups:

- Parents/carers/teachers/staff
- Teachers/staff
- Parents/carers
- Parents/carers, youngest child Prep-Year 5
- Parents/carers, youngest child Prep-Year 2
- Parents/carers, youngest child Year 3-Year 5
- Students
- Students, Prep-Year 5
- Students, Prep-Year 2
- Students, Year 3-Year 5

Q3

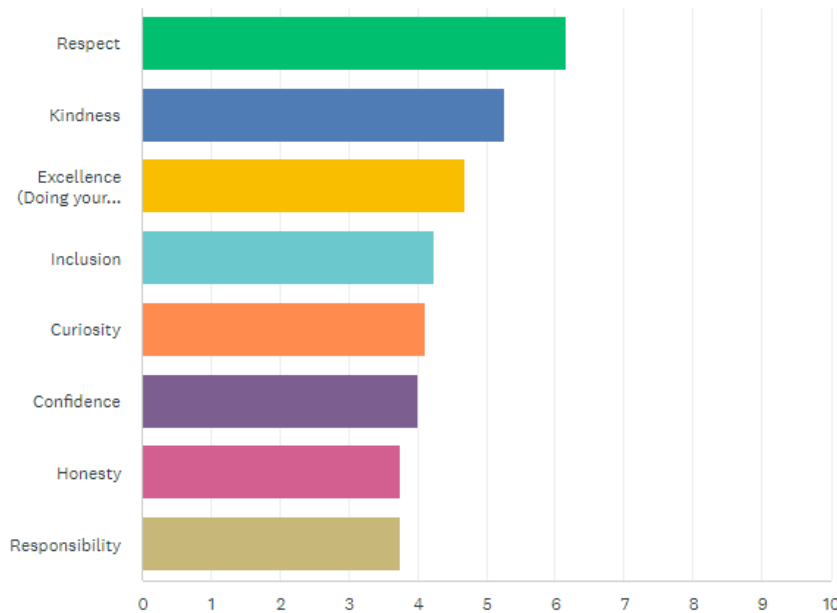


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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 51 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	23.53% 12	29.41% 15	21.57% 11	5.88% 3	7.84% 4	7.84% 4	3.92% 2	0.00% 0	51	6.16
▼ Kindness	15.69% 8	17.65% 9	19.61% 10	15.69% 8	9.80% 5	7.84% 4	5.88% 3	7.84% 4	51	5.27
▼ Excellence (Doing your best)	17.65% 9	7.84% 4	21.57% 11	7.84% 4	11.76% 6	5.88% 3	11.76% 6	15.69% 8	51	4.69
▼ Inclusion	5.88% 3	9.80% 5	13.73% 7	9.80% 5	25.49% 13	15.69% 8	9.80% 5	9.80% 5	51	4.25
▼ Curiosity	15.69% 8	9.80% 5	1.96% 1	17.65% 9	7.84% 4	15.69% 8	7.84% 4	23.53% 12	51	4.12
▼ Confidence	7.84% 4	7.84% 4	11.76% 6	13.73% 7	9.80% 5	19.61% 10	15.69% 8	13.73% 7	51	4.00
▼ Honesty	13.73% 7	7.84% 4	1.96% 1	13.73% 7	11.76% 6	3.92% 2	25.49% 13	21.57% 11	51	3.76
▼ Responsibility	0.00% 0	9.80% 5	7.84% 4	15.69% 8	15.69% 8	23.53% 12	19.61% 10	7.84% 4	51	3.75

Q3

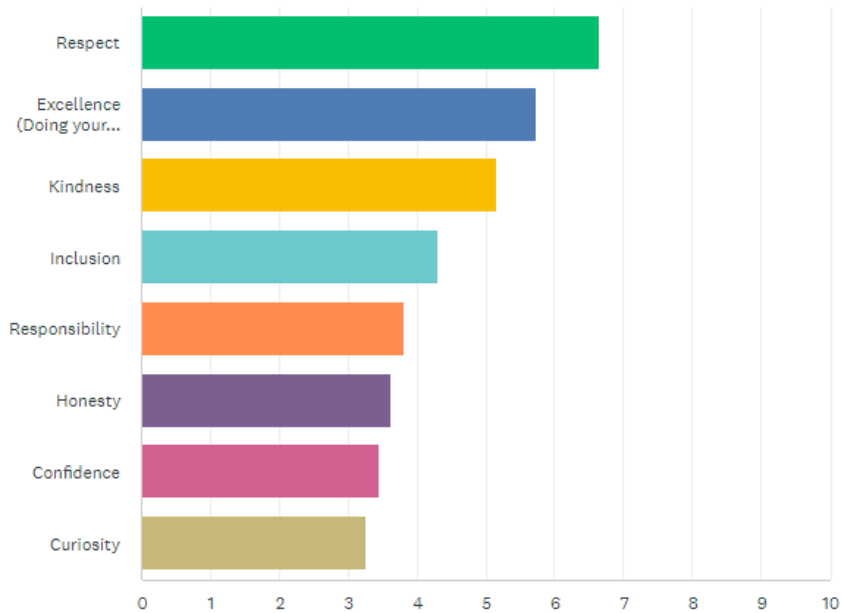


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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 26 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	34.62% 9	26.92% 7	23.08% 6	3.85% 1	7.69% 2	3.85% 1	0.00% 0	0.00% 0	26	6.65
▼ Excellence (Doing your best)	26.92% 7	11.54% 3	30.77% 8	11.54% 3	0.00% 0	3.85% 1	7.69% 2	7.69% 2	26	5.73
▼ Kindness	11.54% 3	19.23% 5	23.08% 6	15.38% 4	7.69% 2	3.85% 1	11.54% 3	7.69% 2	26	5.15
▼ Inclusion	3.85% 1	15.38% 4	3.85% 1	11.54% 3	34.62% 9	19.23% 5	3.85% 1	7.69% 2	26	4.31
▼ Responsibility	0.00% 0	11.54% 3	3.85% 1	23.08% 6	11.54% 3	23.08% 6	19.23% 5	7.69% 2	26	3.81
▼ Honesty	11.54% 3	7.69% 2	3.85% 1	3.85% 1	23.08% 6	3.85% 1	23.08% 6	23.08% 6	26	3.62
▼ Confidence	7.69% 2	3.85% 1	7.69% 2	7.69% 2	11.54% 3	19.23% 5	26.92% 7	15.38% 4	26	3.46
▼ Curiosity	3.85% 1	3.85% 1	3.85% 1	23.08% 6	3.85% 1	23.08% 6	7.69% 2	30.77% 8	26	3.27

Q3

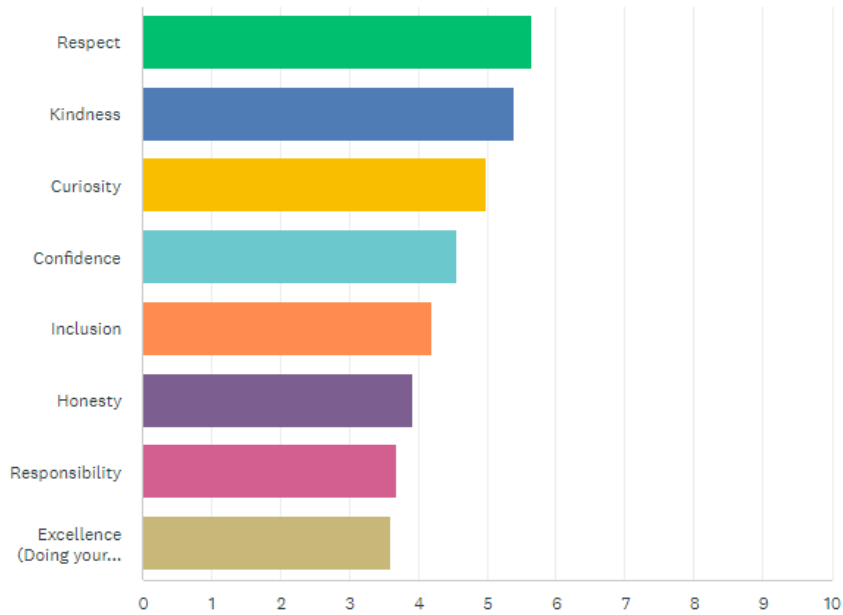


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
Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 25 Skipped: 0



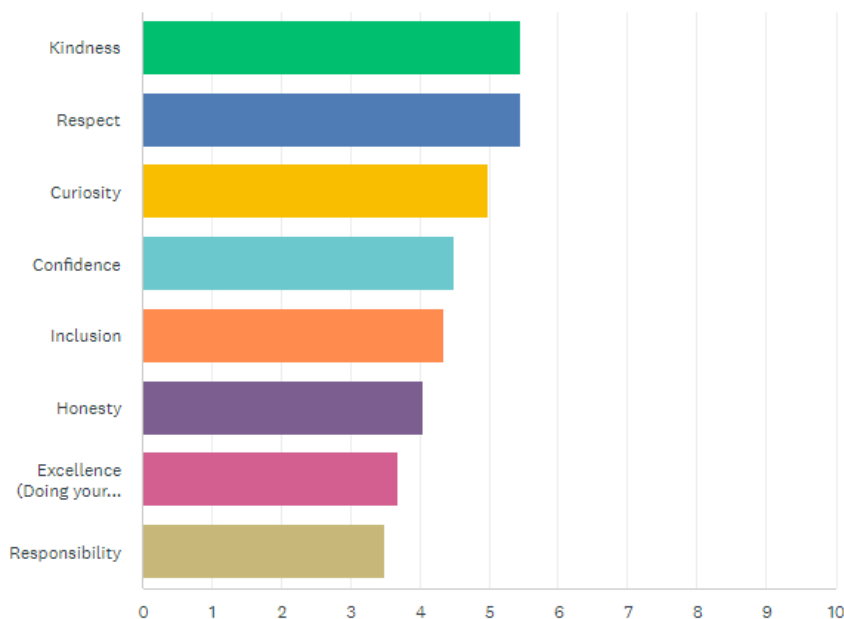
	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	12.00% 3	32.00% 8	20.00% 5	8.00% 2	8.00% 2	12.00% 3	8.00% 2	0.00% 0	25	5.64
▼ Kindness	20.00% 5	16.00% 4	16.00% 4	16.00% 4	12.00% 3	12.00% 3	0.00% 0	8.00% 2	25	5.40
▼ Curiosity	28.00% 7	16.00% 4	0.00% 0	12.00% 3	12.00% 3	8.00% 2	8.00% 2	16.00% 4	25	5.00
▼ Confidence	8.00% 2	12.00% 3	16.00% 4	20.00% 5	8.00% 2	20.00% 5	4.00% 1	12.00% 3	25	4.56
▼ Inclusion	8.00% 2	4.00% 1	24.00% 6	8.00% 2	16.00% 4	12.00% 3	16.00% 4	12.00% 3	25	4.20
▼ Honesty	16.00% 4	8.00% 2	0.00% 0	24.00% 6	0.00% 0	4.00% 1	28.00% 7	20.00% 5	25	3.92
▼ Responsibility	0.00% 0	8.00% 2	12.00% 3	8.00% 2	20.00% 5	24.00% 6	20.00% 5	8.00% 2	25	3.68
▼ Excellence (Doing your best)	8.00% 2	4.00% 1	12.00% 3	4.00% 1	24.00% 6	8.00% 2	16.00% 4	24.00% 6	25	3.60

Q3

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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 22 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Kindness	18.18% 4	18.18% 4	18.18% 4	18.18% 4	9.09% 2	9.09% 2	0.00% 0	9.09% 2	22	5.45
Respect	9.09% 2	31.82% 7	18.18% 4	9.09% 2	9.09% 2	13.64% 3	9.09% 2	0.00% 0	22	5.45
Curiosity	31.82% 7	13.64% 3	0.00% 0	9.09% 2	13.64% 3	4.55% 1	9.09% 2	18.18% 4	22	5.00
Confidence	4.55% 1	13.64% 3	13.64% 3	22.73% 5	9.09% 2	22.73% 5	4.55% 1	9.09% 2	22	4.50
Inclusion	9.09% 2	4.55% 1	27.27% 6	9.09% 2	9.09% 2	13.64% 3	18.18% 4	9.09% 2	22	4.36
Honesty	18.18% 4	9.09% 2	0.00% 0	22.73% 5	0.00% 0	0.00% 0	31.82% 7	18.18% 4	22	4.05
Excellence (Doing your best)	9.09% 2	4.55% 1	13.64% 3	0.00% 0	27.27% 6	9.09% 2	9.09% 2	27.27% 6	22	3.68
Responsibility	0.00% 0	4.55% 1	9.09% 2	9.09% 2	22.73% 5	27.27% 6	18.18% 4	9.09% 2	22	3.50

Q3

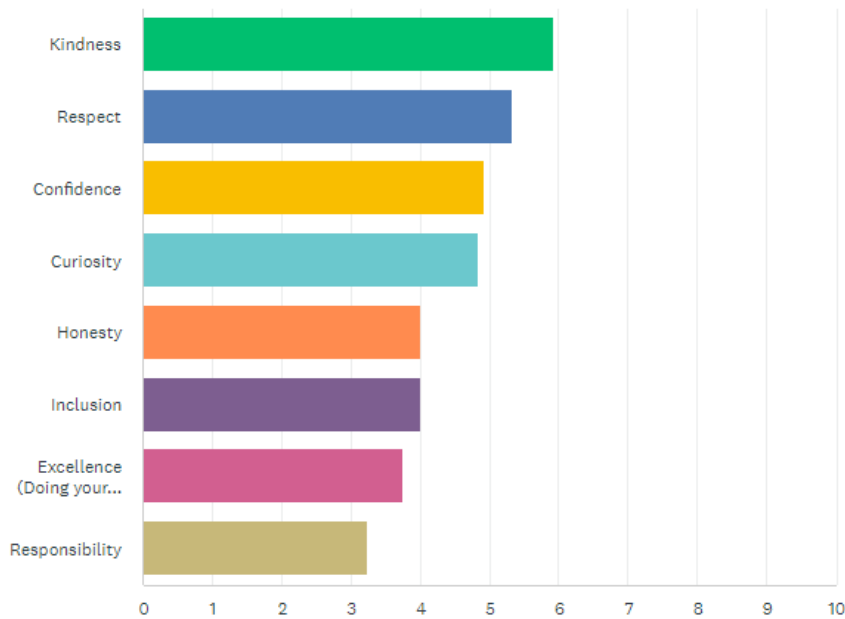


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
Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 12 Skipped: 0



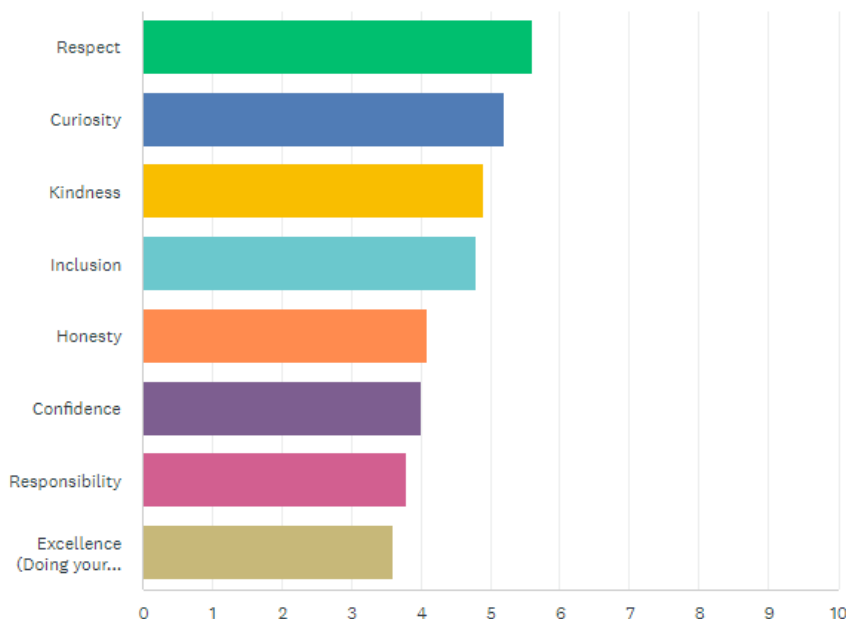
	1	2	3	4	5	6	7	8	TOTAL	SCORE
Kindness	25.00% 3	16.67% 2	16.67% 2	16.67% 2	16.67% 2	8.33% 1	0.00% 0	0.00% 0	12	5.92
Respect	0.00% 0	33.33% 4	25.00% 3	8.33% 1	16.67% 2	8.33% 1	8.33% 1	0.00% 0	12	5.33
Confidence	8.33% 1	16.67% 2	8.33% 1	33.33% 4	8.33% 1	16.67% 2	0.00% 0	8.33% 1	12	4.92
Curiosity	33.33% 4	16.67% 2	0.00% 0	0.00% 0	8.33% 1	8.33% 1	8.33% 1	25.00% 3	12	4.83
Honesty	16.67% 2	8.33% 1	0.00% 0	25.00% 3	0.00% 0	0.00% 0	33.33% 4	16.67% 2	12	4.00
Inclusion	0.00% 0	8.33% 1	25.00% 3	8.33% 1	16.67% 2	8.33% 1	25.00% 3	8.33% 1	12	4.00
Excellence (Doing your best)	16.67% 2	0.00% 0	16.67% 2	0.00% 0	16.67% 2	8.33% 1	8.33% 1	33.33% 4	12	3.75
Responsibility	0.00% 0	0.00% 0	8.33% 1	8.33% 1	16.67% 2	41.67% 5	16.67% 2	8.33% 1	12	3.25

Q3

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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.



Answered: 10 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	20.00% 2	30.00% 3	10.00% 1	10.00% 1	0.00% 0	20.00% 2	10.00% 1	0.00% 0	10	5.60
▼ Curiosity	30.00% 3	10.00% 1	0.00% 0	20.00% 2	20.00% 2	0.00% 0	10.00% 1	10.00% 1	10	5.20
▼ Kindness	10.00% 1	20.00% 2	20.00% 2	20.00% 2	0.00% 0	10.00% 1	0.00% 0	20.00% 2	10	4.90
▼ Inclusion	20.00% 2	0.00% 0	30.00% 3	10.00% 1	0.00% 0	20.00% 2	10.00% 1	10.00% 1	10	4.80
▼ Honesty	20.00% 2	10.00% 1	0.00% 0	20.00% 2	0.00% 0	0.00% 0	30.00% 3	20.00% 2	10	4.10
▼ Confidence	0.00% 0	10.00% 1	20.00% 2	10.00% 1	10.00% 1	30.00% 3	10.00% 1	10.00% 1	10	4.00
▼ Responsibility	0.00% 0	10.00% 1	10.00% 1	10.00% 1	30.00% 3	10.00% 1	20.00% 2	10.00% 1	10	3.80
▼ Excellence (Doing your best)	0.00% 0	10.00% 1	10.00% 1	0.00% 0	40.00% 4	10.00% 1	10.00% 1	20.00% 2	10	3.60

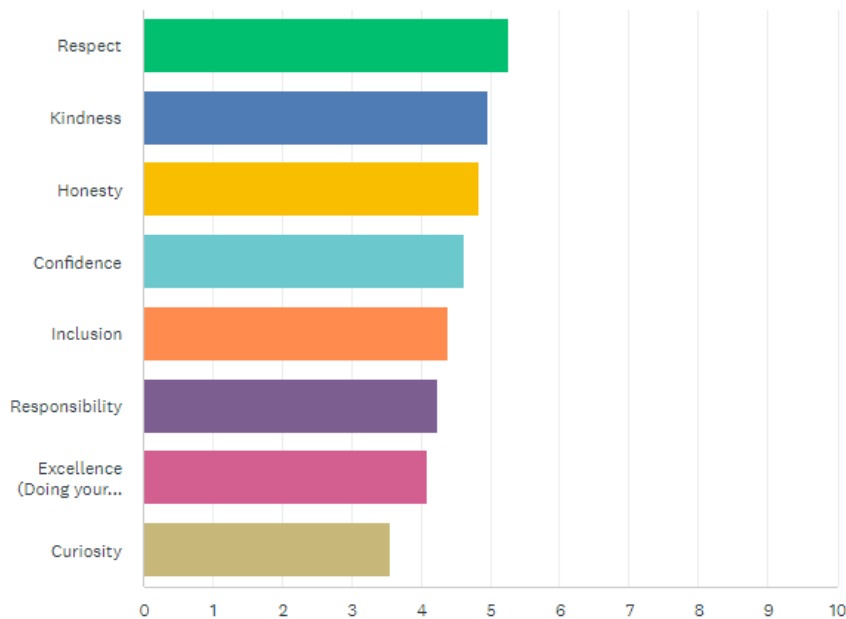
Students:

Q2

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
Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 167 Skipped: 1



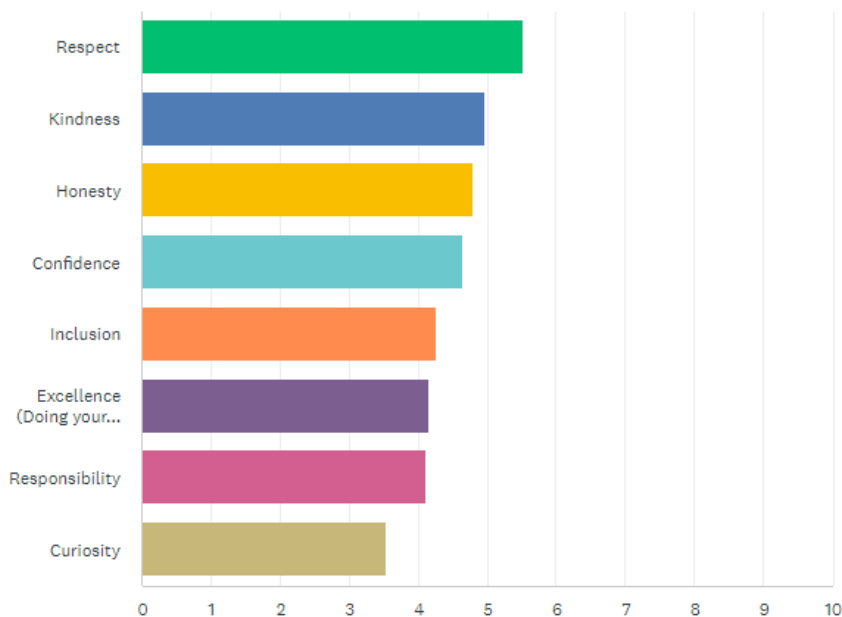
	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	25.15% 42	12.57% 21	9.58% 16	16.17% 27	10.78% 18	10.78% 18	7.78% 13	7.19% 12	167	5.26
▼ Kindness	11.98% 20	15.57% 26	18.56% 31	14.37% 24	10.78% 18	12.57% 21	11.98% 20	4.19% 7	167	4.97
▼ Honesty	13.17% 22	15.57% 26	17.37% 29	14.97% 25	6.59% 11	8.38% 14	14.37% 24	9.58% 16	167	4.83
▼ Confidence	10.18% 17	11.98% 20	11.98% 20	19.16% 32	13.77% 23	17.96% 30	5.99% 10	8.98% 15	167	4.63
▼ Inclusion	14.97% 25	13.17% 22	10.78% 18	6.59% 11	10.18% 17	15.57% 26	13.77% 23	14.97% 25	167	4.40
▼ Responsibility	9.58% 16	8.38% 14	14.37% 24	11.98% 20	16.17% 27	13.17% 22	13.17% 22	13.17% 22	167	4.25
▼ Excellence (Doing your best)	8.98% 15	13.17% 22	8.98% 15	8.98% 15	17.37% 29	8.98% 15	16.17% 27	17.37% 29	167	4.09
▼ Curiosity	5.99% 10	9.58% 16	8.38% 14	7.78% 13	14.37% 24	12.57% 21	16.77% 28	24.55% 41	167	3.57

Q2

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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 135 Skipped: 1



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	28.89% 39	13.33% 18	9.63% 13	16.30% 22	11.11% 15	7.41% 10	8.15% 11	5.19% 7	135	5.52
▼ Kindness	12.59% 17	16.30% 22	17.78% 24	14.81% 20	8.89% 12	11.85% 16	12.59% 17	5.19% 7	135	4.97
▼ Honesty	13.33% 18	14.81% 20	17.04% 23	14.81% 20	5.93% 8	9.63% 13	15.56% 21	8.89% 12	135	4.79
▼ Confidence	10.37% 14	12.59% 17	13.33% 18	17.04% 23	13.33% 18	18.52% 25	4.44% 6	10.37% 14	135	4.64
▼ Inclusion	14.07% 19	9.63% 13	11.11% 15	7.41% 10	11.85% 16	17.78% 24	14.07% 19	14.07% 19	135	4.27
▼ Excellence (Doing your best)	6.67% 9	15.56% 21	10.37% 14	9.63% 13	18.52% 25	8.15% 11	14.07% 19	17.04% 23	135	4.16
▼ Responsibility	8.15% 11	8.89% 12	12.59% 17	11.85% 16	17.04% 23	14.07% 19	11.85% 16	15.56% 21	135	4.12
▼ Curiosity	5.93% 8	8.89% 12	8.15% 11	8.15% 11	13.33% 18	12.59% 17	19.26% 26	23.70% 32	135	3.53

Q2

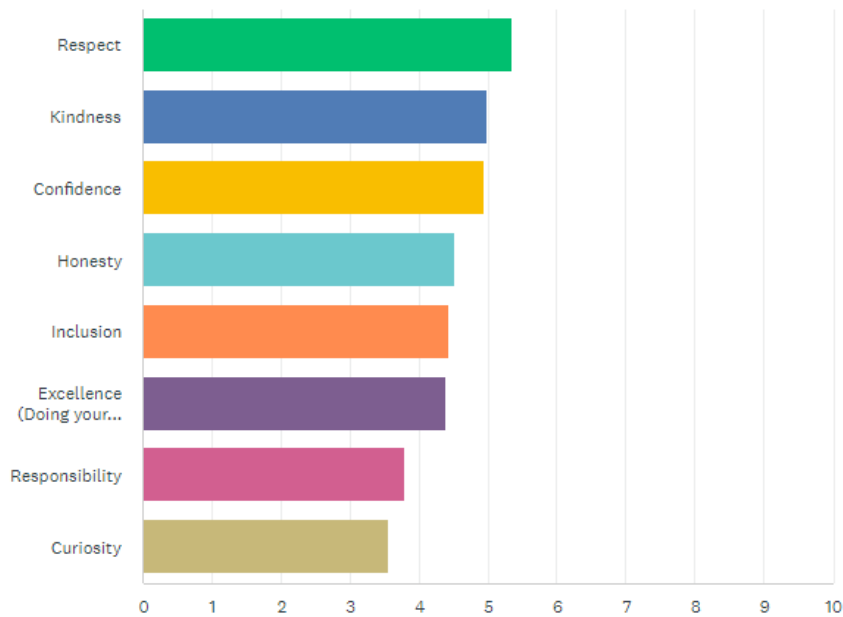


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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 61 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	34.43% 21	4.92% 3	8.20% 5	16.39% 10	11.48% 7	8.20% 5	8.20% 5	8.20% 5	61	5.36
▼ Kindness	11.48% 7	21.31% 13	18.03% 11	8.20% 5	6.56% 4	18.03% 11	11.48% 7	4.92% 3	61	4.98
▼ Confidence	11.48% 7	11.48% 7	14.75% 9	26.23% 16	11.48% 7	13.11% 8	6.56% 4	4.92% 3	61	4.95
▼ Honesty	13.11% 8	13.11% 8	16.39% 10	14.75% 9	1.64% 1	9.84% 6	16.39% 10	14.75% 9	61	4.52
▼ Inclusion	16.39% 10	8.20% 5	9.84% 6	8.20% 5	18.03% 11	16.39% 10	9.84% 6	13.11% 8	61	4.43
▼ Excellence (Doing your best)	4.92% 3	24.59% 15	6.56% 4	9.84% 6	19.67% 12	6.56% 4	13.11% 8	14.75% 9	61	4.39
▼ Responsibility	4.92% 3	6.56% 4	14.75% 9	13.11% 8	11.48% 7	14.75% 9	16.39% 10	18.03% 11	61	3.80
▼ Curiosity	3.28% 2	9.84% 6	11.48% 7	3.28% 2	19.67% 12	13.11% 8	18.03% 11	21.31% 13	61	3.56

Q2

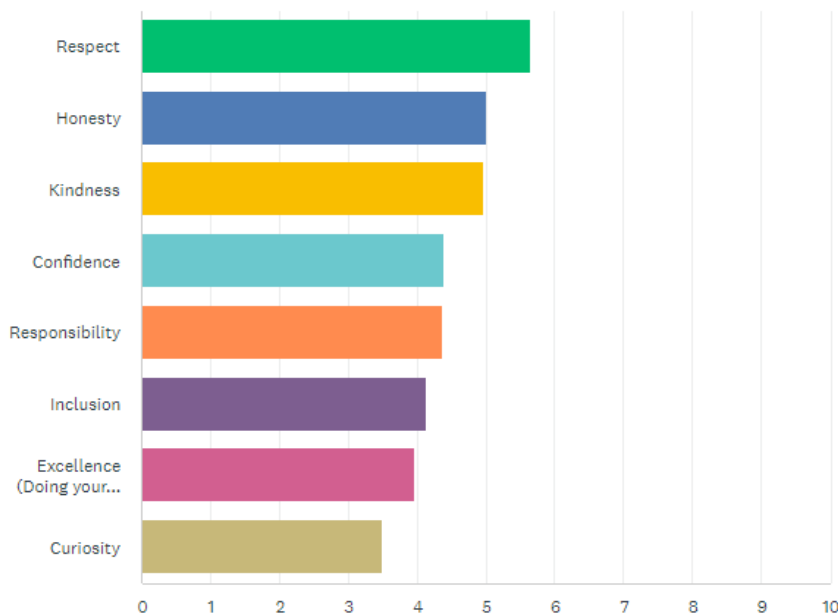


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Please rank the shortlisted values in order of your preference. Tip: Your most preferred value should be ranked number 1 and your least preferred value should be ranked number 8.

Answered: 74 Skipped: 1



	1	2	3	4	5	6	7	8	TOTAL	SCORE
▼ Respect	24.32% 18	20.27% 15	10.81% 8	16.22% 12	10.81% 8	6.76% 5	8.11% 6	2.70% 2	74	5.65
▼ Honesty	13.51% 10	16.22% 12	17.57% 13	14.86% 11	9.46% 7	9.46% 7	14.86% 11	4.05% 3	74	5.01
▼ Kindness	13.51% 10	12.16% 9	17.57% 13	20.27% 15	10.81% 8	6.76% 5	13.51% 10	5.41% 4	74	4.96
▼ Confidence	9.46% 7	13.51% 10	12.16% 9	9.46% 7	14.86% 11	22.97% 17	2.70% 2	14.86% 11	74	4.39
▼ Responsibility	10.81% 8	10.81% 8	10.81% 8	10.81% 8	21.62% 16	13.51% 10	8.11% 6	13.51% 10	74	4.38
▼ Inclusion	12.16% 9	10.81% 8	12.16% 9	6.76% 5	6.76% 5	18.92% 14	17.57% 13	14.86% 11	74	4.14
▼ Excellence (Doing your best)	8.11% 6	8.11% 6	13.51% 10	9.46% 7	17.57% 13	9.46% 7	14.86% 11	18.92% 14	74	3.97
▼ Curiosity	8.11% 6	8.11% 6	5.41% 4	12.16% 9	8.11% 6	12.16% 9	20.27% 15	25.68% 19	74	3.50