Core Values Reflection Tool 1.0

Values-Driven Reflection & Problem Solving

1. Define the Challenge

What is the issue or need you are addressing?

- Who is affected by this issue (e.g., students, staff, families)?

- What is the interest of those affected?

2. Explore Possible Solutions

What potential solutions could address this issue?

- Consider both innovative and proven approaches.

- How might each solution impact diverse groups within our school community?

3. Core Values in Decision-Making

Choose three core values that should most strongly guide your choice of solution in this instance:
✅ Diversity: ADD DEFINITIONS
✅ Communication
✅ Innovation
✅ Integrity
✅ Stewardship
✅ Equity
✅ Empathy
✅ Personalization
✅ Collaboration

Briefly consider why each chosen value is important to your decision.

4. Alignment with Core Values

How do the potential solutions reflect or conflict with your chosen values?

- Which solution(s) best uphold your selected values?

- Are there any that may unintentionally work against these values? How?

5. Your Selected Solution

Which solution are you recommending/choosing? Reflect on how your chosen solution maximizes the key core values for the person/people most affected by the decision.

6. Community Impact Reflection

How might this solution help—or unintentionally harm—each of the following groups? Consider equity, inclusion, and communication in your reflections.

- Students:
- Staff:
- Families & Caregivers:
- ISD 917 Culture:
- Member Districts:

(Optional) 7. Support for Implementation

What support, resources, or collaboration would help make this solution successful and sustainable?

✅ Next Steps

Consider how your reflection could inform future planning, proposals, or team discussions. This form can be used for individual or team-based decision-making.