



Values Card Sort

Values Card Sort Steps:

1. Use the value list below to generate a pack of individual cards. You can do this by printing each value on a separate index card or by printing each on a label and then putting each label on an index card. There is also an "Other" card that teachers can use if they find an important value missing. Some people laminate the cards for repeated use.
2. During the *Getting to Know You Interview*, tell the teacher you will be using an exercise to help you learn more about what is most important to them. Give the teacher the cards and ask him or her to sort them into those three piles based on their values and goals for their classroom. Have the teacher sort the cards into 3 side-by-side piles that are labeled Very Important, Important, and Less Important:

Pile 1 = Very Important

Pile 2 = Important

Pile 3 = Less Important

3. Once finished, pick up the values cards that were placed in the *Important* and *Less Important* piles leaving only those values placed in the *Very Important* pile visible. Ask the teacher to look through their values from the *Very Important* pile with the goal of selecting their top three. Do not be overly concerned if the teacher cannot further edit the *Very Important* stack, or ends up with more than three values cards.
4. Invite the teacher to discuss why the final three values are their most important values. You may want to take some notes about this discussion for easier reference later on in the coaching process.

Goals of Top Three Values Discussion:

- The goal is to facilitate a discussion in which the teacher's values are affirmed, linked to current versus ideal classroom behaviors, and linked to current versus ideal classroom management practices.
- Use the cards to ask open-ended questions about why the teacher picked the card, what it means to them personally, how they know they have this value or goal (e.g., what do they see in their life that convinces them this is important), and how this relates to the target behavior (effective classroom management).
- Listen for examples of classroom practices that do not fit with their stated values and ideals. Reflect these examples by validating their struggles, affirming their commitment to their values, and evoking arguments for change.
- Facilitate a conversation that directly links the identified values to the teacher's ideals of self and life generally, and, to experiences and exceptions of school and teaching, specifically.
- This exercise will facilitate a discussion of values and goals between you and the teacher. It is intended to develop a discrepancy between a deeply held belief and a current behavior so that motivational interviewing can move forward (see Coaching Skills section).



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Field Notes:

Please do not be overly concerned or meticulous about procedural details. The content of the cards selected by the teacher does not really matter either, and can be expected to change from time to time in any case.

We do not recommend bypassing the cards in favor of using the values and goals as a list. There is something about the sorting itself that is very powerful in this exercise.

The Values Card Sort is conducted during the *Getting to Know You Interview* of the Double Check CCU. The activity description was adapted from Frey et al.'s (2013) *Enhancements for the First Step to Success*, and based on the work of Theresa B. Moyers and Steve Martino (2006). The original card sort activity was developed by W.R. Miller, J. C'de Baca, D.B. Matthews, & P. L. Wilbourne (2001).

Accepting Differences in People	Being a Good Teacher
Working Hard	Taking Time for Myself
Being Organized	Being Happy
Not Giving Up	Being Healthy
Being Honest	Being Responsible
Being Liked by Everyone	Being a Leader
Being Respected by Others	Doing the Right Thing

Being a Life-Long Learner	Being a Role Model
Having Fun	Having a Safe Classroom
Feeling Good About Myself	Being a Good Colleague
Other	Communicating Effectively
Being Aware of Personal Biases	Being Self-Reflective
Relating to Students	Understanding Others
Being a Good Listener	Being Fair

Taking Care of My Family	Helping Others
Staying in Control	Making a Difference in the World
Being Real/Genuine	Being Patient
Being Kind	Being Flexible
Important	Very Important
Less Important	