

Pillars of Purpose: Identifying and Cultivating Core Values



Overview

Part 1: Definitions

Part 2: Core Value Exercise

Part 3: Where do we go from here? To mission, vision, strategic organization and beyond!!

Definitions:

Core Values: Core values are the behavioral traits that are inherent to an organization that do not change over time, and must already exist.

Patrick Lencioni

Examples of Core Values:

The Office of Catholic Schools Core Principles:

Joyfully Catholic, Diligently Achieving, Intentionally Self-Giving, Prudently Managed, Forward Thinking

Catholic Charities of Northeast Kansas:

Catholic Charities is Inspired by Love, Rooted in Faith and United in Service.

Xavier Catholic School : Academic Excellence, Christ-Centered Education, Safe Community

Definitions:

Mission: A mission statement outlines the fundamental purpose and primary objectives of the organization. It communicates why the organization exists, whom it serves, and what it aims to achieve.

Examples of Mission Statements:

St. James Academy: St. James Academy Catholic high school exists to pass on the Catholic faith to the next generation. The community is rooted in the One, Holy, Catholic and Apostolic Church and is dedicated to developing the minds and hearts of young people to know Truth, choose Good and live virtuously in the service of others.

Catholic Charities of Northeast Kansas:

We serve our neighbors, of all faiths, through Help, Hope and Hospitality.

Xavier Catholic School: Our mission at Xavier is to keep Christ as the center of our daily lives and to care for one another in a loving and safe learning environment.

Definitions:

Vision: The vision statement articulates the desired future state or long-term aspirations of the organization. It provides a compelling image of what the organization hopes to become.

Examples of Vision Statements:

St. James Academy: St. James Academy will be the leading Catholic high school where students learn to live the Faith, to pursue Truth through the liberal arts combined with modern innovation, and to find a relationship with God, each other, and the adults who love them.

Operation Breakthrough:

Our vision is that all children have the opportunity to achieve their full potential.



Do Core Values matter?

A study published in the Journal of Catholic Education found that students in Catholic schools reported higher levels of moral reasoning and ethical decision-making skills compared to their peers in non-religious schools.

Convey, J. J. (2018). "Moral Development and Character Formation in Catholic Schools." Journal of Catholic Education, 21(1), 7-26.

Do Core Values matter?

A study by The Center for Catholic Education found that faculty and staff in Catholic schools experience a greater sense of purpose and fulfillment in their roles, largely due to the alignment of personal and professional values with the school's core values.

National Catholic Educational Association (2022) "Annual Statistical Report on Catholic Schools."

Do Core Values matter?

A Pew Research study found that 78% of Catholic school graduates participate in community service activities, compared to 55% of public school graduates, indicating a significant impact of the values taught in Catholic schools on civic engagement.

Pew Research Center (2020). "Religion and Education Around the World."

Do Core Values matter?

Research published in the Journal of Catholic Education indicates that Catholic school faculty and staff report higher levels of job satisfaction and a stronger sense of mission and community compared to their counterparts in non-religious schools. This is attributed to the shared commitment to core values and the school's mission.

Pew Research Center. (2020). "Religion and Education Around the World."

Do Core Values matter?

University of Notre Dame, Alliance for Catholic Education (ACE) research focused on the impact of Catholic school environments on teacher morale and effectiveness, finding that core values and a supportive community are key factors in fostering a positive work environment for faculty and staff.

Alliance for Catholic Education (2021). "The Influence of School Culture on Teacher Morale and Effectiveness in Catholic Schools."

Do Core Values matter?

Research by the Philanthropy Roundtable highlights that donors are more likely to contribute to educational institutions that share their core values. Catholic schools' emphasis on character education, moral development, and community service resonates strongly with donors' desire to make a meaningful impact.

Philanthropy Roundtable (2019). "Values-Driven Philanthropy: Why Donors Support Faith-Based Education."

CORE VALUE EXERCISE

Session 1

CORE VALUE EXERCISE

Session 2

CORE VALUE EXERCISE

Session 3

Where do WE go from HERE?

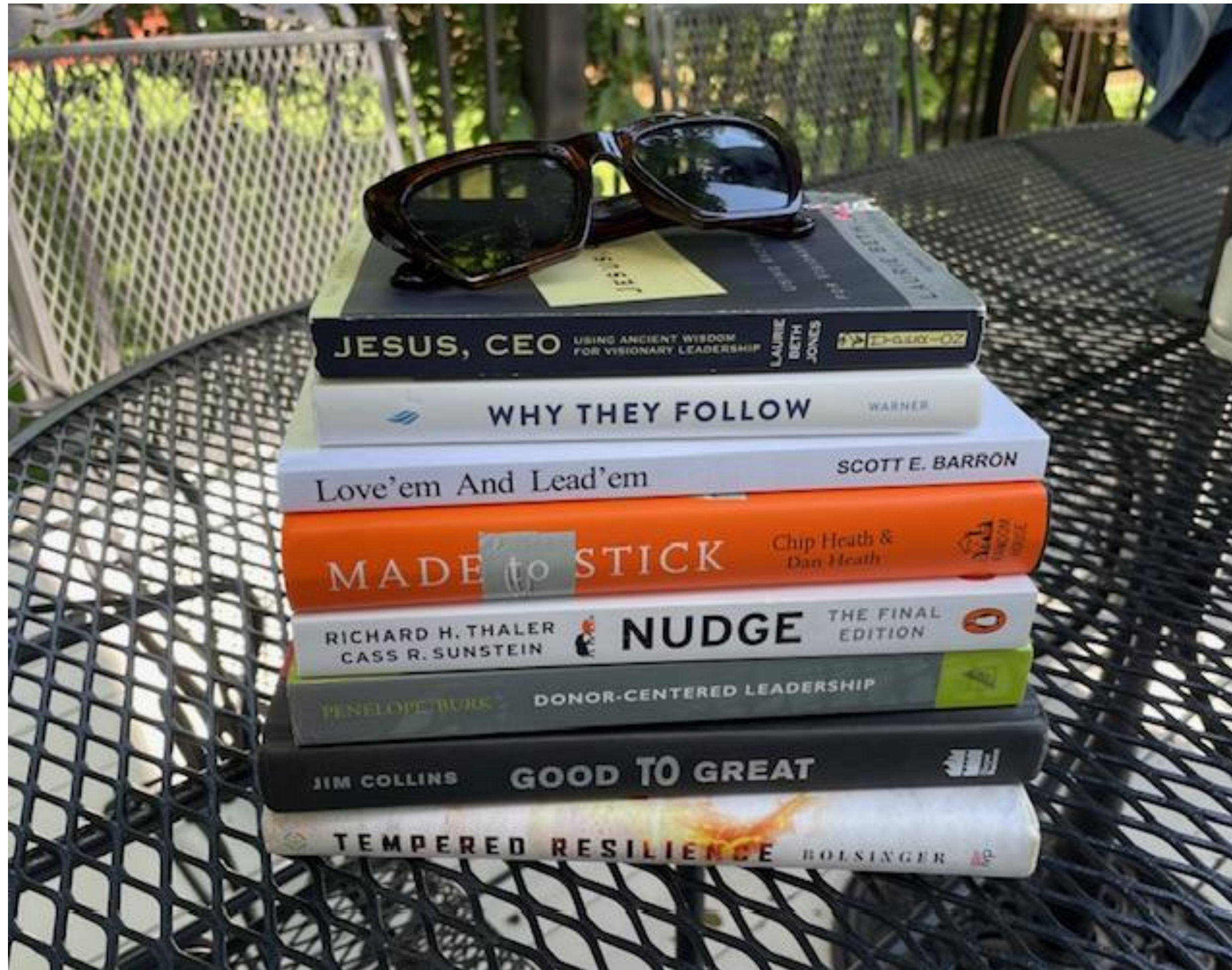
Core Values Inform YOUR _____

- **MISSION**
- **VISION**
- **STRATEGIC PLANNING**
- **FUTURE.....**



AND BEYOND.....

- 1. Foster a VALUES-driven school culture*
- 2. Integrate Core Values into Curriculum and Instruction**
- 3. Engage Families and the Wider Community*
- 4. Provide CORE training and support for Staff**
- 5. Incorporate Core Values into School Policies and Practices*
- 6. Engage Families and the Wider Community**



ENTHUSIASTICALLY LEARNING

“To fulfill your mission, therefore, you must lay its foundations in a way consistent with our Christian identity; establish means appropriate for the quality of study and research; and pursue goals in harmony with service to the common good.

A plan of thought and action based on these solid pillars will be able to contribute, through education, to building a future in which the dignity of the person and universal fraternity are global resources upon which every citizen of the world can draw.”

-Gravissimum Educationis (Pope Francis, 2018)

Resources

Lencioni, P. The Advantage (Jossey-Bass 2012)

Collins, J. Good to Great (Harper Business, 2011)

Strategic Planning Training Retreat: Leadership Development Series (Herzog Foundation March 2024)

[Core Values Exercise](#)

[Core Values Worksheet](#)