

## The Goffs-Churchgate Culture

### 6 Critical Questions and 4 Disciplines

In order to ensure that the academy continues to build, launch and sustain its culture, Goffs-Churchgate has adopted Lencioni's framework. The 6 Critical Questions and 4 Disciplines of a highly performing team (**1. Cohesive Leadership Team; 2. Create Clarity; 3. Overcommunicate Clarity; 4. Reinforce Clarity**) will allow us to provide clarity around our values, codify scripts, identify mechanisms to communicate and target training (aligned to Top Priority).

#### Critical Question 1: Why do we exist?

Goffs-Churchgate's vision: ***No Set Destiny for any child***

#### Critical Question 2: How do we behave?

Goffs-Churchgate's core values:

- **Respect:** *To have a positive attitude toward oneself and our community. We do the right thing, because it is the right thing to do.*
- **Aspire:** *We have high expectations in everything we do. We dare to dream big in creating deliberate goals.*
- **Achieve:** *Every day, we seize the chance to learn. Actively overcoming barriers in the pursuit of new understanding and skills.*
- **Nurture:** *We care about everyone and our community. We support each other to be the best version of ourselves.*

#### Critical Question 3: What do we do?

*"We create an inclusive environment in which we provide high-quality education, enriching experiences and development of character to ensure no set destiny for any child"*

#### Critical Question 4: How will we succeed?

- *Strategic Anchor 1:* Goffs-Churchgate will be committed to ensuring our ***purpose*** is communicated and cascaded throughout all parts of our organisation.
- *Strategic Anchor 2:* Stakeholders will be provided with high quality and researched driven resources, routines and practices, from which to then have ***autonomy*** to create exceptional provision within all aspects of student's academy experience.
- *Strategic Anchor 3:* As a staff we will remain committed to getting better and genuinely aspire to ***mastery*** within our areas of responsibility and most importantly as classroom practitioners.

#### Critical Question 5: What is most important right now?

***New Top Priority outlined each term for the school (evidence-based selection; clear defining objectives to judge success; Observable Facts used to monitor impact)***

#### Critical Question 6: Who must do what?

- Roles/responsibilities around Top Priority outlined to all stakeholders each term
- Staff (and separate SLT) ***Social Norms*** created and shared
- Create and embed ***'The Churchgate Charter'***