

# Reviewing your philosophy

When you review your philosophy how do you ensure that it is in line with your current values and beliefs? How is your philosophy measurable and quantifiable so that you can hold your practices accountable to it?

## Core values

Identify your core values and beliefs within your service through certain key words as these words will be more likely to be understood by all stakeholders than long and jargon filled paragraphs. It will also be easier to review your practices against the philosophy when making changes within the service, to ensure that your philosophy guides practice.

## Evidence

Consider what evidence there is inside your service that you are operating in line with your philosophy. For example if one of your core values is "relationships" how do you achieve this with children? Families? Educators? The community? What are your expectations of practices to ensure this is being met, and what evidence is there that you are achieving this value?

## Stakeholders

Seek input and feedback from your stakeholders to ensure that your values are in line with what they see. This could be through surveys with questions, discussions with stakeholders, reflective prompts, observed practices, meeting minutes etc. You can also use systems such as appraisals and inductions to share and unpack your cores values with the team.