

Developing Your School Culture

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Components of school culture:

- ❖ Values
- ❖ Beliefs
- ❖ Norms
- ❖ Assumptions

Culture is the heart of the school.



Climate Vs Culture

- ❖ **Climate** reflects the “mood” of the school on a daily basis.
- ❖ **According to Fullan (2007) school culture can be defined** as the guiding beliefs and values evident in the way a school operates. School culture can be used to encompass all the attitudes, expected behaviors, and values that impact how the school operates..

Fullan, M., (2007) The new meaning of educational change, Routledge, New York.



Step 1: Greeting students

- ❖ Car line
- ❖ Bus loop



Step 2: Morning Announcements/ Daily Affirmations

- ❖ General school announcements
- ❖ Upcoming events
- ❖ Birthdays
- ❖ Bok Essentials



Step 3:

State of the school address/Morning Meeting

- ❖ Held monthly
- ❖ Motivate students and teachers
- ❖ Recognize student programs/highlight one student

All positive information



August Morning Meetings



Step 4: School Environment

~Hallways, walls, stairs, floors

~School expectations, student work displayed,
motivational quotes



School Environment



Step 5: Classroom Environment

~Classroom aesthetics

-Physical layout

~Common board configuration

-Date, agenda, standard(s), learning goal, activity

~Teacher actions

~Student actions



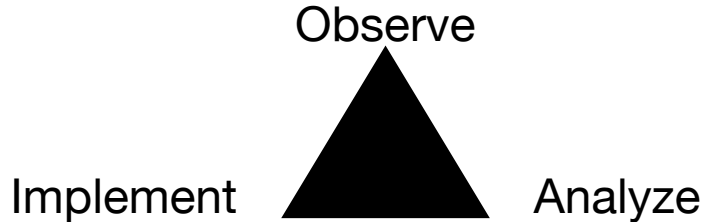
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Problems usually have two dimensions-

technical and adaptive.

A technical problem is clear and known and can be solved with existing knowledge and expertise.

An adaptive problem is unclear to resolve and the answers must come from those experiencing the problem.



Challenges that are *Technical* - Examples

1. Safety - ex: Fencing, Cameras, Guardians.
2. Building Community
3. Discipline issues - PASS
4. Small Morale boosters



Challenges that are Adaptive- Examples

1. Budgetary Restrictions
2. Personnel Needs
 - Teacher Vacancies
 - Resource Team
3. Master Schedule
 - Curriculum Maps/Pacing Guides
4. PD Needs
5. Teacher Duties and Responsibilities



Building your Leadership Team

1. Formal and Informal leaders

1. Gathering Allies

2. Recruiting Less like-minded people

3. Building Trust - Transparency - Explaining the Why

1. *Servant Leadership* - serving others rather than trying to accrue power or be in control

1. Leading by Example

2. Building Community

3. Fostering a Growth Mindset

1. GRIT - Dr. Angela Duckworth



Writing your Vision :

- Needs to be collaborative

To be a school of

Excellence:

Do things better than they
have ever been done.



Questions

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