

A rustic wooden sign with the word "Welcome" cut into it, mounted on a post and surrounded by green foliage and white flowers. The sign is made of weathered, greyish-brown wood with a rough, splintered edge. The word "Welcome" is cut out in a bold, black, sans-serif font. The sign is attached to a vertical wooden post with four screws. The background is filled with lush green leaves and clusters of small, white, five-petaled flowers with yellow centers. The lighting is bright, suggesting a sunny day outdoors.

Welcome

Want to Build an Effective School? Start With the Culture

Presented by Dr. Robert (Rob) Liggett (PhD)

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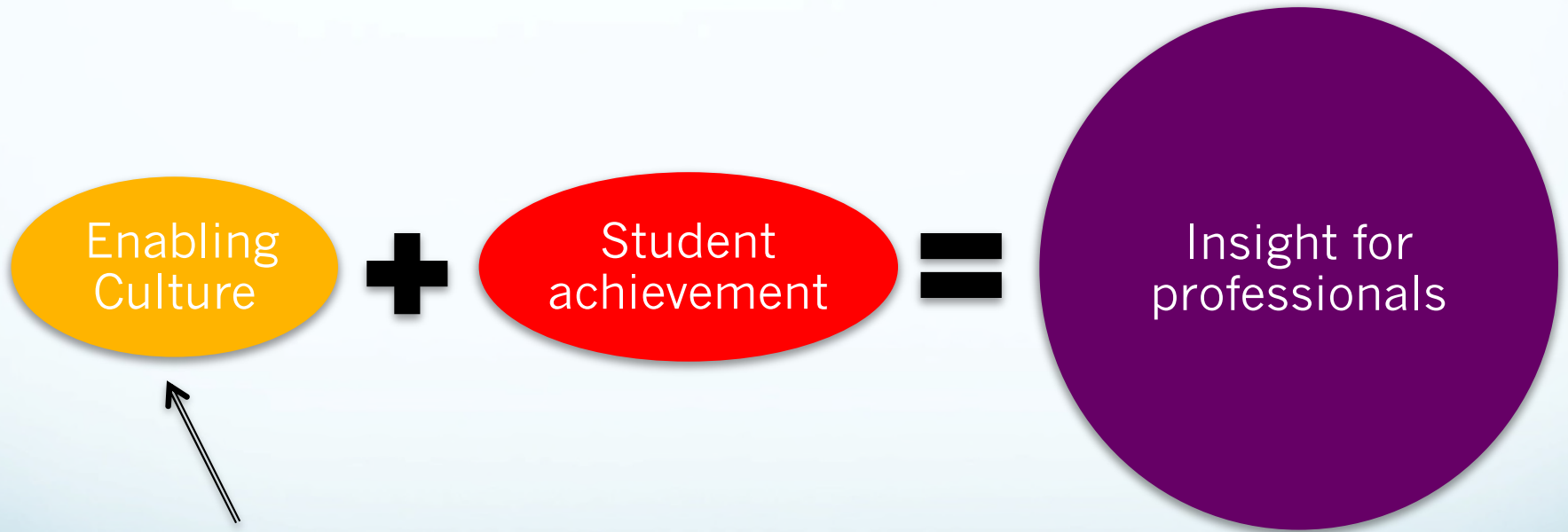
<http://robertliggett.wix.com/website>

Culture and Everything Is Awesome

- In schools – is everything awesome?



Brief Overview



This impact of culture on building effective schools

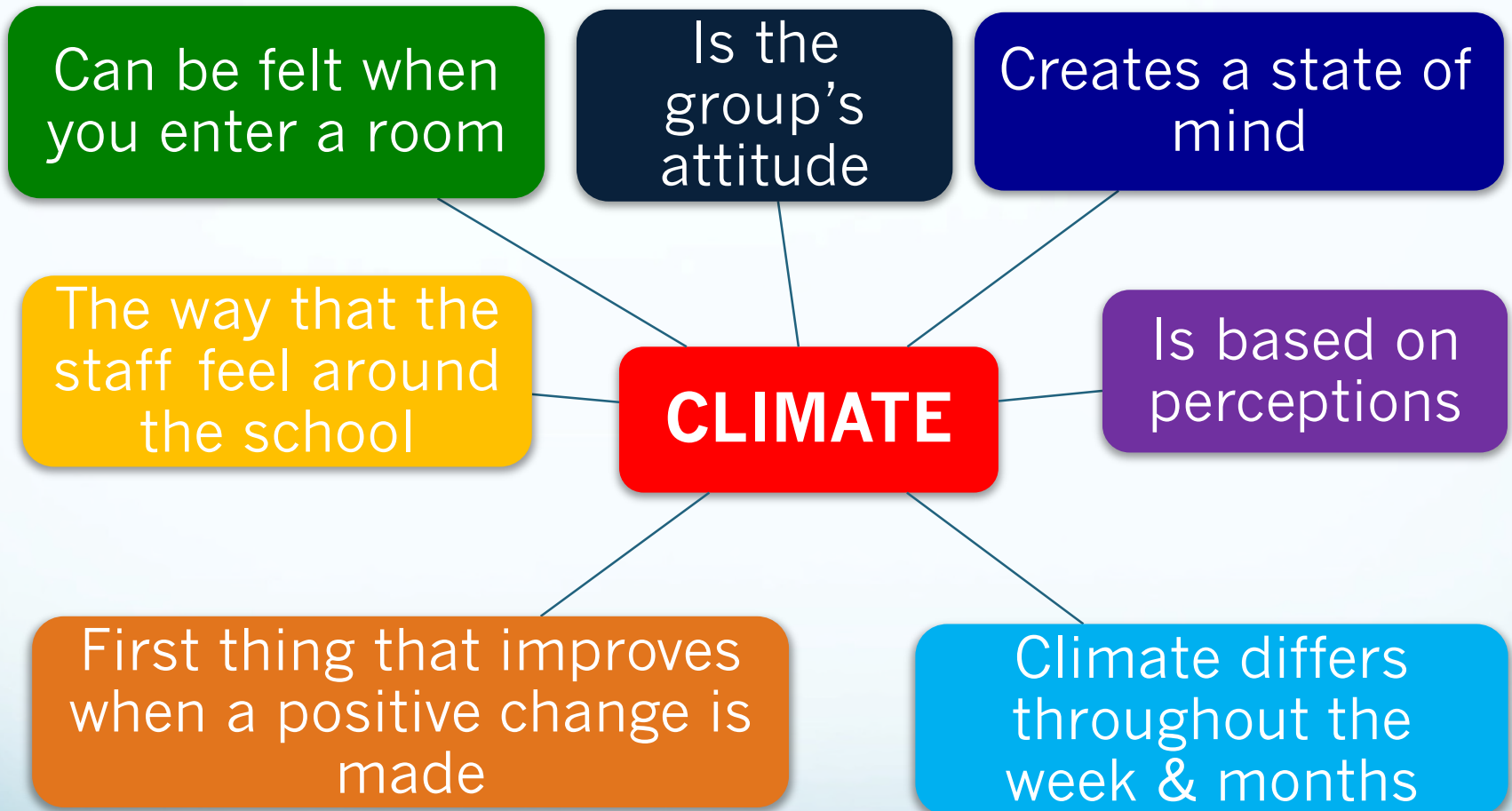
Defining Effective Climate

- Table Talk:

- 1. At your table, please take some time and create your definition for the term **climate**.
- 2. Use the following link/code to share your definition.
- <https://www.menti.com>
- **Code 2481 4969**



Definition of Climate



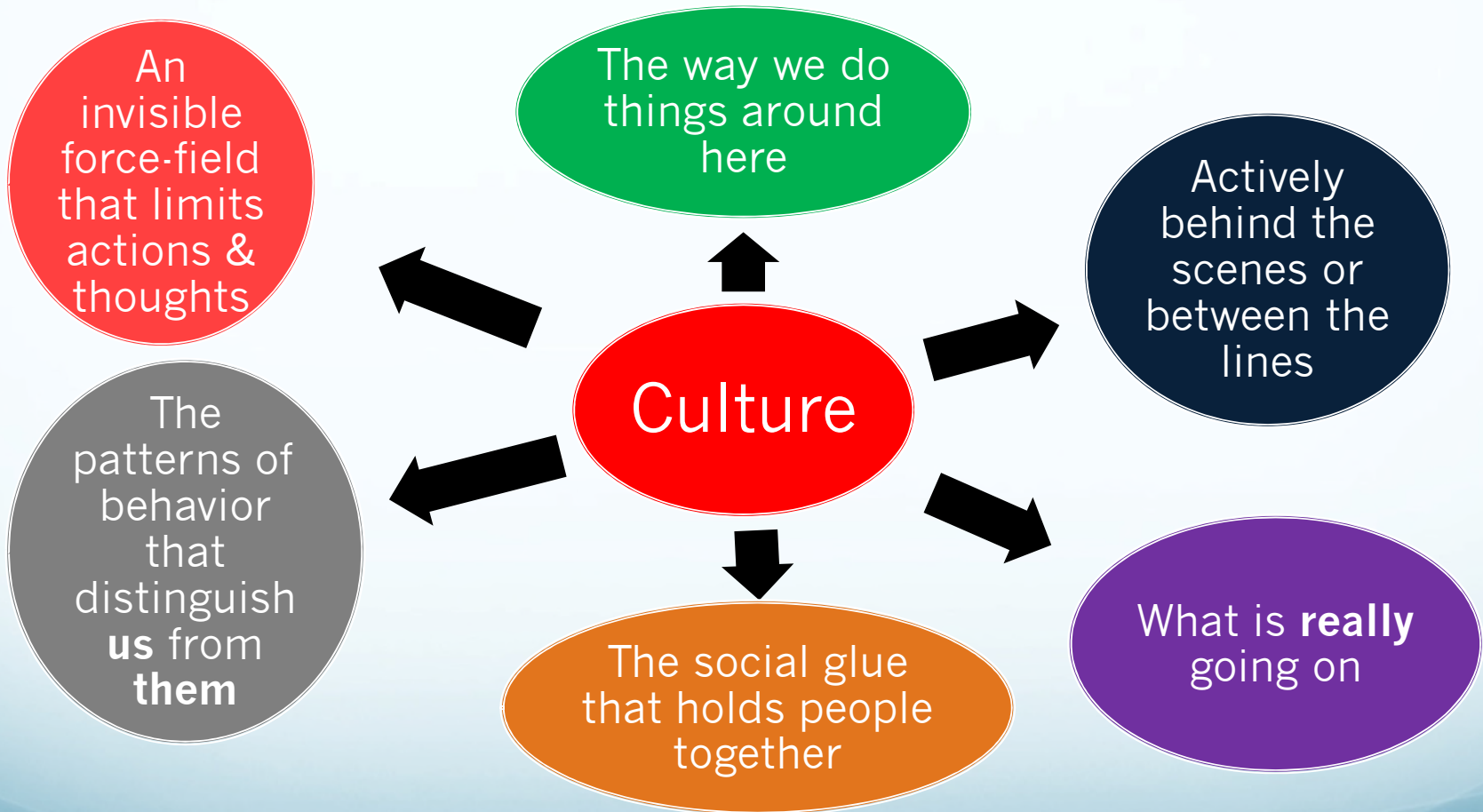
Defining Culture

- Table Talk:

- 1. At your table, please take some time and create your definition for the term **culture**.
- 2. Use the following link/QR code to your definition.
- <https://www.menti.com>
- **Code 2481 4969**



Definition of Culture



Climate Vs. Culture

Climate

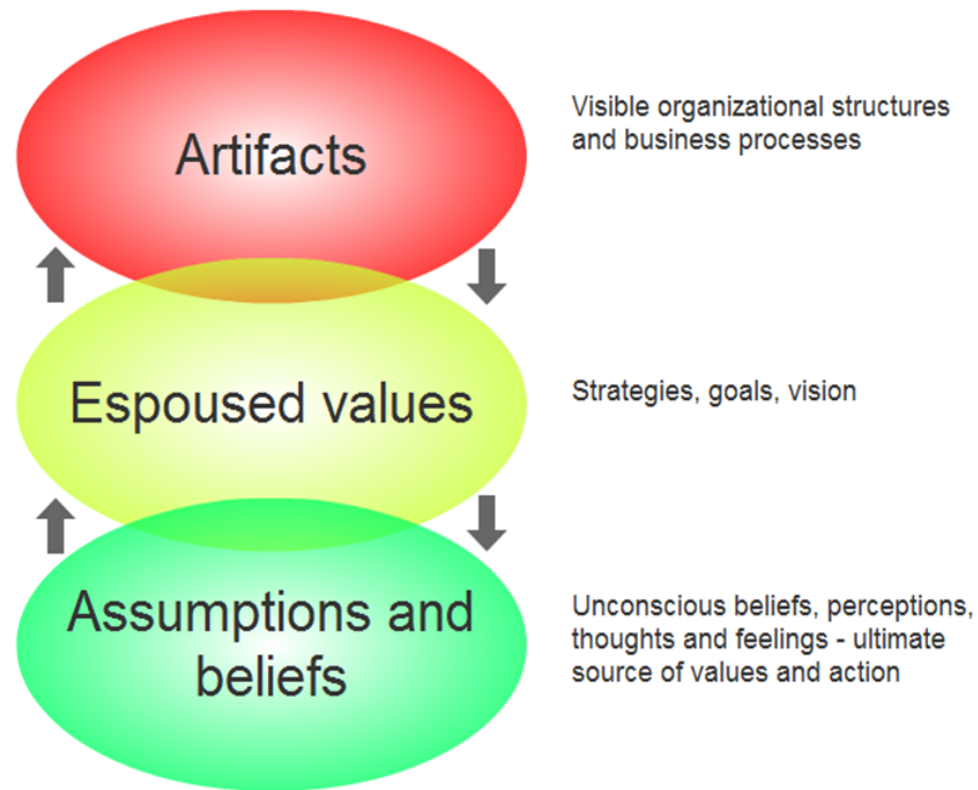
- Is the group's attitude (What you do)

Culture

- Is the group's personality (Why you do it)

Schein: Levels of Culture

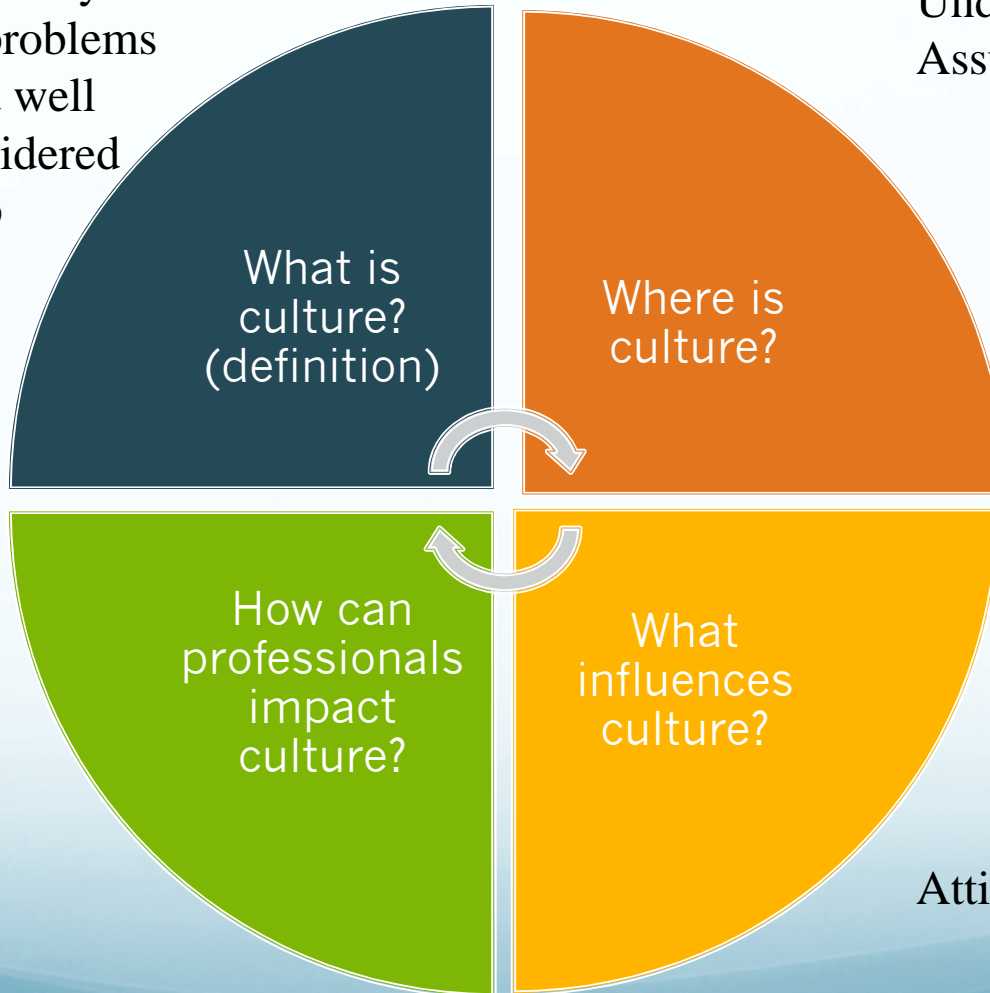
Three Levels of Culture (Schein)



Outline

A pattern of shared basic assumptions learned by a group in solving problems which has worked well enough to be considered valid by the group (Schein, 2010).

Artifacts, Values, & Underlying Assumptions



4 C^s and PLC^s

Attitude & Personality

Defining Leadership

- Table Talk:

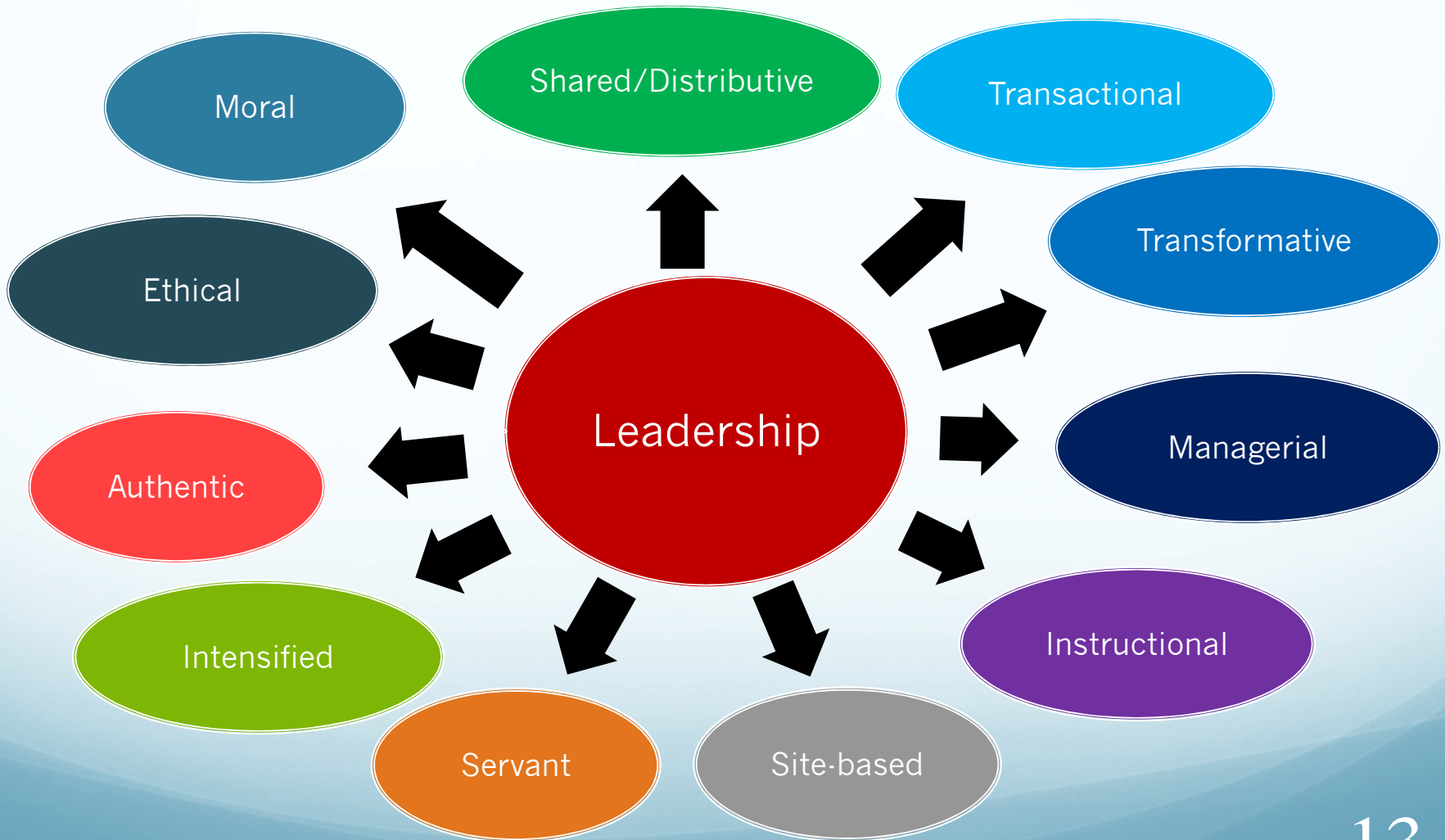
- 1. At your table, please take some time and create your definition for the term **leadership**.
- 2. Use the following link to share your definition.

<https://www.menti.com>

Code 2481 4969



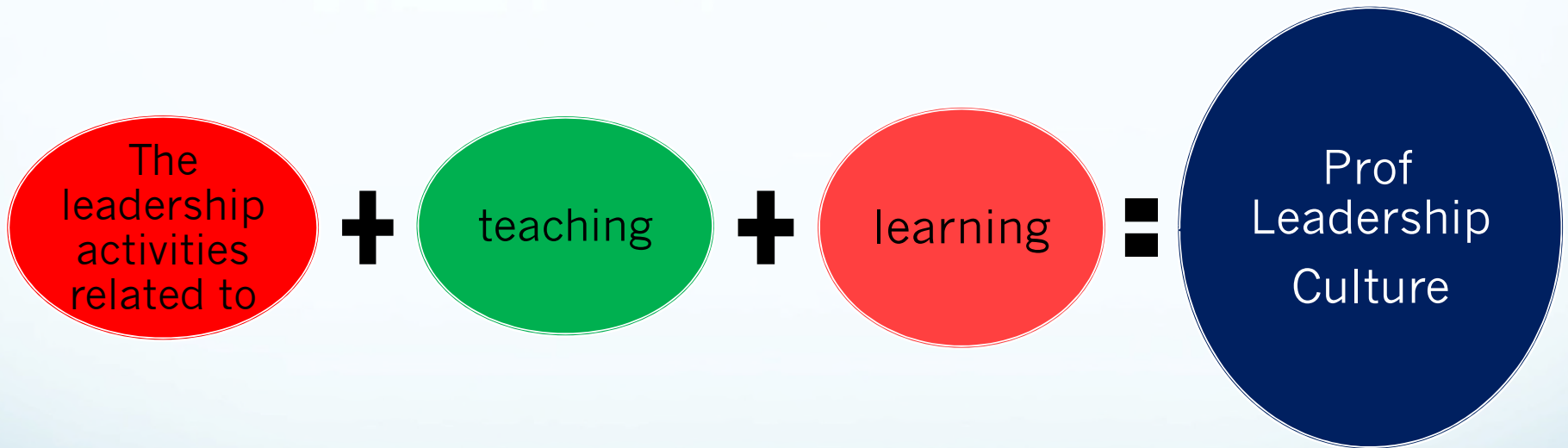
Leadership Labels



Leadership and Culture



Definition of Professional Leadership Culture



A Quick School Culture Inventory

- 1. Please click on the following link to take you to a culture survey via a Google doc.
- [Culture Survey](#)
- <https://bit.ly/3Qagshh>



Results

- **Table Talk:**

- 1. At your table, please take some time and discuss some of your findings from completing the survey.
- Was there anything that surprised you?
- Is there something that you are still wondering about?

...

Results

- Table Talk

- 2. Choose one person to act as a reporter and have that person use the following link to share some of your findings (themes).

- <https://www.menti.com/>

- **Code 2481 4969**



A photograph of a person hiking on a rocky trail through a forest. The person is wearing grey pants and sandals, and is walking away from the camera. The trail is made of dirt and rocks, and is surrounded by lush green vegetation. The text "Conclusions - Where to from here..." is overlaid on the image in white, bold font.

**Conclusions -
Where to from here...**

Four Main Conclusions

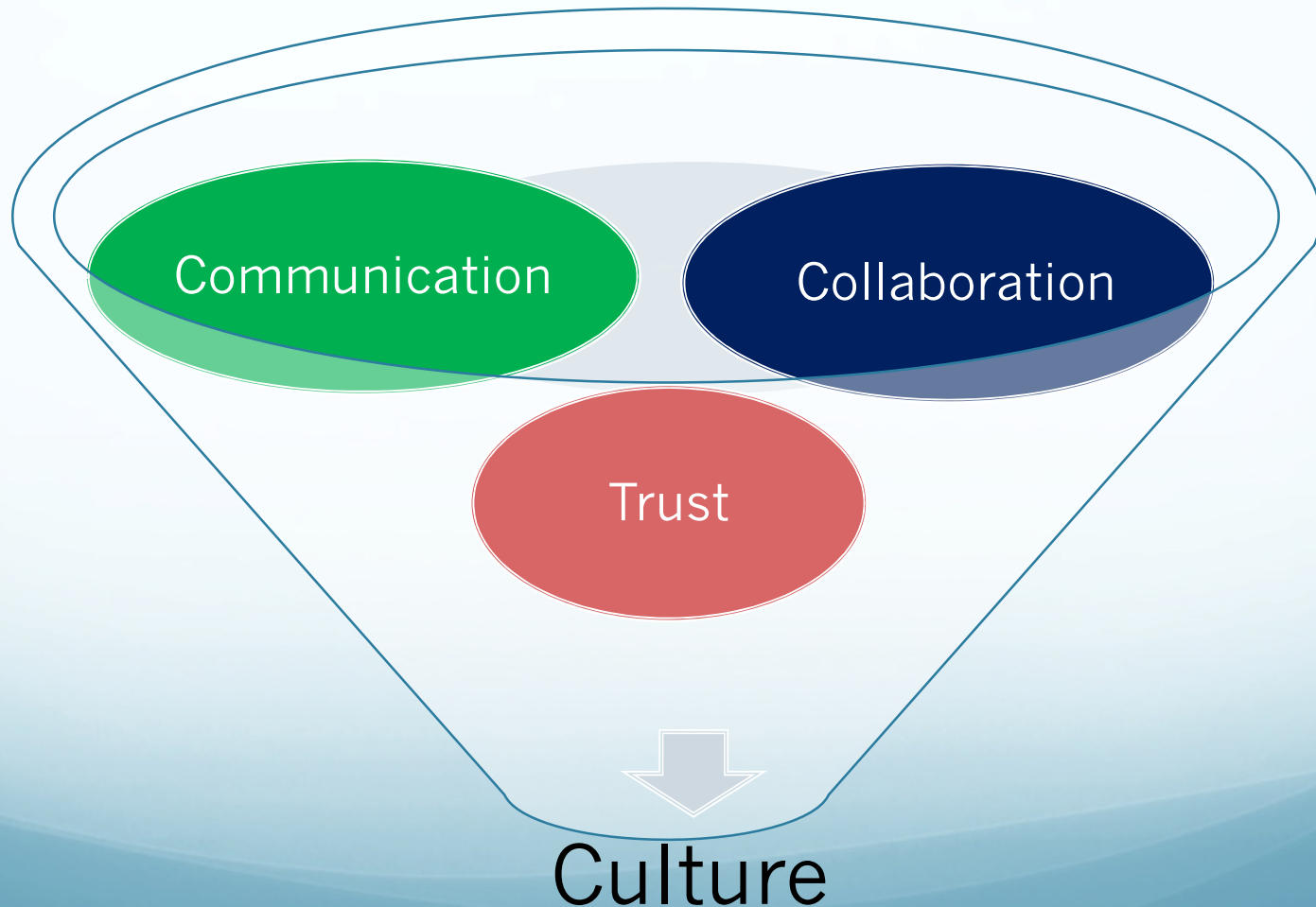
- The professional leadership culture was framed in terms of shared leadership, within which **collaborative** activity was of the outmost importance.
- The school system provided the **underlying vision & structure** upon which school professionals collectively provided formal/informal leadership for learning.
- Support for professionals was viewed as being important for professional leadership. It was driven by an **enabling culture of trust, communication, and positive relationships**.
- The professional leadership culture of the school had a **critical, albeit indirect**, impact on student learning.


Central Message

A pervasive culture of professional **interdependence** in this school reflected the belief among the participants that no one person can unilaterally change a culture or generate significant gains in school wide student learning.

Leadership, Culture & Effective Schools: Are they connected?

Some components are essential



A pair of sunglasses is shown, with the reflection in the lens serving as a background for the text. The reflection depicts a paved path that curves through a lush, green forest with tall trees. The scene is bright and clear, suggesting a sunny day. The text is centered within the lens area.

**School culture matters
as it affects everything
that goes on in a
school. (The greatest
barrier is not between
schools – it is within
schools).**

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Article

<https://bit.ly/3xoFQt2>



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Thank You

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