Welcome

Want to Build an Effective School? Start With the Culture

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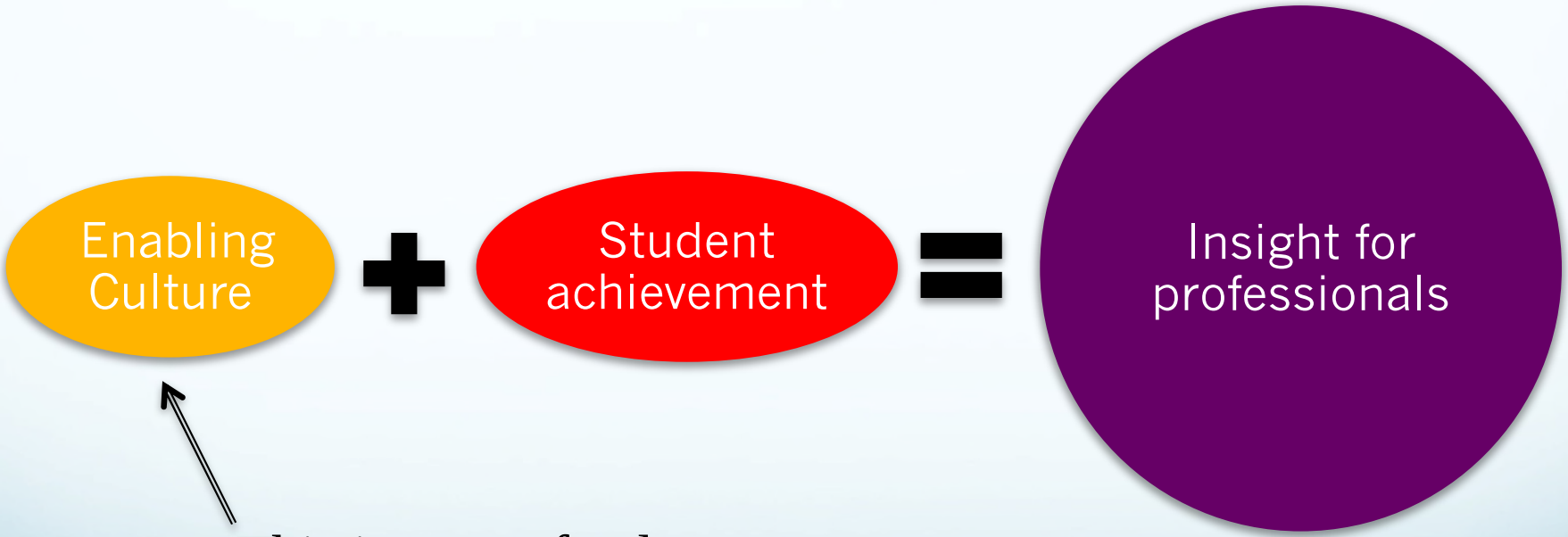
Culture and Everything Is Awesome

- In schools – is everything awesome?

Brief Overview



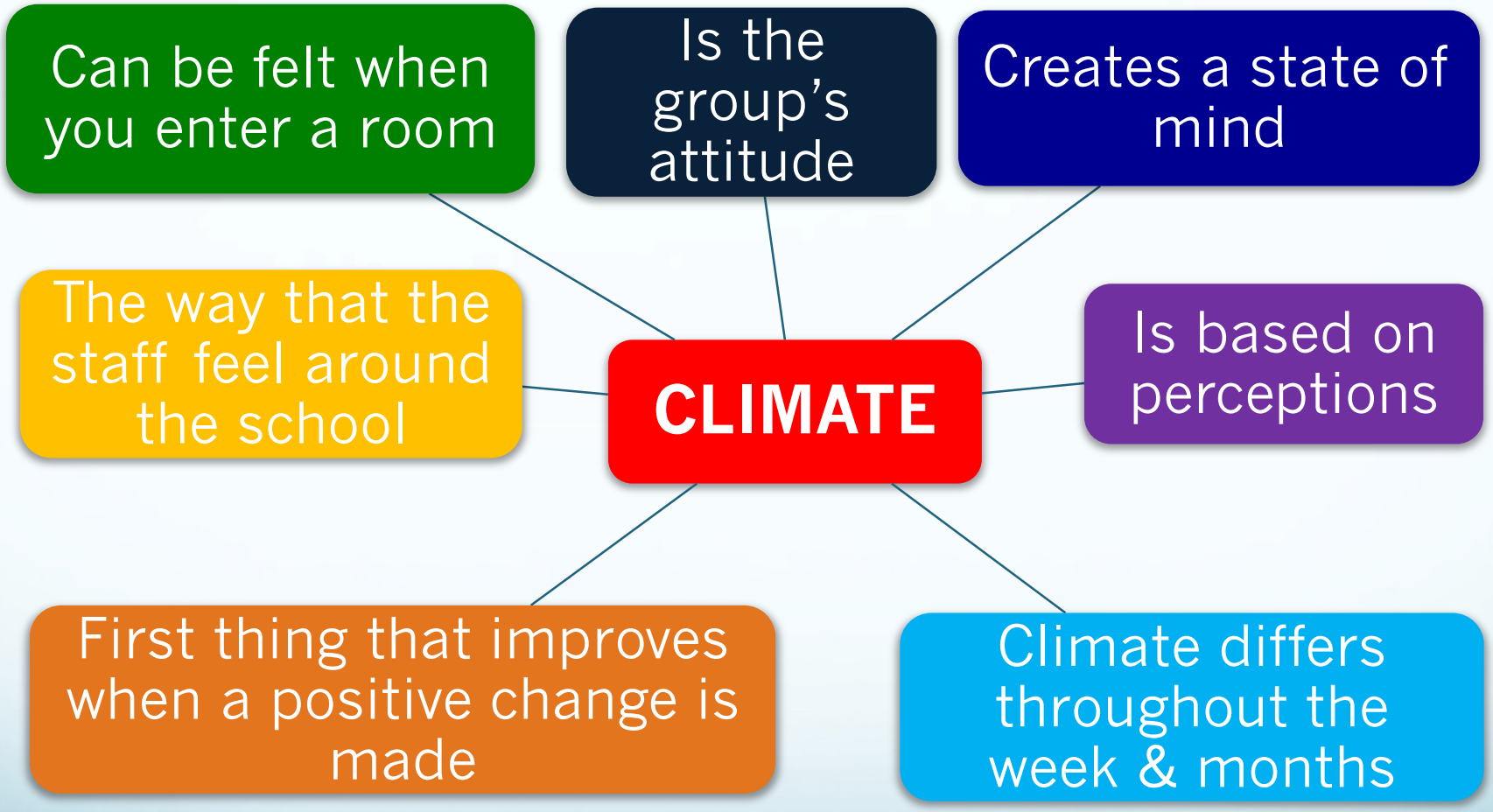
This impact of culture on building effective schools

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



(Gruenert & Whitaker, 2015)

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.
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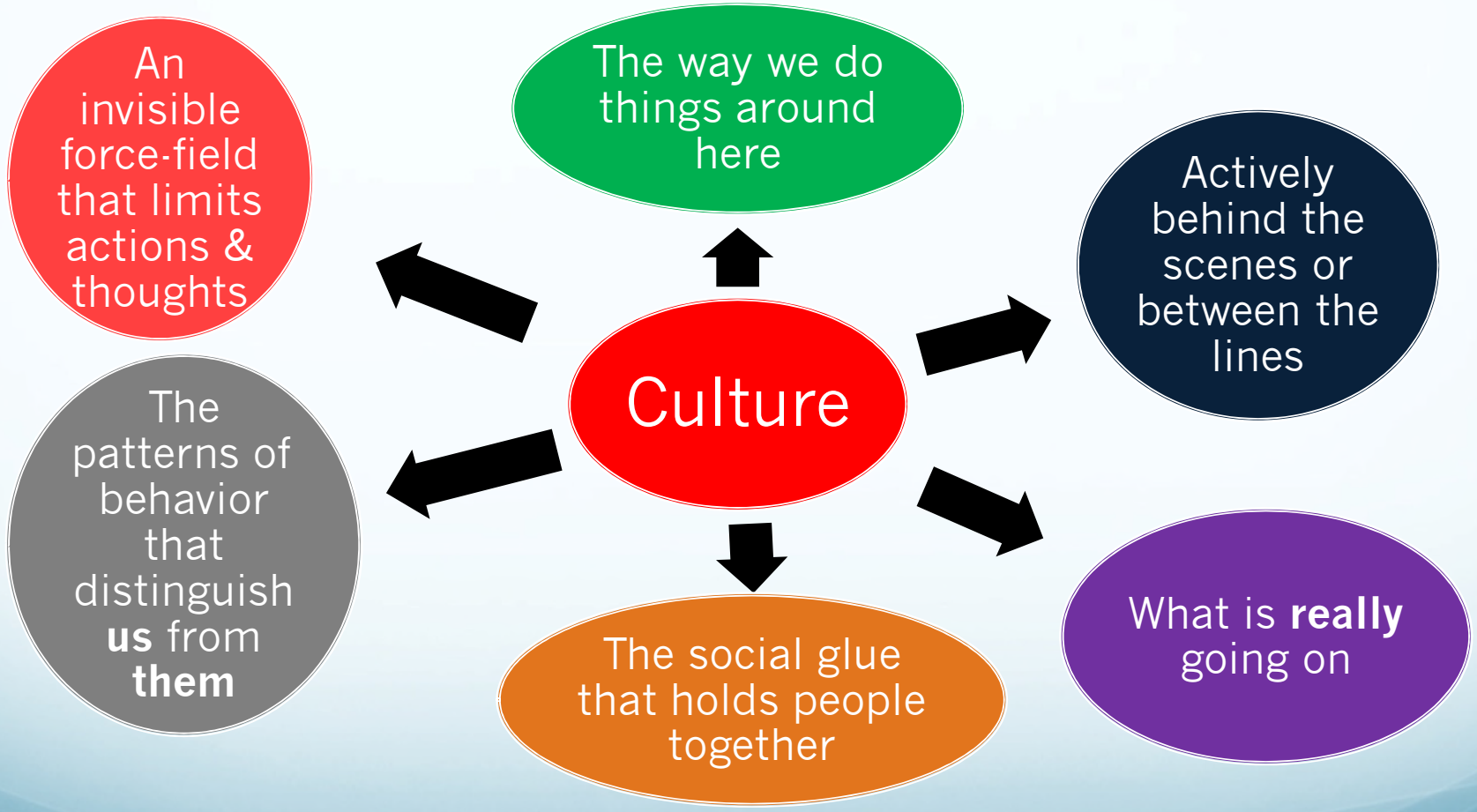
Definition of Culture



Climate Vs. Culture

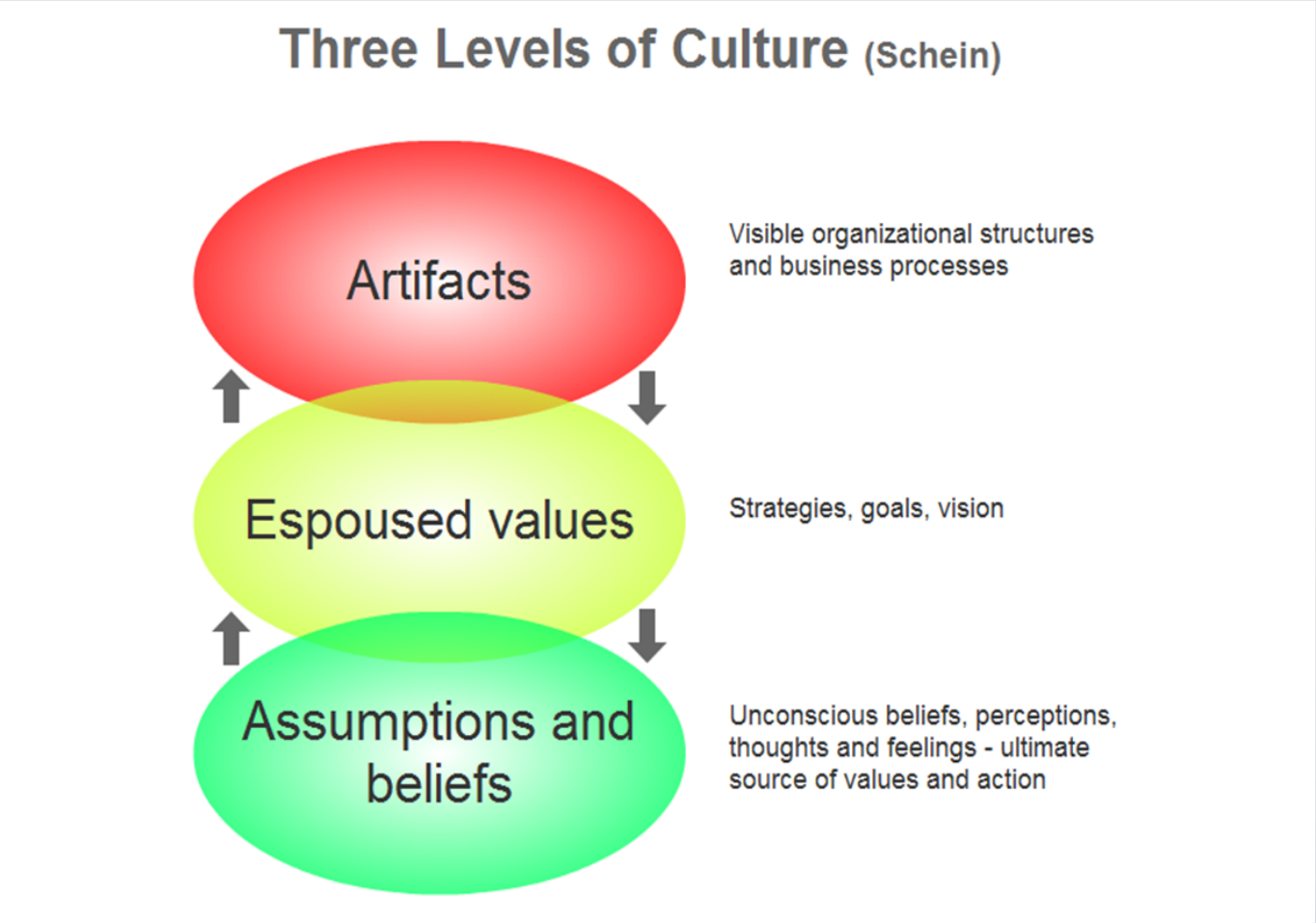
Climate

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

Culture

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

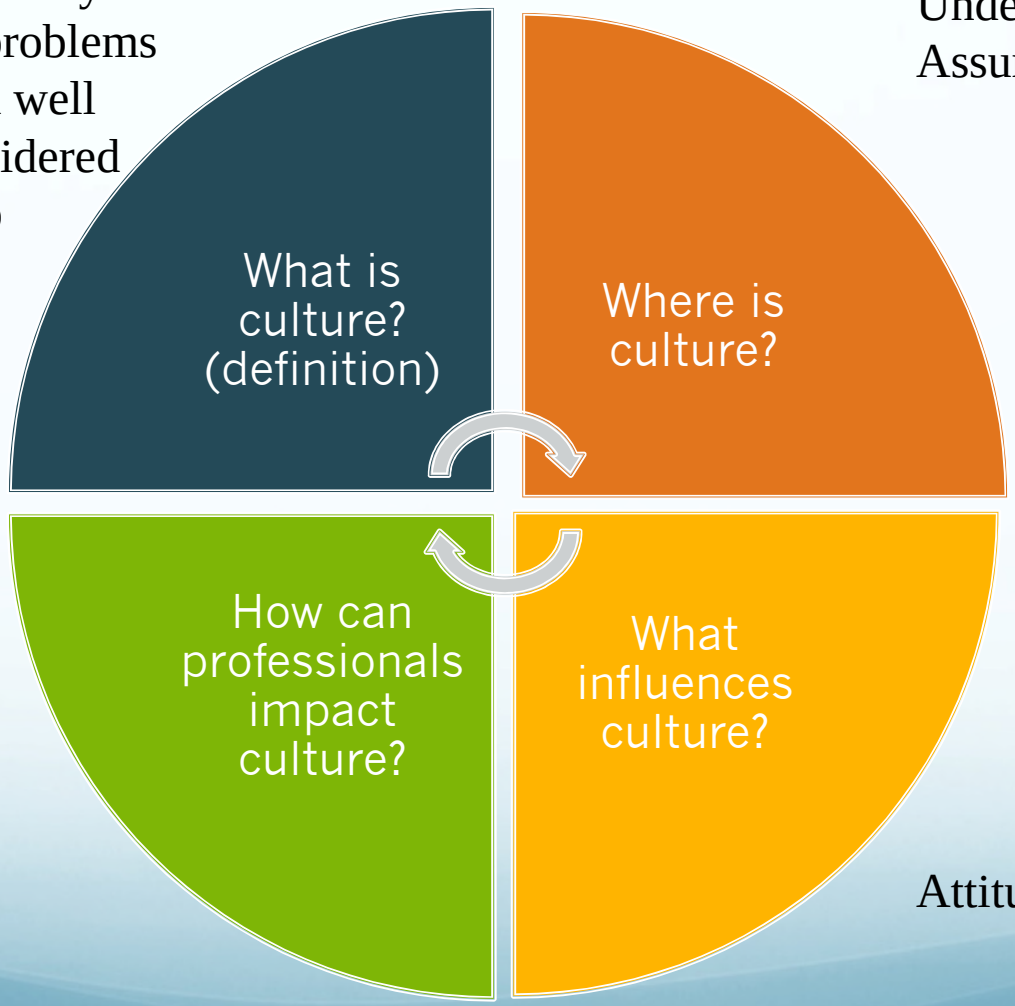
Schein: Levels of Culture



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 Cs and PLCs

Attitude & Personality

Defining Leadership

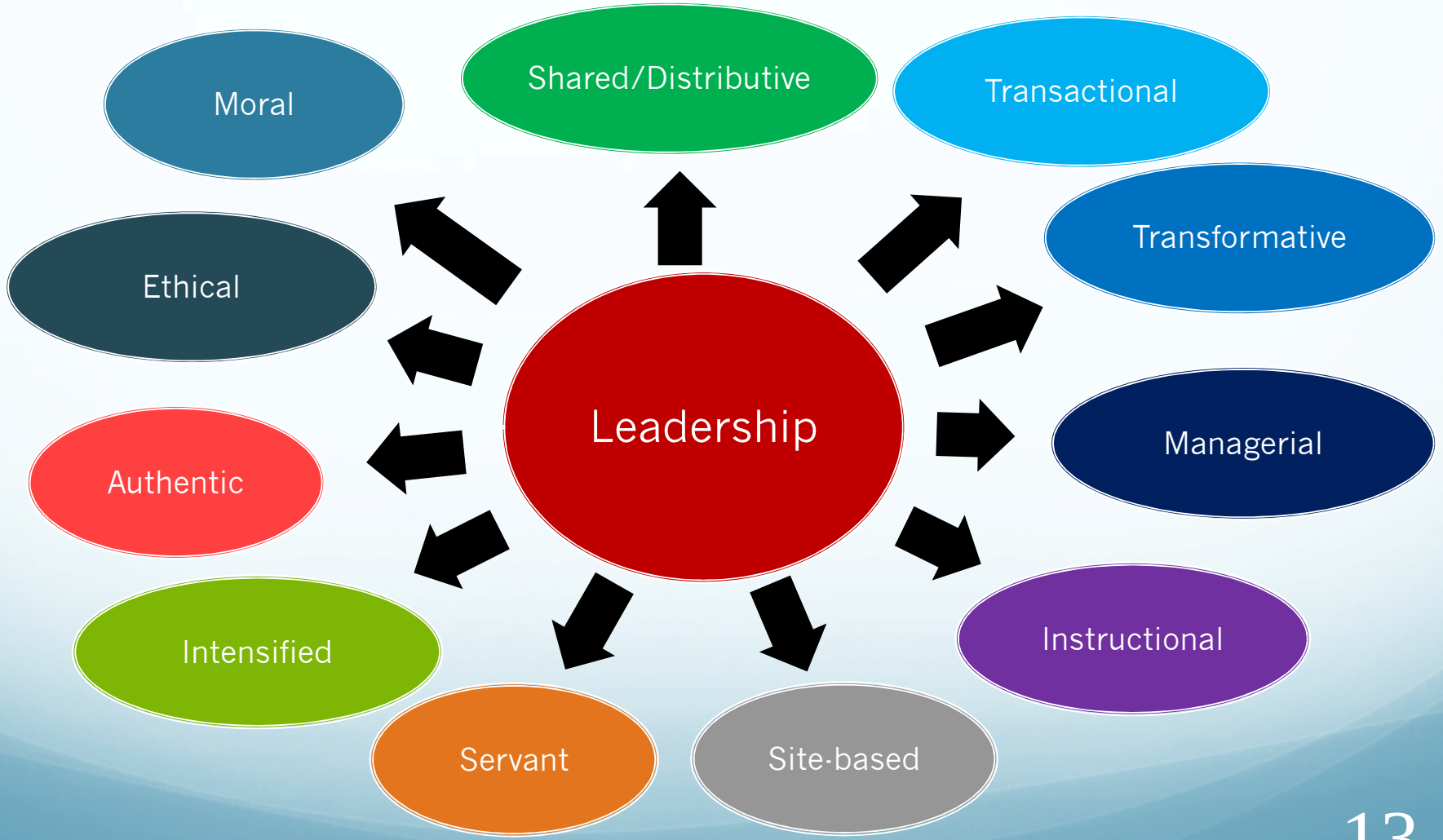
- **Table Talk**:

- 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

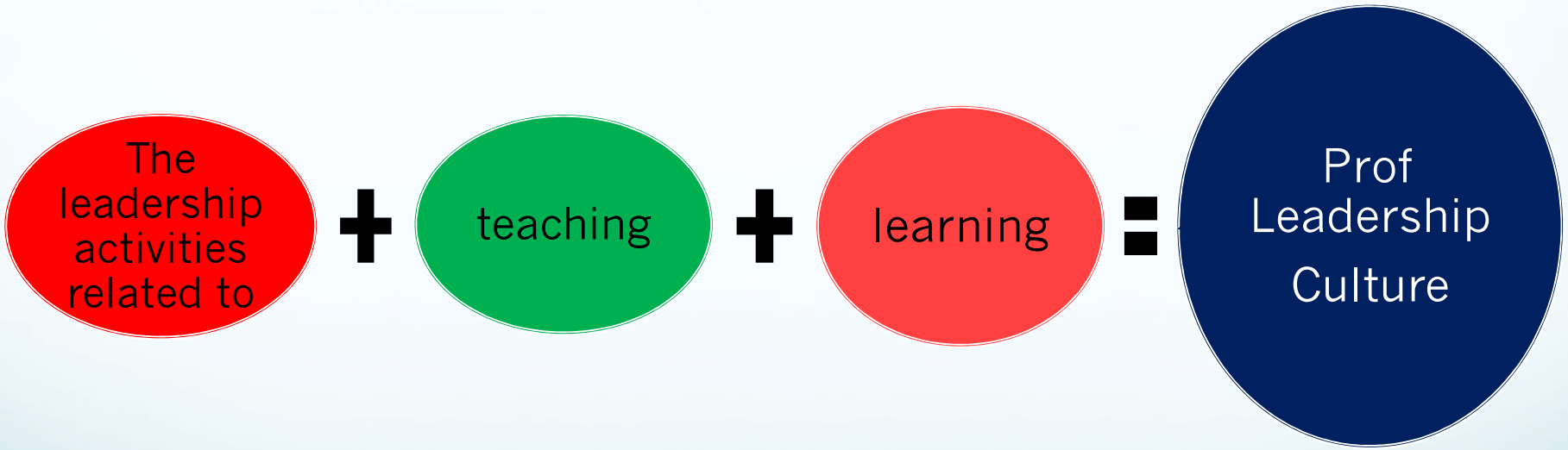
  Code 2481 4969

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**

cc: Salvatore Iovene - https://www.flickr.com/photos/34414299@N02

Four Main Conclusions

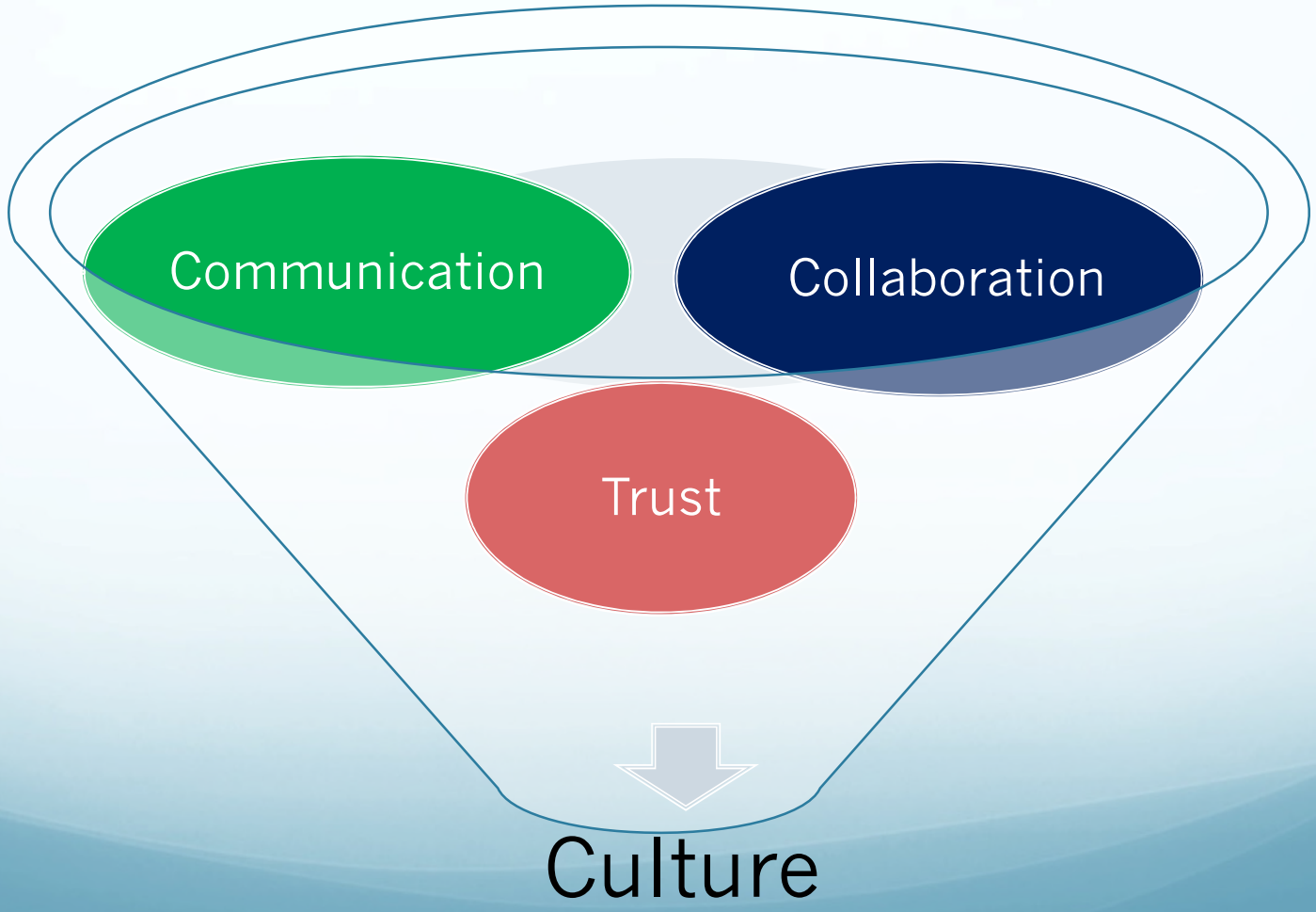
- The professional leadership culture was framed in terms of shared leadership, within which collaborative activity was of the outmost importance.
- The school system provided the underlying vision & structure upon which school professionals collectively provided formal/informal leadership for learning.
- 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



Hattie, 2009; Peterson and Deal, 1998; Seashore Louis & Wahlstrom, 2011.

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Article

https://bit.ly/3xoFQt2

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Thank You

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