

A rustic wooden sign with the word "Welcome" carved into it. The sign is made of weathered, greyish-brown wood and is mounted on a vertical wooden post. The word "Welcome" is carved in a bold, serif font. The sign is secured to the post with three dark, round fasteners. The background is filled with lush green foliage and numerous small, white, star-shaped flowers, likely from a garden or a natural setting. The lighting is bright, suggesting a sunny day.

WELCOME

Want to Build an Effective School? Start With the Culture

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

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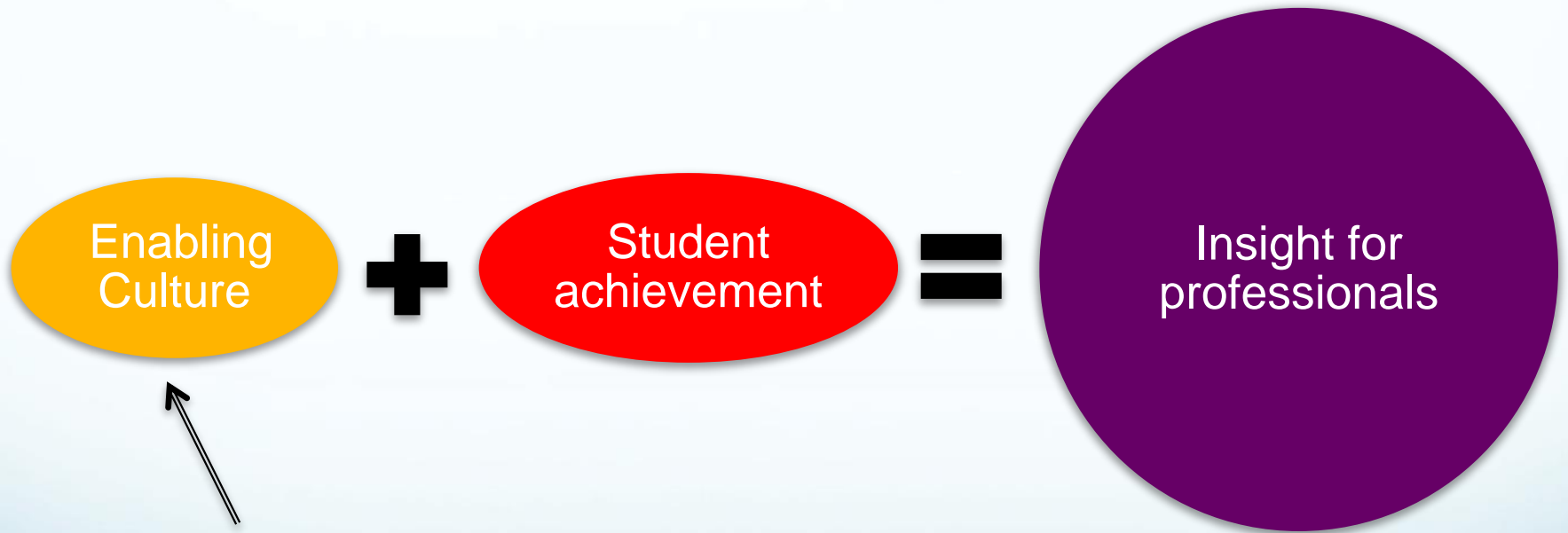
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<http://robertliggett.wix.com/website>

Brief Overview



This impact of culture on building effective schools

Defining Effective Climate

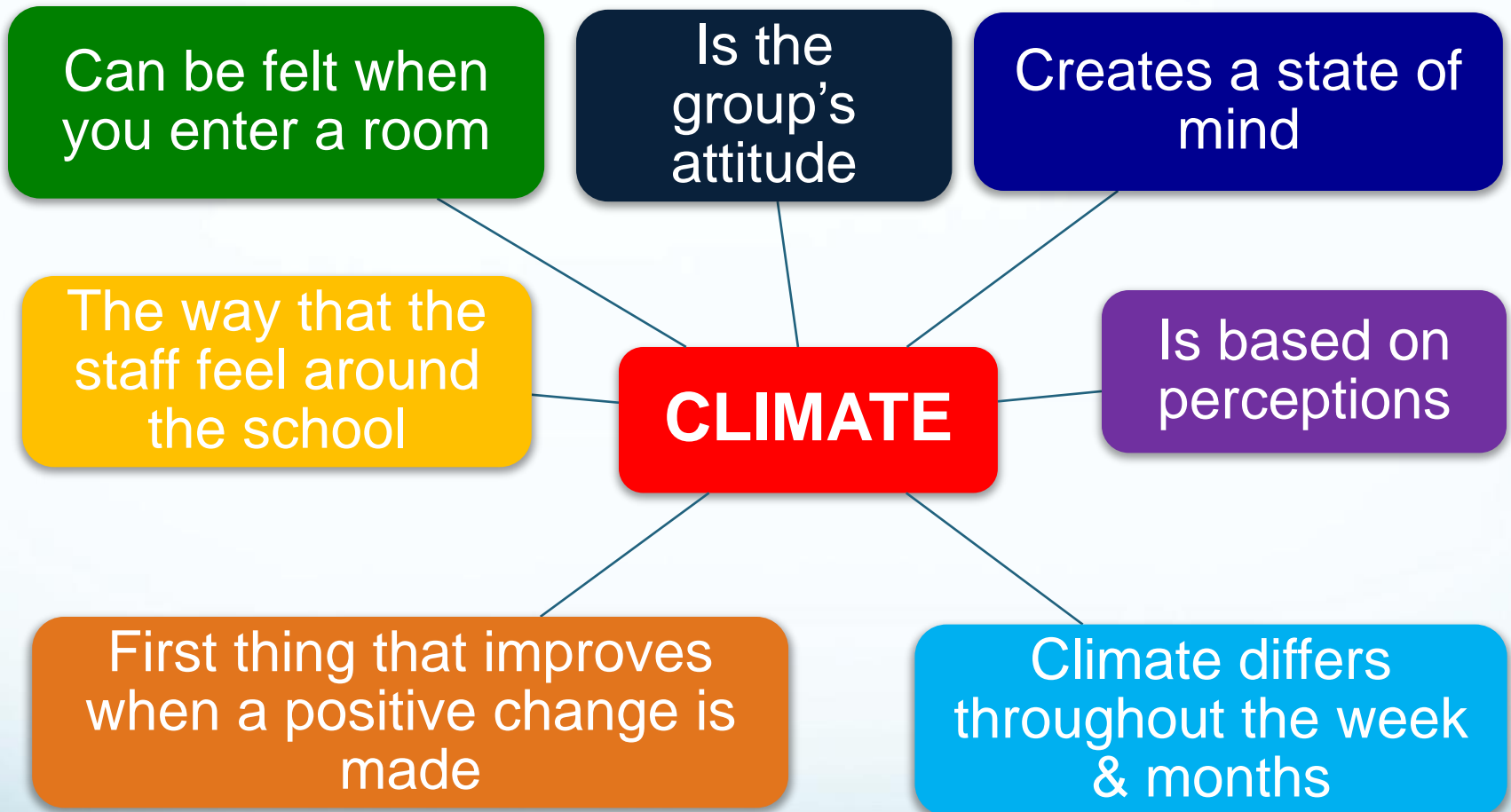
- Table Talk:

- 1. At your table, please take some time and create one common definition for the term **climate**.
- 2. Choose one person to act as a reporter and have that person use the following link to shared the group's definition.

<http://tiny.cc/zn50hy>



Definition of Climate



Defining Culture

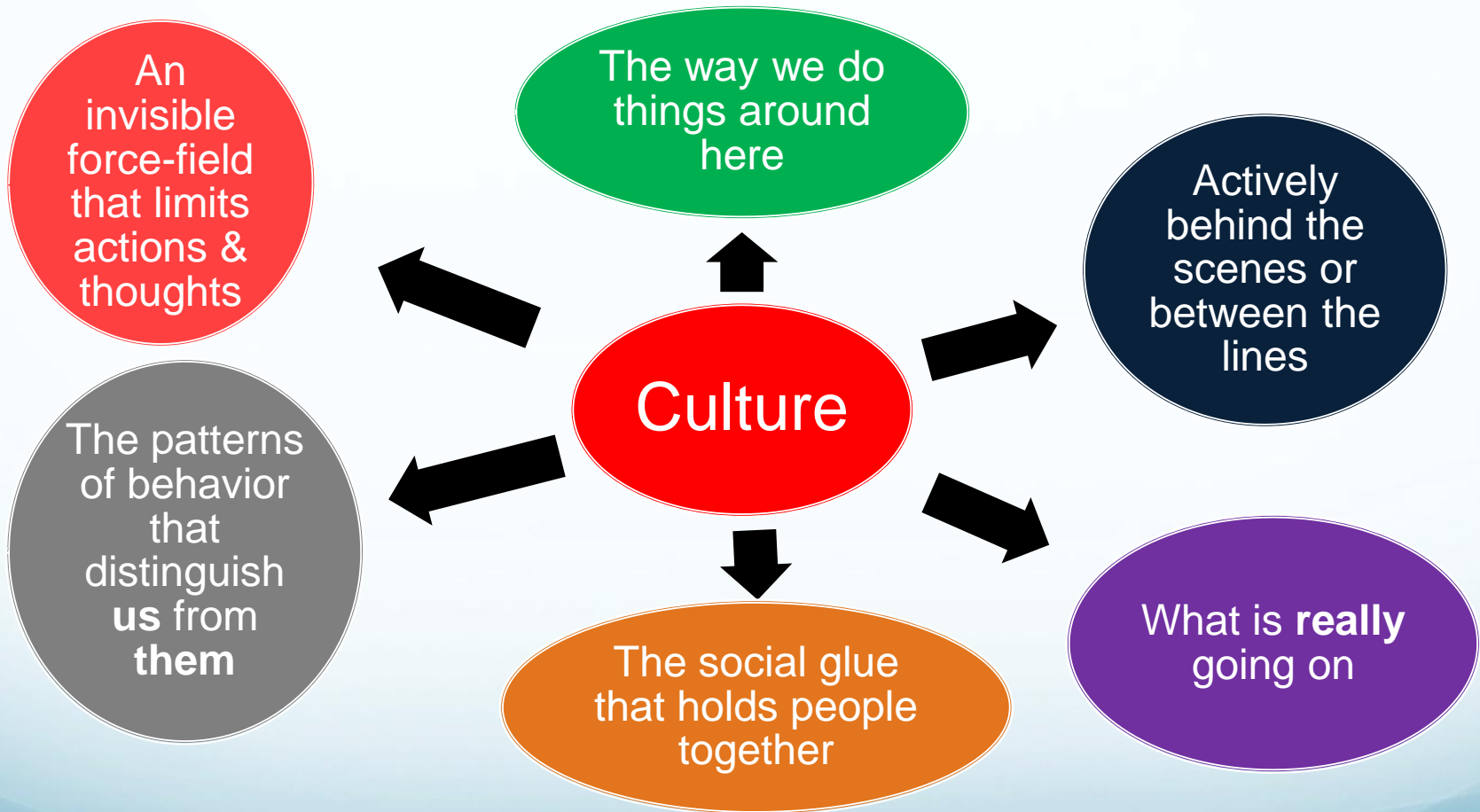
- Table Talk:

- 1. At your table, please take some time and create one common definition for the term **culture**.
- 2. Choose one person to act as a reporter and have that person use the following link to share the group's definition.

<http://tiny.cc/su50hy>



Definition of Culture



Climate Vs. Culture

Climate

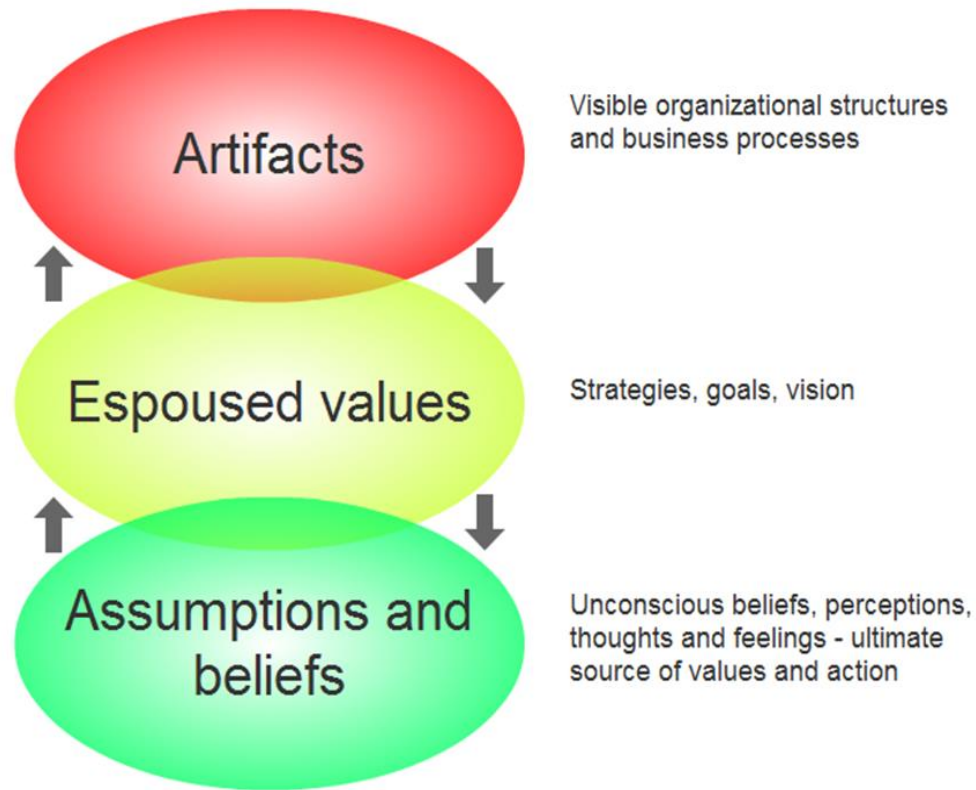
- Is the group's attitude (What you do)

Culture

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

Schein: Levels of Culture

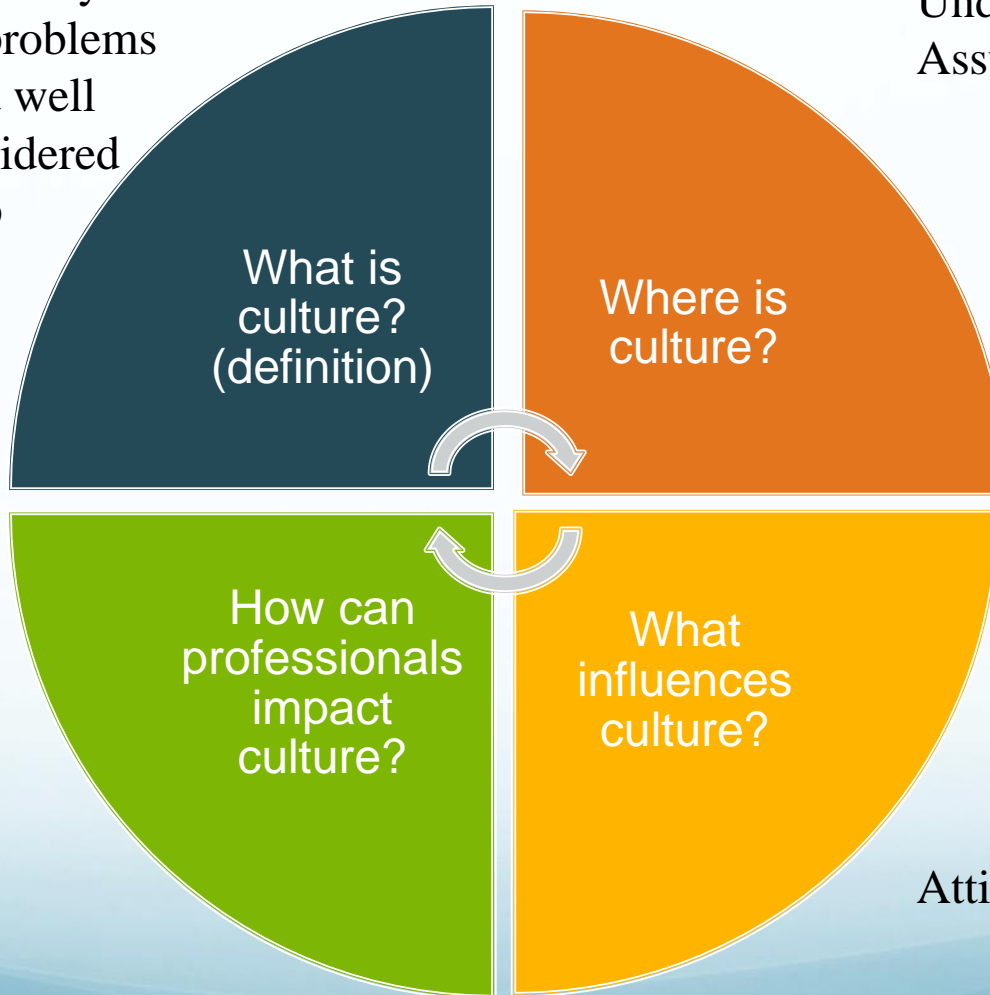
Three Levels of Culture (Schein)



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

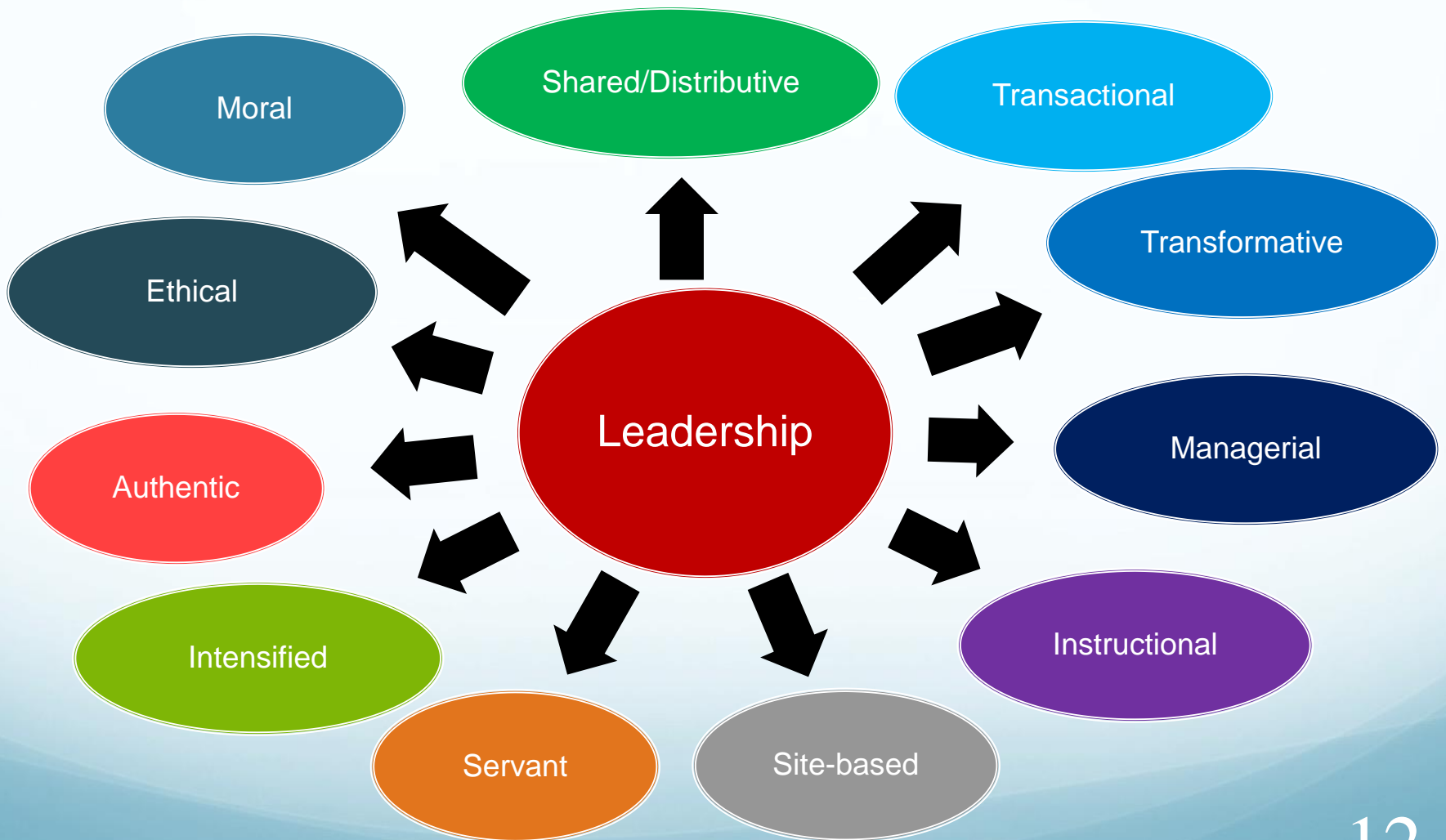
- Table Talk:

- 1. At your table, please take some time and create one common definition for the term **leadership**.
- 2. Choose one person to act as a reporter and have that person use the following link to shared the group's definition.

- <http://tiny.cc/lrc1hy>



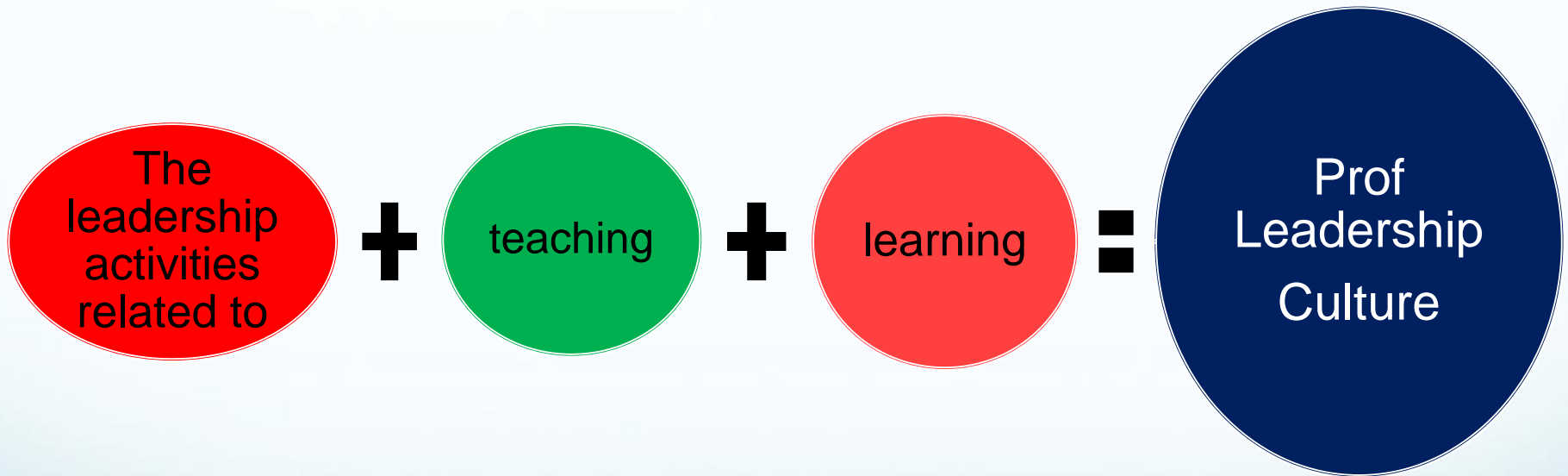
Leadership Labels



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://goo.gl/prBdX8) (goo.gl/prBdX8)
- 2. Please complete the survey as quick as you can.

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://goo.gl/WT2YT>



A photograph of a person walking on a rocky trail through a forest. The trail is made of dirt and large, flat rocks. The surrounding vegetation is lush and green, including ferns and other forest plants. The person is wearing light-colored pants and sandals. The text "Conclusions - Where to from here..." is overlaid in white on a dark horizontal band across the middle of the image.

Conclusions - Where to from here...

Four Main Conclusions

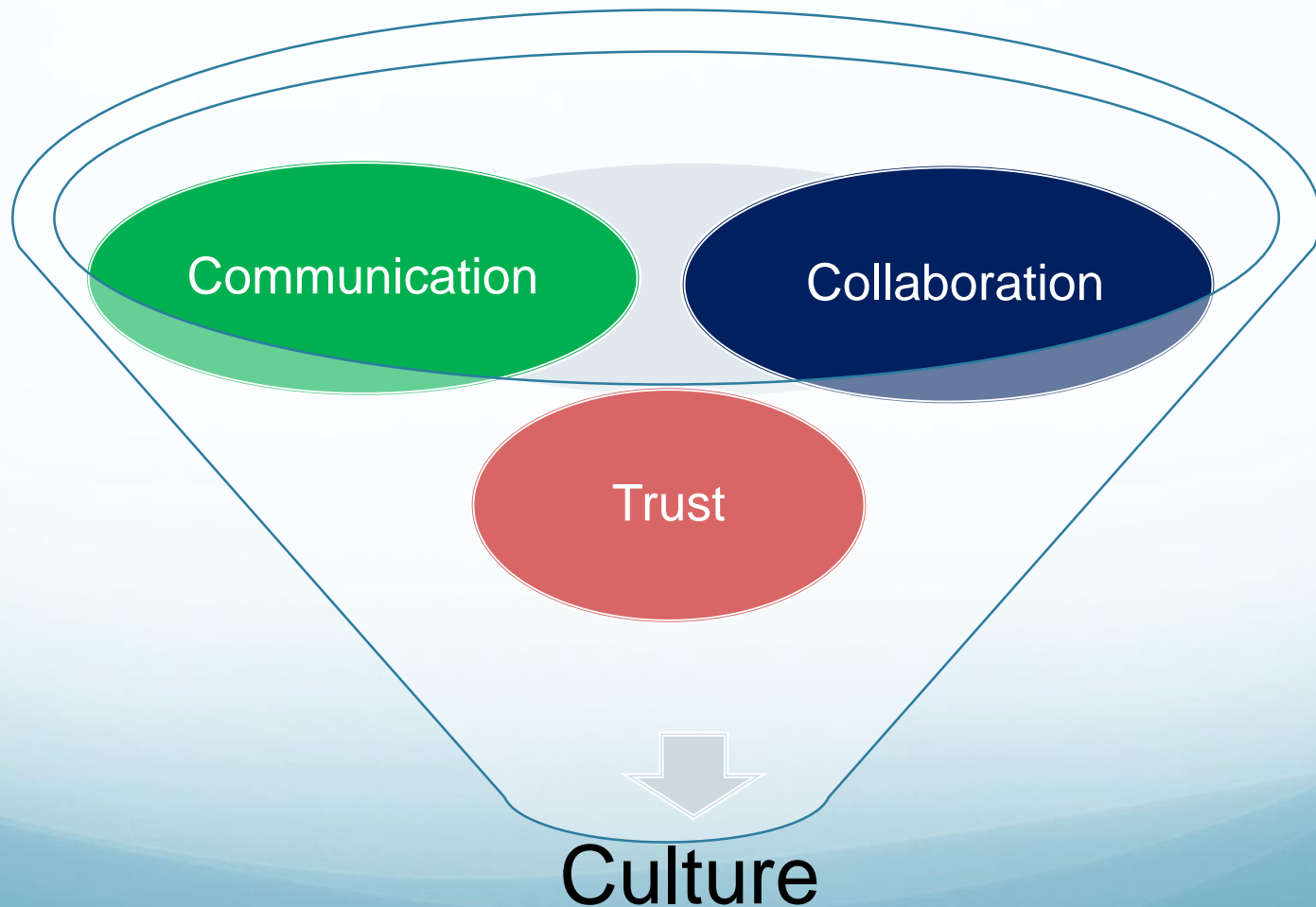
- The professional leadership culture was framed in terms of shared leadership, within which **collaborative** activity was of the outmost importance.
- The school system provided the **underlying vision & structure** upon which school professionals collectively provided formal/informal leadership for 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 being the central focus. The reflection depicts a paved road that curves through a lush, green landscape with many trees. The text is overlaid on this reflection in a white, bold, sans-serif font. The background of the entire image is a bright, sunny day with green foliage and a clear blue sky.

**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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Thank You

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