



Leading Staff through Culture Building

Summer Series for Campus Leaders



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NORMS

- **Active Participation**
- **Mute Individual Audio**
 - **Keep video on**
- **Growth/Learner Mindset**
- **Student-Centered**



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Here is what we know...

Positive school cultures provide a safe, inviting, supportive, encouraging, and inclusive environment for students and staff, which in turn allows students' academic achievement to evolve.



School culture can also be defined as...

“...every behavior, both intentional and unintentional, that you allow on your campus.”

~Regina Stephens Owens, Solution Tree

School culture work is more urgent than ever because...

If you don't transform, individually, according to the mission and vision of your school...

...we lose kids.

Are you willing to lose kids because of adult behavior?

~Regina Stephens Owens, Solution Tree



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**We need to be bold.
We need to take action.**



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Agenda

- **Content of Culture**
- **Rituals and Artifacts**
- **Communication as a Tool**
- **New Rituals for 2020-2021**



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Texas Education Agency's Effective Schools Framework

This work aligns with Prioritized Lever 3, Positive School Culture by ensuring staff members share a common understanding of the mission, vision, and values in practice and can explain how they are present in the daily life of the school.



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The Content of Culture

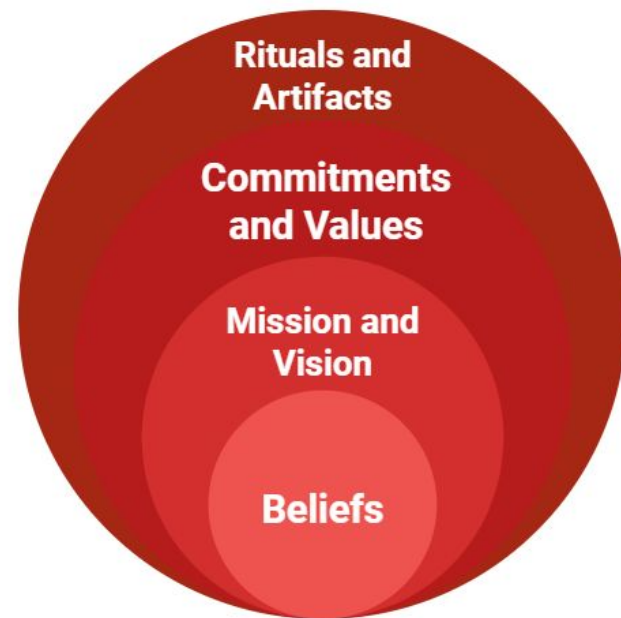


MISSION: We are a community of learners who maintain a safe environment, collaborate with others, and provide high-quality learning experiences to make sure all students learn and grow.

VISION: Our students know they are members of a community of learners who believe in themselves, support each other and work hard to pursue healthy, successful lives both in school and beyond.

We believe with our support, every student will grow and learn.

We believe in continuous improvement for ourselves and our students.



Artifacts:

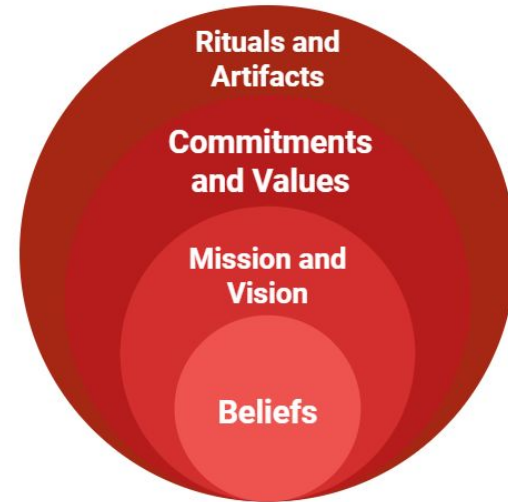
- *Mission, Vision, Values, Commitments on slides and posters everywhere*
- *Planning documents note aligned commitments & beliefs directly involved*
- *Data-analysis forms used by teachers & leaders note aligned commitments & beliefs*

Rituals:

- *Directly Aligned: Mission, Vision, Values, Commitments reviewed at every meeting*
- *Explicit learning activities in faculty meetings on Values & Commitments*
- *Data-talks begin with review of aligned culture content*

Value: Accountability

Commitment: We will hold each other accountable for aligning our professional practice with our shared beliefs, vision and mission.



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Rituals

behaviors that serve as demonstration of values and commitments

Opening AND Closing meetings and PD with aligned commitments

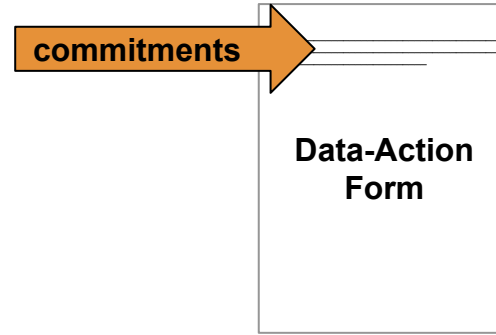
Recognizing staff members aligned with commitments

Sentence stems aligned with commitments used in structured talk activities with staff

Lesson plans include student support and integration of campus instructional focus strategies

Artifacts

visible evidence of values and commitments



OUR VALUES	OUR COLLECTIVE COMMITMENTS
Collaboration	<i>We will actively engage in collaboration with a learner-mindset.</i>
Relationships	<i>We will proactively build relationships with students and each other through strategic communication and empathic practices.</i>
Accountability	<i>We will hold each other accountable for aligning our professional practice with our shared beliefs, vision and mission.</i>
Student-Centered	<i>We will plan for and facilitate high-quality instruction for our students that integrates research-based practices based on what they need.</i>
Urgency	<i>We will engage with urgency in the study of our content and analysis of data to continuously improve our instructional plans.</i>



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Rituals and Artifacts

Mindful Moment

Can you list three current rituals and artifacts of your campus culture?





Communication through Rituals and Artifacts

A Leadership Tool for Building Culture

Communication



- **Broadcasting**
- **Alignment of Language**



Written Communication

Spoken Communication



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What is “broadcasting” your culture?



*cast or throw forth
in all directions*

Broadcasting Written Communication (Artifacts):

- **Postings**
 - Common Areas
 - Classrooms
 - Website(s)
 - Social Media
- **Email Signatures**
- **Agendas**
- **Staff and Student Handbooks**

WE BELIEVE...
<ul style="list-style-type: none">• <i>positive relationships with students are a must.</i>• <i>with our support, every student will grow and learn.</i>• <i>high-quality instruction is the most effective way to improve student performance.</i>• <i>in continuous improvement and for ourselves and our students.</i>• <i>fostering a growth mindset for everyone in our community.</i>

OUR VISION
<i>Our students know they are members of a community of learners who believe in themselves, support each other and work hard to pursue healthy, successful lives both in school and beyond.</i>
OUR MISSION
<i>We are a community of learners who maintain a safe environment, collaborate with others, and provide high-quality learning experiences to make sure all students learn and grow.</i>

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Broadcasting Spoken Communication Examples:

- Opening Rituals for all meetings, professional learning and work sessions
- Share during student, community and family events

WE BELIEVE...
<ul style="list-style-type: none"> • positive relationships with students are a must. • with our support, every student will grow and learn. • high-quality instruction is the most effective way to improve student performance. <p>in continuous improvement and for ourselves and our students.</p> <ul style="list-style-type: none"> • fostering a growth mindset for everyone in our community.

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Communication

✓ **Broadcasting**

- **Alignment of Language**



Written Communication

Spoken Communication



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What is “alignment of language”?



clear connections between our commitments and our words, behavior & actions

Alignment of Language Written Communication (Artifacts):

- PLC documents
 - protocols
 - lesson plans
 - data reflections
- Handbooks
- Newsletters
- Social Media posts

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<ul style="list-style-type: none">• positive relationships with students are a must• with our support, every student will grow and learn.• high-quality instruction is the most effective way to improve student performance.
<ul style="list-style-type: none">• in continuous improvement and for ourselves and our students.• fostering a growth mindset for everyone in our community.

OUR VISION
Our students know they are members of a community of learners who believe in themselves, support each other and work hard to pursue healthy, successful lives both in school and beyond.
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OUR VALUES	OUR COLLECTIVE COMMITMENTS
Collaboration	We will actively engage in collaboration with a learner-mindset.
Relationships	We will proactively build relationships with students and each other through strategic communication and empathic practices.
Accountability	We will hold each other accountable for upholding our professional practice with our shared vision and mission.
Student-Centered	We will plan for and deliver high-quality instruction for our students based on what they need.
Urgency	We will engage in a cycle of self-reflection and analysis of data in continuous improvement of our content and analysis of instructional plans.

**ALL language
is aligned**



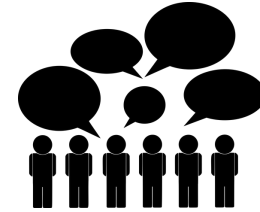
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Alignment of Language

Spoken Communication Examples:

- Embedded in Rituals
- The “WHY” for *everything*
- Coaching conversations
- Collaborative conversations



ALL language is aligned

OUR VISION
Our students know they are members of a community of learners who believe in themselves, support each other and work hard to pursue healthy, successful lives both in school and beyond!
OUR MISSION
We are a community of learners who maintain a safe environment, collaborate with others, and provide high-quality learning experiences to make sure all students learn and grow.

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OUR VALUES	OUR COLLECTIVE COMMITMENTS
Collaboration	We will actively engage in collaboration with a learner-mindset.
Relationships	We will proactively build relationships with students and each other through strategic communication and meaningful practices.
Accountability	We will hold each other accountable for aligning our professional practice with our shared beliefs, vision and mission.
Student-Centered	We will plan for and facilitate high-quality instruction for our students that integrates research-based practices based on what they need.
Urgency	We will engage with urgency in the study of our content and analysis of data to continuously improve our instructional plans.



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Communication through Rituals and Artifacts

How would you explain using communication through rituals and artifacts as a tool for building school culture to a colleague?

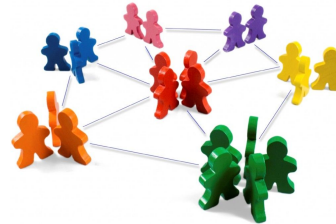


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New Rituals for 2020-2021

- **Promote your Culture**
- **Intentional and Planned Human Connections**



Promotion of Culture

- Spotlight teachers or leaders demonstrating commitments
- Traveling (peer passed)
Trophies or Awards named for the Values



Intentional and Planned Human Connections

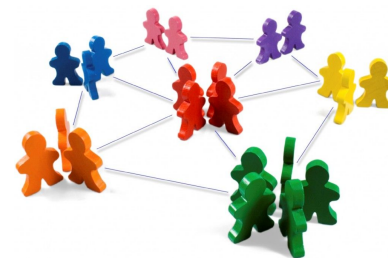


Authentic and purposeful flow of the cultural content

- Make sure guiding coalition is part of every interaction to ensure the cultural content is evident.
- Socialization: building time for staff to interact absent their work.

Intentional and Planned Human Connections Examples

- Check-in time on every meeting agenda
- Wellness Cohorts
- Weekly Wellness Wave
- Continue virtual celebrations!



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Learning Opportunities

- **Road to Recovery Webinar**
 - June 16 @ 2:00pm
 - Registration Info will be in follow-up
- **Summer Series 2 and 3**
 - June 18 @1:00pm: Leading Effective Professional Development
 - June 25 @1:00pm: Leading an Engaging and Inclusive Student Culture

Share registration info with others!

Team Time

- **10 minutes**
- **Make a PLAN:**
 - **What did you hear that you want to share with others?**
 - **How and when will you share with the entire guiding coalition?**
 - **What actions do we need to take?**



Leading Staff through Culture Building

For questions for more information:

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Teri Clement: tclement@e3alliance.org