

# SCHOOL CULTURE

School culture refers to the policies, interpersonal dynamics, attitudes, customs, and formal and informal rules of behavior within a school. It involves administrators, teachers, staff, parents, and students.

## TYPES

- 1 Collaborative
- 2 Comfortable-collaborative
- 3 Contrived-collegial
- 4 Balkanized
- 5 Fragmented

## HOW TO DO IT

- 1 Nurture high expectations
- 2 Create cohesion
- 3 Decentralize decision-making
- 4 Communicate people's value
- 5 Continuous professional development
- 6 Bonding activities

# School Culture

**Martin L Maehr, Carol Midgley**



## School Culture:

**Shaping School Culture** Terrence E. Deal, Kent D. Peterson, 2016-07-22 The most trusted guide to school culture updated with current challenges and new solutions Shaping School Culture is the classic guide to exceptional school leadership featuring concrete guidance on influencing the subtle symbolic features of schools that provide meaning belief and faith Written by renowned experts in the area of school culture this book tackles the increasing challenges facing public schools and provides clear candid suggestions for more effective symbolic leadership This new third edition has been revised to reflect the reality of schools today including the increased emphasis on high stakes testing federal reforms such as No Child Left Behind NCLB and Every Student Succeeds Act ESSA state sponsored improvement programs and other major issues that impact organizational culture and the role of school leaders Each chapter features new examples and cases that illustrate persistent problems spelling out key cultural implications and offering concrete examples of overcoming the challenges while maintaining a meaningful learning environment The chapter on toxic schools continues to provide the field's most trusted advice on navigating this rocky terrain and the discussion's focus on how to manage negativity remains especially integral to besieged school administrators across the U S Recent years have jolted the nation's school system with a number of new developments that spell problems for the cultural tapestry of schools This book provides expert perspective and sage doable advice for administrators tending to external pressures while sustaining or evolving a more positive school culture Navigate new challenges including Every Student Succeeds Act ESSA and waning confidence and faith Turn around a toxic school culture with confidence and success Foster a culture of passion purpose and meaning Adopt a more active form of symbolic leadership to support students faculty staff parents and community Test scores as the primary metric relentless reforms waning public support and timid initiatives wrapped in bureaucratic packaging while among the most prominent issues administrators face are only the tip of the iceberg Shaping School Culture charts a route through competing pressures to help educational leaders hew a positive learning environment for schools

*Culture Re-Boot* Leslie S. Kaplan, William A. Owings, 2013-01-29 Your start up menu for super charged culture change School culture is the invisible thread woven throughout your school that defines everything from dress codes to student success Packed with workable strategies and real life stories of culture re boots this practical handbook for change shows you how to Be the transformational leader your school needs to reinvigorate your school culture Establish a student centered learning culture focused on student outcomes Engage teachers in culture focused leadership teams to support teacher and student learning Get parents and community on board to collaborate for student achievement Connect professional development and school culture for maximum results

Shaping School Culture Terrence E. Deal, Kent D. Peterson, 2010-12-28 A Guide for Shaping Your School's Culture In this thoroughly revised and updated edition of their classic book Shaping School Culture Terrence Deal and Kent Peterson address the latest thinking on organizational culture and change and offer new ideas and strategies on how stories rituals

traditions and other cultural practices can be used to create positive caring and purposeful schools This new edition gives expanded attention to the important symbolic roles of school leaders including practical suggestions on how leaders can balance cultural goals and values against accountability demands and features new and powerful case examples throughout Most important the authors show how school leaders can transform negative and toxic cultures so that trust commitment and sense of unity can prevail Praise for *Shaping School Culture* For those seeking enduring change that is measured in generations rather than months and to create a legacy rather than a headline then *Shaping School Culture* is your guide Dr Douglas B Reeves founder The Leadership and Learning Center Englewood CO Deal and Peterson combine exquisite language vibrant stories and sage advice to support school leaders in embracing the paradoxical nature of their work A must read for all school leaders Pam Robbins educational consultant and author Once again the authors have presented practitioners researchers professional developers school coaches and others with a tremendous resource for renovating and reinvigorating schools Karen M Dyer Ed D group director Education and Nonprofit Sector Office Center for Creative Leadership Greensboro NC School Culture Rewired Steve Gruenert,Todd Whitaker,2023-10-23 Your school is a lot more than a center of student learning it represents a self contained culture with traditions and expectations that reflect its unique mission and demographics In *School Culture Rewired* education experts Steve Gruenert and Todd Whitaker offer strategies and advice for defining assessing and transforming your school s culture into one that is positive productive and actively working to enrich students lives Drawing from decades of research on organizational cultures and school leadership the authors provide everything you need to optimize both the culture and climate of your school In this revised and retooled second edition of their bestselling book Gruenert and Whitaker Explore the difference between school culture and school climate Show how to ensure developmentally appropriate culture change Contrast collaborative and toxic school cultures Address the symbiotic relationship between culture management and leadership Present a framework for pinpointing the type of culture you have the type you want and how to bridge the two Though often invisible to the naked eye a school s culture influences everything that takes place under its roof Whether your school is urban or rural proficient or struggling *School Culture Rewired* helps you make sure its culture is guided by what s best for your students *School Culture and Climate* Stephen Stolp,1994 Transforming School Culture Anthony Muhammad,2009-11-01 Busy administrators will appreciate this quick read packed with immediate accessible strategies This book provides the framework for understanding dynamic relationships within a school culture and ensuring a positive environment that supports the changes necessary to improve learning for all students The author explores many aspects of human behavior social conditions and history to reveal best practices for building healthy school cultures **The Shaping School Culture Fieldbook** Kent D. Peterson,Terrence E. Deal,2009-07-27 When the bestselling books *Shaping School Culture* and *The Shaping School Culture Fieldbook* were first published Kent D Peterson and Terrence E Deal described the critical elements of school culture the purposes traditions

norms and values that guide and glue the community together The authors showed how a positive culture makes school reform work and the companion Fieldbook included the tools needed to bring out the best in students teachers and the surrounding community In today s complex educational environment new challenges have surfaced for school leaders who must grapple with issues of standards based testing school accountability and student achievement The second edition of The Shaping School Culture Fieldbook offers a companion to the newly revised edition of Shaping School Culture and includes an expanded version of Peterson and Deal s time tested model to address the latest thinking on school culture and change The Fieldbook offers a wealth of new ideas and approaches and includes new material on toxic environments with specific action plans In addition the book contains powerful new case examples for revitalizing school culture The Shaping School Culture Fieldbook draws on the authors extensive research and nationwide school contacts and includes hands on strategies and exercises for helping school leaders Uncover a school s hidden values beliefs and assumptions Think through and develop a school s mission and purpose Work out appropriate stories metaphors and symbols to represent a school Devise rituals and ceremonies for enriching the school experience Rethink leadership practices in light of educational and cultural needs Identify transform and heal a toxic educational culture This important resource will help school leaders understand assess and transform school culture for organizational success

*Building an Intentional School Culture* Charles F. Elbot, David Fulton, 2007-10-25 This resource provides tools case studies strategies and implementation plans to help educators create an intentional school culture that fosters excellence builds character and improves academic achievement

Shaping School Culture Terrence E. Deal, Kent D. Peterson, 1999 Explores the importance of school culture and the symbolic roles of leaders in shaping cultural patterns and practices in school communities and presents numerous examples that demonstrate how culture influences school functioning

School Culture Recharged Steve Gruenert, Todd Whitaker, 2017-02-16 Why do some schools succeed while others struggle Why do policies and programs often fail to deliver what they promise In this follow up to their insightful *School Culture Rewired* How to Define Assess and Transform It authors Steve Gruenert and Todd Whitaker offer practical advice and strategies that help you build positive energy to reinvigorate your school s culture and staff Written as a standalone guide *School Culture Recharged* clarifies the difference between culture and climate and zeroes in on key school improvement efforts including Moving from the culture you have to the culture you want Using the school s culture to improve teaching job satisfaction and morale Maximizing the intentions of professional learning communities and Developing organizational habits rules and rituals that can contribute to positive change For education leaders at all levels this book delivers a compelling message Understanding and harnessing the transformative power of school culture can propel your school into the kind of place where teachers want to work administrators can focus on what matters most and students can thrive

**The Shaping School Culture Fieldbook** Kent D. Peterson, Terrence E. Deal, 2011-01-04 When the bestselling books *Shaping School Culture* and *The Shaping School Culture Fieldbook* were first published Kent D Peterson and Terrence

E Deal described the critical elements of school culture the purposes traditions norms and values that guide and glue the community together The authors showed how a positive culture makes school reform work and the companion Fieldbook included the tools needed to bring out the best in students teachers and the surrounding community In today s complex educational environment new challenges have surfaced for school leaders who must grapple with issues of standards based testing school accountability and student achievement The second edition of The Shaping School Culture Fieldbook offers a companion to the newly revised edition of Shaping School Culture and includes an expanded version of Peterson and Deal s time tested model to address the latest thinking on school culture and change The Fieldbook offers a wealth of new ideas and approaches and includes new material on toxic environments with specific action plans In addition the book contains powerful new case examples for revitalizing school culture The Shaping School Culture Fieldbook draws on the authors extensive research and nationwide school contacts and includes hands on strategies and exercises for helping school leaders Uncover a school s hidden values beliefs and assumptions Think through and develop a school s mission and purpose Work out appropriate stories metaphors and symbols to represent a school Devise rituals and ceremonies for enriching the school experience Rethink leadership practices in light of educational and cultural needs Identify transform and heal a toxic educational culture This important resource will help school leaders understand assess and transform school culture for organizational success Building Strong School Cultures Sharon D. Kruse,Karen Seashore Louis,2008-09-17 Develop an integrated school culture that engages educators with their colleagues and communities This resource calls on principals to create a viable sustainable school culture using the professional community organizational learning and trust to affect teaching and learning Part of the Leadership for Learning series this volume presents a leadership approach that integrates teachers parents and community members into a coherent team The authors examine schools that have achieved lasting cultural change and present practical strategies for Diagnosing and shaping a school culture Revising leadership functions to broaden decision making processes Rethinking organizational structures Supporting continuous improvement while ensuring stability **Committing to the Culture** Steve Gruenert,Todd Whitaker,2019-06-24 In their follow up to School Culture Recharged and the best selling School Culture Rewired Steve Gruenert and Todd Whitaker go deep into the roots of culture change and explore how school leaders can positively shift their cultures in a sustainable way Drawing from the authors extensive experience and research Committing to the Culture Unpacks questions around the nature of culture including the importance of vision and climate and how the tension between the past and the future can keep a culture stagnant Explains how toxic cultures come about why they can be so resistant to lasting change and how not to change those cultures Describes how to build a positive culture based on trust collaboration and commitment rather than fear competition and compliance Offers advice to help leaders ensure that positive change endures withstanding fads toxic mindsets and other threats The authors provide real world scenarios to illustrate how their ideas and approaches work in practice Leaders will

gain profound insight into how to create meaningful change with the goal not just to transform their school but also to get all members of the school community to commit to culture change and make sure that change sticks From Power Struggles to Conflict Resolution Janice Case, 2016-04-08 Positive school culture is at the heart of effective teaching and learning As such improving a school's culture is a critical component to school transformation This resource provides school leaders with a concrete professional development plan for staff and students designed to eliminate power struggles in order to improve school culture The author provides six alternatives to power struggles The six are then applied to a series of vignettes that provide specific examples of how power struggles play out in your school setting and how they can be avoided From power struggles in the classroom to power struggles with parents your school team will be better equipped to handle the nuances of all of the relationships that are at the core of your school culture **Transforming School Cultures** Martin L Maehr, Carol Midgley, 1996-07-28 Revised from the 1993 *Essentials of Pulp and Papermaking* to account for the fact that it was being used as an industry reference as well as a teaching tool Most of the chapters have been little changed but new material is added on paper chemistry and optical properties wood and fiber anatomy paper use and processing equipment A guide for troubleshooting pumps is also included The first third serves as a textbook for beginning students and the rest provides detailed information on specific topics relating to the production and use of paper Annotation copyright by Book News Inc Portland OR *School Culture* Jon Prosser, 1999-06-02 I waited with great anticipation to receive Jon Prosser's book *School Culture* The wait was worth it and I wasn't to be disappointed This is a fine book bringing to a reader a credible and solid set of work Youth and Policy The most helpful book on genuine school improvement that I have ever read LDR National College for School Leadership Jon Prosser has put together an eclectic volume *School Culture* is not isolated from out of school forces most of the authors argue Jon Prosser and Terry Warbuton's piece analyzing the visual representation of schools and teaching shows this in a looking glass manner The different chapters challenge us to think again about what we mean by ethos and atmosphere What the volume demonstrates is just how difficult and challenging it is to define what constitutes a school's culture *Journal of Education for Teaching* School culture is today one of the most important themes in education and educational research This book draws on a wide range of contemporary perspectives to provide an insight into the key issues and concepts which underpin school culture The first part of the book is concerned with culture as an holistic concept The second part adopts the stance that school culture is the sum of its subcultures The contributors focus on significant groups such as teachers and students or theme for example sexuality and examine in depth the nature and character of schooling **Creating School Cultures That Embrace Learning** John Bell, Franklin P. Schargel, Tony Thacker, 2013-11-20 This book brings together the insight and experience of successful leaders from over 60 schools on the issue of improving school culture in their very own words It provides the tools practices and examples that will help you in your own effort to improve school culture **School Culture and Ethos** Catherine Furlong, Luke Monahan, 2000 Creating a Positive School Culture

Marie-Nathalie Beaudoin, Maureen Taylor, 2004-06-30 This book is outstanding It addresses a definite need in schools today and will be very effective in helping people understand some of the school climate related issues If educators understand problems and their causes and have potential methods for solving them only good can come from it Charles F Adamchick Jr Teacher Blairsville High School PA Educational Consultant Learning Sciences International This book is a great resource for those interested in creating an enriching and inspiring school environment At a time when so many of our schools are in crisis it is so refreshing to read a book that demonstrates how teachers and administrators can turn a school into a safe and caring community Beaudoin and Taylor consolidate the expertise of teachers and administrators who know how to realistically build nurturing constructive and positive relationships Gerald Monk Professor Department of Counseling and School Psychology San Diego State University Create and cultivate a supportive respectful and positive school climate Principals and teachers have very different perspectives pressures and struggles As a result problems of negativity isolation or censure often develop among staff members This may cause principals and teachers to spend a tremendous amount of energy addressing these issues instead of focusing on their primary goal improved student achievement Creating a Positive School Culture provides strategies for understanding and solving staff problems preventing conflicts and enriching school climates By combining therapeutic knowledge with day to day educational experience the authors offer innovative solutions for overcoming many energy and morale sapping problems including gossip cliques negativity and competition To help engage and inspire readers this volume includes Teacher and principal interview excerpts Concise case examples of school culture problems Step by step guidance for school culture interventions Best practices culled from the authors extensive research Ready to use tools including school culture surveys and staff development exercises Based on more than 200 surveys and interviews with principals and teachers this practical guidebook clearly explains how administrators teachers parents and staff can all work together to solve problems and build a culture of caring and respect

*A Study of the Relationship Between School Culture and Standardized Test Scores* Andrew Lee Smith, 2008-06 The purpose of this quantitative study was to discover the perceptions of school culture and correlate those perceptions with standardized test scores in elementary and secondary schools in southwestern Arizona The intention of this study was to contribute to the field of education leadership related to student achievement and factors contributing to student achievement including organizational culture A survey of teachers and administrators in participating schools in southwestern Arizona was completed and correlated with existing student achievement data for those participating schools The School Culture Survey by Leithwood Aitken and Jantzi 2001 was used for the survey instrument and the Stanford Achievement Test Ninth Edition was used to measure student achievement The survey results and student achievement data were correlated and revealed that a relationship does exist between perceptions of school culture and student achievement



## Unveiling the Power of Verbal Beauty: An Psychological Sojourn through **School Culture**

In a world inundated with monitors and the cacophony of instantaneous connection, the profound power and psychological resonance of verbal art frequently diminish in to obscurity, eclipsed by the constant onslaught of noise and distractions. Yet, situated within the musical pages of **School Culture**, a fascinating function of fictional splendor that impulses with fresh thoughts, lies an unforgettable trip waiting to be embarked upon. Published with a virtuoso wordsmith, this exciting opus manuals visitors on an emotional odyssey, delicately revealing the latent potential and profound influence embedded within the delicate web of language. Within the heart-wrenching expanse of this evocative analysis, we will embark upon an introspective exploration of the book is key themes, dissect their charming publishing model, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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