

Changing a School's Culture: Paperwork to practice

Ryan Most, Principal

Brandy Treaster, Classroom Teacher

Charlie Grable, SpEd Teacher

April Hoffman, ESL Teacher

Culture & Climate

In the simplest form possible:

Culture = what is said and done

Climate = the collective organizational feeling

New Stanley Elementary

360 Students

68% ESL

89% F/R



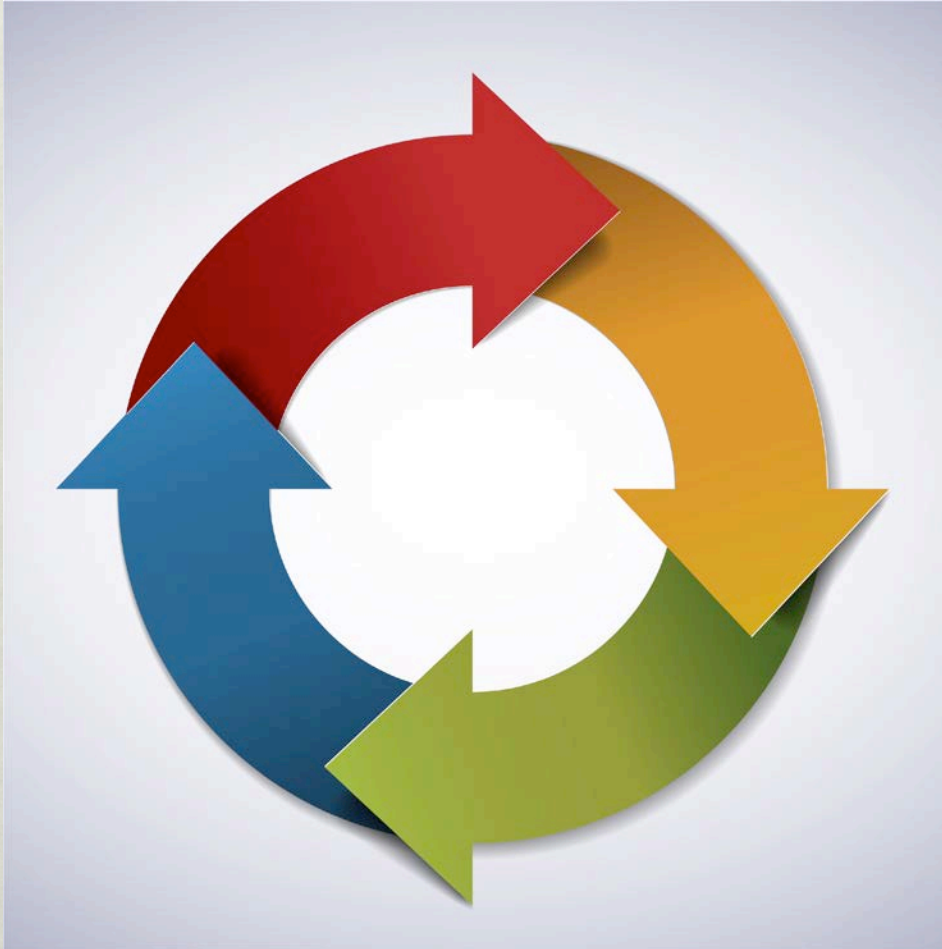
104 year old structure

1-1 iPads

72" Smart TV Displays



Change as the New Norm



- Establish Clear, Measurable Goals
- Implement Actions
- Monitor and Adjust
- Analyze and Interpret Results

Our Goals

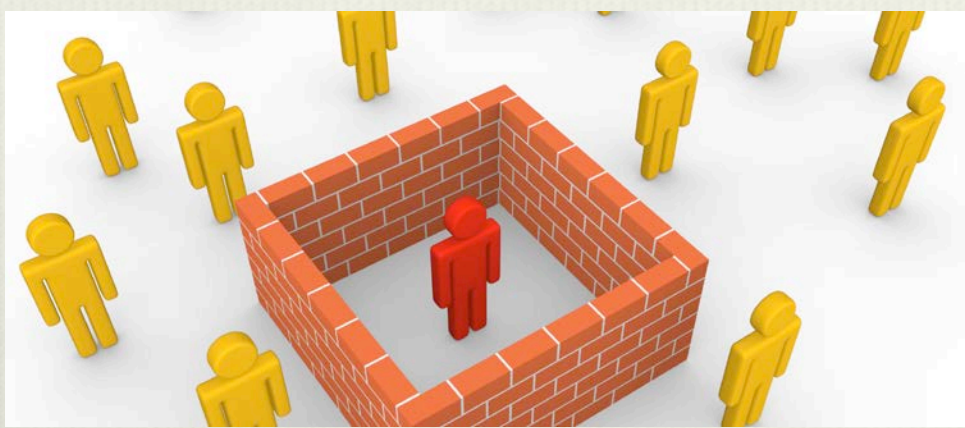
- ❖ Shared leadership and collaborative decision-making
- ❖ Increased community involvement and improved relationships

Our Story Begins



Fall 2013

- (Grable) This was when I arrived I just remember this first semester was a bit overwhelming. With all the new things to learn. A new district, new school, and new staff to learn how to work with. I do remember the DISC profile being very helpful in learning how everyone worked and communicated best.
- I do remember the sign up sheets, and I remember them being helpful in assigning things, but as a new person I was not sure of what everything was or what to sign up for. I remember waiting too long to sign up and then signing up for an EPL, I had no clue what that was at the time.
- Was this the first time we did the sign up sheet? If so, I felt like it was a really good way to get things done and ensure that everyone felt like they were doing something to help the school grow and change.
- I think this is also the semester I joined cabinet. This team helped provide a voice to the school decisions, but also spent time doing paperwork. I remember being really excited to join and help make school decisions. I think staff who were not on Cabinet sometimes felt a disconnect and that they sometimes didn't know what was going on, though.
- DISC Profile - This helped me to better understand one of my colleagues that I did a presentation with and later worked on GOTR with.
- Lots of new staff members joined with really positive attitudes. There seemed to be a great shift in culture at the beginning of this year.
- **Public Spaces Committee** - led to a great deal of confusion and even some disagreement among staff members. I remember this being a very confusing thing, I thought that the idea was a good one, but there never was a consensus on what to do. I came the year after this happened and still heard a lot of negatives about this committee!
- **Travel Incentive Panel** - gave staff members the opportunity to earn trips through contributions to the school. I feel like this was most effective in its first year. Teachers had to take the time to apply and meet certain criteria to go. Although it took a lot of time, it ensured fairness. Later in the process, there seemed to be a lot of resentment when certain teams (5th) got to go and others did not.
- **Staff and student of the month.** Although it seemed like additional work at first to nominate a student each month, I felt this was a really great way to celebrate school culture. It was also nice to see staff members on the board outside of Mr. Most's office, along with the letters he wrote nominating them. He also did a good job of nominating people in a variety of positions so it never seemed to be a favoritism thing.
- **Capes and Cows** - I really enjoyed these when they first started and I think staff members did too. It was great how individuals were recognized during Wednesday PD time with a quick acknowledgement when their name was drawn. As we continued with these, there was less recognition in the meetings and there began to be a reward attached to the number that were given/received. I think this sometimes led to people submitting silly things. By last year, I had stopped writing them because there didn't ever seem to be any acknowledgement for them. I really liked the ease to which I could thank a colleague for something but agree that people seemed to make it a competition as to how many they could give out for random things so it lost its significance.
- **Offsite Team Building** - When these were done, especially when grade level teams were mixed up, they offered a great opportunity to get to know other teachers in the school and build community. This is really important, especially being in the portables. I have struggled to build relationships with other teachers because of the isolation that entails. We had a number of really fun team building opportunities at Dave and Busters.
- **Intersession** - This provided opportunities for teachers to work with staff they may never have had the chance to and helped build culture in that way.
- TLC-rnd2
- Grade level Title support K/1, 2/3, 4/5
- More full inclusion
- Big 3++
- New Grade Card System-Pinnacle
- Cheryl Brady -DiSC



2012-2013



Diversity & Inclusion



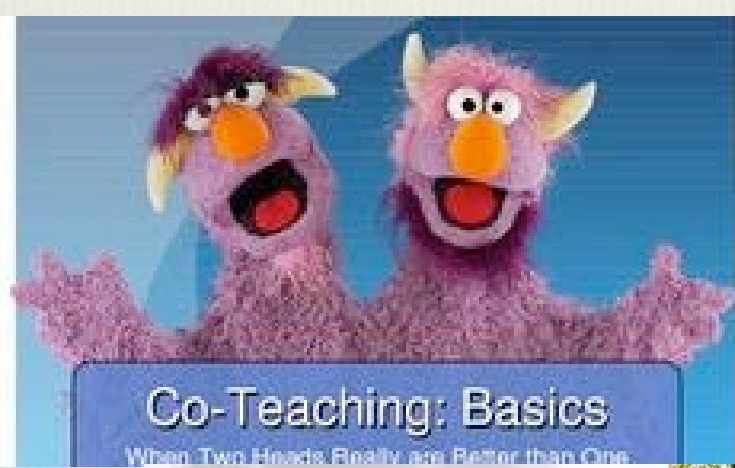
2013-2014



Your Noticings

2 years into our story, what patterns do you notice?

What connections do you see to your setting?



2014-
2015





2015-
2016

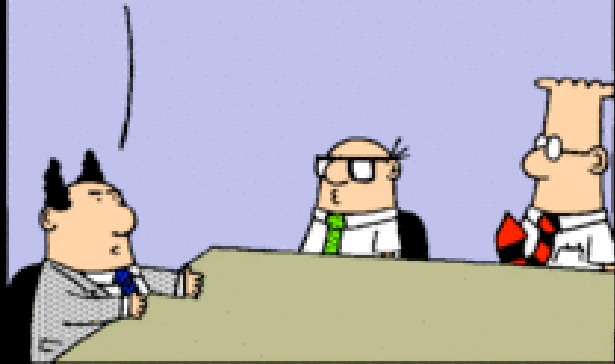


Pendulum Swings

Have you noticed a time when your school had made progress in some area only to lose that gained ground following other actions?

Share with a neighbor when that has happened or about something you wish to guard against happening in the coming months and years.

WE MUST CHANGE OUR
CULTURE OF CYNICISM
AND NEGATIVISM.



E-mail: SCOTTADAMS@AOL.COM
S. Adams

YOU TWO WILL BE THE
"HAPPINESS COMMITTEE."
COME UP WITH SOME
IDEAS TO IMPROVE
MORALE.



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SO FAR WE'VE GOT: 1)
RAISES, 2) SLAP-THE-
BOSS DAY AND 3) NUDE
FRIDAYS.



I FEEL MY
CYNICISM
MELTING AWAY
ALREADY.

Fall 2016



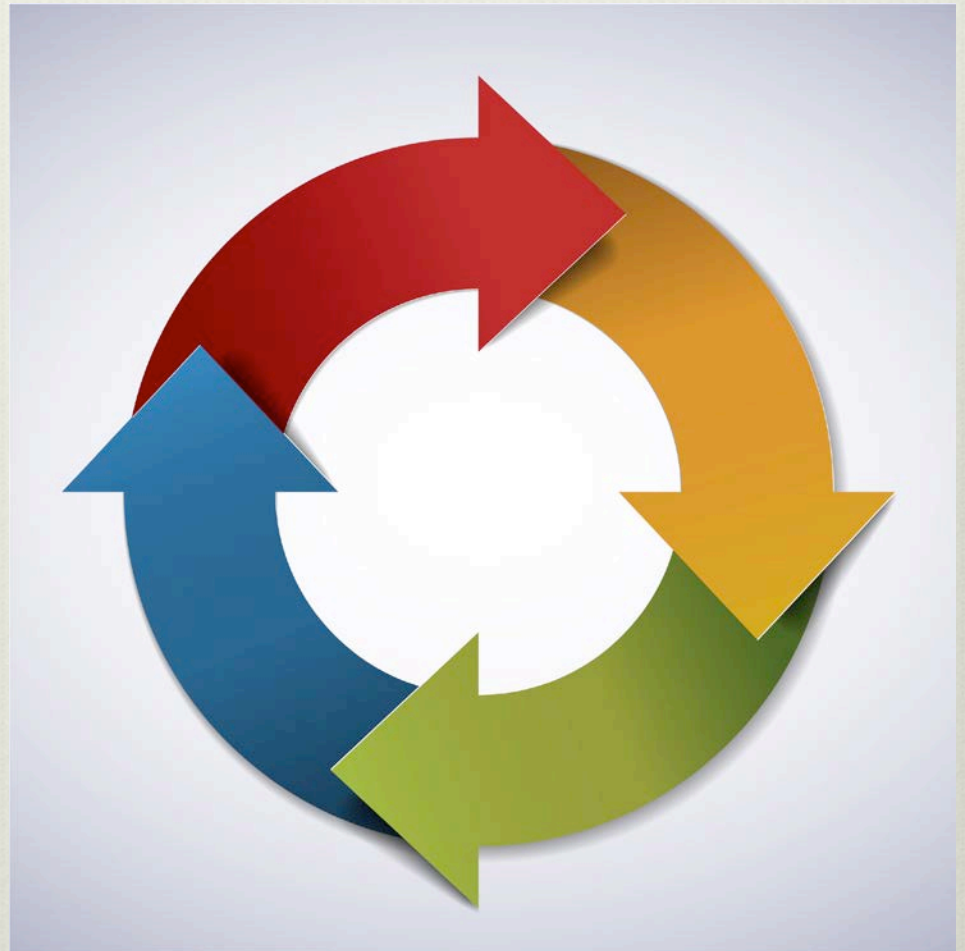
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"OFFICE MORALE IS AT AN ALL TIME LOW! WE'LL NEED TO
SKIP BREAKS AND WORK THROUGH OUR LUNCHES UNTIL
SOMEONE COMES UP WITH A PLAN TO FIX THIS!"

Trends & Patterns

- ❖ Goal Setting—too large, too many components
- ❖ Over confident in analysis, success
- ❖ Not enough structured release



Current Practices



Hopes and Dreams moving forward

I Do



We Do



You Do It Together



You Do It Alone



Looking Back at Your Story

- ❖ What trends and patterns do you notice?
- ❖ What do you keep trying without gaining the expected result?
- ❖ What have you been hesitant to try for fear of its impact on other areas?
- ❖ When making choices, are they to improve the culture or the climate?

How can you influence your
culture?

What are your next steps?

Thank You!

We appreciate you joining us this afternoon. Feel free to contact us with any questions or comments.

Ryan.most@kckps.org

Charles.grable@kckps.org

April.hoffman@kckps.org

Brandy.treaster@kckps.org