

School Culture Grids: Present and Desired Perceptions of Culture

Now that you have read and reflected on the importance of culture in your school or district, it's time to determine where you are and where you want to be. The two charts that appear below will move you toward your desired state by understanding those areas of your culture in need of attention.

Present Perceptions of Culture

Fill in the grids based on the present state of your organization. Be honest and objective in your answers. Discuss areas of disagreement and come to consensus. Ask families their perceptions as well.

Organizational Statement		Beliefs	Artifact Support	Underlying Values	Notes, Thoughts, Ideas
Example	The ability for all children to learn at high levels	There may or may not be general agreement, but we should believe that all children can learn.	Safe and orderly environment, improved test scores, student dress code, displays of student work throughout building	Decision to create new sections for ALL students, yearly review of improvement plan	The achievement gap between regular students and students in special education still exists.
	How individuals are valued within your school (adults and children)				
	How families are valued within your school				
	The ability for all children to learn at high levels				

Present Perceptions of Culture

(Continued)

Organizational Statement	Beliefs	Artifact Support	Underlying Values	Notes, Thoughts, Ideas
The manner of decision-making (present)				
Diversity				
The responsibility to teach children				
The manner of governance (present)				

Present Perceptions of Culture

(Continued)

Organizational Statement	Beliefs	Artifact Support	Underlying Values	Notes, Thoughts, Ideas
The effectiveness of organizational communication				
The degree to which the organization promotes continuous improvement				

School Culture: Desired School Culture

Now that you have finished determining the present state of the culture of your organization, the next step is to determine where you would like to be as an organization. The statements and categories are the same, except this time, you are working toward a desired state in each of the areas.

Organizational Statement		Desired Beliefs	Desired Artifact Support	Desired Underlying Values	Notes, Thoughts, Ideas
Example	The ability for all children to learn at high levels	All staff and families will support the explicit notion that all children can learn at high levels, with proper support, relationships, and encouragement.	Redeployment of classes and sizes; large enrollments in advanced offerings, meet grade level objectives for all	All students, not just special education students, should have individual needs plans developed jointly with students, staff, and families. All students who are at risk should receive additional support and encouragement.	
	How individuals are valued within your school (adults and children)				
	How families are valued within your school				
	The ability for all children to learn at high levels				

Organizational Statement	Desired Beliefs	Desired Artifact Support	Desired Underlying Values	Notes, Thoughts, Ideas
The manner of decision-making (present)				
Diversity				
The responsibility to teach children				
The manner of governance (present)				

Organizational Statement	Desired Beliefs	Desired Artifact Support	Desired Underlying Values	Notes, Thoughts, Ideas
The effective- ness of organizational communication				
The degree to which the organization promotes continuous improvement				

Each of the desired areas of culture can then become goal statements under which objectives and specific strategies can be created to ensure progress toward the goal.