



Creating Dynamic Cultures and Assessing My Culture

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Assessing My Culture

Session Goals

- ❖ Understand methods and tools used to assess culture utilizing
- ❖ Surveys
- ❖ Focus Groups
- ❖ Monitoring social channels

Session Objectives

- ❖ Participants will be able to determine areas of strengths and opportunities within an organization's culture



Norms/Shared Agreements

- ❖ Stay engaged, be present.
- ❖ Provide best thinking and supportive feedback to each other.
- ❖ Allow yourself to RELAX and be a LEARNER today.
- ❖ Remain solutions-oriented.
- ❖ Be here now, focus! Engage in what is being shared with you.



Do NOW Mindset Quiz

Place a check in the column that identifies the extent to which you agree or disagree with the statement.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. Your intelligence is something very basic about you that you can't change very much.				
2. No matter how much intelligence you have, you can always change it quite a bit.				
3. You can always substantially change how intelligent you are.				
4. You are a certain kind of person, and there is not much that can be done to really change that.				
5. You can always change basic things about the kind of person you are.				
6. Music talent can be learned by anyone.				
7. Only a few people will be truly good at sports – you have to be “born with it.”				



Do NOW Mindset Quiz

Circle the number in the box that matches each answer.

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. ability mindset – fixed	0	1	2	3
2. ability mindset – growth	3	2	1	0
3. ability mindset – growth	3	2	1	0
4. personality/character mindset – fixed	0	1	2	3
5. personality/character mindset – growth	3	2	1	0
6. ability mindset – growth	3	2	1	0
7. ability mindset – fixed	0	1	2	3



Do NOW Mindset Quiz

Strong Growth Mindset=	16-21 points
Growth Mindset with some Fixed Ideas=	11-15 points
Fixed Mindset with some Growth Ideas=	6-10 points
Strong Fixed Mindset=	0-5 points



DID YOU KNOW...

That your mindset can change and develop.
If you don't like where you're at right now,
it's totally fine - you can change it!



Assessing My Culture: Surveys

- ❖ Create your own surveys before or during in-service utilizing the forms app inside the Office 365 portal.
- ❖ Short surveys to students, parents, and teachers about specific experiences can offer really great feedback that can help make mid-year corrections.
- ❖ Give students a survey (MSCS Student Perception) that asks them for feedback on culture or the curriculum.
- ❖ Give parents a survey to ask their preference for parent information (i.e. weekly or monthly newsletters, website, school messenger, etc.).
- ❖ Give teachers a survey asking for feedback on their professional learning.

(Mindsteps 2016)

Assessing My Culture: Host a Focus Group

- ❖ Assemble a random group of between 9 and 16 students, parents, or teachers
- ❖ Ask a series of open-ended questions (between 4-6) that allow for an open discussion
- ❖ Collect and analyze feedback
- ❖ Students: “What is something that you would like for your teachers to stop doing and why?”
- ❖ Teachers: “What support from your leaders have you found most helpful this year and why?”
- ❖ Parents: “Can you tell me a time when we missed an opportunity to help and support you or your child?”

(Mindsteps 2016)

Assessing My Culture: Monitor Social Channels

- ❖ Gain quality feedback by listening to what people are saying about your classroom or school on social media
- ❖ Set up google alerts to let you know when your school is mentioned online
- ❖ Facebook
- ❖ Twitter
- ❖ Instagram & Snapchat
- ❖ YouTube
- ❖ WhatsApp
- ❖ TikTok & Telegram

(Mindsteps 2016)



7 C's to Build a Winning Team

1. Coaching
2. Character
3. Communication
4. Commitment
5. Contagious Energy
6. Caring
7. Consistency

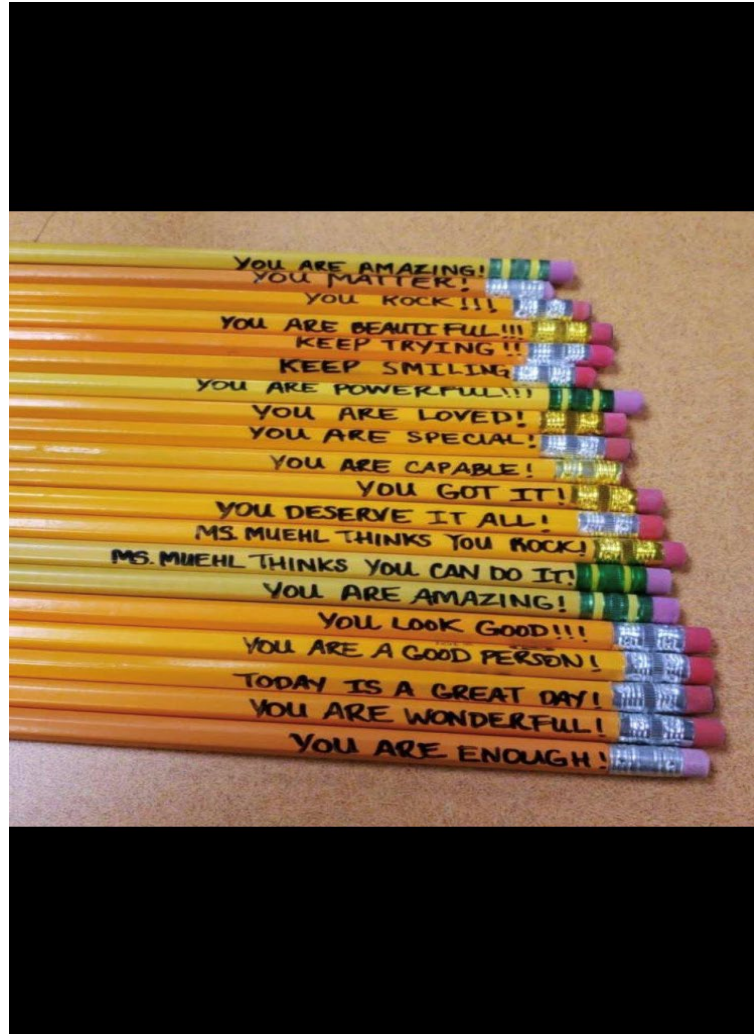
❖ Which C is most important to build a winning team? Mull it over, then turn and talk.

Powerful Pencils

Motivation

Culture

Climate



Top 10 Qualities that make a Great Leader

1. Ability to Inspire
2. Ability to Delegate
3. Communication
4. Sense of Humor
5. Confidence
6. Commitment
7. Good Attitude
8. Creativity
9. Intuition
10. Honesty

❖ Which quality do you think is the most important?



Assessing My Culture

- ❖ I can **know** the expectations for modeling CPR: Courtesy, Professionalism, and Respect to improve the culture of the school.
- ❖ I can **understand** how my mindset/beliefs and my behavior/practices may have a negative effect on school culture.
- ❖ I can set goals and action steps (**do**) to improve my mindset/beliefs and behavior/practices.



What is Culture?

Culture is developed over time based on shared attitudes, values, beliefs, norms, expectations, relationships and traditions of the school.



T.E.A.M.

Building A Positive School Culture



responsibility
is everyone's



Culture Starts With You



How does this graphic resonate with you?

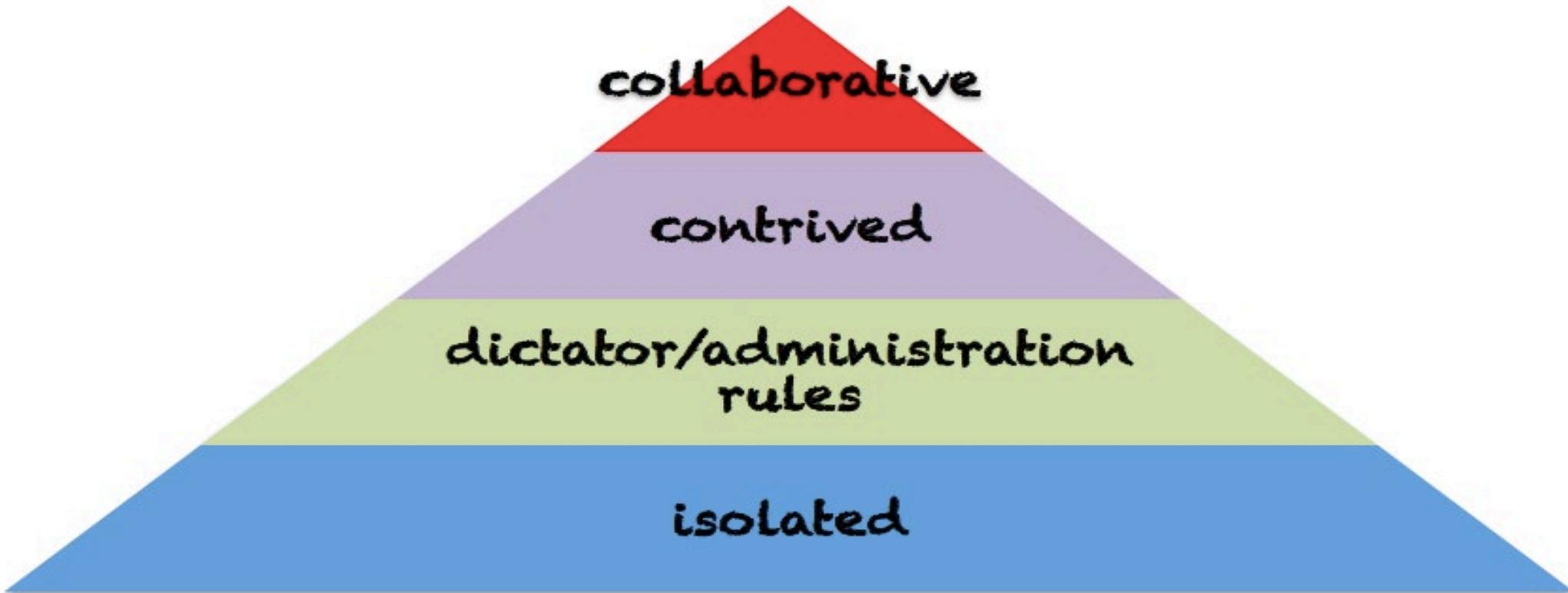


Is this true?



Four Types of Culture: Name the best type

FOUR TYPES OF CULTURE



Collaborative Culture

Creating a collaborative culture is the single most important factor for successful school improvement initiatives



C.P.R. to revive your school culture



Courtesy

Professionalism

Respect



Courtesy

- ❖ Be present and arrive early to receive your teachers and scholars
- ❖ Tell scholars to enjoy their next class when transitioning
- ❖ Tell scholars and teachers to “have a good afternoon” if it is their last class of the day
- ❖ Communicate learning expectations to teachers and provide scholars with feedback on their learning daily
- ❖ Provide opportunities for scholars to ask questions about their learning
- ❖ Provide extended learning opportunities (i.e., homework)
- ❖ Take into consideration scholars’ learning styles and academic abilities when planning lessons

Professionalism

- ❖ Communicate high academic and behavior expectations for **ALL** scholars/staff
- ❖ Build positive relationships with scholars/staff
- ❖ Be prepared to deliver high quality lessons to ensure equity and excellence
- ❖ Establish classroom routines and procedures to ensure that scholars have a safe environment conducive for learning
- ❖ Immediately address any misbehaviors utilizing progressive consequences
- ❖ Have regular communication with all stakeholders regarding the learning of scholars
- ❖ Dress professionally daily



Respect

- ❖ Refrain from using inflammatory or offensive language or sarcasm towards scholars/staff and treat all scholars/staff with dignity and respect
- ❖ Have positive tone and voice levels when communicating with scholars/staff
- ❖ Maximize instructional time to respect classroom time and scholars' learning time
- ❖ Give eye contact and listen to scholars/staff in the school setting
- ❖ Say "Please" and "Thank You" when communicating with scholars/staff





Self-Reflection and Goal Setting

CPR: Courtesy, Professionalism, and Respect

Use the results of your mindset quiz and what we have normed about CPR to set goals for the upcoming school year or for an upcoming professional development session. What action steps as a leader will you need to take to reach your goals?

Every Child Needs A Champion

No significant _____ can occur without a significant _____.

Kids don't learn from people they don't _____.

Teaching and Learning should bring _____.

Every _____ deserves an _____ who will never give up on them.

This job is _____, but we can do it. We're Educators and we were born to make a _____.





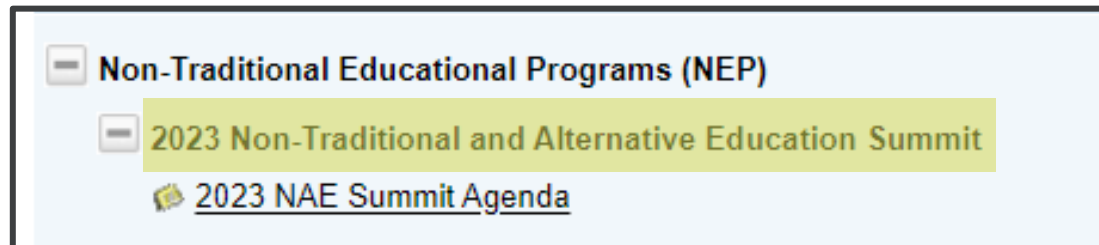
Thank You!

- ❖ Questions, Comments, Concerns
- ❖ Roger F. Jones, Principal Hope Academy (6-12)
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- ❖ 901-222-5272

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