

Building that Positive Culture

Recommendations from Regina Stephens Owens, Joe Sanfelippo, and Jimmy Casas



“THE CULTURE OF A SCHOOL HAS FAR-REACHING IMPACTS ON EVERY ASPECT OF THE ORGANIZATION.”

ASCD INSERVICE



Build Relationships

- Spend time talking with students and teachers.
- Be present and show what you do.
- Build trust in the work we are doing and where we are going.
- Value teachers where they are at, and help them grow.
- Take in stakeholders' opinions when implementing policies.
- Be intentional.
- Be compassionate and empathetic.
- Share in your mission, vision, values, and goals.

“Leadership is never meant to be a committee of one person, you can't lead a school or classroom by yourself” (Kafele &



Make Connections

- Know your ‘why’ first.
- You can build trust and build empathy when we understand people’s ‘why’ and stories.
- Be willing to ask for help and experience their opinions/expertise.
- Give your personal time.
- Find their skills, complement them on their abilities, and watch them get energized and begin to lead others.
- Be transparent with all staff and establish transparent open conversations; “I like...” and “I wonder...”

“Culture is a pattern of responses discovered, developed, or invented during the group’s history of handling problems which arise from interactions among its members, and between them and their environment. These responses are considered the correct way to perceive, feel, think, and act, and are passed on to new members through immersion and teaching” (Stephens Owens, 2018). So, be intentional with every act and how we respond as leaders.