

Conduct a Cultural Assessment

When you arrive in an emergency room the staff immediately makes an assessment of your needs. We often find it helpful to conduct a quick assessment of the culture in schools where we work. You may want to use this survey to launch a discussion in your school about its culture.

School Culture Assessment

Directions: Rate each item using this scale:

1 = Never, 2 = Rarely, 3 = Sometimes, 4 = Often, 5 =Almost Always

Collegiality

- | | | | | | |
|---|---|---|---|---|---|
| Our school reflects a true “sense of community.” | 1 | 2 | 3 | 4 | 5 |
| Teachers and staff tell stories and celebrate our school’s values. | 1 | 2 | 3 | 4 | 5 |
| Our schedule provides opportunity for teachers and staff to work together and communicate with one another. | 1 | 2 | 3 | 4 | 5 |
| We have a tradition of rituals and celebrations that recognize our accomplishments. | 1 | 2 | 3 | 4 | 5 |
| Teachers and staff appreciate the sharing of new ideas. | 1 | 2 | 3 | 4 | 5 |

Efficacy

- | | | | | | |
|--|---|---|---|---|---|
| Members of our school community are interdependent and value one another. | 1 | 2 | 3 | 4 | 5 |
| When something is not working in our school, the teachers and staff make changes rather than react. | 1 | 2 | 3 | 4 | 5 |
| Our school community seeks alternatives to problems rather than continuing to do things we’ve always done. | 1 | 2 | 3 | 4 | 5 |
| Rather than blame others we work to define and solve problems. | 1 | 2 | 3 | 4 | 5 |
| People work here because they enjoy and choose to be here | 1 | 2 | 3 | 4 | 5 |

Professional Collaboration

- | | | | | | |
|---|---|---|---|---|---|
| Teachers and staff talk about instructional strategies and curricular issues | 1 | 2 | 3 | 4 | 5 |
| Planning time is used to work together rather than work as individuals. | 1 | 2 | 3 | 4 | 5 |
| The Student Code of Conduct is the result of collaboration among the staff. | 1 | 2 | 3 | 4 | 5 |
| Teachers and staff work together to develop the school schedule. | 1 | 2 | 3 | 4 | 5 |
| Teachers and staff are empowered to make instructional decisions rather than waiting for direction. | 1 | 2 | 3 | 4 | 5 |

Scoring: Tally the ratings you gave the fifteen items. Total scores will range from 15 to 75. The following suggests the status of your school culture.

- 15 - 30 ***There's Work to Be Done:*** Conduct a more comprehensive assessment of your school's culture and invest resources in repairing and healing the culture.
- 31 - 45 ***Modifications Needed:*** Begin with a more intense look at your culture to determine areas most in need of improvement.
- 46 - 60 ***You're on the Right Path:*** You're in good shape but need to continue to monitor your culture and make needed adjustments.
- 61 - 75 ***You're in Good Shape!*** You have a positive culture but need to monitor your school to maintain your momentum.

Adapted from: School Culture Triage, Center for Improving School Culture (CISC)
<http://www.schoolculture.net/triage.html>

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