

Figure 2.1:
Staff Questions to Assess Culture

1. At this school, how do teachers support one another? Given the academic diversity in our school, is it really possible to work effectively and efficiently independent of your team? How can we collaborate to make a real difference for our students?
2. What rituals and routines do you employ in your classroom and hallways to make sure that the school has a safe and orderly environment? Are these your own strategies or an agreed-upon collective effort of your team and the school?
3. How and when do you celebrate student successes or progress toward proficiency on the priority outcomes? Is there a need for more celebration and recognition on a schoolwide basis?
4. Do you feel appreciated? If so, by whom—parents, students, the administration, colleagues, the district?
5. What do people say and think about the school? What are the stories people tell about the school? Is this an accurate perception? Why or why not?
6. How are new teachers welcomed into the school? How are they supported and mentored and by whom?
7. Are there cliques and subgroups in the school? Is this helpful or hurtful to our efforts to improve?
8. What aspirations do you have for our students? What do others wish for in service to students?
9. How can we improve student achievement? What indicators are most important to monitor?