

SCHOOL CULTURE TYPOLOGY WORKSHEET

School: School Example C

Date: 9-9-06

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Read the description for each row. Complete a row at a time by assigning 10 points for each row. Distribute 10 points as appropriate in proportion to how each statement best describes your school i.e. if one statement is exactly accurate, assign 10 to that box; assign 5 each to two equal descriptors or maybe a 5, 3, 2 as appropriate, etc.. Distribute exactly 10 points per row.

ROW 1 STUDENT ACHIEVEMENT	many teachers believe that if students fail it is the students' fault__	teachers usually do not discuss issues related to student achievement__	most teacher discussions related to student achievement are restricted to within departments, cliques, or close friends__	teachers are given time to discuss student achievement and are expected to do that during this time_2_	teachers are given time to discuss student achievement but most of this time is spent on giving advice and trick-trading_6_	teachers are given time to discuss student achievement and this time is spent critically analyzing each others' practice_2_
ROW 2 COLLEGIAL AWARENESS	many teachers do not care about the effectiveness of other teachers__	most of the teachers are unaware of what other teachers are teaching__	most teachers are aware of only what their friends in the school are teaching__	the school leadership expects teachers to know what the other teachers are teaching_2_	teachers occasionally observe and discuss what other teachers are teaching_4_	teachers seek out opportunities to observe and discuss what other teachers are teaching_4_
ROW 3 SHARED VALUES	values shared by many teachers are contradictory with student needs__	there is little agreement among teachers concerning educational values__	there are small groups of teachers that share educational values__	the school leadership provides teachers a list of school values__	there is general agreement among teachers concerning educational values__	there is strong agreement among teachers concerning educational values_10_
ROW 4 DECISION MAKING	decisions are easily made because many teachers do not care__	teachers are usually not interested in participating in decisions that concern students__	there are small groups of teachers that attempt to control the decisions made concerning students__	school leaders expect teachers to participate in all decisions concerning students_2_	teachers occasionally show an interest in the decisions made concerning students__	there is an expectation among teachers to participate in decisions concerning students_8_
ROW 5 RISK-TAKING	many teachers protect their teaching style from "innovation"__	most teachers typically do not experiment with new ideas__	innovations are usually initiated within a single grade or department__	school leaders mandate teachers to try new ideas__	teachers occasionally like to experiment with new ideas_1_	teachers are constantly looking for new ideas_9_
ROW 6 TRUST	teachers talk behind other teachers' backs__	trust among teachers is not considered necessary__	there are teachers who only trust certain teachers__	teachers are placed in situations where they are required to trust each other__	trust is assumed and therefore not a critical issue_4_	there is a strong interdependence among teachers at this school_6_
ROW 7 OPENNESS	teachers who are committed to students and to learning are subject to criticism__	teachers usually are not interested in suggestions concerning instruction made by other teachers__	teachers usually keep their opinions and advice concerning instruction among their friends__	teachers are expected to contribute to discussions about effective teaching at meetings_3_	teachers are occasionally open to giving or receiving advice concerning instruction_2_	teachers are very interested in the opinions of their colleagues concerning instruction_5_
ROW 8 PARENT RELATIONS	many teachers avoid parents whenever possible__	teachers would rather not have parents' input regarding instructional practice__	there are cliques of teachers that parents perceive as the better teachers__	school leaders require teachers to be in contact with parents regularly_5_	most teachers are comfortable when parents want to be involved with instructional practices_5_	teachers aggressively seek the involvement of parents in classroom instruction__
ROW 9 LEADERSHIP	school leaders are seen as obstacles to growth and development__	school leaders are not visible in the school very much__	school leaders frequently visit and/or praise the same teachers__	school leaders monitor the meetings that are designed for teacher collaboration__	school leaders encourage teachers to give each other advice without being too critical_6_	school leaders challenge ineffective teaching and encourage teachers to do the same_4_
ROW 10 COMMUNICATION	school policies seem to inhibit teachers' abilities to discuss student achievement__	communication among teachers is not considered important at this school__	it is difficult to have productive dialogue with certain groups of teachers_2_	communication is dominated by top-down mandates__	warm and fuzzy conversations permeate our school_5_	any teacher can talk to any teacher about their teaching practice_3_
ROW 11 SOCIALIZATION	new teachers are informally indoctrinated by negative staff members quickly__	teachers at this school quickly learn that it is "every man for himself"__	new teachers are (informally labeled, then) typecast into certain teacher cliques_1_	there are many mandatory meetings for new teachers to attend_3_	new teachers are encouraged to share their experiences with other faculty members_5_	all teachers assume some responsibility in helping new teachers adjust_1_
ROW 12 ORGANIZATION HISTORY	teachers are quick to share negative stories about this school__	"teachers asking for help" has traditionally been considered as a professional weakness__	some grades, departments, or teams consider their successes as separate from the whole school__	school leaders have established strong control over much of what goes on at school_4_	this school is known for celebrating everything_2_	at this school there is an understanding that school improvement is a continuous issue_4_
TOTAL	Column A: _____	Column B: _____	Column C: _____3_____	Column D: _____21_____	Column E: _____40_____	Column F: _____56_____