ANALYSING YOUR SCHOOL CULTURE

An important management tool is identifying what your current school/kura culture is and developing a strategy and plan to align that culture, so that it assists in achieving the organisational purpose, vision, and values.

This resource presents a checklist for unpacking your current culture, allowing you to plan the relevant changes to develop the desired culture. This checklist is a companion to the previously released Ako Panuku resource – *Developing the School Culture*.

USING THE CHECKLIST

The checklist is intended for use by leaders to assist in the identification of the school/kura cultural elements. The checklist uses prompts to allow the leader to unpack the cultural elements while designing your desired organisational culture. The checklist is a fillable form.

CONCEPTUAL INTANGIBLE FOUNDATIONS

1. **Does the school/kura have a clearly stated purpose?**

Yes ☐   *Required action*[1]

No ☐

2. **Is there a clear vision that is clearly articulated to staff, to students, to whānau and to the wider community?**

Yes ☐   *Required action*

No ☐

3. **Are there clear school/kura values and do these translate into clear behaviours?**

Yes ☐   *Required action*

No ☐

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[1] Write the required actions your need to make to align the element to the desired culture.

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TANGIBLE EXPRESSIONS AND SYMBOLISMS

4. **Does the planning framework align with the school/kura purpose and vision?**

Yes ☐

No ☐

Required action

5. **Do the curriculum plans align with the planning framework?**

Yes ☐

No ☐

Required action

6. **Do the teaching practices enable the curriculum plans to be delivered successfully?**

Yes ☐

No ☐

Required action

7. **Are the relevant staffing resources allocated appropriately to enable the delivery and support of the teaching programme?**

Yes ☐

No ☐

Required action

8. **Does the management structure align with the staffing allocation to provide support and guidance where required?**

Yes ☐

No ☐

Required action

9. **Is there a clear accountability structure to ensure the desired school/kura behaviours are achieved and sustained?**

Yes ☐

No ☐

Required action

10. **Do staff management practices result in the desired staff behaviours and performance?**

Yes ☐

No ☐

Required action

Te Pōkai Kākākura
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TANGIBLE EXPRESSIONS AND SYMBOLISMS (cont.)

11.   **Do the operational procedures support the desired school/kura culture?**

Yes ☐   *Required action*

No ☐

12.   **Do the policies and practices support the desired school/kura culture?**

Yes ☐   *Required action*

No ☐

13.   **Do the rituals and ceremonial matters of the school/kura reflect and support the desired school/kura culture?**

Yes ☐   *Required action*

No ☐

14.   **Is the process for whānau/community interaction and engagement achieving the desired results?**

Yes ☐   *Required action*

No ☐

15.   **Is the classroom environment conducive to achieving the teaching programme?**

Yes ☐   *Required action*

No ☐

16.   **Does the school/kura environment support the desired organisational culture?**

Yes ☐   *Required action*

No ☐

17.   **Do staff dress appropriately to support a professional image and to reinforce the desired behaviours?**

Yes ☐   *Required action*

No ☐