

Tracking and Assessing Cultural Shifts

1. Collaboration

Teacher isolation							Teacher collaboration		
1	2	3	4	5	6	7	8	9	10

Suggestions for improvement:

2. Emphasis on Learning

Primary focus on teaching							Primary focus on learning		
1	2	3	4	5	6	7	8	9	10

Suggestions for improvement:

Each teacher independently decides what to teach students.							Collaboratively agreed-upon curriculum focuses on what students are expected to learn.		
1	2	3	4	5	6	7	8	9	10

Suggestions for improvement:

Curriculum overload							Reduced content; meaningful content taught in greater depth		
1	2	3	4	5	6	7	8	9	10

Suggestions for improvement:



All assessments are individually developed.

Assessments are collaboratively developed.

1	2	3	4	5	6	7	8	9	10
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Suggestions for improvement:

3. Collective Inquiry

Decisions about improvement strategies are made by “averaging opinions.”

Decisions are research-based with collaborative teams of teachers seeking out best practice.

1	2	3	4	5	6	7	8	9	10
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Suggestions for improvement:

4. Action Research/Experimentation

Effectiveness of improvement strategies is externally validated. Teachers rely on those outside the school regarding what works.

Approaches are internally validated. Teams of teachers try various approaches and collaborate about how the approaches impact student learning.

1	2	3	4	5	6	7	8	9	10
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Suggestions for improvement:

Emphasis is given to how teachers liked various approaches.

Effects on student learning are the primary basis for assessing various improvement strategies.

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Suggestions for improvement:



5. Teachers as Leaders

Administrators are viewed as being in leadership positions, while teachers are viewed as “implementors” or followers.

Administrators are viewed as leaders of leaders. Teachers are viewed as transformational leaders.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

6. School Improvement Planning

School improvement plans focus on a wide variety of things.

School improvement plans focus on a few important goals that will impact student learning.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

Often, the goal is to “get the plan turned in.” Then the plan is ignored.

The school improvement plan is the vehicle for organized, sustained school improvement.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

7. Celebration

Celebration is infrequent and when recognizing teachers, almost always focuses on groups.

Celebration is frequent and singles out individuals as well as groups.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:



Celebration and recognition occur when students reach an arbitrary standard.

In addition to celebration and recognition when a standard is met, celebrations recognize improvement.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

Recognition is limited to few.

The school works hard to “create” winners and celebrate their success.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

8. Persistence

Improvement efforts frequently shift as new fads or trends come along.

The school is committed to “staying the course” in attainment of the school’s vision. New initiatives are only implemented if it is determined that the change will help the school achieve its vision of the future.

1 2 3 4 5 6 7 8 9 10

Suggestions for improvement:

