

## Tool 17 Conduct a Cultural Assessment

**Directions:** Rate each item using this scale:

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

Collegiality	Rating	Evidence
Our school reflects a true “sense of community.”		
Teachers and staff tell stories and celebrate our school’s values.		
Our schedule provides opportunities for teachers and staff to work together and communicate with one another.		
We have a tradition of rituals and celebrations that recognize our accomplishments.		
Teachers and staff appreciate the sharing of new ideas.		
Efficacy	Rating	Evidence
Members of our school community are interdependent and value one another.		
When something is not working in our school, the teachers and staff make changes rather than react passively.		
Our school community seeks alternatives to problems rather than continuing to do things we’ve always done.		
Rather than blame others, we work to define and solve problems.		
People work here because they enjoy and choose to be here.		
Professional Collaboration	Rating	Evidence
Teachers and staff talk about instructional strategies and curricular issues.		
Planning time is used to work together rather than work as individuals.		
The Student Code of Conduct is the result of collaboration among the staff.		
Teachers and staff work together to develop the school schedule.		
Teachers and staff are empowered to make instructional decisions rather than waiting for direction.		

**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>