



What is your
ROLE?

Superintendents, Administrators, Teachers, Parents, community members

Welcome! I'm honored have You.

Ernest Doc West, M. Ed.

Columbus City Schools 26 years

Columbus Africentric Early College 10 years

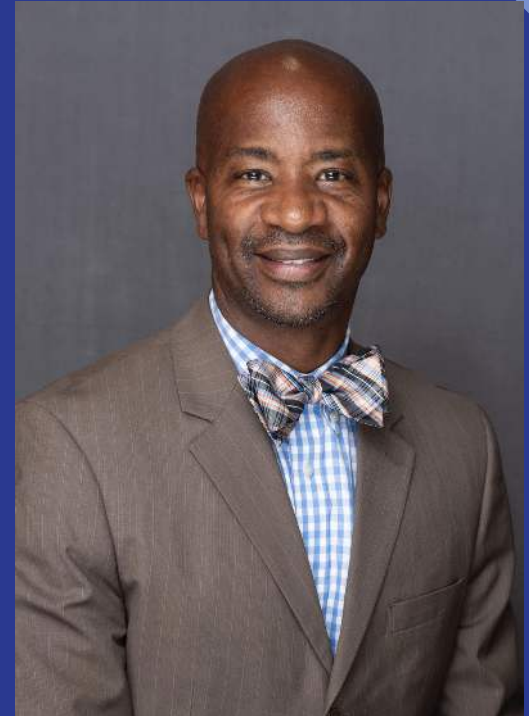
Independence HS 7 years

Columbus Scioto 6-12 1 year

Director of Development

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School Culture and Climate

*A Leadership Perspective
Guess What....*

.....I do not know it all



My WHY!

Why do I do what I do....
What motivates me to
help educate children?
Talk about your why....
BREAKOUT TIME.....





VISION:

**Focus on
Collaboration
for Collective
Responsibility
Toward
Improving
Instruction,
Safety and
overall School
Climate.**

Ohio Principal Standard #3

The principal promotes the effective use of identified physical and cultural resources and strategies to address the physical and mental health needs of students and staff.

Principal ensures that staff members treat students, parents and members of the community with respect.



ColumbusScioto.6.12.



Columbus Scioto 6.12



columbusscioto.6.12

Get school info
Ask your Admin a question.

Class of 2020 enter 81010 text @ag2h48

Class of 2021 enter 81010 text @h3g23

Class of 2022 enter 81010 text @4a8ch7

Class of 2023 enter 81010 text @297hha

Procedures in schools are FOREVER CHANGING.....



Showing up and instilling HOPE does not!








Definitions

School climate refers to the school's effects on students, including teaching practices; diversity; and the relationships among administrators, teachers, parents, and students.

School culture refers to the way teachers and other staff members work together and the set of beliefs, values, and assumptions they share. A positive school climate and school culture promote students' ability to learn.

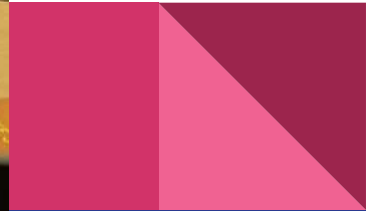



What's working at your school...

One positive attribute about the culture and climate in your school.



Explanations and Expectations.....



- **Listening to staff**
 - **Meet with staff individually 3 times a year.**
 - **Greet students daily**
 - **Feedback/Pushback from staff**
 - **Let everyone know that We are watching as the day starts.**
 - **Inside the building and out.**
 - **Know as many students names as possible.**
 - **Morning walk throughs.**
 - **Lunch time presence.**
 - **Arrival/Dismissal presence**
- 

Climate and Culture in HIRING...

How does the school leader shape culture and climate while hiring?



Talk with a table partner.
Does your leadership team discuss school culture and climate at opening staff meetings???



Community Engagement Strategies.....

All staff members getting to know as many students as possible.

Knowing the daily routines of our school building

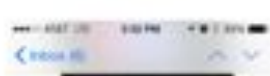
Staff showing up to events other than those of academic nature.

School Shirts yearly for all staff and students

Weekly recognition assembly

School Slogan/Chant

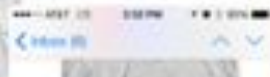
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2021



2020



2019



2018





Continued.....

We speak to everyone in our building; staff, students and parents.

We assist people if they need help.

Highly visible in classes and hallways.

Extra help with academics

Communications via; email, remind 101, phone dialers

Safety team gets over 25,000 hallway steps a day.





Planned last Summer.....

Less punitive and more rewarding

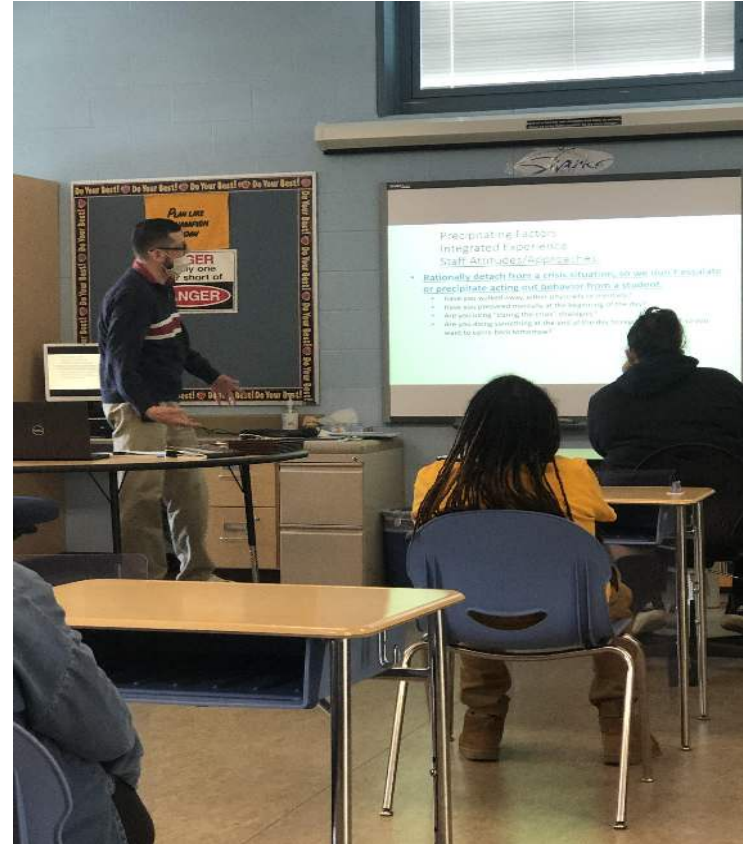
Identify student leaders

Monthly rewards programs for all students.

Speaking language of caring and not exclusion.

More recognition for staff during staff meetings.

Involve parents (interviews, planning, etc)



Incentives for ALL....

College Tours for honor roll students

Awards programs/incentives improved.

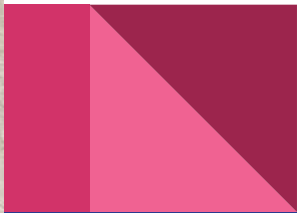
Discipline dropped again.

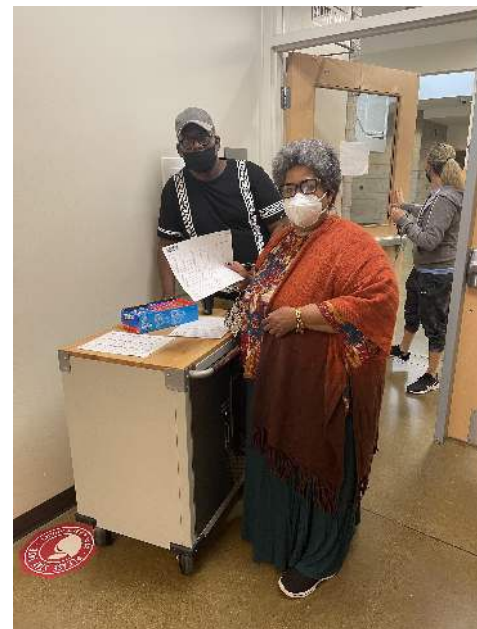
Supporting students and staff as leaders

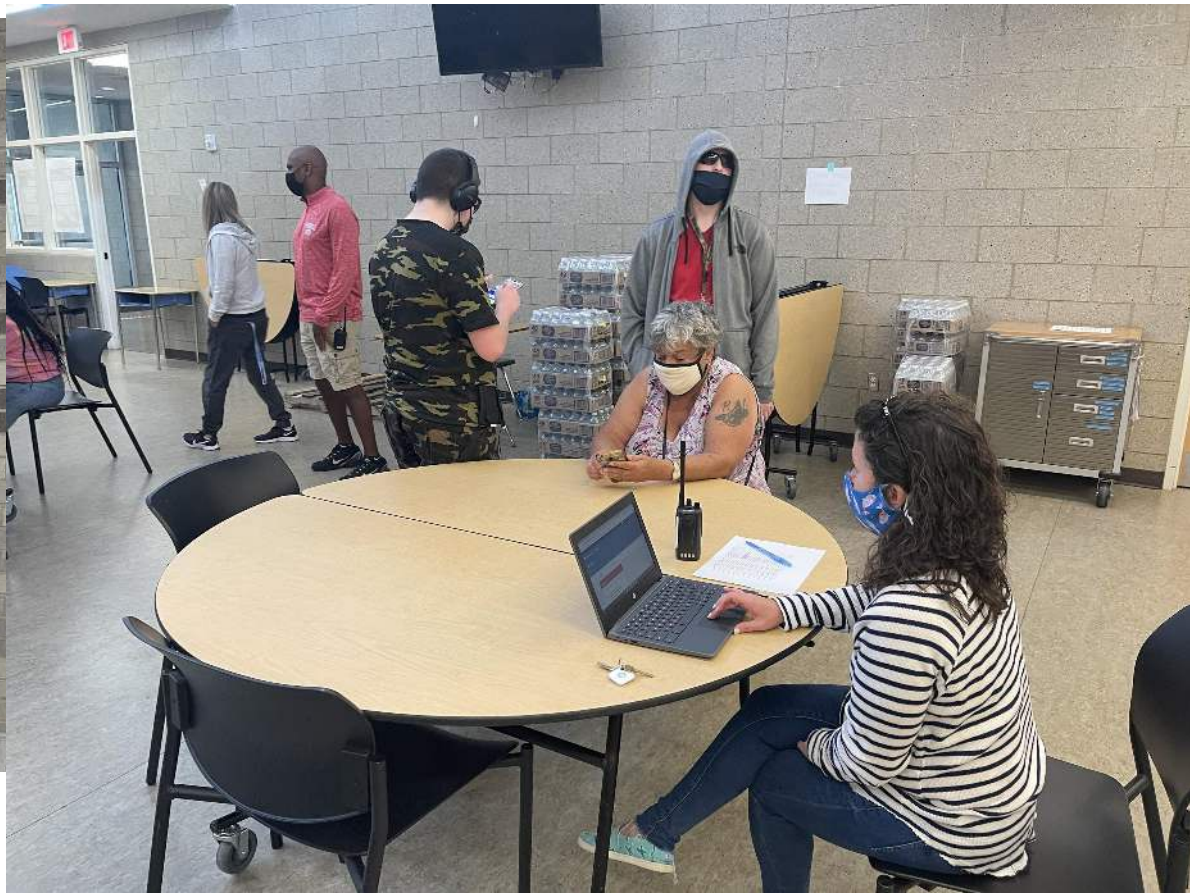
Stronger Teams; collaboration

Banners throughout school; classrooms, hallways, restrooms









New Initiatives

Conversation Partners

Poster Board/Gallery Walk

Multicultural Club

All students are represented in aspects of school

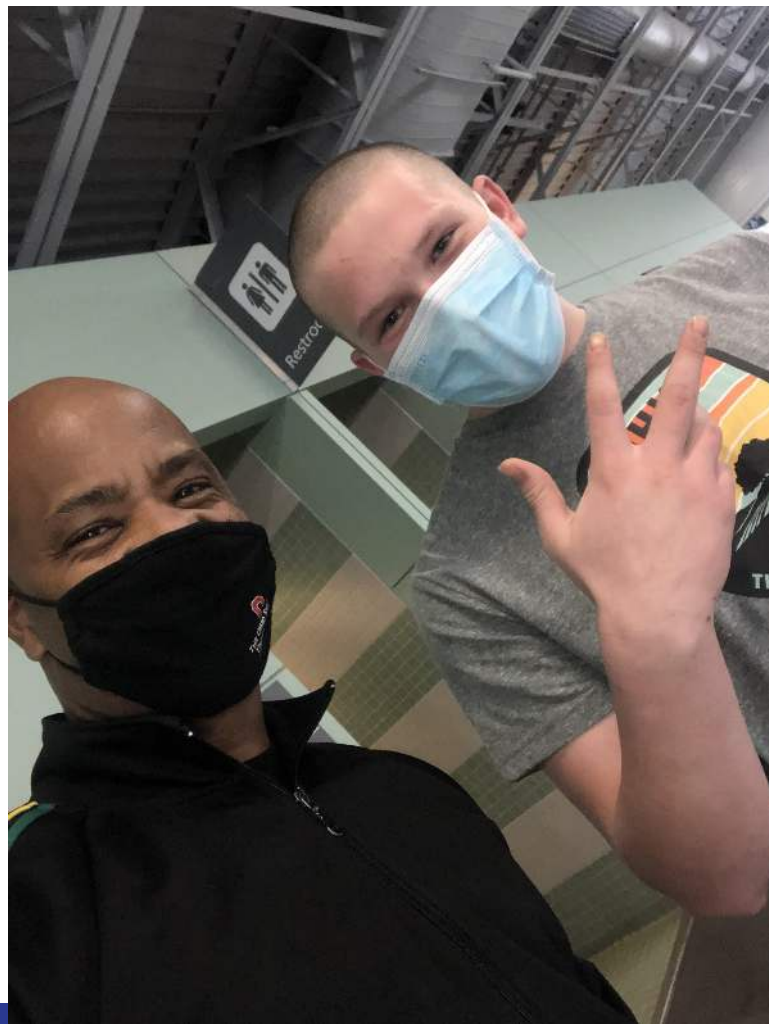
Latino Parent Information Night (All in Spanish)

Laser OSU Program)









Next Steps

Get together with your PBIS team; what can you do to REIMAGINE your students and school climate.

What can your BLT or TBT's implement that would help with culture and climate around your school.

What events does your school already hold that can be upgraded. (back to school events; homecoming, games, prom, assemblies, etc.)

What new traditions can your school start, especially during a PANDEMIC?

What TEAM can your VOICE be heard on in your school?

<https://www.nbc4i.com/video/fighting-through-adversity-to-achieve-academic-success/6698111/>

**COMING TOGETHER
IS A BEGINNING.**

**KEEPING TOGETHER
IS PROGRESS.**

**WORKING TOGETHER IS
SUCCESS.**

