Elements of a Positive School Culture

1. A mission that is focused on student and teacher learning.

2. A rich sense of history and purpose of the school.

3. Core values of collegiality, performance, and improvement that engender quality, achievement, and learning for everyone.

4. Positive beliefs and assumptions about the potential of students and staff to learn and grow.

5. A strong professional community that uses knowledge, experience, and research to improve practice.

6. An informal network that fosters positive communication flow.

7. Shared leadership that balances continuity and improvement.

8. Rituals and ceremonies that reinforce core cultural values.

9. Stories that celebrate successes and recognize heroines and heroes.

10. A physical environment that symbolizes joy and pride.

11. A widely shared sense of respect and caring for everyone.

Deal, Terrance E. and Peterson, Kent D. (1999). Shaping School Culture: The Heart of Leadership. Jossey-Bass, Inc. San Francisco.