

Key points of positive culture presentation

Why is culture so important?

- Culture is like the heart to the body, it pumps the vital nutrients to the rest of the organisation so that it functions effectively.
- It has a direct bearing on how people respond to challenges and how they interact with each other.
- Culture drives improvement and is a major influence behind whether a school is successful.

Why is a positive Culture important?

- Improvement is easier to achieve;
- increased staff motivation and satisfaction;
- assists in building and maintaining positive relationships;
- promotes high staff well-being;
- greater staff commitment and engagement;
- lessens the occurrence of bullying; and
- greater productivity.

Key points to retain staff

- Workers need to feel valued;
- treat employees with respect and give positive words of reinforcement;
- ensure staff have input into the procedures and policies they are required to implement;
- focus on the reasons why things are done; and
- say something personal or affirming each day to each employee.

Leadership and culture

- “Culture comes from the top ... it doesn't come from the bottom”. Australian Cricketers' Association president Greg Dyer
- Leaders must continue to create a positive culture to maintain the health of the organization.
- The actions, decisions and behaviours of leaders can have a direct and significant affect on others in the organization.

Strategies leaders may use to promote a positive school culture

- audit of the school;
- establishing relationships;
- building community;
- articulating a shared vision;
- establishing a professional learning community;
- working towards collaboration/teamwork;
- make the cultivation of a positive culture a priority; and
- utilise distributed leadership.

Strategies to create a positive culture

- Our vision statement guide our daily actions in the classroom;
- our core values are known and visible;
- pastoral care should be evident and be a high priority;
- respectful relationships are the norm;
- consistent behaviour management so students feel safe in our school;
- there are support programs;
- model the behaviour you want others to demonstrate;
- students count – high priority on the wellbeing and learning of the children in our care;
- teach with integrity! Your actions must reflect what you say;
- love life and be passionate about your role;
- inspire and motivate your students to be better than they thought possible;
- maintain a positive attitude;
- focus on what your students do well and develop these;
- work on yourself so that you are modelling great performance. Dare to be great!
- really listen so you hear not only words but understand what your students are feeling;
- promote activities that establish relationships and creates a sense of belonging;
- reconnect with your moral purpose when teaching;
- show your students them how much you care;
- look for the good in others and acknowledge their efforts. Give praise and often!
- take responsibility for what is happening;
- always keep learning and growing;
- always have a personal vision;
- all staff on a daily basis believe that all students can succeed in spite of their circumstances;
- all of us want a great workplace so aim that every action builds a positive atmosphere;
- have fun at work and love what we do! Don't take ourselves too seriously!
- your well being is important! So look after yourself;
- make grounds attractive;
- celebrate students' achieving is a high priority, focus on strengths!
- maintain high standards of achievement and behaviour for all students;
- promote teamwork and collaboration; and
- staff have input into the decision making - their opinions matter!

Book- Positive School Culture & Effective Leadership: Working Together for Great Results
- <http://www.hbe.com.au/hb5725.html>