

Culture Matters

If you get the culture right, everything else can follow. If you don't get the culture right, nothing else will matter.

Characteristics of a thriving, empowering, achieving culture

Trusting

- Safety-physical and emotional
- All voices heard and respected
- Organization, schedules, procedures, routines
- Instructional walks and feedback- focus first on strengths

Collaborative

- Coaching, co-teaching, sharing lessons, "our students"
- Leadership Team at school, district/provincial levels
- Common times to plan and work together; ongoing mentorship

Intellectual

- Level of questions, conversations, quality of feedback
- Professional LITERACY Communities
- Shared beliefs and common language-connected to "best" practices
- Challenging curriculum connected to real-world issues

Responsible

- Assessment—balanced, used to improve student learning
- Literacy plan—workable, improves student learning
- Initiatives, limited

Equitable

- Resources (includes technology)
- Opportunities

Joyful

- Celebrations
- Appreciations
- Positive mindset

Regie Routman. *Literacy Essentials: Engagement, Excellence, and Equity for All Learners*. Stenhouse Publishers, 2018; stenhouse.com/literacyessentials

