



# FOCUS PROGRAM: BUILDING A CULTURE OF SUCCESS

**Building a Culture of Success is a collaborative program for all educators to participate in building a culture that helps their school reach their goals.**

This focus course includes pathways for teachers and administrators to work independently, meet with peers, and build a school culture strategic plan and toolkit together. Participants develop and create consensus around a school mission and vision, and then move beyond words to put the mission and vision into practice. They work together to [create a school culture toolkit](#) to engage new educators joining a school and to build a culture of support. By working both within and across working groups, under the guidance of TU coaches and facilitators, educators help build a common language of success.

## PROGRAM STRUCTURE

Participants will receive:

- Access to the 9 lesson online asynchronous learning course
- Monthly Facilitated Working Group Sessions
- Personalized reflection and feedback opportunities through the online course

## PROGRAM OUTCOMES (SAMPLE)

Together, participants will:

- Draft a teaching and learning mission and visions for their school and launch a rollout plan for building community cohesion around the missions and vision
- Investigate disconnects between their work and the school's mission and vision, and identify opportunities
- Learn how to conduct and have opportunities to practice data-informed cycles of improvement in their professional learning communities
- Create a school culture toolkit with resources for supporting incoming teachers and staff

## PROGRAM SCHEDULE (SAMPLE)

<b>September</b>	Kickoff	<b>December</b>	Begin Unit 2	<b>March</b>	Begin Unit 3
<b>October</b>	Begin Unit 1 Working Group Session	<b>January</b>	Continue Unit2 Working Group Session	<b>April</b>	Finish Unit 3 Combined Session 3
<b>November</b>	Finish Unit 1 Combined Session	<b>February</b>	Finish Unit 2 Combined Session	<b>May</b>	Capstone

## PROGRAM DETAILS

### Participants

Teachers, Staff, and Administrators

### Duration

Flexible, but designed to be completed across a school year, with time for discussion and reflection.

### Pacing

Approximately 2-3 hours of program time per month, with a total of 20-25 hours across the program, including course time, applications, and working group sessions.



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UNIT	LESSON	TITLE	LEARNING TARGETS
1	1	Caring about Culture	Understand the foundations of culture and how it impacts the daily workings of a school. Begin thinking about the work we do and why we do it.
	2	Agreeing on a Mission	Work together with peers to build a shared definition for what successful teaching and learning look like in your school.
	3	Building Together	Share the mission and vision of your school, and help all members of your school community connect with your shared mission.
2	1	Connecting Work to Mission	Identify classroom work and structures that support your school culture.
	2	Making it Tangible	Explore how collaboration operated in your school and remove the blocks to increased collaborative learning.
	3	Moving Beyond Words	Connect the school mission to structures and create a plan matching school structures to the areas for growth identified in Unit 1.
3	1	Trust and Respect	Map your support network and identify gaps in your personal support team.
	2	A Culture of Care	Build conflict and collaboration strategies for peer groups to aid decision-making.
	3	Welcoming People In	Create a kit for new educators to help them find resources and support in your school.
		Capstone Project	School Culture Toolkit and Action Plan.



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