Tips for Nurturing A Thriving School Culture

Hire individuals who are in sync with your academic and cultural goals

- Seek out candidates who believe in your school's core values and can connect well with peers and students.

- Be clear about your expectations, priorities, and values during the interview process. Make sure they synchronize with a candidate's strengths and desires.

- Be sure to network and recruit year-round. This can help ensure there is a pipeline of potential candidates to turn to when there is a position to fill.

Supporting teachers' growth keeps them engaged with their students' learning and growth

- Create opportunities for staff members to connect, understand, empathize, and build camaraderie with each other.

- For relevant, timely, and engaging PD, enlist teachers to help choose activities.

Create celebratory rituals that lift morale and engagement

- Administrators should be generous with their praise about students' and staff members' successes, both personal and academic, no matter how small.

- Establish routines—recognition in staff meeting presentations, on social media, or in community newsletters—that show appreciation for schoolwide and individual successes.

Create an engaging environment and involve the whole school community

- Focus on engaging and connecting with the school community through small (but fun!) gestures, like greeting students at the start of the day, or playing music in the halls between classes.

- Be creative with social media to connect with the school community outside of the school building. Using tools like polls or response prompts can be particularly engaging.

- Encourage parents and other community members to help run school activities and projects.

Why Teachers Are Turning Down Lucrative Offers to Stay at This Texas School > edw.link/TurningDown

How to Create a School Culture That Teachers Won't Want to Leave > edw.link/SchoolCulture

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