



## The Center for School Safety

### THE TEN ESSENTIALS OF IMPROVING SCHOOL CULTURE AND CLIMATE

**1. Start with Why**

**2. Understand your degree of difficulty:**

- Culture and climate is hard to see
- Easy to misjudge
- Culture projects identity

**3. Use Data to find Point A so you can get to Point B**

**4. Check your foundation: power based or value based**

**5. Aim for optimal learning conditions**

**6. Hallmarks of leadership**

**7. Do No Harm principles: to make sure you don't get stuck:**

- *Give benefit of the doubt:* don't judge the person – focus on behavior and the circumstances – remorse not shame
- *No one is to blame* – affirm the positive and re-direct to the better

**8. Change strategies:**

- Reframe the issue
- Build it together
- Connect the “I”s—from me to we
- Communicate care and safety
- Think big but start small

**9. Choose your tools wisely:**

- High leverage
- It can adapt to where you are
- Can be phased in
- Affordable

**10. Two free takeaways to get started:**

- Tea Time
- 3 Questions