EDUC-A 625 SPA/Key Assessment 3a: School Culture/ Climate Project in A625

a. Project Description -

The purpose of this project is to familiarize, and then put into practice, the conceptual understanding of organizational culture and climate. Candidates will be able to apply the knowledge, skills, and commitments necessary to develop and maintain a supportive, equitable, culturally responsive and inclusive school culture. This assignment focuses on school climate and culture and the impact these aspects have on the school's health and future success and well-being of students and staff within the organization. Following classroom lectures, assigned readings, and discussions, candidates are asked to utilize the organizational culture/ climate surveys to measure the culture and climate in their own specific buildings.

b. Key Assessments and NELP standards- How this assessment specifically aligns with the standards it is cited for.

This Key assessment involves direct work focused on culture and climate. It involves the use of data to improve processes, apply knowledge to ensure an inclusive school culture, and promote school improvement. This assessment aligns with the following NELP standards 1.2; 3.1, 3.2, 3.3; 4.3, 4.4.

c. Directions to Candidates

You will have access to two separate tools provided in class and both tools should be used to measure the culture and climate in your buildings. I ask that you gain the permission of your building leaders before conducting either one or both of these two surveys.

1. Both survey tools should be used (Preferably on separate days)

2. Please survey all willing members of your staff. If you have a very large staff, that is more than 30 staff members, I only ask that you get a good sampling of the population. For example, please make sure that you do not limit the survey to only English teachers. Your survey should be given to a large cross section of the building staff. I would shoot for 40% of the staff from a variety of areas.

3. Please assembly all your results into a basic descriptive analysis that includes a paragraph or two describing your sample.

4. Please include at least one chart showing your results that can be either hand drawn or computer generated.

5. The final part of this project is a descriptive analysis of your results.

Survey Tools

Both of these tools (links at the bottom of this document) were designed specifically for measuring organizational culture and climate. These tools are both protected under the

copyright laws. The instructor has received special permission by the designers of these tools for you to use them with this project. Please be certain to give credit when sharing results with school officials or the public. The tools should be used as they are written. I would give only the facts when conducting the survey. Please be careful not to influence the survey. Simply ask the participants to take the survey and then return them to you. You are welcome to share the results if your building leader gives the approval to share.

Sample Size

1. Sample sizes should be thoughtful. To get a good cross section of the population I would highly recommend you survey as many willing participants as possible and include all facets of the building. If you have additional questions or need help determining if your sample size is strong please do not hesitate to contact the instructor.

Sample Description and Results

2. This part of the project is in place to simply share the basic demographic information of your sample. For example, your one to two paragraph descriptions should include items such as a breakdown of gender, race, academic areas, and possible even years of experience. Simply put…this part of the project is there for you to describe your sample. This part of the project should also include a section showing your results that includes at least one chart. Summary of Results

3. The final part of the results is your findings. It would be best to use discussions, readings, and lecture information from the classes that focused on organization culture, climate, and social capital to share how you interpret the results. There is no length requirement, however, I would be certain to use what you have learned about organization culture and climate to explain your interpretation of the results.

   d. The scoring guide/rubric for this key assessment.

Standard and Skill	3 Exceeds Target	2 Meets Target	1 Approaching Target
	The candidate's work meets the standard to the degree of being able to independently measure the culture and climate of a school building, evaluate use data to support an inclusive	The candidate's work meets the standard to the degree of being able to measure the culture and climate of a school building, evaluate use data to support an inclusive school culture and	The candidate's work does not adequately meet the requirements of the standards for this project and has not demonstrated being adequately prepared to develop and implement this

	school culture and climate.	climate with assistance from a mentor or supervisor.	school culture project
Mission, Vision and Improvement			
Candidate understands and demonstrates the capacity to lead improvement processes that include data use, design, implementation, and evaluation. NELP 1.2	The candidate's work demonstrates comprehensive knowledge and skills to lead continuous school improvement that reflect a core set of values and priorities using data, design, implementation, and evaluation.	The candidate's work demonstrates sufficient knowledge and skills to lead continuous school improvement that reflect a core set of values and priorities using data, design, implementation, and evaluation	The candidate's work demonstrates limited knowledge and skills to lead continuous school improvement that reflect a core set of values and priorities using data, design, implementation, and evaluation
Equity, Inclusiveness, and Cultural Responsiveness			
Candidate understands and demonstrates the capacity to use data to evaluate, design, cultivate and advocate for a supportive and inclusive school culture. NELP 3.1	The candidate's work demonstrates comprehensive knowledge and skills to select appropriate sample size, utilize survey tools, and measure the organization's culture and climate.	The candidate's work demonstrates sufficient knowledge and skills to select appropriate sample size, utilize survey tools, and measure the organization's culture and climate.	The candidate's work demonstrates limited knowledge and skills to utilize survey tools to select appropriate sample size and to measure the organization's culture and climate.
Candidate understands and demonstrates the capacity to evaluate, cultivate and advocate for equitable access to educational resources. NELP 3.2	The candidate's work demonstrates comprehensive knowledge and skills to analyze survey data and findings, present findings, and advocate for equitable access to educational resources.	The candidate's work demonstrates sufficient knowledge and skills to analyze survey data, present findings, and advocate for equitable access to educational resources.	The candidate's work demonstrates limited knowledge and skills to analyze survey data and advocate for equitable access to educational resources.

Candidate understands and demonstrates the capacity to evaluate, cultivate and advocate for equitable inclusive and culturally responsive instruction and behavior support practices among teachers and staff. NELP 3.3	The candidate's work demonstrates comprehensive knowledge and skills to interpret data and apply findings to the school's conceptual framework of organizational culture and climate for inclusive and culturally responsive instruction and behavior among teachers and staff.	The candidate's work demonstrates sufficient knowledge and skills to interpret data and apply findings to the school's conceptual framework of organization culture and climate for inclusive and culturally responsive instruction and behavior among teachers and staff.	The candidate's work demonstrates limited knowledge and skills to interpret data and apply findings to the conceptual framework of the school for inclusive and culturally responsive instruction and behavior among teachers and staff.
Learning and Instruction			
Candidate understands and demonstrates the capacity to evaluate, develop, and implement formal and informal culturally responsive and accessible assessments that support data-informed instructional improvement and student learning and well-being. NELP 4.3	The candidate's work demonstrates comprehensive understanding of how to apply findings from cultural/climate survey to formal and informal accessible assessments that inform instructional improvements and student learning and well-being.	The candidate's work demonstrates sufficient understanding of how to apply findings from cultural/climate survey to formal and informal accessible assessments that inform instructional improvements and student learning and well-being.	The candidate's work demonstrates limited understanding of how to apply findings from cultural/climate survey to formal and informal accessible assessments that inform instructional improvements and student learning and well-being.
Candidate understands and demonstrates the capacity to collaboratively evaluate, develop, and implement the school's curriculum in an equitable and systematic manner. NELP 4.4	The candidate's work demonstrates comprehensive understanding of how to collaborate with others to use findings to implement the school's curriculum, instruction, technology data	The candidate's work demonstrates sufficient understanding of how to collaborate with others to use findings to implement the school's curriculum, instruction, technology data	The candidate's work demonstrates limited understanding of how to collaborate with others to use findings to implement the school's curriculum, instruction, technology data systems and

	systems and assessment practices in a coherent equitable and systematic manner.	systems and assessment practices in a coherent equitable and systematic manner.	assessment practices in a coherent equitable and systematic manner.

Survey Links

School Culture Survey

 School Climate Survey