21st CCLC Summer Learning Strategic Planning Four-Part Series

Building Climate & Culture
January 26th, 2022
10:00 – 11:30am

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Four-Part Series

Summer Learning Strategic Planning

❑ March 2nd, 2022:
   Continuous Improvement

21st CCLC Summer Learning Strategic Planning Four-Part Series

Please mute your microphone

Please write your **NAME** and **SCHOOL** in the chat box

If you have a question, please write in chat box!

Building a Positive Organizational Culture and Climate

YOU FOR YOUTH

Arizona – Wednesday, January 26, 2022

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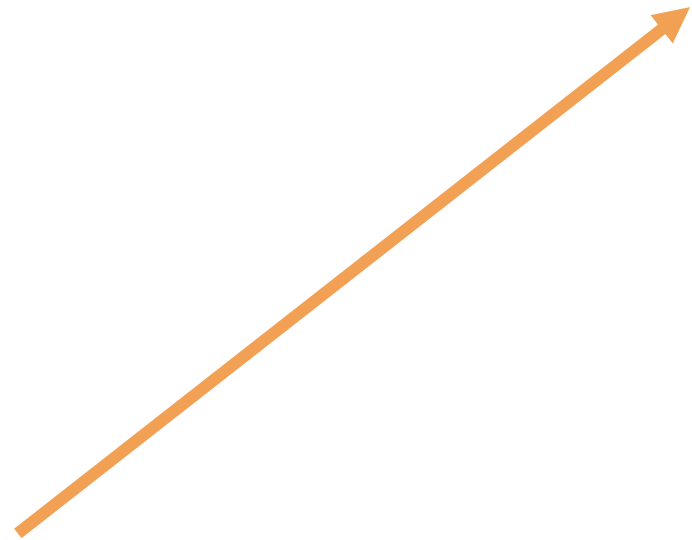
Hillary Jones

Education Specialist

Using Zoom

Objectives

- Define organizational culture and climate

- Examine techniques and strategies for building positive culture and climate

- Review relevant Y4Y tools that can help you build a positive organizational culture

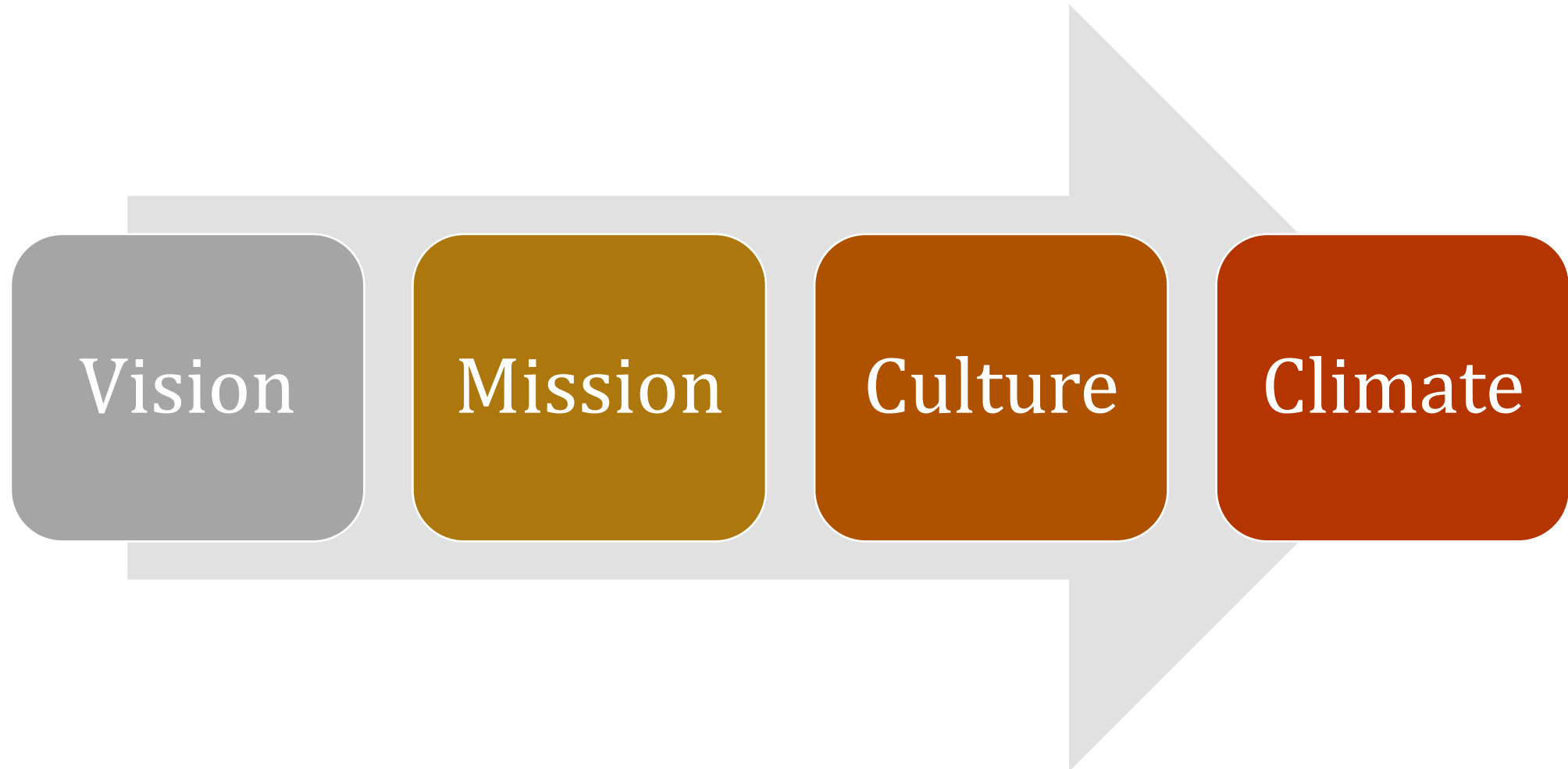# Poll

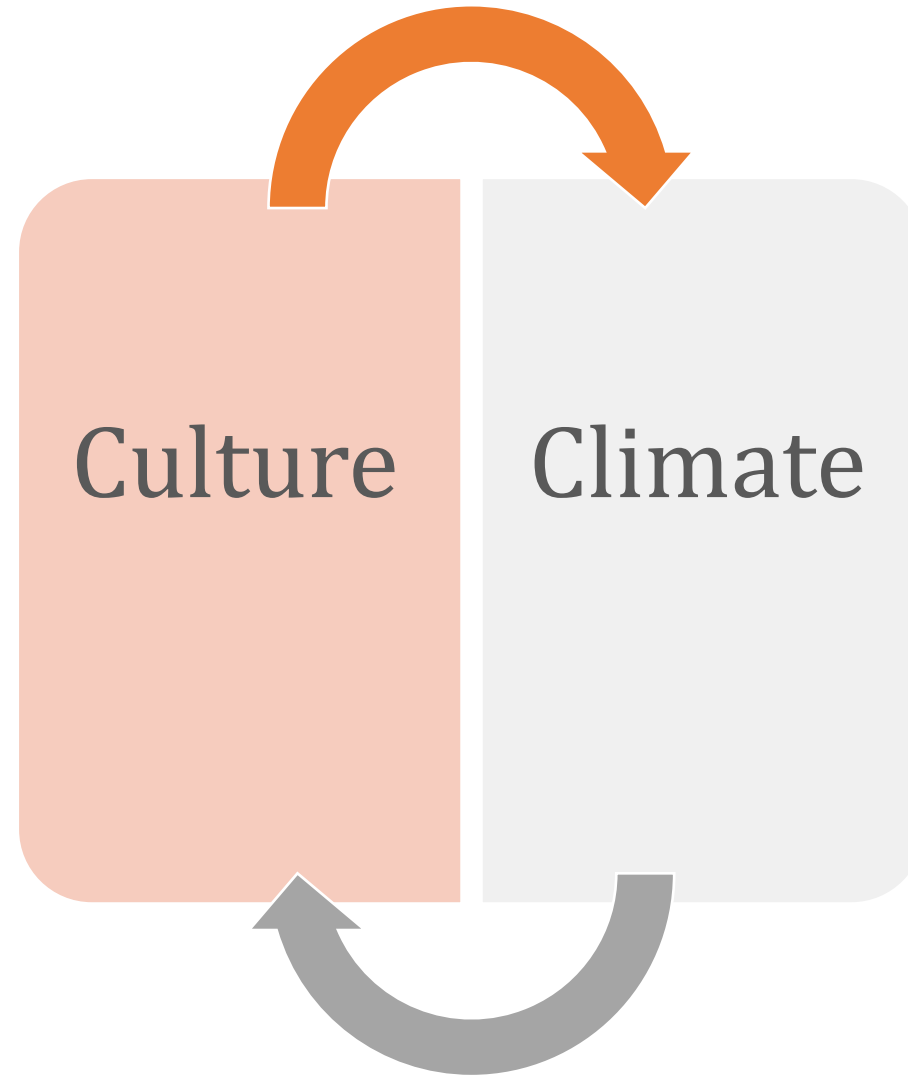## What's the first word that comes to mind when you hear the term "organizational culture?"

Culture   Climate

Organizational Culture

a set of shared assumptions, values and beliefs that dictate what typically happens in an organization

Organizational Climate

how your organization's values (or culture) look in action – the specific behaviors, sounds and experiences
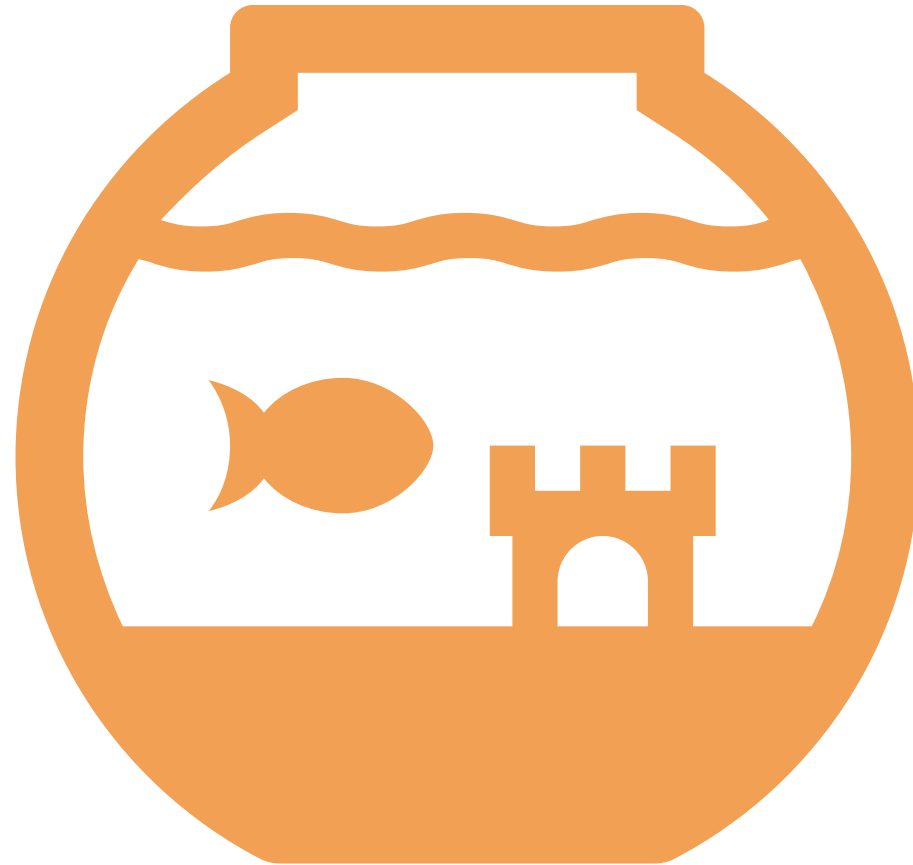
Culture vs. Climate

Culture	Climate
…is the group's personality.	…is the group's attitude.
…takes years to evolve.	…is easy to change.
…is based on values and beliefs.	…is based on perceptions.
…is "the way we do things around here."	…is "the way we feel today."
…determines whether improvement is possible.	…is the first thing that improves when positive change is made.

Culture or Climate?

Is it a culture statement?
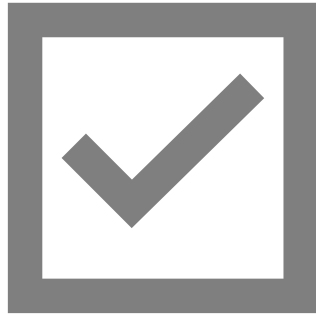
Yes
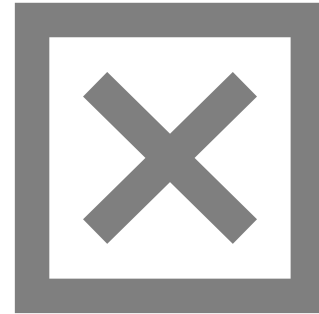
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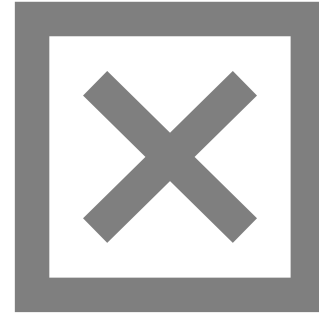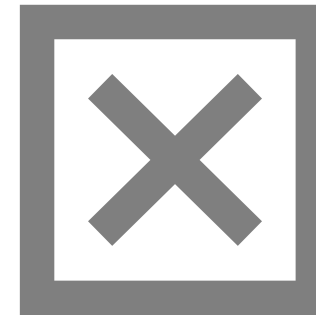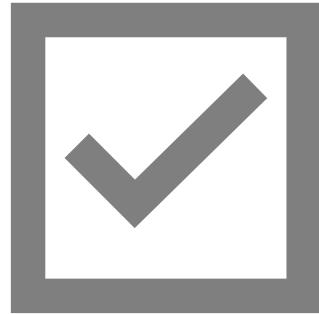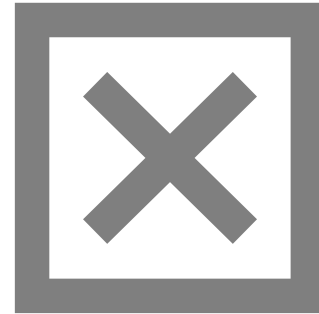
Strengths:	Weaknesses:
1. What do you do well?	1. What could you improve?
Opportunities:	**Threats:**
from everyone else? 3. What unique resources do you have?	3. When and where have you not hit your goals?

Assessing Culture and Climate

Opportunities:

1. What trends could you take advantage of?
2. What changes in technology or policy open up new avenues?
3. What strengths could become new possibilities?

Threats:

1. What current trends could harm you?
2. What obstacles do you face?
3. What weaknesses may become threats?

YOU FOR YOUTH

Assessing Culture and Climate

Assessing Culture and Climate Tool

Techniques for Building Culture and Climate

Building your program's culture and climate is not a one-person job — you and your program team need to work together. Before you start your meeting, make sure to be organized and ready to take notes! Here are a few techniques for organizing thoughts and ideas. Try these techniques to help you and your team develop strong vision, mission, culture and climate statements.

For best results: Make a chart for the technique(s) you plan to use on chart paper or a white board. Split your program planning team into small groups — or one group depending on number — and have each group brainstorm answers to the questions. Reconvene and write ideas on the chart paper/white board. Together, use the tool, Implementation Checklist: Establishing Your Organization's Culture, to write your vision statement, mission statement, culture statements and climate statements.

Maybe you already have a program vision and mission, as well as culture and climate statements. If so, use these techniques to ensure you and your program team are on the same page and fulfilling your vision and mission as intended.

Defining Your Culture and Climate

✓ What do we need to make learning happen?

✓ What should the learning environment look and feel like?

✓ How should staff relate to one another, students and families?

✓ How should staff treat one another, students and families?

✓ How will we interact during the school day?

Organizational Values

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Dependability	Consistency	Honesty
Creativity	Compassion	Respect
Education	Service	Independence

Value Statements

❖ Review your vision and mission statements.

❖ Consider your program's core values.

Write value statements to match those values.

What are possible value statements for these values:

Honesty   *Service*   *Creativity*

Climate Statements

Descriptive Behaviors

Action-Oriented

Exemplify Values

Write Climate Statements

✓ Review your value statements.

✓ Write three to five climate statements for each.

Value: **Recognize the efforts of peers, students, parents and community.**

Climate: **We will lead students to recognize the efforts of peers.**

Match

No Match

Value: Exceed expectations—do more than is expected.

Climate: We will always respect the property of school-day teachers.
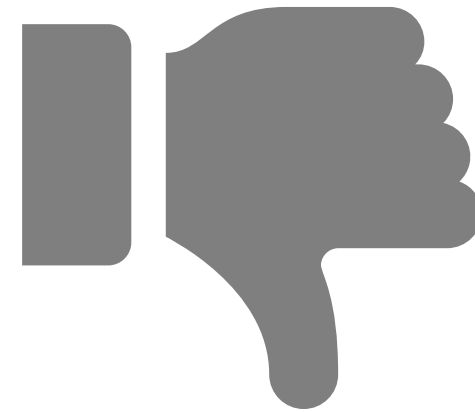
Match
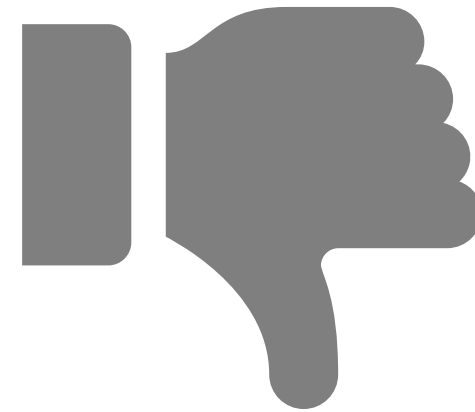
No Match

Aligning Value and Climate Statements

Value: Recognize the efforts of peers, students, parents and community.

Climate: We will involve parents.

Match
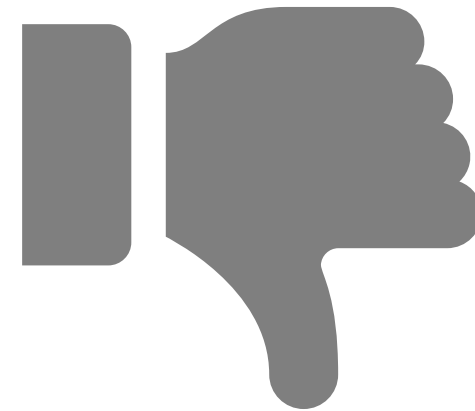
No Match

Put It All Together

Value	Respect
Culture Statement	Build respectful relationships with all stakeholders.
Climate Statement	We will leave personal issues at home.

YOU FOR YOUTH

Poll

If your organization has a defined or written set of core values, a mission and a vision, how often do you revisit them?

Consider:

- Incorporate student voice.

- Have your students develop climate statements.

- Reflect with students on culture and climate.

Consider:

- Addressing families in your value and climate statements.

- Incorporating cultural considerations.

- Reviewing family engagement opportunities.

Resources

Implementation Checklist: Establishing Your Organization's Culture

Use this tool as a guide for planning to define your organizational culture. It will help you complete the first steps in providing a positive culture of a

Establishing Culture

Step 1: Building Your Program Team

This work is intended to guide your program st
culture requires that you include those for who
program team. Then, invite additional staff mer
organizational culture and climate creation pro
that students, families and partners have a voic
them. Remember, while it's important to includ
the participants to care about the organization

Culture and Climate Perception Surveys

Y4Y offers three example surveys — one for students, one for staff and one for families — designed to collect impressions of your organizational culture. Near the end of the school year or summer session, ask participants to complete the survey. Then, use survey results as guidance as you define your culture and climate or as part of your continuous improvement discussions around culture and climate. Use the tool *Culture Survey Calculations* spreadsheet to formulate quick results!

Break

Five Minutes

A Well-Managed Program
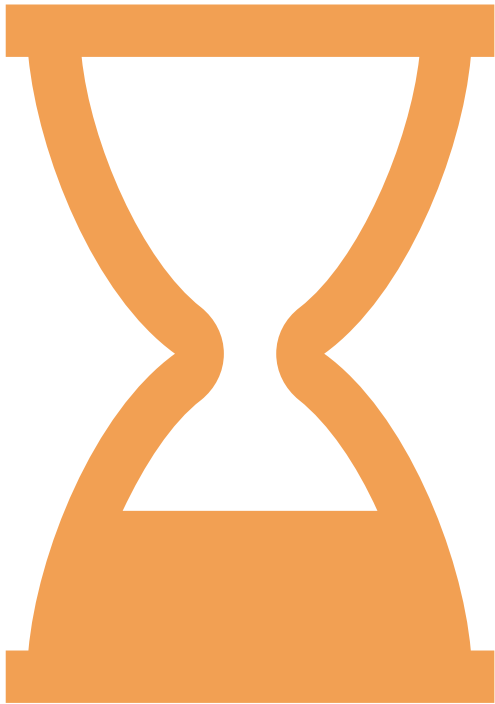
What would you expect to see, or for a site to have, if it was well-managed?

Scenario

Students are transitioning between activities. Two students start arguing and pushing each other. The facilitator makes everyone freeze until they stop arguing. The group loses 10 minutes of activity time while everyone quiets down.

What behavioral management intervention would you use to improve the situation?

Have the two arguing students perform acts of kindness for a few days

Set a timer or song for transitions and have all the children sing along

Have the misbehaving children journal about the reasons for their behavior

Implementation Checklist

Classroom Management Resources

Classroom Management Resources

https://www.weareteachers.com/classroom-management-ideas-resource-guide/

Effective classroom management goes a long way toward creating a positive learning environment. These resources, compiled by WeAreTeachers, offer information and tools that can help you devise goals, routines and expectations to build a classroom community where students feel comfortable and supported.

15 Awesome Classroom Management Books
This list offers online reviews of 15 books, many of which focus on positive discipline techniques to encourage improved student behavior and communication. The list aims to direct educators to practical ideas and strategies that will help build positive learning environments.

Classroom Management Anchor Charts
Anchor charts contribute to a positive learning environment by clearly displaying rules, routines and expectations. This article shares 10 examples of creative anchor charts from teachers in the field. You can also find photos and a free, downloadable PDF that includes all the emojis used on the charts.

Procedures and Routines
When you establish clear procedures, you empower students to know what to do in different situations, thereby creating a calm, cooperative learning environment. This article gathers 10 procedures that were recommended through the WeAreTeachers HELPLINE group. Suggestions include using hand signals, setting timers for transitions and greeting students at the door.

Tips for Building a Strong Classroom Community
When students work together and feel a sense of belonging, they are much less likely to engage in disruptive behavior. This article offers 10 tips for creating a sense of community, including these: create a classroom constitution, arrange desks to enable cooperative work, and assign weekly jobs.

YOU FOR YOUTH

1. Show an interest in getting to know each student

| Break the Ice | Get Personal | Show you care |

Encourage Positive Interaction

Arrange student culture- and climate-building activities.

Design activities to include multiage groups.

Steps to Building Relationships

1. Show an interest in getting to know each student

| Break the Ice | Get Personal | Show you care |

2. Listen to students and honor their interests and talents.

| Choice Boards | Active Listening |

YOU FOR YOUTH

Ask students for their ideas and opinions

Assign classroom roles

Steps to Building Relationships

YOU FOR YOUTH

1. Show an interest in getting to know each student

Break the Ice	Get Personal	Show you care

2. Listen to students and honor their interests and talents.

Choice Boards	Active Listening

3. Encourage students to interact positively with one another.

Looks Like/ Sounds Like	Practice

What strategies do you use to encourage positive relationships between children in your program?

Steps to Building Relationships

1. Show an interest in getting to know each student

Break the Ice	Get Personal	Show you care

2. Listen to students and honor their interests and talents.

Choice Boards	Active Listening

3. Encourage students to interact positively with one another.

Looks Like/ Sounds Like	Practice

4. Be patient and consistent.

Model	Norms

Provide consistent support.

Be responsive, not reactive.

Areas of Excellence

1. Show an interest in getting to know each student

Break the Ice	Get Personal	Show you care

2. Listen to students and honor their interests and talents.

Choice Boards	Active Listening

3. Encourage students to interact positively with one another.

Looks Like/ Sounds Like	Practice

4. Be patient and consistent.

Model	Norms

Tools and Resources

Ice Breaker Activities

Creating a positive learning environment starts on the first day of your pro[gram]
relationships with students helps to lay the foundation. Icebreaker activiti[es]
to know each other and begin to feel comfortable. Here are some ideas for [...]
sure to get students laughing!

"Find Someone Who…" Bingo
Create Bingo cards that include a different experience in each box, such as [...]
been to the ocean" and "has eaten chocolate ice cream." Players find someo[ne]
description, then ask the person's name and write it in the box. Including p[...]
students in this activity can help everyone relax.

Two Truths and a Lie
Give every student an index card and ask them to write down two truths a[nd]
themselves. This activity works best between students who don't know ea[ch]
them accordingly. Students take turns sharing the three statements and ha[ve]
which are true and which is a lie. To follow up, you can ask students to sha[re]
truths.

Name Game
Start by having students stand in a circle. Have a student begin by saying t[...]
by an adjective, animal or a gesture. Then, all the other students must repe[at]
student did. As you move around the circle, students must repeat the curre[nt]
followed by all of the previous students' names. Once everyone has had a t[...]
to share everyone's introduction, starting with their own. Students will lau[gh]
learning one another's names.

Snowball Fight
Have students write at least two facts about themselves on a piece of pape[r]
gather in a circle. Tell students to crumple up their sheets of paper and thr[ow]
middle of the circle. Then, each student should pick up a new paper and ta[...]
out loud. When someone recognizes their facts, they should raise their han[d]
what they wrote.

House of Cards
Place students in small groups and have them discuss their likes and dislik[es]
stack of index cards and have them write something they have in common [...]
group build a tower as the cards are completed. Challenge groups to see w[...]
things they have in common to build the tallest tower.

Building Student/Educator Relationships Questionnaire

Use this questionnaire to help you get to know your students better. Adapt questions to fit your program needs. Use the responses to capitalize on students' individual interests and to help build positive relationships throughout your program.

Name_____   Age_____   Grade_____

1. List three positive words (attributes) that describe you.

2. What do you love to do when you're not in school?

3. What's your favorite TV show? Movie? Book? Song?

4. Name some foods you like to eat.

5. Think about your favorite teachers. List three things that describe your favorite teachers.

Creating a Welcoming Environment

Greet — Greet students at the door.

Invite — Invite students into the room.

Positive — Say something positive about your students. Ask how they're doing.

Praise — Praise in public, but discipline in private.

Make Learning Fun

Allow students to work in teams.

Make learning hands-on.

Incorporate technology.

Limit rules.

Engaging in Learning

- Allow students to work in teams

- Make learning hands-on

- Incorporate technology

- Limit rules

Adapt Activities to Individual Needs

Provide

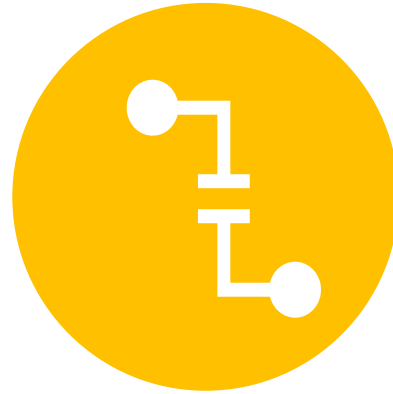**Give**

Teach

Consider

Praise

Program Space

Effects of Noise

Crowded Spaces

Chaos

Positive and negative relationships

Need for Supervision

Identifying Problems

- Refer to mission and vision statements

- Address problems at the source

- Respond appropriately

Implementation Checklist

Strategies for Creating a Positive Learning Environment

1. **Greet students as they enter the program space every day.** Create a welcoming environment by personally greeting students.

   - Make eye contact with students and demonstrate verbal excitement to see them. Show interest, ask questions so you can follow up, be genuine and show compassion.

   - Light up with enthusiasm when students arrive. You may be one of the few sources of happiness they experience in a day. You can give every student positive human contact and show that you care about each one as a person.

   - Make no exception for students with behavioral issues. Assure them that each day is a fresh, new canvas and that today will be great. Catch them doing something good, and give them a positive response. If you draw attention to the interactions you want, any negative behavior may begin to improve.

2. **Create unique verbal cues and physical interactions with students.** Develop a special verbal cue or physical action that encourages positive student–adult interactions and trust.

   - Create an amusing call and response for students that engages their active listening skills and participation.

   - Develop a special physical action as a way of welcoming students to the program space or recognizing student successes (examples include a high five, fist bump, dance movement or special handshake).

   - Encourage student input in creating the verbal cue or action.

3. **Build interpersonal relationships.**

   - Use positive language when addressing students.

   - Share appropriate personal anecdotes that show you can relate on matters big and small.

   - Make notes to yourself on exchanges, and revisit those notes before the students arrive so you can demonstrate your investment in them.

   - Be genuine and reflect the good you see in students' choices. Be there to actively listen when they need you.

   - When dealing with discipline, ask the students what they learned and how they can do better next time, and agree on an appropriate consequence. Focus on the behavior and reassure the student that you love having them there, it's the behavior that needs to change to make a safer environment for everyone.

4. **Communicate and collaborate with all team members.**

   - Actively participate in staff meetings and team-building activities.

   - Share best practice tips and ideas with colleagues.

   - Celebrate team successes.

   - Have crossover events to build team collaboration.

   - Write and share positive notes on the good work team members are doing.

YOU FOR YOUTH

CLICK & GO 4: ADVANCE ORGANIZATIONAL SUCCESS

BUILDING A POSITIVE ORGANIZATIONAL CULTURE AND CLIMATE

Does your program struggle to find or keep staff? Do you find it challenging to help staff understand and align with organizational beliefs about how students learn or how staff interact with one another? You may need to clearly express the culture and climate guiding your work. This Click & Go will help you manage the important work of defining and documenting organizational values and the behaviors that demonstrate those values.

OBJECTIVES

To enable participants to:

- Understand the importance of developing vision, mission, culture and climate statements.

- Use culture and climate to build a positive environment for staff, students and families.

Zip Link ⬇ (257 MB) Select link to download the resources in this Click & Go!

It's easy to join our mailing list!

YOU FOR YOUTH

Just send your email address by text message:

Text

Y4YINSIDER

to **22828** to get started.

Message and data rates may apply when signing up via text.

Contact Us!

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