

Continuing Ed. Connection

March 2021

Upcoming Region 10 Opportunities:



March

- Special Education Toolbox - 3rd
- Educational Office Professionals Webinars - 3rd
- Launch Students Into Creative Spaces: Planning for STEM Fluency Skill Development - 4th
- Math Solutions Circles: What's working? What's not working? What can we do? - 4th
- Comprehending Texts Using Zoom Annotate and Breakout Rooms - 4th
- Effective Teacher Practices in Secondary Mathematics - 4th
- Mathematics Achievement Academy: Problem Solving and Discourse - 6th, 27th, 30th
- Underrepresented GT Populations - 6th
- What's New in Kahoot, Quizizz, Padlet, and Classkick? - 9th
- TRS Embedding Reading, Writing, Listening, Thinking, and Speaking During Remote Learning and Face to Face Instruction - 11th
- Creating Digital Reader/Writer Interactive Notebooks - 16th
- Visible Thinking Strategies for the Reading Language Arts Classroom - 18th
- JEDI Writing: Job Embedded Direct Instruction for STAAR Writing Gr 3-8 - 19th
- Revitalizing Research for the Gen Z Learner - 22nd
- Creating Digital Learning Menus for ELAR IFD - 31st

Check out the full Calendar of Sessions and register [HERE](#)

March Focus: Cultivating a Positive Culture & Climate

ASCD Shorts: Climate and Culture with Todd Whitaker



Climate & Culture

We hear the terms "climate" and "culture" all the time in education; many times they are used interchangeably. These two concepts are interrelated, but they actually have important differences.

Climate

Climate involves the shared perceptions that the individuals in an organization have. Climate is the *FEEL* of the environment. How an environment feels affects the behaviors of the people in it.

Climate includes:

- Environment
- Energy
- Positivity
- Atmosphere
- Friendliness
- Respect

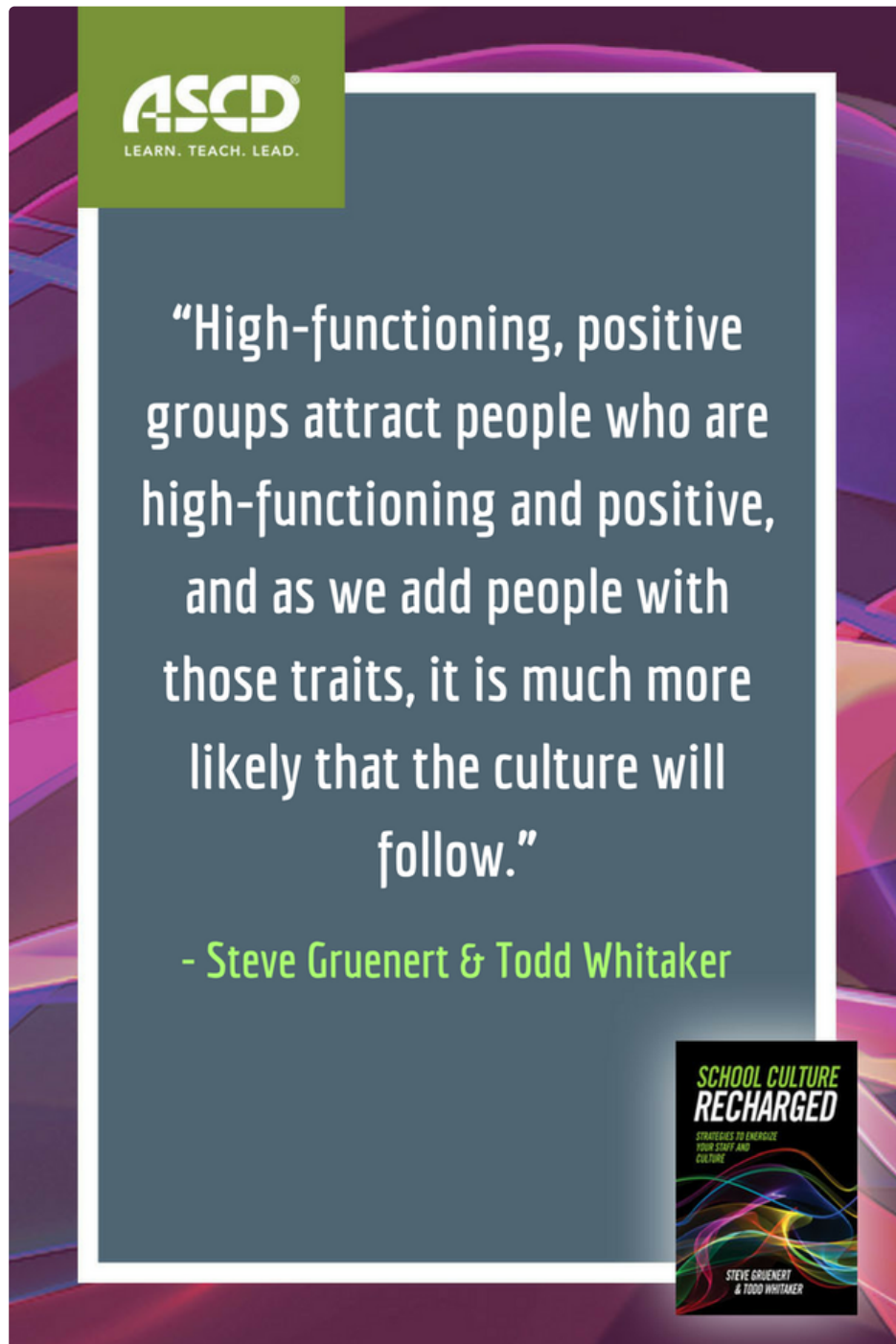
Culture

Culture includes how individuals feel about the organization and the beliefs, values, and assumptions that provide identity and set standards of behavior. Culture goes deeper to include the immediate environment (climate) and what people believe and value. Culture includes:

- Beliefs
- Values
- Behavior Norms
- Routines
- Traditions
- Perspectives

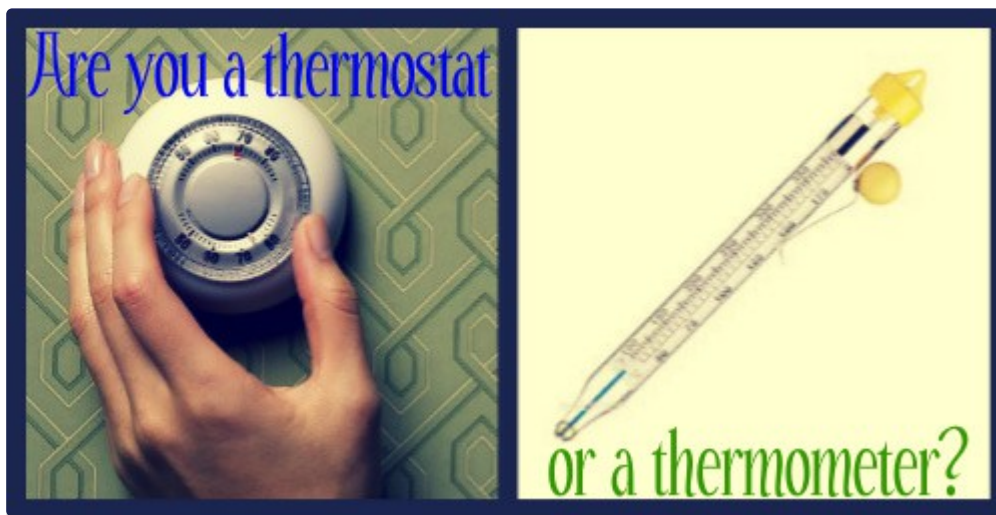
Culture emerges over time in large part due to the climate that people create and invest in long-term.

Climate and culture are both important and should be focused on each day! How they develop in an organization is determined by the choices and attitudes of the people in that organization!



Climate Change

An organization's climate has a great deal of impact on everyone. A positive climate improves performance and leads to a better organizational culture. A negative, toxic climate will lead to failure and difficulties. For people and organizations to flourish, a positive climate is essential.



Thermometers measure and report what is happening with the climate. Thermostats change the climate. Which one are you?

Are you a thermometer person that measures the negative energy in the environment and then reports, AKA vents, about it? Do you assess the temperature around you and think you have no control over it?

Or, are you a thermostat individual? Do you take notice of the environment around you and then turn up your energy and enact change?

If you are creating change, is it positive? Do you adjust the temperature/climate in a direction that benefits others?

Every single day, we have the choice to be one or the other - thermometer or thermostat. We have the option to make a difference and create a better climate.

“There are people that will say ‘We don’t have time for school climate because we have so much on our plate,’ and my philosophy is school climate is actually the plate that everything else has to go on.”

- Peter DeWitt

Bam!radio

ASCD
LEARN. TEACH. LEAD.

Attributes Needed:

Building climate and culture revolves around incorporating beneficial attributes into your environment and the environments of those around you daily:

- Assess yourself honestly
- Change your own attitude first
- Be positive, even when it isn't easy
- Encourage collaboration
- Encourage camaraderie and team spirit
- Provide recognition and praise
- Be committed
- Stay true to the values, standards, and vision
- Be responsible and have a strong work ethic
- Be willing to help and share
- Be welcoming to other staff
- Improve communication
- Steer clear of toxic behaviors and conversations

Classroom Climate & Culture Matter Too!

We also have a great deal of impact on our students' daily climate and culture as well as how their perceptions are shaped about the importance of climate and culture. The environments we create will impact their ability to participate, interact with others, learn, and ultimately reach success.

Creating a Positive Learning Environment



When students enter our classrooms, they need to feel welcomed and accepted. Classroom climate and culture needs to be a direct focus. Here are a few steps that can be taken to improve both.

- Greet your students every time they walk in the door! Students need to feel seen and acknowledge. This lets them know you notice and value that they are there; they will in turn do the same for others.
- Develop clear classroom rules and norms, and stick to them consistently. Make your social contracts important. By establishing guidelines that promote safe and respectful behaviors, students learn to prioritize these factors.
- Have high expectations for ALL students! Every student can learn and progress. Remember to find ways to acknowledge even small talents and successes.
- Promote positive peer relationships. Notice and call attention to positive, respectful interactions between students. Pay attention to emerging social dynamics in your classroom. Address concerns quickly, and reinforce good decisions.
- Deliberately plan and incorporate relationship-building activities into your lessons. Identify areas where social awareness can improve. Let this inform your seating arrangements, partners, small groups, etc.
- Nurture and model positive healthy relationships. Have class meetings, discussions, and interactions that show students the correct way to interact to build respect and a positive dynamic with others.
- Use warm, inclusive body language. Eye contact and smiles go a long way.

- Spend time reinforcing ALL of your students. Every child has qualities to celebrate and encourage. Find them, and use them to boost morale and social interactions.
- Build relationships that support your students. Reach out to parents and family members and offer them encouragement or let them know ways they can celebrate or help their student.



We hope that you have a restful, safe, and enjoyable Spring Break. Consider taking the time to reset your energy and attitude during your time off. Find ways to boost your positivity and passion. When you are recharged, it will be possible for you to get involved in reinvigorating the climate and culture around you when you return.



Continuing Education Department

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