

Unpacking the Organizational Culture Iceberg

| Tip of the Iceberg "The way we say we get things done." | Beneath the Surface "The way we really get things done." |
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| School or district mission and vision statements: | What people really believe: |
| Official leadership structure or organization chart: | De facto power structure: |
| Key school board or district goals: | Private or interest group agendas: |
| Sanctioned process to adopt new programs: | Actual ways new programs get chosen: |
| Messages we send to students and families: | Hidden meanings or implied messages: |

REPRODUCIBLE

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| How we say we serve <i>all</i> students: | How we really serve <i>some</i> students differently: |
| Who we say we are: | Who we really act like we are: |
| Who we want to be: | |
| How our team will address the invisible organizational culture by leveraging the visible culture to advance equity: | |