

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