

Culture Creation: Collective Responsibility and Schoolwide Systems Building

The basic process for facilitating the development of a schoolwide culture of collective responsibility and for building schoolwide systems in support of all students learning at high levels is the same. Consider these five steps, keeping in mind that none produces results unless all leadership team members hold themselves and others accountable for following through.

1. Dialogue and learn together to build shared understanding.
2. Ensure opportunities for teachers to brainstorm ideas and provide input.
3. Facilitate information sharing across teams.
4. Establish and communicate clear implementation expectations for all staff and teams, and articulate how you will hold staff and teams accountable.
5. Revisit action plans to celebrate successes and modify plans as needed.