



## CHAPTER 1 TRY THIS: BUILD A WORKPLACE CULTURE FOR CONTINUOUS IMPROVEMENT



A strong workplace culture is the foundation for continuous improvement. This activity will help you reflect on your current culture and consider the possibilities of using improvement science to help your school or district keep getting better.

### 1. Current Reality: Define Your Workplace Culture

Think about your current school or district culture.

- In a few words, how would you describe your workplace culture?
- What is one thing about your culture that positively impacts student and staff success?
- What is one aspect of your culture that limits collaboration, trust, or improvement efforts?

### 2. Vision for the Future: Connect Culture to Improvement Science

Read the aspirational statements below and select one you most aspire to achieve.

- We have a positive workplace culture where all staff feel valued, supported, and connected to a shared purpose.
- Our teams collaborate regularly, leveraging diverse perspectives to solve the most challenging student-centered problems together.
- We ensure that improvement efforts are grounded in evidence and inquiry rather than assumptions or traditions.
- We continuously refine our approach by using small, iterative cycles of change before expanding initiatives to the whole school or district.
- We empower staff to take ownership of improvement efforts, ensuring they have a voice in identifying challenges, designing solutions, and making meaningful change.



- We embody vulnerability by acknowledging that we don't have all the answers, feeling safe to take risks, and sharing our learning and data.
- We have a culture where staff are eager to share what is working, spreading learning across teams and schools.

Then consider: Why did you select that statement? What would your team say?

*Leadership Note: When you are ready to lead this journey, consider bringing this exercise to your team. Ask each person to select the aspirational statement that resonates with them, have partners share the statement they chose and why, and then come back to the whole group to hear about patterns in the team's responses. What does this tell you about your team's priorities and readiness for creating a culture of improvement?*