



CHAPTER 7 TRY THIS: DEEPEN A POSITIVE IMPROVEMENT CULTURE



This tool is designed to help leaders consider how they might bridge the gap between leadership vision and staff implementation of a positive workplace culture.

1. Describe Your Current Culture—How Would You Characterize It?

2. Identify a Culture Challenge—Where does the vision-implementation gap exist?

Reflect on a recent initiative or improvement effort in your school or district. What could have been improved in the culture that would have made the staff experience better?

3. Implement a Strategy—Choose one leadership move to strengthen workplace culture.

Choose one of the strategies below to implement over the next month.

- Strategy 1: Cast a Vision That Becomes Part of Daily Work
- Strategy 2: Model the Culture
- Strategy 3: Collect and Share Stories of Success and Failing Forward



4. Create an Action Plan

Write your plan, including the who, what, when, where, and how. Be specific!

Follow-Up and Reflection

Track impact and refine your approach.

After one month, reflect on the impact of your chosen strategy.

Did the change bring improvement? How do you know? What is next?