

School culture, learning culture

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Why it is important?

Purposes

- to become aware of the complex nature of school culture
- to help in and prepare for school visit

Group task 1

In small groups identify and discuss conventions that are specific to your education/university and common to education/all universities! What purposes are served by these conventions?

Common educational conventions	Specific conventions

Why it is important and what it is?

Organizational culture

that an organization's culture comprises such a range of human experience that it is impossible to reduce meaning to predefined elements or to predictive value. . . . Education institutions . . . can neither be shielded from external interference nor studied in a scientifically controlled environment. . . . Reality is not something objective or external to the participants. Instead, participant reality is defined through a process of social interchange in which perceptions are affirmed, modified, or replaced according to their apparent congruence with the perception of others. (Tierney, 1988, p. 12)

Organizational Culture

OUTWARD
VIEW

1.

Artifacts

- A. Products
- B. Behaviors

Readily observable,
but hard to interpret.

Cultural elements include:
anecdotes, art, ceremonies,
communications, heroes, habits,
jargon, language, management
practices, myths, norms,
physical arrangements, rituals,
stories, symbols, traditions.

INWARD
VIEW

2.

Values and Beliefs

Not directly observable, but
can be distilled from how people
explain and justify what they do.

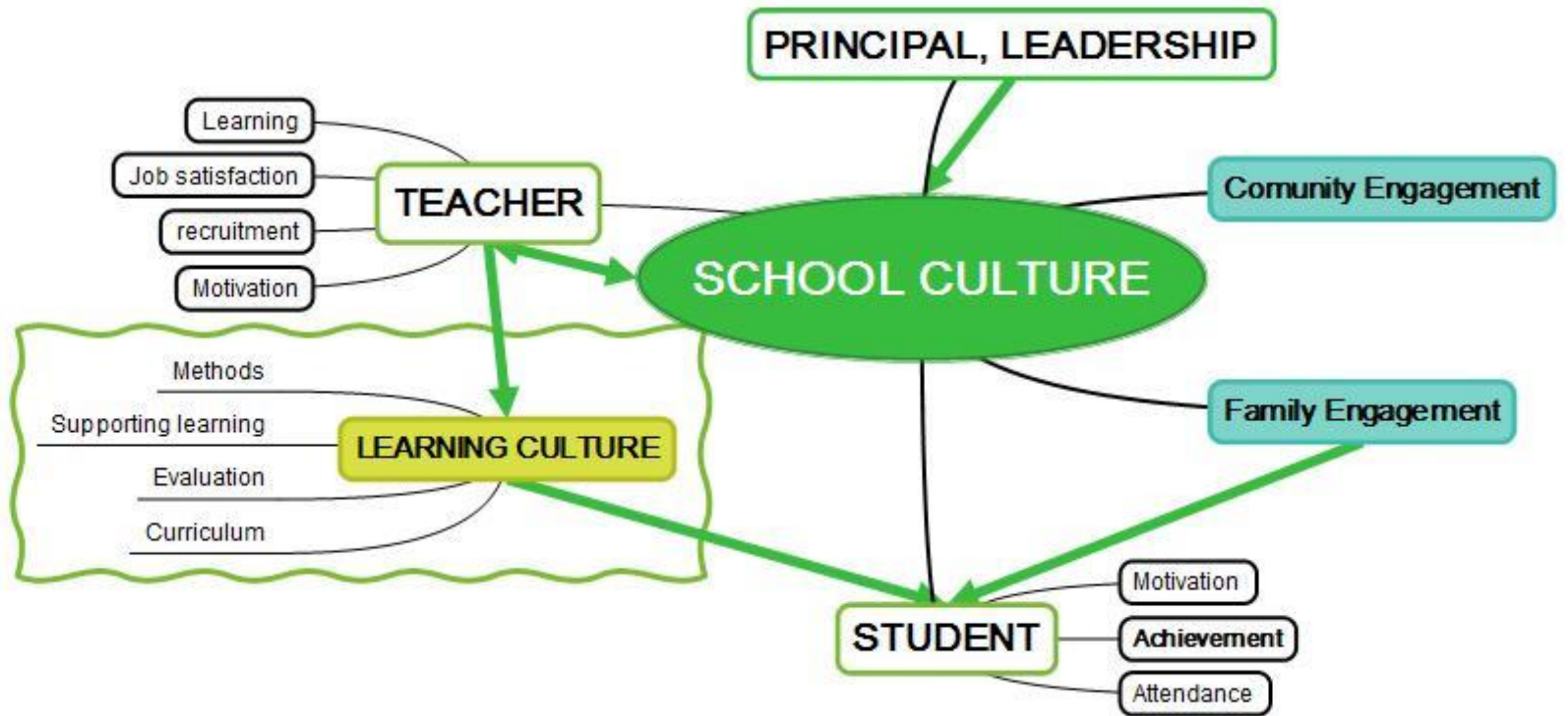
Cultural elements include:
beliefs, cognitive processes,
commitment, consensus, ethic,
feelings, ideologies, justifications,
knowledge, mind-set, philosophy,
purpose, sentiments, thinking,
understanding, values, vision,
worldview

3.

Underlying Assumptions

The foundations of culture which is so widely
shared that people are largely unaware of them.

Cultural elements include:
assumptions, consensus,
ideologies, mind-set,
philosophy, worldview.



Group task 2: What would you like to know about this level of school culture? Collect questions!

LEVELS	QUESTIONS
<p>Artifacts: mission, learning products, communication, norms, management of learning, traditions, learning processes (formal)</p>	
<p>Values and beliefs: consensus, purposes, rules for relationship, role of spaces and time, appropriate behavior, role of groups</p>	

Group task 3: How would you get the information?

	Observing	Asking questions from pupils	Asking questions from teachers
Question 1			
Question 2			

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Thank you for your attention!



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