

Slow your Roll: Shifting School Culture Incrementally

In my school, tradition is paramount. How do we shift our culture, to modernize, to refresh, to include more diversity, without disrespecting tradition or alienating the "how we've always done it" crowd? Come learn how we have gently shifted our traditions to become more inclusive, more kind, and more representative of our values and vision.

1. Learn the Tradition

Ask questions of the old guard.

Listen to why it has always been that way.

Don't argue.

Appreciate the valid and valuable out loud.

2. Identify and Focus on your Vision

Keep that target in mind.

Make small shifts toward that target.

Aim for attitude shifts before event shifts.

3. Respect the Sacred Cow. . . . for Now

Don't go for the big change now. Be patient.

You can shift the culture in 3-5 years. You can make TODAY more positive.

Make subtle shifts, make them fun, build new healthy traditions, minimize toxic ones.

4. Use your Kid Power

They are easier to persuade/teach than the adults, and if they're happy, ultimately, the parents and community and staff will also be happy.

5. Talk it Up. Do your own PR.

Make sure people know why you're doing it this way. Brag about why you're so proud of these kids for standing up for kindness and total support. Talk to people a LOT.

Especially those old guard supporters. Thank them for their flexibility, their support, make sure they know how well they are supporting the kids in the mission to make this school kinder and safer and more fun for all. Model your target loudly, often, cheerfully.

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