

Culture:

Relationships
Care-To-Learn
Very-Helpful
Innovation Overwhelmed Nurturing
High-Energy Resilient Expectations Camaraderie
Dedication Supportive Commitment Passion
Diverse Welcoming Maroon Interconnected
Spirit Trust Tenacious Determined Genuine
Community Compassion
Fair Mind Family Engaged Teamwork
Resilience Dedicated Cooperation
Enduring Connection Strength Rigor Tradition
Positive True-Grit Accepting
Prideful Perseverance
Adapting
Determination



#Crew,

The theme of the **#Crew Communication** for this week is Culture.

I want to thank the staff members who responded to my email asking for two words that best describe the culture at Kamiah Schools. From those emails, I was able to create a word bubble that aggregates the collective beliefs that our staff hold about the culture in Kamiah Schools. If you are not familiar with a word bubble, the larger the word indicates the more often the word was mentioned. The term 'caring' in our word bubble was the most frequently used word and is indicated by the size above. The purpose of this task was to begin to recognize how our actions (Climate) can impact how we feel about our school (Culture). It is important to me, and hopefully the same to you, that we have a culture that embraces and cares about the students and staff in the organization. Valuing, trusting, and loving these people is the goal I have for myself and ask from you.

“School culture and school climate are often used interchangeably by school leaders. However, the literature differentiates these inter-related concepts in important ways. Climate describes the shared perceptions (or actions) of the people in a group or organization, while culture includes how people feel about the organization and the beliefs, values, and assumptions that provide the identity and set the standards of behavior” (Stolp & Smith, 1995).

As the emails came in, I noticed a commonality in words describing a culture of caring. As noted above, the Climate and Culture of a school are interdependent. It would be highly unlikely to have a caring culture and a negative climate, and vice versa. The school climate includes our actions, words, etc. The school culture is the beliefs we hold about our school.

As an organization, we should be constantly striving to improve our culture. To do that, we must focus on our climate. If we are in a bad mood, or speak harshly to or about students or colleagues, over time, our culture erodes and we will no longer collectively believe we have a culture of caring. Our climate can change quickly, while it takes a long time to improve culture.

We can control our climate. Our climate controls our Culture.

Schoology preparation

During our in-service, it was asked of teachers to focus their attention during the first few weeks on incorporating Schoology into their classrooms while students are face to face. As I am observing neighboring districts experience mass quarantines, I want to ask each of you to incorporate one element in each of your classrooms that leverages Schoology so that in the case we face a short term quarantine, learning can continue. Consider a discussion board, assignment, assessment, or activity to engage students in the platform while we have them in the building and can support one another to learn the program.

IPLP

Be sure to visit with your building principal about the IPLP requirements and deadlines for all certified staff members.

Safe Schools

Also, please be sure to access and complete the Safe Schools requirements. If you have any questions or need additional time, please contact your building administrator.

Recognition

I want to take this opportunity to thank **Ms. Mona Farmer** for all of the work she has done this fall. In addition to her daily school responsibilities, Mona has been asked to double her role with the launch of Clearwater Web Academy while also serving as Site Coordinator for IDLA 7-12. With the development of CWA K-6, Mona is now tasked with all e-registrations for students throughout all three schools if they are enrolling in CWA! Although the plan was to bring CWA on slowly, the issues surrounding COVID have forced us to build the plan mid-flight and I appreciate Ms. Farmer for taking on these extra tasks and doing so with exceptional effort. Thank you, Mona!

Have a great weekend!
Very Best,
Dr. Merrill

