

CASE STUDY: SHAPING SCHOOL CULTURE

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*Part 1: Case Analysis***Summary of The Case**

The vice principal of the middle school highlighted in the Case Study "Shaping School Culture" will be promoted to principal the following school year. This school enrolls around 700 students in grades 4 through 8. The school has the highest number of African American students in the district. The school's poor performance, "tough" reputation, and accountability grade of "D" placed it on a route for transformation. Several of the school's teachers have been there far longer than any 14 administrators. The students' poor behavior is probably a result of their living in a low-income region. A new administrator will have several tasks, including assigning seven new teachers.

Issues to be Resolved

The degree of classroom discipline and the quantity of wasted teaching time are two crucial issues that need to be addressed. In order to properly deploy more resources and hire new staff members, the principal will need a high degree of strategic thinking. In addition, it will be necessary to educate the staff and students about the new restrictions and get their support.

Stakeholders Involved

In order to properly deploy more resources and hire new staff members, the principal will need a high degree of strategic thinking. In addition, it will be necessary to educate the staff and students about the new restrictions and get their support. The degree of classroom discipline and the quantity of wasted teaching time are two crucial issues that need to be addressed

Existing Laws & District Policies

The principal is accountable for making changes; the instructors will be responsible for implementing and contributing to forming a new culture of expectations for the students. The students, especially repeat offenders, will need to learn new behaviors and penalties. Parents and

other members of the school community who demonstrate their support and reinforce the new initiatives will play an indirect but significant role.

Solutions to the Issues

To meet the needs of a diverse student body, the administrator will be required to make strategic recruiting choices about the recruitment of new teachers. It will also be vital to strategically deploy these instructors in the classrooms with the greatest need for support. The school's culture must be altered, and the students' negative conduct must be addressed, but this is not an easy task. It is essential to reevaluate the disciplinary procedures to ensure that they are understood and adhered to by every member of the workforce. Positive reinforcement has the ability to be the solution to the problem at hand.

Action Steps

Even after the start of the new school year, it will be vital to monitoring the school to ensure it is moving in the right direction. The principal may organize a recruiting committee to analyze the requirements of the teaching staff and offer resource allocation suggestions. Organizing a task group to examine present disciplinary policies, give ideas for change, and design a strategy to educate employees so they all adhere to the same standards might be beneficial. In addition, the principal must keep an eye out for alterations that contradict the institution's ethos.

Potential Moral & Legal Consequences

Due to the moral and legal ramifications of the new regulations, there may be opposition from either students or teachers. The principal should provide enough training and transparent communication to garner support for the changes and ensure everyone is aware of their nature and rationale. Teachers may be required to do more to protect student safety, and punishments for previously unpunished behaviors may be enhanced.

Part 2: Rationale

Changing the school's culture is the first step in addressing pupils' poor academic success and other harmful behaviors. The principal can hire seven more teachers, giving her greater control over the school's employees. This enables her to build a team that will contribute to achieving the school's objectives and connects with the school's demographically varied student body. Employing instructors who are adept at forming good connections with pupils is one of the most effective preventative measures for addressing behavioral problems. If the workforce is more diverse and instructors can develop meaningful relationships with this strict set of children, this will significantly aid. Additionally, it would be advantageous if the youngsters could converse efficiently.

Discipline is the second most essential factor when seeking answers to difficulties. To change how children and teachers interact in the future, it will be necessary to involve a team of educators to identify the issues and develop new strategies for addressing the problematic behaviors. This is required in order to effect change. Implementing discipline requires that all parties exhibit their commitment and assume responsibility for the task. Every employee will benefit from training on their roles and responsibilities, and every youngster will benefit from instruction on the penalties and rewards connected with good conduct.