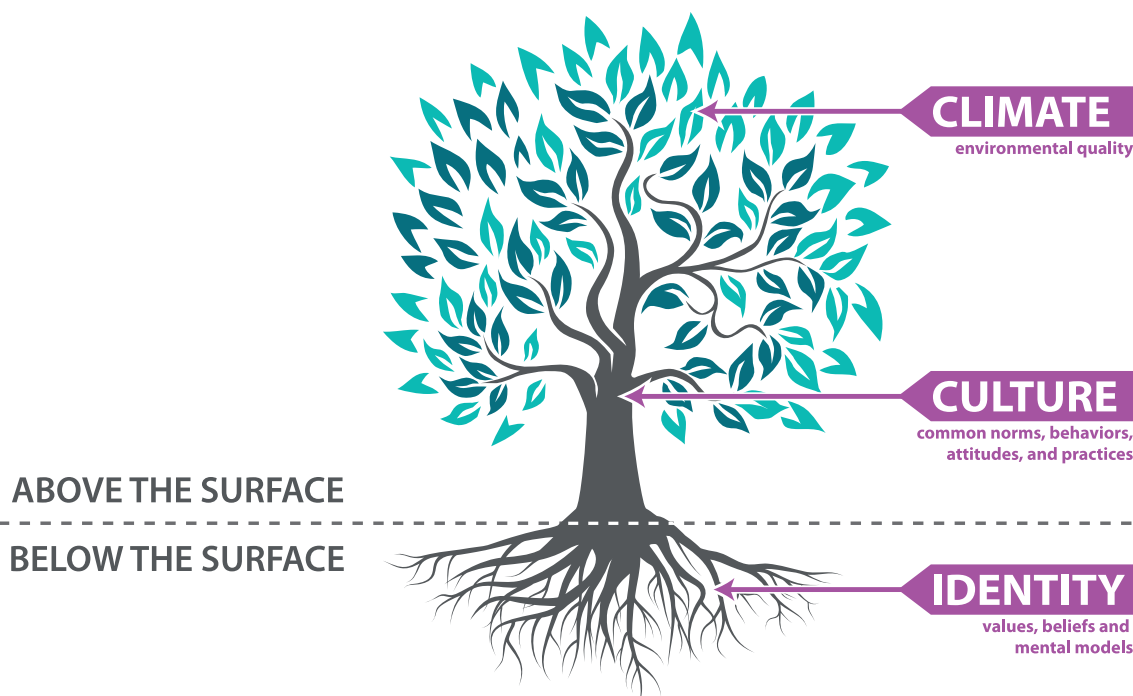


Above and Below the Surface: Elements of a School Community



Climate

The quality and character of school life; the subjective experiences of school life for students, staff members, school leaders, parents, and the entire school community. Climate is how people feel in the school. It is a reflection of the school culture.

Culture

Common norms, beliefs, values, perceptions, relationships, attitudes, and written and unwritten rules that shape and influence every aspect of how a school functions. Culture is a deeper sense of how people act in the school.

Identity

Deep below the surface are values and beliefs, and the mental models of how schools ought to be, how people should be treated, and expectations around responsibilities.