

School Culture Discovery Audit

This assessment helps educators discover the current characteristics of their school's or district's culture. You can use the results of this audit later with the "Culture Types and Outcomes" tool to help determine your organizational culture type as well as your culture's strengths and weaknesses.

Section	Question	Options (Check all that apply.)	Open Response
Vision	What is your school's primary focus?	<input type="checkbox"/> Academic excellence <input type="checkbox"/> Inclusivity <input type="checkbox"/> Community engagement <input type="checkbox"/> Innovation <input type="checkbox"/> Tradition <input type="checkbox"/> Student well-being <input type="checkbox"/> Other:	Write words that describe your school's vision:
	How do you see this vision reflected daily?		Provide examples:
Purpose (Mission)	What is the core purpose of your school?	<input type="checkbox"/> College and career prep <input type="checkbox"/> Safe environment <input type="checkbox"/> Lifelong learning <input type="checkbox"/> High standards <input type="checkbox"/> Community partnerships <input type="checkbox"/> Other:	Summarize the purpose you observe:
	How does this purpose show in actions by staff and leaders?		Provide examples:

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Values and Beliefs	Which values do you see demonstrated?	<input type="checkbox"/> Respect <input type="checkbox"/> Collaboration <input type="checkbox"/> Innovation <input type="checkbox"/> Accountability <input type="checkbox"/> Equity <input type="checkbox"/> Compassion <input type="checkbox"/> Other:	Describe values that guide your work:
	What core beliefs guide interactions?	<input type="checkbox"/> Honesty <input type="checkbox"/> Fairness <input type="checkbox"/> Diversity <input type="checkbox"/> Student centered <input type="checkbox"/> Tradition focused <input type="checkbox"/> Open conflict <input type="checkbox"/> Other:	Provide examples of an unspoken belief:
Norms	What are the unspoken rules here?	<input type="checkbox"/> Collaboration <input type="checkbox"/> Conflict avoidance <input type="checkbox"/> Open feedback <input type="checkbox"/> Caution with new ideas <input type="checkbox"/> Hard work <input type="checkbox"/> Other:	Describe norms you notice:
Rituals and Traditions	Which rituals shape your culture?	<input type="checkbox"/> Staff meetings <input type="checkbox"/> Student celebrations <input type="checkbox"/> Schoolwide events <input type="checkbox"/> Community activities <input type="checkbox"/> Social gatherings <input type="checkbox"/> Other:	Describe meaningful rituals:

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Climate	Describe the school atmosphere	<input type="checkbox"/> Welcoming <input type="checkbox"/> Competitive <input type="checkbox"/> Focused <input type="checkbox"/> Tense <input type="checkbox"/> Energetic <input type="checkbox"/> Other:	Describe how climate affects morale:
Celebrations	Which achievements are celebrated?	<input type="checkbox"/> Academics <input type="checkbox"/> Athletics <input type="checkbox"/> Staff awards <input type="checkbox"/> Community service <input type="checkbox"/> Student progress <input type="checkbox"/> Arts <input type="checkbox"/> Other:	Describe meaningful celebrations:
	How are achievements recognized?	<input type="checkbox"/> Formal ceremonies <input type="checkbox"/> Informal praise <input type="checkbox"/> Public displays <input type="checkbox"/> Personal notes <input type="checkbox"/> Group outings <input type="checkbox"/> Other:	Explain recognition that matters most to you:
Communication and Network	What communication methods are effective?	<input type="checkbox"/> Email <input type="checkbox"/> Face to face <input type="checkbox"/> Team meetings <input type="checkbox"/> School announcements <input type="checkbox"/> Social media <input type="checkbox"/> Other:	Describe how information is shared:

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Symbols	Which symbols represent your school's identity?	<input type="checkbox"/> Mascot <input type="checkbox"/> Logos <input type="checkbox"/> Events <input type="checkbox"/> Mottos <input type="checkbox"/> Other:	Describe symbols that capture your culture:
Heroes	Who embodies your values?	<input type="checkbox"/> Teachers <input type="checkbox"/> Students <input type="checkbox"/> Community leaders <input type="checkbox"/> Founders <input type="checkbox"/> Other:	Identify role models that impacted you:
Stories	What stories do you share about your school?	<input type="checkbox"/> Student success <input type="checkbox"/> Overcoming challenges <input type="checkbox"/> Community impact <input type="checkbox"/> Historical events <input type="checkbox"/> Other:	Summarize stories that define your culture: