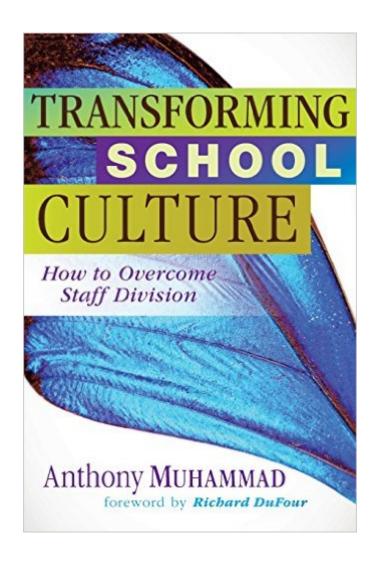
### The book was found

# Transforming School Culture: How To Overcome Staff Division





## **Synopsis**

The goal of Transforming School Culture is to provide a framework for understanding how school cultures operate and how leaders can overcome staff division to improve relationships and transform toxic cultures into healthy ones with the ultimate goal of improved learning for all students. Anthony Muhammad contends that in order to transform school culture, we must examine and understand educators motivation for hanging on to paradigms that are contrary to those articulated by their school or district. In this book, Dr. Muhammad explores many aspects of human behavior, social conditions, and history. Drawing upon his study of 34 schools (11 elementary, 14 middle, and 9 high schools) from around the country, Dr. Muhammad describes the underlying tensions that impact culture among four different groups of educators in a school. Much of the book is devoted to introducing readers to these groups: The Believers are those who are committed to the learning of each student and who operate under the assumption that their efforts can make an enormous difference in that learning. The Fundamentalists are preservers of the status quo. The Tweeners are members of a staff who are typically new to a school and are attempting to learn its prevailing culture. The Survivors are those who have been so overwhelmed by the stress and demands of the profession that their primary goal becomes making it through the day, the week, and the year. Dr. Muhammad describes the prevailing beliefs and assumptions of each of these groups and the dynamics within and among the groups. He argues that it is the outcome of these dynamics that will ultimately determine the culture of a school. He provides specific strategies for working with each group of educators to transform school culture and intentionally create positive atmospheres that not only tolerate change, but also seek and embrace the changes that maximize organizational effectiveness.

#### **Book Information**

Perfect Paperback: 144 pages

Publisher: Solution Tree; 5874th edition (February 17, 2009)

Language: English

ISBN-10: 1934009458

ISBN-13: 978-1934009451

Product Dimensions: 6.1 x 0.4 x 9 inches

Shipping Weight: 6.4 ounces (View shipping rates and policies)

Average Customer Review: 4.6 out of 5 stars Â See all reviews (42 customer reviews)

Best Sellers Rank: #40,600 in Books (See Top 100 in Books) #67 in Books > Education &

Teaching > Schools & Teaching > Education Theory > Philosophy & Social Aspects #71 in Books > Education & Teaching > Schools & Teaching > Education Theory > Administration

#### Customer Reviews

A creepy catalog of "cultspeak", this book is insidious in its recommendations. "Believers" are mindless sheep who unquestioningly accept any and all rhetoric, accepting "100% responsibility" and "doing whatever it takes". "Fundamentalists" are teachers who dare think critically and consider their own experiences and observations as being somehow relevant to their teaching decisions. They work against the aims of the "new school paradigm" by suggesting that teachers have a right to a personal life, to devote time to their families, to not be overworked into oblivion. According to this book, the way to overcome staff division is to "coerce" these teachers into compliance with the Party Line or forcing them to "relocate". According to this author, "due process" (his quotation marks) is only a nasty inconvenience that complicates the process of getting rid of individuals who refuse to drink the Kool-Aid. I was around at the time the concept of "Whole Language" instruction was implemented. The idea was certainly appealing, and policymakers jumped on the Whole Language bandwagon completely. As time passed, however, it became obvious that Whole Language was deeply flawed and that those teachers who had continued teaching phonics in their classrooms had actually been the most successful in developing literacy in their students. In the dystopia of this book, those teachers would have been removed from the teaching profession and their insight and wisdom lost to education forever. The very idea of our democratic society is that various viewpoints, opinions, experiences, awareness, work together for the greatest good. This book recommends destroying this very strength.

#### Download to continue reading...

Transforming School Culture: How to Overcome Staff Division Social Anxiety: Overcome Shyness, Anxiety, Introvert, Low Self Esteem & How To be Confident ((BONUS Inside)Overcome Any Fear, Feel Confident, Strong, Overcome Shyness) For King and Country: British Airborne Uniforms, Insignia & Equipment in World War II 1st Airborne Division 6th Airborne Division 1st Polish ... Brigade (Schiffer Military History Book) The 7th Panzer Division in France and Russia: Rommel's Ghost Division 100 Division Worksheets with 5-Digit Dividends, 3-Digit Divisors: Math Practice Workbook (100 Days Math Division Series 12) 55 Successful Harvard Law School Application Essays: With Analysis by the Staff of The Harvard Crimson Gambling Addiction: The Ultimate Guide To Gambling Addiction Recovery: How To Finally Overcome Gambling Addiction And Problem Gambling Forever (Overcome ... Sports Gambling, Fantasy Sports, Poker) Adrenal Fatigue:

Overcome Adrenal Fatigue Syndrome With The Adrenal Reset Diet. How To Reduce Stress, Anxiety And Boost Energy Levels And Overcome Adrenal ... Books, Adrenal Fatigue Diet, Adrenal Reset) Marriage: How To Rescue Your Marriage: Proven Advice To Help Overcome Conflicts And Save Your Marriage Forever (Marriage Help, Marriage Advice, Overcome Conflicts, Marriage Book) Overeating: How To Overcome Overeating, Food Addiction And Control Your Eating..11 simple and Easy Steps To Overcome Overeating! (Emotional Eating, Food ... Binge. Will Power, Mindful Eating, Craving) Revisiting "the Culture of the School and the Problem of Change" (The Series on School Reform) (Sociology of Education Series) Sticky Teams: Keeping Your Leadership Team and Staff on the Same Page The Bradley Smoker Cookbook: Tips, Tricks, and Recipes from Bradley Smoker's Pro Staff Search Committees: A Comprehensive Guide to Successful Faculty, Staff, and Administrative Searches Staff Ride Handbook for the Niagara Campaigns, 1812-1814 -War of 1812 - New York and Canada Settlements, Queenston Heights, Stoney Creek, Chippawa, Lundy's Lane, Fort Erie, President Madison Recollections of a Confederate Staff Officer Battle of Antietam, Staff Ride Guide [Illustrated Edition] Staff Ride Guide for the Battle of First Bull Run [Illustrated Edition] Staff Ride Guide: BATTLE OF FIRST BULL RUN Staff Training Annot Rev (Research and Information Guides in Business, Industry, and Economic Institutions)

<u>Dmca</u>