

Dr. Anthony Muhammad: Building a Healthy School Culture

Leaders in Educational Thought

Volume 2, Number 1, 2013

Title	Duration	Summary
Can all children learn?	5:11	Why do achievement gaps still exist if we have the knowledge to meet the learning needs of all students? What are the obstacles preventing all students from succeeding?
Organizational Change	2:42	Cultural changes are more difficult to implement than technical changes. Technical change includes non-human elements of the workplace such as schedules and curriculum. Cultural change includes people's beliefs, attitudes and behaviours.
Technical Change	2:32	Technical change by itself does not transform learning environments.
Cultural Change	3:45	Schools are as complex as the human beings within them. Healthy school cultures intentionally interrupt established stereotypes that adversely affect students.
Intrinsic Predeterminations	2:30	Students may develop intrinsic, negative predeterminations about themselves. In some instances, these predeterminations become institutionalized and hinder the school's progress.
Commitment, Reflection, Prescription	7:35	Commitment, reflection and prescription are staples of a healthy culture. Belief in the ability of every student is critical and needs to be supported by appropriate behaviour and decisions.
A Toxic School Culture	2:38	A toxic culture is descriptive and deflective: the institution has a habit of describing a problem and deflecting blame.
Good to Great	4:15	A healthy culture seeks and confronts the brutal facts. It also intentionally finds the right leaders, resources and strategies to make the required changes.
Transformative Leadership	3:25	A transformational leader encourages people to move forward in their thinking and actions. Transformational leaders are found in all roles at all levels.
A Healthy School Culture	2:14	Intrinsic motivation and support help build a healthy culture. Four critical steps in building a healthy school culture include aligning the school's philosophy, managing frustration, creating a culture of collaboration and institutionalizing a cultural health.
Me to We	3:20	Educators need a clear understanding of the students they teach and are collectively responsible for teaching all students effectively. A healthy culture is based on shared accountability and a common sense of purpose and service.

Education or Assimilation	5:33	Culturally responsive education supports children in reaching their full potential and affirms their values and cultural norms. Students should not have to choose between their culture and learning.
Managing Frustration	3:54	Frustration is the root of a toxic culture. Managing frustration allows people to be more productive. Developing skills that match the task minimizes frustration.
Turn your window into a mirror	2:20	Self-examination and reflection allows educators to be more understanding of the behaviour of others.