

LEADING WITH CULTURE

TRANSFORMING NEW AND
STRUGGLING SCHOOLS

MEET THE PRESENTERS



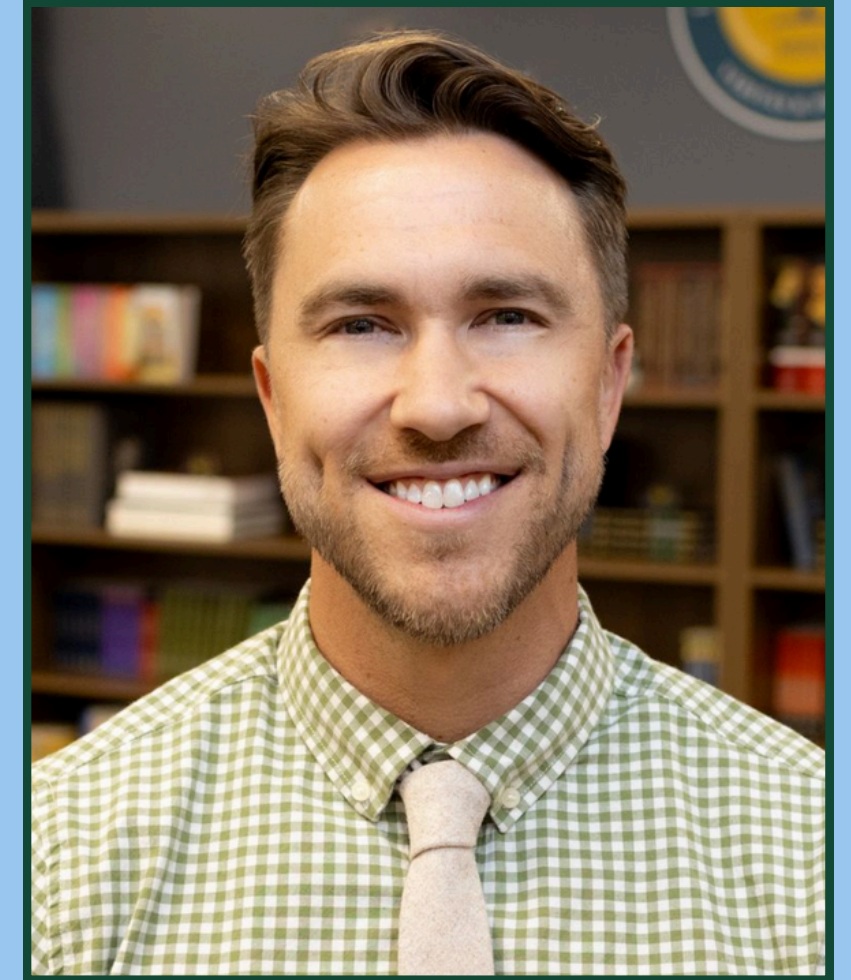
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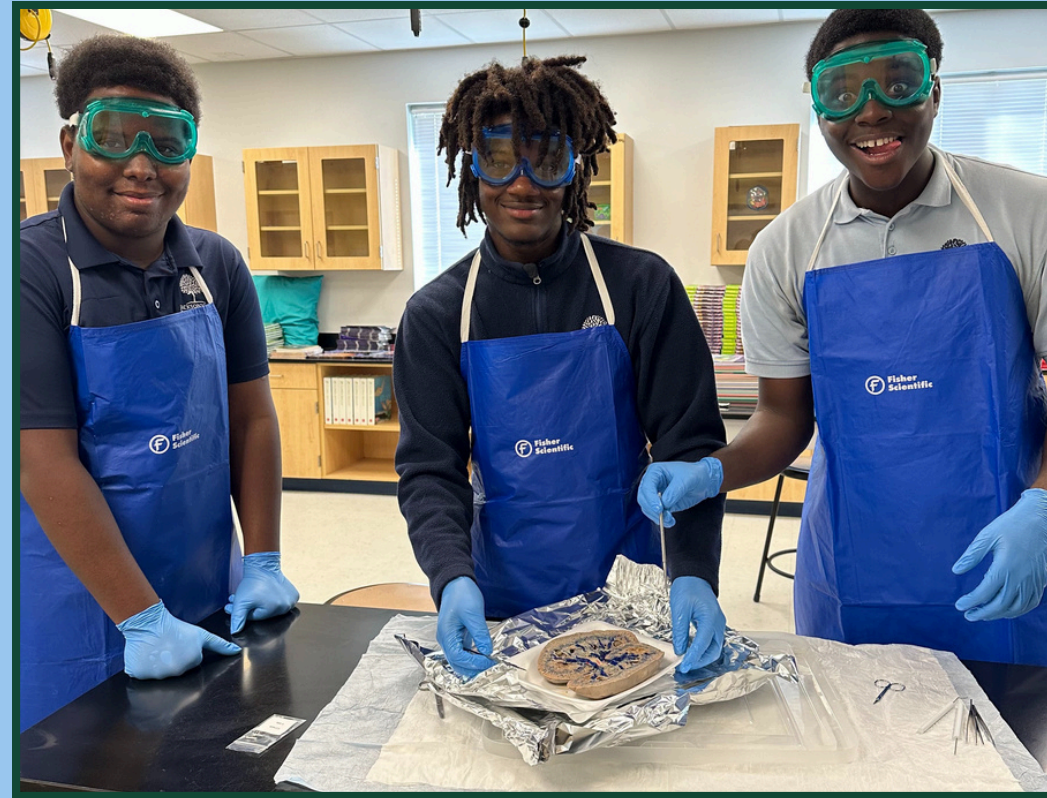


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BUILDING A NEW CULTURE



DEFINING SCHOOL CULTURE

Why does it matter?

- Only way for success
- Trickle down
- Student achievement
- Enrollment
- Teacher satisfaction and retention
- Family and community trust

MISSION FIRST

- Involve staff in shaping and owning the vision.
- Reciting the mission
- Can't fulfill the mission if you lose students
- Starts at the top



RELATIONSHIPS

- Staff-to-staff
 - Team building and trust
- Staff-to-student
 - Relational authority and caring accountability
- School-to-family
 - Communication, transparency, and celebration



TRADITIONS

- School identity
- Creating rituals, symbols, and language unique to the school
- Athletics



BUILDING CULTURE IN A STRUGGLING SCHOOL

ACKNOWLEDGING THE PAST

- No shade thrown
- Listening to staff, students, and families
- Immediate visible changes that signal a shift
- Establishing non-negotiables (e.g., excellence, respect, professionalism)



NORMS AND ROUTINES

- Establishing consistency from Day 1
- Modeling and practicing expectations with students and staff
- Patience with performance. Impatience with behavior



BUILDING BUY-IN

- Early wins: small, visible successes to build momentum
- Building Relationships
- Addressing Resistance
 - Strategies for supporting or exiting staff misaligned with the mission
- Rebuilding Trust
 - Consistency in leadership actions
 - Communication that is honest and hopeful

CONSISTENCY IN “THE BIG STUFF”



OVERALL

- Excellence is the standard (not perfection)
- Be a real servant leader: filling in for the lunch room, be visible, don't sit in your office, truly let people know you'll do whatever it takes
- Hustle and heart

STAFFING

- Personnel is Policy
- Hire slow. Fire fast.
- Believe in your people & speak life (you don't want them scared of you)
- Hire from within
- Pay attention to skill sets and the people that bring solutions to you and promote them
- Don't just care about degrees



STRATEGY

- Good things take time
- Three corded strand
- Find key parents (love your school, don't cause drama and can build team spirit)

Q+A