“What are Culture and Climate?”

School Culture is manifested in norms and shared values of all the components of the school system while School climate refers to the school’s effects on students and teaching practices. There are several levels of organizational culture such as Deep, Superficial, Concrete, and Abstract. Also, there are several assumptions to dwell on:

1. Culture as Shared Norms

   Culture can be observed through norms since these can have a direct effect on the behaviors of people. In a school system, people came from different walks of life but since we live in one country despite located in separated provinces, we are still bound by unwritten strings that later may result in rewards or punishments.

2. Culture as Shared Values and Beliefs

   According to Hoy and Miskel (2008), culture is defined as shared beliefs and values. In strong school culture, beliefs, and values guide organizational behavior. They also emphasized that a strong culture can be at times a liability during times of change.

3. Culture as Tacit Assumptions

   Tacit Assumption is defined as an abstract premise about the nature of Human Relationship. In the study conducted by Hallinger & Heck (1998) and cited by MacNeil,
Prater & Busch (2009), paying attention to culture is the most important thing that a leader should do. They stressed that a hospitable school culture will produce better learners. The study shows that good culture and climate are observed in Exemplary, Recognized, and Accepted Schools.

Going back to my initial question, I reflected and evaluated the culture and climate in our school. I know that there is no perfect system, and everyone has their flaws but as I observed the school is trying its very best to make Capitangan Elementary School a child-friendly and an accommodating school.

I remember asking my principal, what is the first thing that should be done whenever that school heads are reassigned to a new post. My School Head said, “I need to find the needs of the school and to gauge the culture and climate of the school.” At that time, I don’t understand the notion of culture and climate but since I am reading about Educational Management, I am enlightened on the role of the leader in establishing good governance through assessing the culture of the school to promote a better climate that is primarily needed for a quality teaching and learning process.

Now, I fully understood the role of culture and climate in providing quality education to the students. In the end, I agree with what Douglas Mc Arthur has once said, “A true leader has the confidence to stand alone and the courage to make a tough decision”.

References:

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