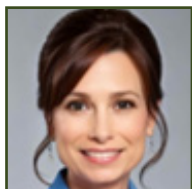

Fostering Positive Staff Culture to Promote Higher Student Outcomes



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The culture of a school starts with administration and staff. Correlational research conducted between 2000 and 2020 found that school climate and classroom climate had significant correlation to academic achievement (Erdem, & Kaya, 2023). The culture of a school impacts student learning. School administration culture has the second greatest effect on student success because they provide vision, develop staff, and organize staff to implement the vision. In addition, they oversee the academic programs (Neufeld, 2019). School culture encompasses organizational learning, relational trust, accountability, and teacher effectiveness (Kaplen & Owings, 2013).

This session will start with an overview of the research outlining how positive staff culture promotes higher student outcomes. In addition, participants will gain a solid understanding of the underpinning to creating a positive culture. Strategies for implementation and how to foster positive staff culture will be discussed, along with how to problem solve contentious staff interactions and chemistry.

Biography:

Nichole Cailler joined SNHU in 2019 as an assistant professor of education. She has been an educator for over 20 years, serving as an assistant principal, teacher, and early childhood coordinator. She was selected as a Japan Fulbright Scholar in 2005 and is a 2018 MA DESE ECC Leadership Institute graduate. She holds a Bachelor of Science in Psychology from the University of New Hampshire and a Master of Education in Elementary Education from Lesley University. She has completed post-graduate coursework at Framingham State University; Seattle Pacific University, Tokyo; National University of Ireland, Galway; Endicott College; and Fitchburg State College.