Making Waves Academy

Culture & Climate
Advisory Committee



Culture & Climate: Purpose & Members



Purpose

Help MWA drive **college-preparatory student outcomes** by building a **positive**, **safe**, **collaborative**, and **inclusive** culture and climate, striving for excellence, for MWA students, staff and families.

Committee members

- Board Members: Margaret Watson, Layla Naranjo
- Chief of Staff: Liz Martinez
- Reps from upper and middle school leadership & faculty
- Rep from operations staff
- School Site Council president: Ms. Brown
- Plus targeted sub-committees to support initiatives (e.g., staff support for staff survey)

Culture & Climate: Key Actions



1

Define culture for MWA and **expected outcomes** for committee

- · Case studies on org culture
- Get feedback from leaders, staff, students & families on MWA culture today
- Work to define <u>aligned culture</u> across upper & middle school
- Lay out goals and expected outcomes

2

<u>Listen</u> to student, staff and family stakeholders

- Analyze results from:
 - Staff survey (to update)
 - Parent & student response to healthy kids survey
- Continue in-person meetings:
 - Teacher & staff lunches
 - Parent discussions

Build sustainable
processes that support a
positive culture & climate

- Rebuild staff survey to assess culture and define process to address with staff
- Define map for different types channels for feedback

4

Support leadership in identifying issues and creating solutions

- Create process to share feedback & issues with leadership
- Brainstorm solutions as needed

Culture & Climate: Next Steps



- Finalize committee members
- Begin collecting case studies as basis for understanding org culture
- Start to brainstorm new processes:
 - Rebuilding staff survey
 - Defining new feedback channels