



# Strategies to Support a Positive School Climate School Environment

Educational environments are varied and include not only the physical spaces of a given institution, but also the contexts for learning within the school (Kachchhap & Horo, 2021). School environment plays an important role in ensuring a positive school climate, alongside considerations for school safety, the relationships between individuals within the school, and the teaching and learning that takes place (Cohen et al., 2009).



## Why is it important?

- The stress levels, job satisfaction and self-efficacy of teachers are influenced by their perceptions of the school environment (Collie et al., 2012).
- A positive school climate is associated with school success, student achievement and teacher retention (Cohen et al., 2009).
- Meaningful feedback, peer collaboration, and a school culture characterised by trust and respect have the greatest impact on teacher effectiveness (Kraft & Papay, 2014).

## In Practice

For employees, the school environment is an important facet of work life that can be affected by a school's policies and practices. School leaders can enhance the school environment by promoting a school climate characterised by care, collaboration, and innovation.



### What can schools do?

When addressing the broader school environment, school leaders should focus on the following key factors:

- **Supportive relationships** among school staff to foster collaborative practices and enhance perceptions of school connectedness.
- **Safety policies** to allow both students and staff to feel safe and secure within the learning environment.
- **Effective teaching practices** to ensure that educators are following a model of instruction that helps students reach their full potential.
- **Institutional factors** that allow staff to perform to the best of their abilities (e.g., supportive, and equitable policies and practices).



### Leader Reflection

School leaders can take the following actions to improve the educational environment at their schools:

- Foster a culture of care and concern by modeling empathy, open communication, and respect for diverse views and opinions.
- Project positivity in the face of adversity and emanate an air of school pride when interacting with parents, students, and staff.
- Establish and consistently enforce policies and procedures to counter the threat of bullying and violence at school.
- Encourage innovative approaches to teaching by investing in evidence-based professional development opportunities as needed.
- Use surveys to gauge school climate at your school. For example, The Learning Bar's Staff Survey framework includes 13 (is this still current?) core indicators to capture key metrics of employee health and well-being.

By adopting these strategies your school will develop staff-focused approaches that will improve the school environment for all.

## References

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