

Leadership With Latoya®

Culture Reflection & Audit Tool for School Leaders

This tool is based on the 'Culture is the Curriculum' podcast episode. It helps reflect on whether their current culture matches their intended vision and identify practical ways to model, address, and celebrate the behaviors that define a thriving school culture. Complete this quick self-check to see if your lived culture matches your intent (what I model, celebrate, and tolerate). Rate each statement 1–5 (1 = Not at all true, 5 = Consistently true). Capture 1 strength (evidence of behavior) and 1 action step.

What Do I Model?						
1	2	3	4	5	My calendar and walk-throughs reflect the priorities I name.	Evidence: Action Step:
1	2	3	4	5	I demonstrate the exact meeting norms I expect (punctuality, prep, attention).	Evidence: Action Step:
1	2	3	4	5	I show urgency without panic—clear timelines, calm tone.	Evidence: Action Step:
1	2	3	4	5	When I make a mistake, I name it and repair it.	Evidence: Action Step:
What Do I Address?						
1	2	3	4	5	I address side-comments, eye-rolls, and off-channel resistance privately within 48 hours.	Evidence: Action Step:
1	2	3	4	5	I use 'call in' conversations that end with mutual commitments.	Evidence: Action Step:
1	2	3	4	5	I avoid mass emails or announcements aimed at one person/situation.	Evidence: Action Step:
What Do I Celebrate?						
1	2	3	4	5	I name and praise specific behaviors publicly and promptly.	Evidence: Action Step:
1	2	3	4	5	Recognition is proportionate (quiet thanks or public recognition if appropriate).	Evidence: Action Step:
1	2	3	4	5	Celebrations reinforce the culture narrative we're building.	Evidence: Action Step:
Total Score:					16 or less: Emerging; Develop one action step per domain (Model, Address, Celebrate) 17 -33: Developing: Systematize your routines (calendar holds, communication templates, scheduled conversations) 34-50: Embedding: Share your routines and intentions with other leaders to multiply the culture you want to create.	

Reflection Prompts

One behavior I'll model more intentionally this week:

One aligned behavior I'll celebrate this week:

One misalignment I'll call in this week:

End of Week Reflection: How well did you do with your weekly goals above?