Everyone in a school community contributes to school culture. School culture is the beliefs, attitudes, and behaviors that arise over time from how people treat and feel about each other, as well as how the school community faces challenges and celebrates successes.

For students, positive school culture is associated with increased:  
- Achievement  
- Attendance  
- Engagement and empowerment  
- Social-emotional learning  

For teachers, positive school culture is associated with increased:  
- Job satisfaction  
- Commitment  
- Collaboration  

Members of the school community can use a continuous improvement approach to examine school culture, make adjustments to practices or programs, gather data to inform changes, and study the effect of any changes on outcomes of interest.

Continuous Improvement Cycle
- Review and discuss data on school culture from a survey or other sources.
- Identify strengths and areas of improvement to select priorities to strengthen school culture.
- Develop a plan to address the improvement priorities.
- Gather data to determine if the plan is working.
- Carry out the plan.

Positive school culture is at the heart of the West Virginia Simulated Workplace career and technical education program. Check out these REL Appalachia workshop materials, created in partnership with the West Virginia Department of Education, on continuous improvement and school culture, which education leaders can adapt and use in their own school context.

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