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Changing the culture of a school

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Jonathan Jansen

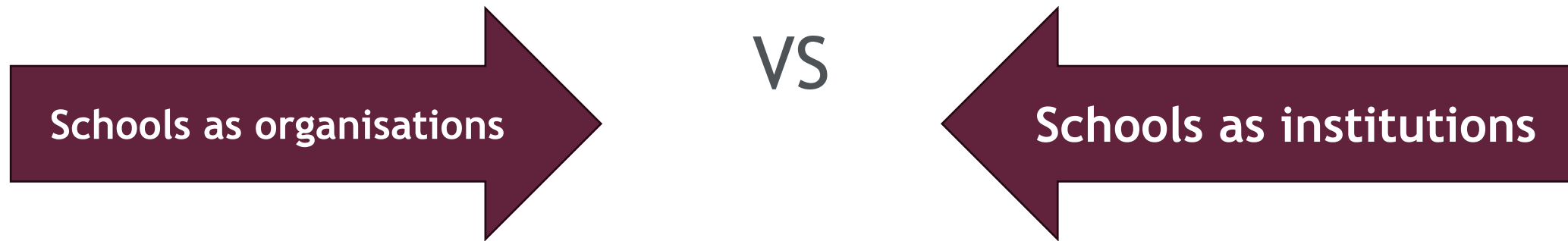
Photo by Stefan Els

A classic definition

“the behavioral and progmmatic regularities of a school” (Seymour Sarason)

Book: The culture of the school
and the problem of change

Why is cultural change so difficult?



We know that:

- Without changing the deep culture of a school, the academic (NSC marks) results will fluctuate



- That is, the academic results will not be sustainable



Briefly describe the culture of your school

3 Key features?

“culture eats strategy for breakfast” (Peter Drucker)

Actually, for all three meals a day!

Schools we know

Teachers late; learners late; briefings run overtime;
constant noise; classroom disruptions all the time-
learners outside the classroom; transition times
between classes up to 12 minutes; 5-6
troublemakers sent home every day; long lines of
parents; full sick bay, especially on Mondays;
bunking, etc.

How to change the deep culture of a school

1. The principal leads credibility
2. The SMT enforces
3. The teachers (all) model
4. The training support
5. The execution of time
6. The importance of consequences
7. The support of the department
8. The use of incentives
9. The re- organization of spaces
10. The value of consistency

Thank you

