



PARA211 Professional Climate and Culture

Course Overview

In this course, you will learn how to develop a professional school culture. This course uses examples and different strategies on how to meet the goal of developing and maintaining a professional climate and culture in your school.

A school's climate and culture are influenced by a broad range of factors, from instructional quality to disciplinary policies, and from student and teacher and paraeducator morale to principal leadership. This course focuses on how to develop a professional, positive, respectful, and inclusive school culture, provides examples on how to recognize paraprofessionals in the school community (through involvement on school leadership and decision-making teams, etc.), and offers strategies for managing collaborative time for teachers and paraprofessionals to plan lessons and jointly support students' needs.

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Course Outline

Session 1 – Introduction

- 1.1 Welcome to the Course
 - 1.1.1 Course Overview
 - 1.1.2 Course Objectives
 - 1.1.3 Course Navigation

Session 2 – Positive School Climate and Culture

- 2.1 Section 2 Overview
- 2.2 The Role of the Principal in Building a Positive School Climate and Culture
- 2.3 Intentional vs. Accidental Culture
- 2.4 Positive School Culture
- 2.5 School Traditions and Celebrations

Session 3 – Culturally and Linguistically Responsive Schools

- 3.1 Section 3 Overview
- 3.2 What is Culture?
- 3.3 Culturally Responsive Schools

Session 4 – Collaborative Planning and Professional Development

- 4.1 Section 4 Overview
- 4.2 Teacher-Paraprofessional Collaboration
- 4.3 Professional Development

Session 5 – Paraprofessional Involvement

- 5.1 Section 5 Overview
- 5.2 Building Structures to Ensure Paraprofessionals are Involved in School Decision-Making
- 5.3 Putting It All Together

Session 6 – Course Wrap-Up

- 6.1 Course Conclusion
- 6.2 Final Assessment
- 6.3 Course Completion