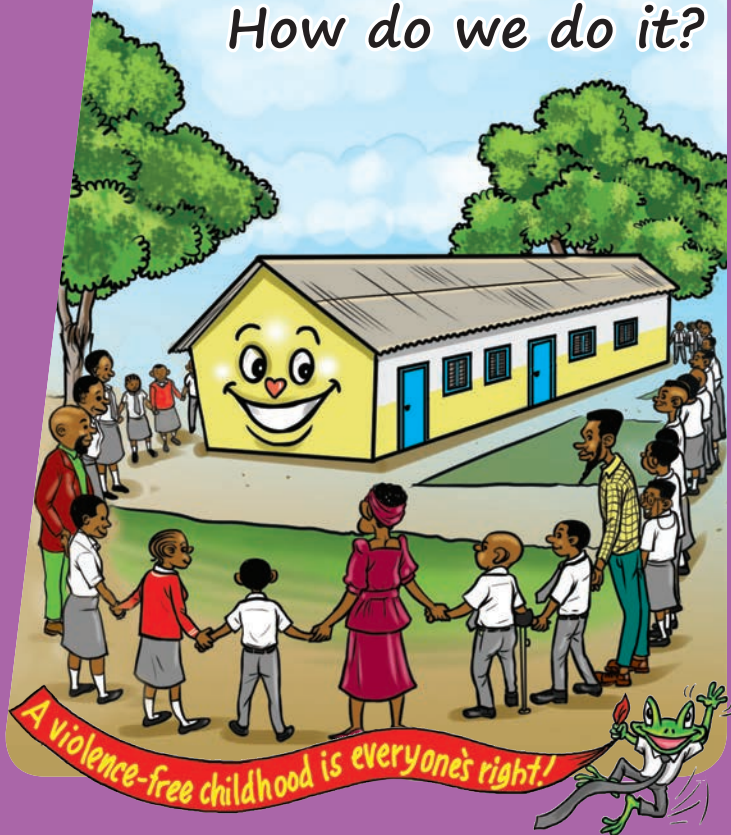


Creating a

**GOOD SCHOOL** ...

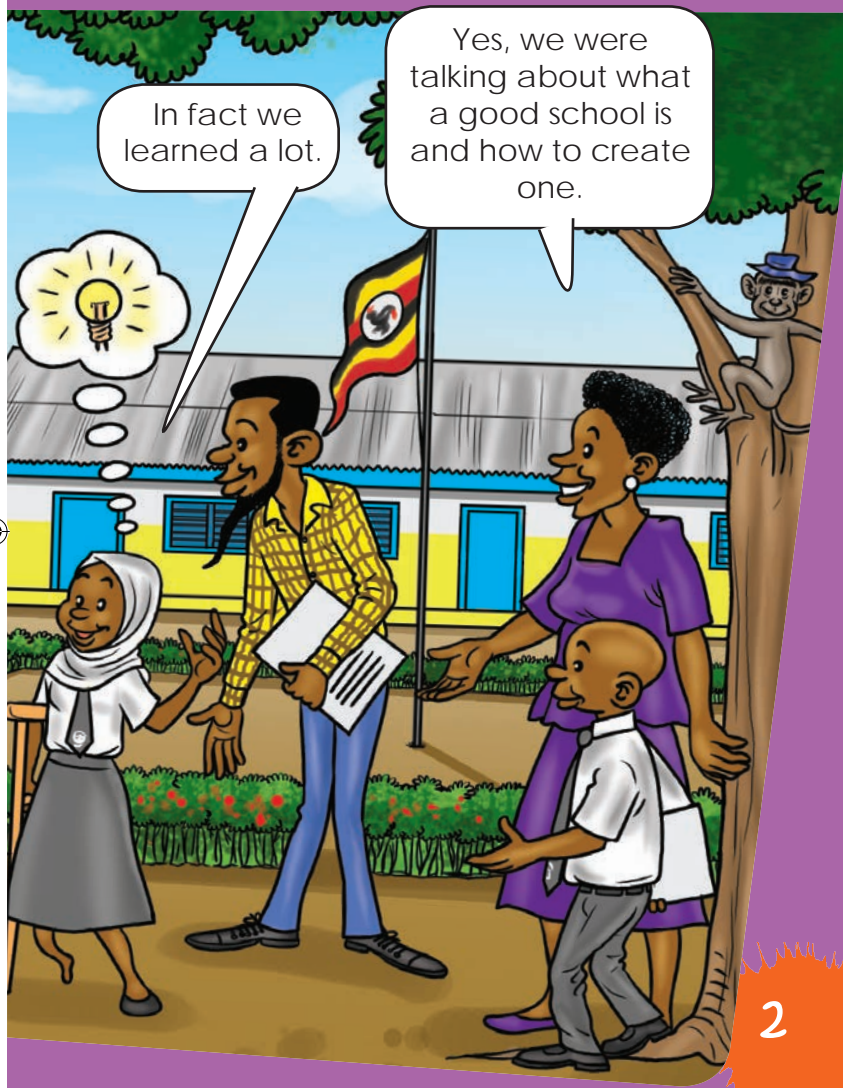
How do we do it?





Welcome back from the workshop. I hope you learned good things there.







Ah... you must have been the stars there. Look at our school...

We have enough teachers



Our students have nice uniforms and are smart



Our classrooms are big enough and our compound is clean





Those are all good things.



Yes...but creating a good school is more than that. You can have all the ingredients but still you have to cook them properly to make a good meal.



What do you mean?



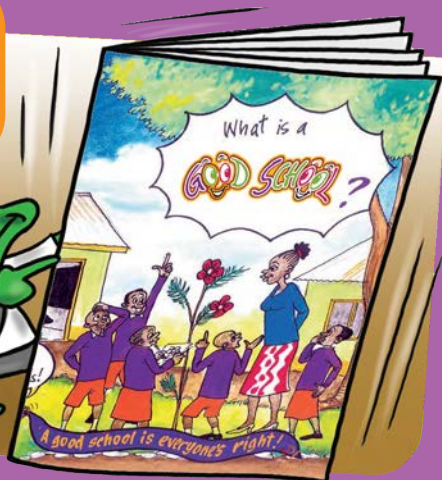
Yes, a good school has...

Good teachers

Good learning  
environment

Good  
administration

See this booklet  
if you want more  
information on  
this!



We learned that many schools say they want to be a good school but not many know how to create a good school.

Tell me more.



If we want to create  
a good school...  
we have to pay  
attention to our  
school's culture!

What... you  
mean drums and  
dancing?



No...yes...  
but not like  
you think.





Culture is about what we believe in, how we behave and what we think is important.



Yes, and a school has a culture that affects everyone. It affects what we think of each other and how we treat each other.



But culture is our traditions.. it is just there...we can't change it!?! Can we?

It was there when I was born and will be there when I die!



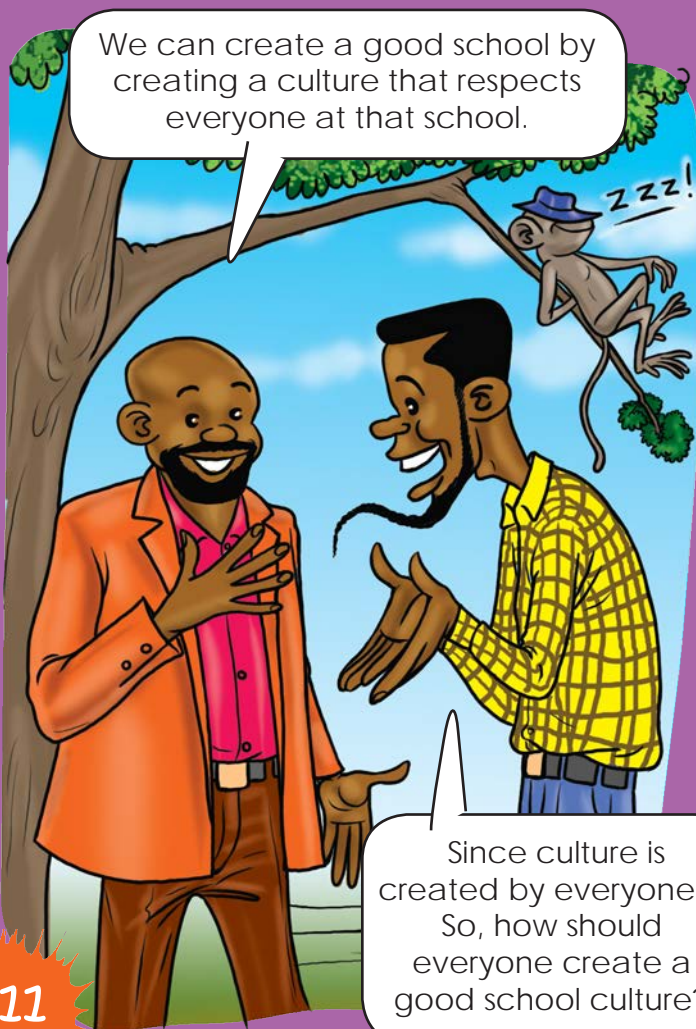
No, our school's culture is what we say it is. We create it. We choose what we believe and how we behave towards each other.



Yes, creating a good school is about creating a school culture that helps everybody feel good about belonging to this school.

It is about us taking responsibility for what we believe, what we think is important and how we apply those ideas in the way we relate with each other.







By creating good relationships between everyone at school...

Relationship of teachers to students



Relationship of students with each other and with the school



Relationship of teachers with each other and the school.







...and don't forget relationships of parents and community leaders to the school!



*Yes! Even the parents and community members contribute to the creation of a good school culture.*



## Factors that influence the school culture



# 1. Relationships that **teachers** create with **students**



One who is feared.



One who is not  
afraid to use the  
cane to keep  
the children well  
behaved.



One who  
has quiet  
classrooms and  
writes good  
notes on the  
blackboard.



One who  
doesn't allow  
children to  
distract him with  
questions.

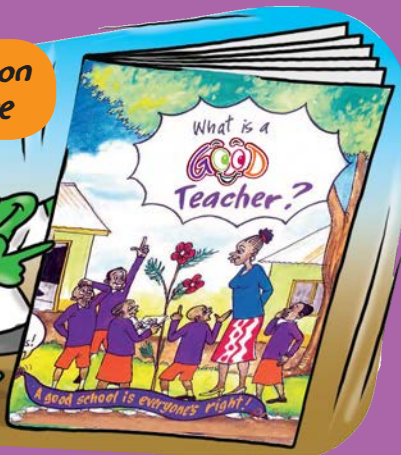


Our teachers used to be like that too until they realized that it doesn't have to be like that.



*Fear may make children obey but does not help them learn.*

*For more on this... see*





Our teachers  
are friendly and  
approachable.  
They never use  
the stick.

They care about  
us.... and show  
that they care!



Yes, they are teachers of today...  
not yesterday. They realize that  
fear cannot help students learn.

They  
believe in  
positive  
discipline.





Teachers who create a good relationship with their students show following things:

They show that they respect students.



They show that they trust students to do the right thing.

They act as role models and lead by example. They behave the way they expect their students to behave.



They are friendly.... but that doesn't mean they fail to guide students.

They set clear expectations and rules and then expect students to follow them. They let students know that there are consequences for their actions.



They build positive discipline in students and show students what it's like to have a trusting relationship with teachers.



For more on this.. see..



Yes, teachers who create such relationships with students contribute to creating a good school.



*Good teachers help students feel that they belong to the school and the school belongs to them!*





## 2. Relationship of students with each other and with the school

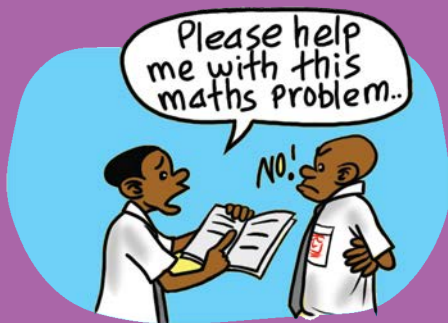
*Students don't get any guidance on how to behave towards each other.*



Our normal experience of a school is:

Students are not encouraged to support each other.





Students are not encouraged to help each other.

Students have no role to play in creating what kind of school they are in.



Older students can bully younger ones.



Students are not involved in creating discipline at their school.



Students do not get any guidelines or written rules on how the school expects them to uphold the school's values and standards.



At our school students have an important role to play in creating a good school.

Yes, how we treat our fellow students shows what we think of our school culture.



In our school, we do not tolerate anyone bullying someone else. We all speak up when we see someone being bullied.

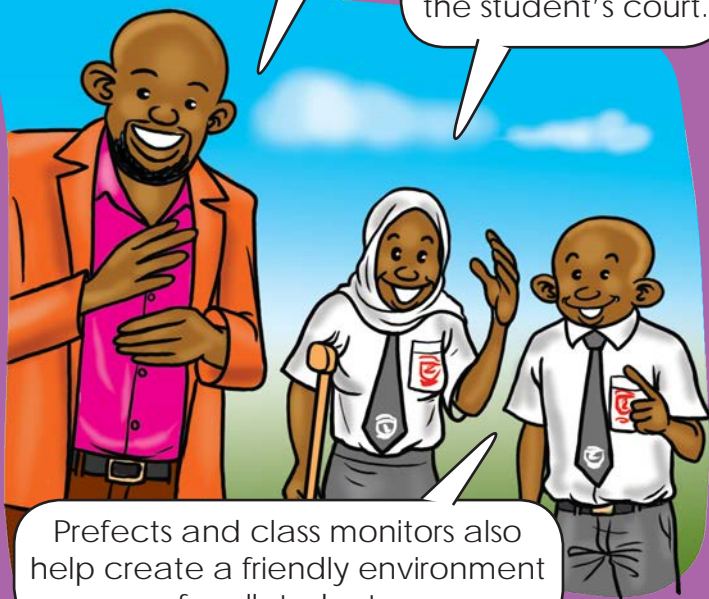


We create opportunities for older students to be role models for younger students.



We talk about clear ways in which students who are being bullied can raise their concerns.

Students also play a role in creating discipline at our school by running the student's court.



Prefects and class monitors also help create a friendly environment for all students.

*Bullying is when someone repeatedly teases or victimizes someone less powerful.*







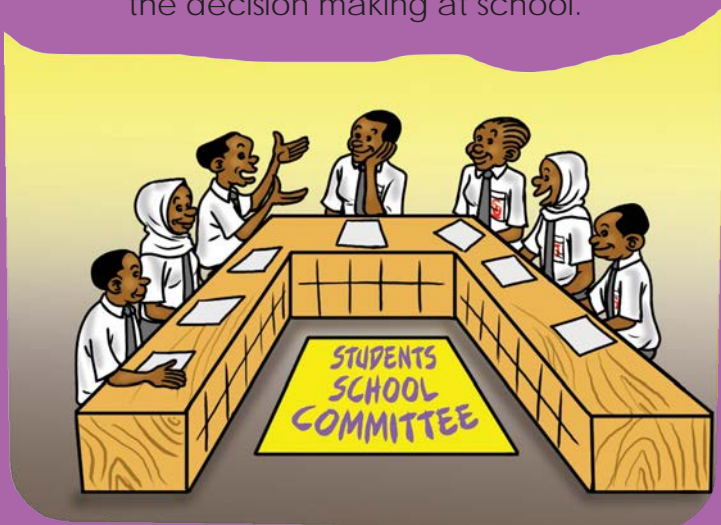
Even the school  
does many things  
to help students  
feel safe with other  
students:

Involve  
students in  
the formation  
of clear rules  
and guidelines  
on what is  
acceptable  
behavior.



Opportunities  
for children  
to seek help if  
they need it.

Opportunities for students to participate in the decision making at school.



Older students being encouraged to mentor and protect younger students.

Students behave  
towards each  
other the way their  
school behaves  
towards them.

A good school  
entails good  
relationships with  
your peers!





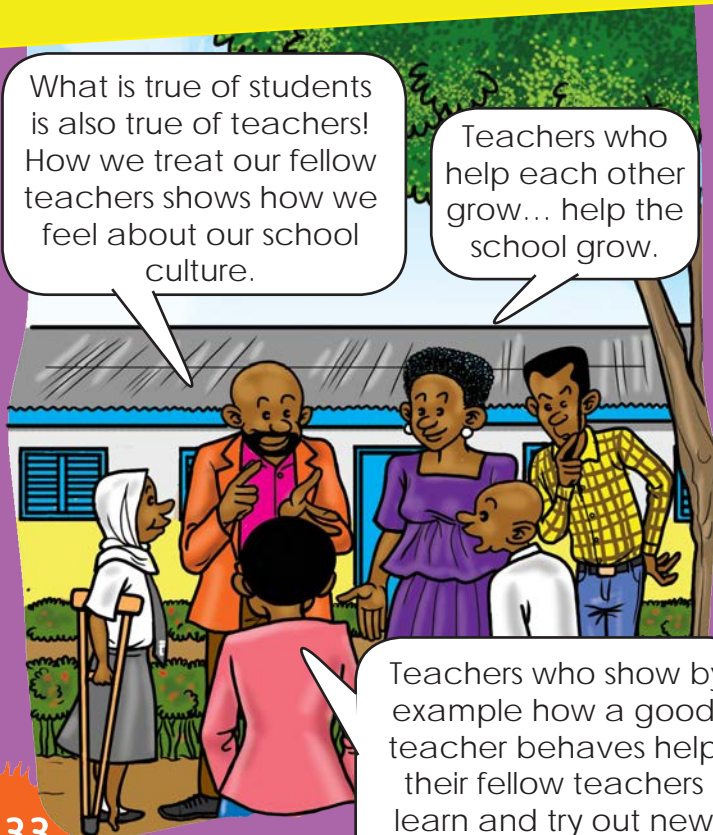
*All students  
belong to the  
school and the  
school belongs to  
them!*



### 3. Relationship of *teachers* with *each other* and the *school*

What is true of students is also true of teachers! How we treat our fellow teachers shows how we feel about our school culture.

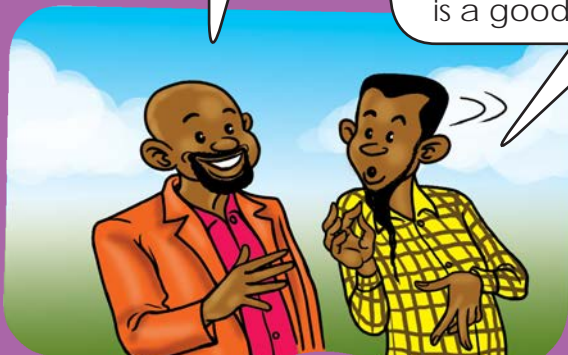
Teachers who help each other grow... help the school grow.



Teachers who show by example how a good teacher behaves help their fellow teachers learn and try out new ideas.

They are not afraid to speak up when they see that something is not right at their school.

The school that creates opportunities for teachers to contribute their ideas and show leadership is a good school!



Teachers who bring new ideas to their staff room, who speak to fellow teachers about how they can all work together to create a better school...they are our heroes!







A good school  
promotes good  
relationships  
between  
teachers....

...and  
between  
teachers and  
the school!



*Help teachers feel  
that they belong  
to the school and  
the school belongs  
to them!*

## 4. Relationships of *parents* and community leaders to *school*!



A school is not an island. It lives in the community and is accountable to the parents and other community members.

... and yet when the school reaches out to parents, parents may think...

They are demanding school fees

My child has done something wrong

They want something from me.



It doesn't have to be like that. We can reach out to parents with a view to involving them more in the school.



A good school invites parents to celebrate their school.





Yes, it sends information home with students to help parents remain aware of what is going on at school and how they can contribute their ideas.

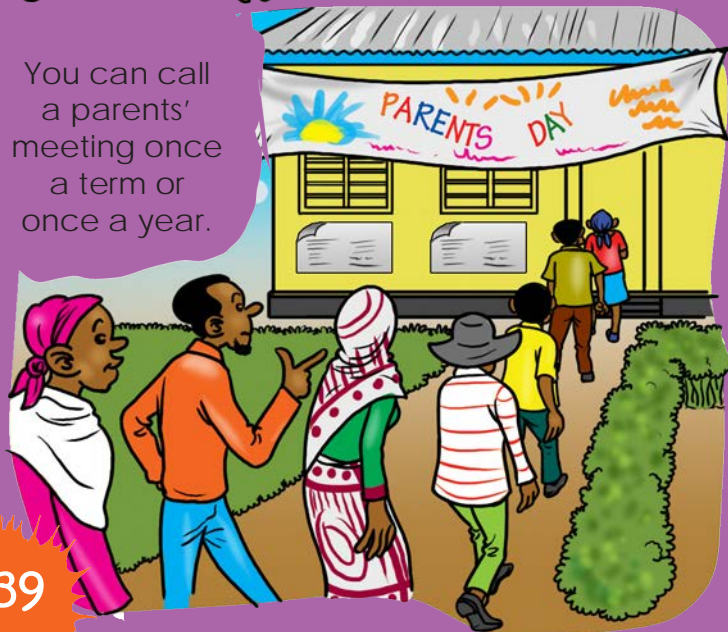
It asks students to talk to their parents about what a good school is and how their school is trying to become one.





The school does many things to help parents and community members feel that their involvement at school is welcome:

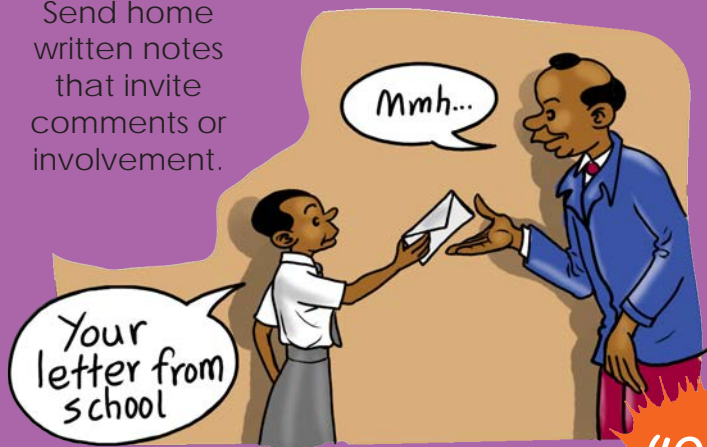
You can call a parents' meeting once a term or once a year.





During visitation days, put up special exhibitions that inform parents of key things that are going on at school.

Send home written notes that invite comments or involvement.





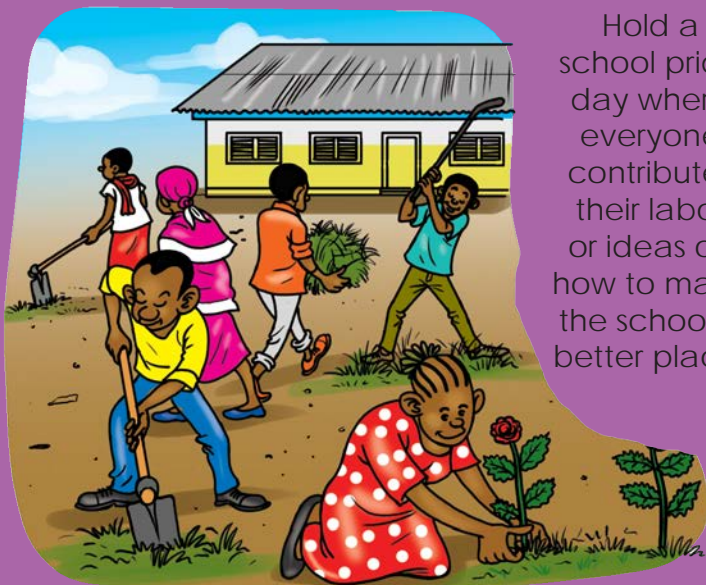
Invite  
parents to  
join special  
committees  
that  
contribute  
to what is  
happening  
at school.



Ask parents  
to volunteer  
at their  
school



Hold a school pride day where everyone contributes their labor or ideas on how to make the school a better place.



*A good school helps parents feel that they belong to the school and the school belongs to them!*



So...how do we use these  
ideas to create a  
**Good School?**

There are  
six steps to creating a

**GOOD SCHOOL**



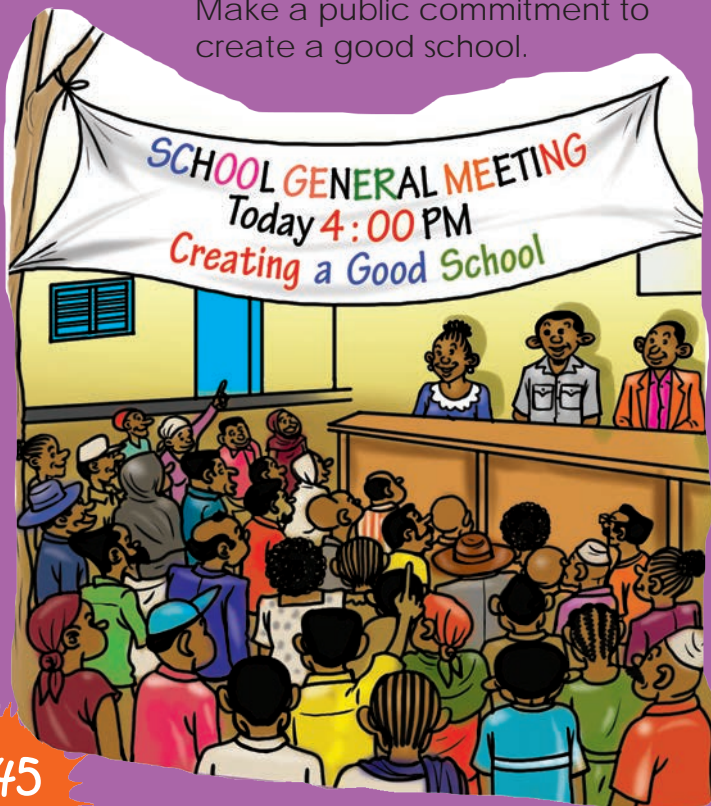
# Step 1.

Put together a team that can help the school lead this process. Invite teachers, students and parents to join this team.



## Step 2.

Prepare for change! Find out what others at your school think about these ideas. Hold a big meeting and invite parents and other community members. Make a public commitment to create a good school.





# Step 3.

Learn about what makes a good teacher and how teachers can help students to feel good about their school.





# Step 4.

Learn about positive discipline and how the culture at school can help everyone feel safe.



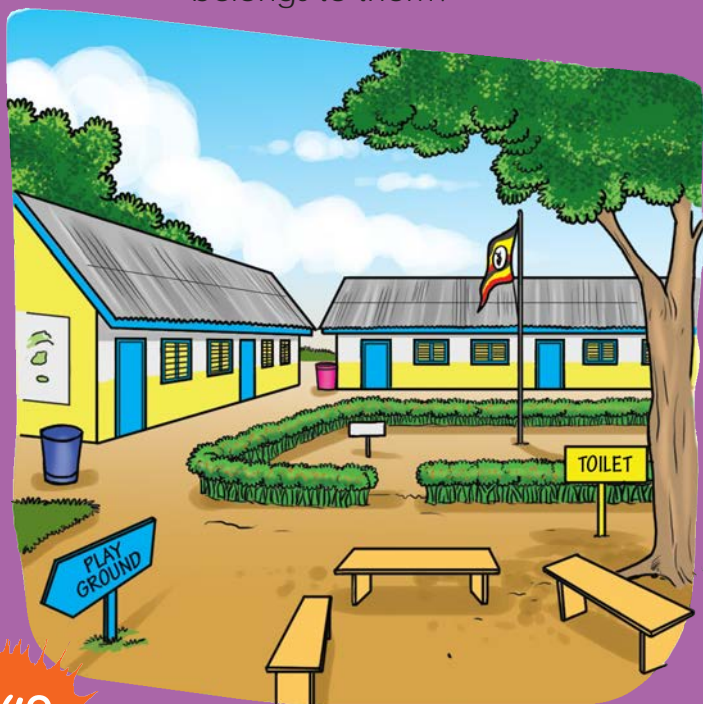
## Step 5.

Learn about how a good school creates a good learning environment. This means thinking about physical and psychological environment of the school. Do students and teachers feel safe? Do parents feel welcome?



## Step 6.

How can the administration help sustain the hard work everyone has put in to create a good school? What guidance can they give? What written guidelines and policies can they introduce so that everyone feels that their school belongs to them?



The



Toolkit,

developed by **Raising Voices**  
in schools just like yours, can  
help you to create a good  
school. The question is...



Are you ready  
to become a  
leader?

Are you ready  
to create a  
**Good School?**



50

Reach out to Raising Voices  
and learn about the

**GOOD SCHOOL**  
Toolkit!



**10/** Raising Voices

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Email: [info@raisingvoices.org](mailto:info@raisingvoices.org)  
[www.raisingvoices.org](http://www.raisingvoices.org)

