

SCHOOL COACHING CO
EQUIP EMPOWER IMPACT

STAFF CULTURE AUDIT

Prepared For
School Leaders & Christian Educators

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WELCOME



You've just taken a bold, faith-filled step in stewarding one of the most powerful forces in your school — its culture. The Staff Culture Audit Checklist isn't just another tool; it's a mirror for reflection and a map for renewal. Every tick mark is a story about how your team connects, serves, and grows together.

Healthy culture doesn't happen by accident — it's cultivated with prayer, honesty, and intentional leadership. As you walk through this checklist, invite the Holy Spirit to reveal what's thriving and what needs His touch. Remember, God cares deeply about the hearts leading His schools. When leaders flourish, communities do too.

If what you've discovered sparks a desire to strengthen your staff culture, we'd love to journey with you. At School Coaching Co, we come alongside leaders with biblical insight, practical tools, and strategies that truly work in Christian school settings.

Next Step:

Reach out for a no-pressure conversation — let's talk through your results and explore how we can help your staff culture thrive.

WHY THIS MATTERS?



Every school has a culture—healthy or unhealthy. Culture shapes staff morale, student engagement, parent partnerships, and ultimately whether your school thrives.

This quick audit helps you identify what's working and what needs attention.

SIGNS OF A HEALTHY STAFF CULTURE

Tick all that apply:

- Staff greet each other warmly at the start of the day.
- Teachers feel supported by leadership in behaviour management.
- Difficult issues are raised directly, not gossiped about.
- Staff celebrate one another's wins, not compete for recognition.
- Professional learning is valued and resourced.
- Prayer, encouragement, and faith conversations flow naturally (in Christian schools).
- Leaders are approachable and available when staff need them.
- Staff trust leadership decisions, even if they don't always agree.
- Workload expectations are realistic and clear.
- Staff turnover is low, and people want to stay.

RED FLAGS TO WATCH FOR

Tick all that apply:

- Staff avoid leadership or don't feel safe raising concerns.
- Gossip is more common than direct communication.
- Staff meetings feel draining or pointless.
- Teachers are consistently working unsustainable hours.
- Staff morale is visibly low (complaints, cynicism, burnout).
- Recognition and encouragement are rare.
- Parents are seen as the "enemy" rather than partners.
- High staff turnover is treated as "normal."
- New staff aren't welcomed or supported well.
- Leaders are isolated, carrying too much alone.

NEXT STEPS FOR LEADERS



1. Count your ticks. More ✅ than ⚠️ means your culture is in a healthy place—keep nurturing it. More ⚠️ than ✅ means culture needs urgent attention.
2. Choose one focus. Pick 1–2 red flags to address this term.
3. Act quickly, but consistently. Culture changes slowly—but only if you start.
4. Celebrate wins. As progress happens, acknowledge it.

REFLECTION QUESTIONS FOR LEADERS

What one thing could I change this week to strengthen culture?

Who on staff needs encouragement right now?

How can I model the kind of culture I want to see?

Pro Tip:

*Repeat this audit every term. Share it with your leadership team.
Over time, you'll track real movement in your school's health.*



THANK YOU

You've just taken an honest look at your school's staff culture. That awareness is the first step. But you don't have to lead the change alone.

If you'd like support in strengthening your culture, our team at School Coaching Co comes alongside leaders like you with coaching, workshops, and practical strategies that actually work in Christian schools.

👉 **Next Step:** Reach out to us for a no-pressure conversation. We'll talk through what you've noticed in this audit and explore practical ways we can help your staff culture thrive.

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