



## **Building a Culture of Unity on LSA's PreK-12<sup>th</sup> Grade Campus**

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The goal of this project is to build a culture of unity across the levels on Lutheran South Academy's PreK-3 through 12<sup>th</sup> grade campus.

Due to the history of the campus growing from a high school to the current configuration which includes PreK-3 through 12<sup>th</sup> grade, Lutheran South Academy faces some unique culture identification challenges. Most schools with this structure have grown from the bottom up and therefore a natural progression of inclusion has occurred. Because LSA has grown from the top down, there has been a prevalent secondary education mindset. This has left the early childhood, elementary and middle levels feeling as if they are truly "secondary" to the mission and focus of the school.

### **What Was Done?**

Four different target areas were addressed with this project: Communication, Student Relationships, Family Relationships, and Staff Relationships. In each of these areas, the goal was to create awareness and develop relationships that would positively contribute to a unified culture.

#### **1. Create Awareness of the Bigger Picture through Communication**

- Campus Highlights Communication/Prayer List
- Increased Social Media Presence

#### **2. Create and Promote Cross Level Relationships amongst the Students**

- Peer Assistance & Leadership (PALs)
- All School Chapels
- All School Green and White Days
- Senior Walk

#### **3. Create and Promote Cross Level Relationships amongst the School Families**

- Faith and Family Event
- Easter Celebration

#### **4. Create and Promote Cross Level Relationships amongst the Staff**

- Leadership Team Meetings
- All Staff Devotions
- All Staff Meetings
- Staff Fellowship and Parties

### **What Was Learned?**

Culture is not something that changes overnight. I have learned that the history of our school and the longevity of some of our staff members makes erasing the silo effect extremely challenging. In addition to the attempts to unify, there have been some setbacks which have been counterproductive to the efforts. Culture is something that will constantly need to be monitored and nurtured as events and personnel change over the years.

### **What Difference Is It Making?**

Each of the different things that I have tried and things that I have changed are having a positive impact on our culture. Throughout this year, I have witnessed more cross level collaborations (students, parents, and staff) than I have during the other 9 years that I have been at LSA. I have enjoyed seeing the change in attitude and the change in focus. I feel that the Leadership Team is focused on ways to continue to promote our campus as a whole while trying to keep each level unique and age-appropriate. I am looking forward to continuing this effort and making it a natural part of everyday life at Lutheran South Academy.