

# CULTURAL AUDIT ASSOCIATED WITH A STEM CHANGE

## GENERAL INSTRUCTIONS

With respect to the Cultural Audit, the 'Current Influence' refers to that which is possibly influencing the existing STEM culture/attitudes/activities, or the lack there of, and so could potentially impact on a desired future STEM project.

For example, regarding the element of 'Organisational Structure', what existing organisational structures/policies might positively help or negatively hinder, or explicitly or implicitly influence, a STEM project?

The same question can be applied to each of the elements.

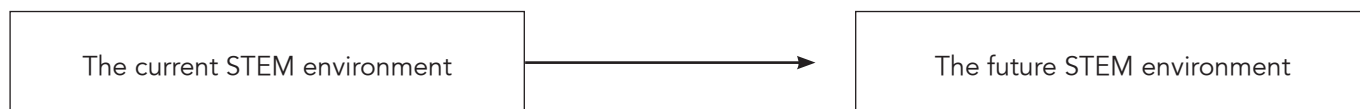
If the element helps STEM then protect and enhance it.

If it hinders STEM then work out how it can be overcome.

If there is no discernible influence either way, then there is no need to take any action.

# Cultural Audit associated with a STEM Change

What cultural elements require highlighting, celebrating, reinforcing or adjusting in support of the desired STEM change?



	Cultural Element	Current Influence	Help or Hinder?	Required Action
<b>THE VISIBLE ELEMENTS OF CULTURE</b>	Organisational Structure			
	Communication Channels			
	Facilities – Arrangement or Usage			
	Physical Resources			
	Traditional Practices			
	Influential Persons (past or present)			
	Current Signs, Symbols, Pictures or Images			
	Unquestioned habits, jargon, or understandings			
	Current rituals or ceremonies			
	Current formal policies or processes			
	Current leadership & management practices			

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	Cultural Element	Current Influence	Help or Hinder?	Required Action
THE INVISIBLE ELEMENTS OF CULTURE	General beliefs about the current situation			
	Values embedded in the current situation			
	Accepted justifications of current situation			
	Perceived practical benefits gained from current situation			
	Personal gains for some stakeholders offered by current situation			
	Perceived alignment of current situation with the school's vision			
	Degree of dedication to current situation			
	Impact of current situation on how people feel about the school			
	Impact of the current situation on the sense of staff well-being			
	Impact of the current situation on perception of the school's academic success			
	Perceived impact of current situation on the organisation's reputation			