Evaluation of Kentucky Department of Education Key Core Work Processes
Establish Learning Environment and Culture   **(What will we do if they know it already, don't know it, or need other support?)**
OPERATIONAL DEFINITION: A learning environment is intentionally designed to be inclusive and accessible for all students. The environment must include highly qualified teachers and the necessary materials and resources to ensure a safe space that is conducive to learning. Therefore, culture is a product of the learning environment. Leadership and an empowered workforce must collaborate to establish a culture where learning and continued growth is the primary focus and foundation for all actions. School culture must be carefully maintained and monitored to ensure that governance systems (e.g., vision, mission, core values, shared goals and objectives) remain the driving force of the organization.

GUIDING QUESTIONS FOR QUALITY PRACTICE	EVIDENCE OF PRACTICE BEING IN PLACE
- How does the school/district community prioritize and commit to its vision/mission as the premise for how people interact and perform their best work in the school? - How is the work of the school framed by a professional learning community system that exhibits a real learning culture to empower workers to do the work? How do we know it is working? What happens if it isn't working? - What opportunities are in place to promote shared leadership among stakeholders in order to elevate a positive and supportive culture for learning? - What methods are used to foster an equitable environment where students collaborate, celebrate one another's differences, and are motivated to learn as valued members of the classroom community? - How do classroom cultures support the development of self-directed learners? - What structures promote opportunities for social emotional learning and help students develop an understanding of purposeful expectations and procedures as part of a comprehensive system of support? - How do teachers ensure that lessons provide students with authentic learning experiences where mistakes are viewed as opportunities to learn? - How does leadership intentionally develop the collective efficacy of the staff so that teams are highly effective? - What school/district structures are in place to support learners in building positive relationships with peers and adults to enhance motivation and promote learning? - What is the system for identifying and addressing any gaps in culture, climate and/or safety? - In what ways does the school/district support inclusivity by developing community partnerships and communicating with families?	