**Synchronous Small Group Discussion: Session 7**

**Topic: Professional Cultures**

Reading: Kardos, S. M., Johnson, S. M., Peske, H. G., Kauffman, D., Liu, E. (2001). Counting on colleagues: New teachers encounter the professional cultures of their schools. *Educational Administration Quarterly*, 37(2), 250-290.

Examining school culture requires a natural-social theoretical perspective. Culture would not be visible to researchers if they were only wearing rational-technical lenses. Through the lens of natural social theory Kardos and her colleagues can see culture and norms, which are an informal part of the organization—not dictated by any handbook or job description but still, very real and structured. At the same time, culture is expressed and enacted through organizational structures, which can differentially influence culture. Kardos and her colleagues describe three professional cultures, each of which has different outcomes for new teachers and the students they serve.

**Instructions**

Introduce yourselves. Then, select a scribe who will record the key components of your discussion. Select a time-keeper who will keep the conversation on track. As you discuss, keep track of questions that emerge. Everyone should be ready to share ideas with the larger group.

Remember, the purpose is to have a robust discussion.

**I. Article Structure**

1. First, what strategy did you use to read the article?
2. Are you able to identify the five traditional sections: introduction (problem purpose statement); literature review/theoretical framework; methodology/study design; findings/results; discussion/conclusion?

**II. Article Content**

1. What questions are the authors trying to answer? How is natural-social systems theory represented in their questions?
2. What lines of research (or bodies of literature) frame this study? How is natural-social systems theory represented in this literature?
3. What kind of school culture supports novice teachers? In what ways can structures facilitate those norms?

**III. Claims** Write 2-3 claims that accurately represent key findings from the study

1.

2.