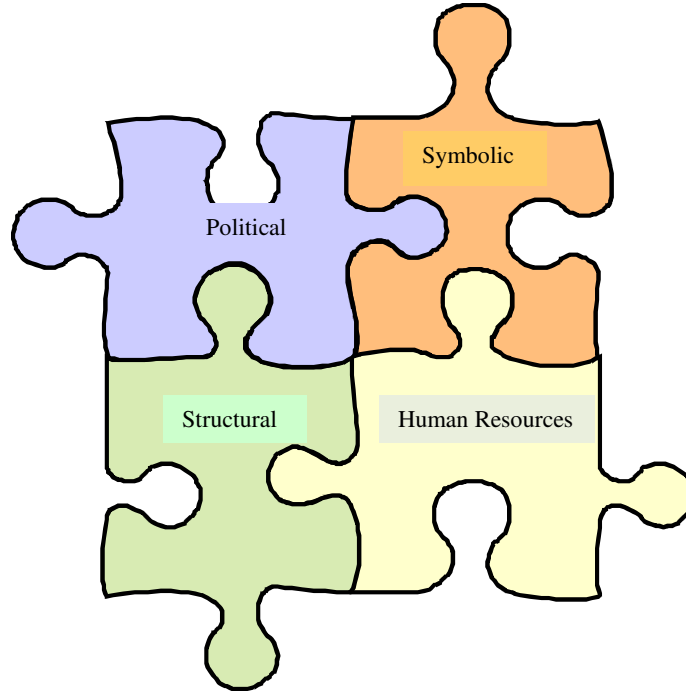


Gaining a Broader Perspective through Four Different Lenses



Considerations for Creating a Broader View of Organization Tool

Organizational Tool	Political View	Symbolic View	Structural View	Human Resources View
Weekly Bulletin	<ul style="list-style-type: none"> 1) My spin on events reflects my valued and goals. 2) Send copy to Superintendent each week – Impressions are made by what is read. 3) Take care not to over recognize people or give more power by my word. 	<ul style="list-style-type: none"> 1) Weekly routine provides symbol of organization. 2) Documenting links to District Office symbolizes strong connections. 3) Ceremonies, rituals, and celebrations are covered in bulletin. 4) Themes such as 'teamwork' are emphasized. 5) Quotes symbolize what is important and valued. 	<ul style="list-style-type: none"> 1) Bulletin has the same format every week – upcoming events, calendar, etc. 2) Provides focus for entire staff. 3) Reinforces school goals and themes. 4) Addresses specific concerns. 	<ul style="list-style-type: none"> 1) Recognize individuals and groups for special effort. 2) Lend credibility to classified staff members. 3) Solicit input and support from staff for staff and students.