

TOOL 6: EDUCATIONAL ECOSYSTEM CULTURE TREE

Zaretta Hammond's Culture Tree depicts three levels of culture using the tree metaphor.

- *Surface culture*: The observable behaviors people share, such as holidays, food, music, language, talking styles, and dress, are depicted as the leaves on the tree branches.
 - *Shallow culture* is represented by the trunk of the tree (as distinguished from surface culture, represented by the leaves and branches): The unspoken rules around everyday social interactions and norms—for example, social distance, eye contact, conceptions of time, or views about work.
 - *Deep culture*: The roots of Hammond's Culture Tree represent deep culture. Deep culture is the beliefs, norms, and values that are shared among groups of people. In Hammond's representation of culture, the aspects of deep culture work together in what she identifies as the collective unconscious.
1. Create a culture tree for your educational ecosystem. Your tree may represent a classroom, district, department, school, or another level of work that functions as an ecosystem. Be sure that each level of culture is represented on your tree.
 2. What does your tree tell you about the subconscious and conscious thinking in your ecosystem?