

## **Abstract**

In an age when educational institutions are faced with high rates of teacher turnover and challenges associated with attracting and retaining the best and brightest educators available to public schools, job satisfaction is an issue of critical importance that has moved to the forefront in society. Teachers and administrators from nine participating schools took part in randomly assigned surveys measuring either the impact of school culture on educator behavior or the predictability of job satisfaction based on educator behaviors and school culture. Findings revealed that school culture did not have a significant impact on educator behavior; however, educator behavior and school culture were found to be predictors of job satisfaction. These findings suggest the need for more research regarding the link between school culture and educator behavior should continue. The correlation between bullying coupled with school culture and job satisfaction should be researched further to determine the consistency of the correlation over time. Results from the study were collected to assist school district leaders to create and support collaborative cultures, administer policies to protect targets against workplace bullying, and retain exemplary staff members.