

# Learner Friendly Culture

“You need to create and manage culture. If you don’t, it will manage you.” - E Schein

1

## Co-construct Norms with Students

Build norms on approach to learning, respectful interactions, conversations, and support.

Ask students questions anonymously about the themes.

Lead a discussion on the results.

2

## Reinforce Norms with Students

Refer to norms often.

Call attention to and praise students when norms are used consistently.

Correct students when they are not consistent with norms.

3

## Spread Learner Friendly Emotion

Be aware of what you share.

Express warmth, happiness and care.

Encourage your students to be respectful to each other.

4

## Design a Learner Friendly Environment

Create beauty in the core of the classroom.

Organise your room with intent.

Design your room to maximize learning.

5

## Walk the Talk

Be authentic in your interactions to build trust.

Match your behaviour to your expectations.

Model the behaviour that you want your students to have.

## Community Building

*Adapted from High-Impact Instruction, Jim Knight, 2013.*