

Cultivating a Healthy *Learning* Culture

Mike Nelson

Story One



Story Two



“I have told everyone, I would
take that version of Covid again
just to hang with the staff.”

-Eve Johnson, WASA

7.21.23

Story Three



Rainier View Elementa...

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Table Talk

When was a leadership moment you
were at your best?

When was a moment when you were
less than your best self?



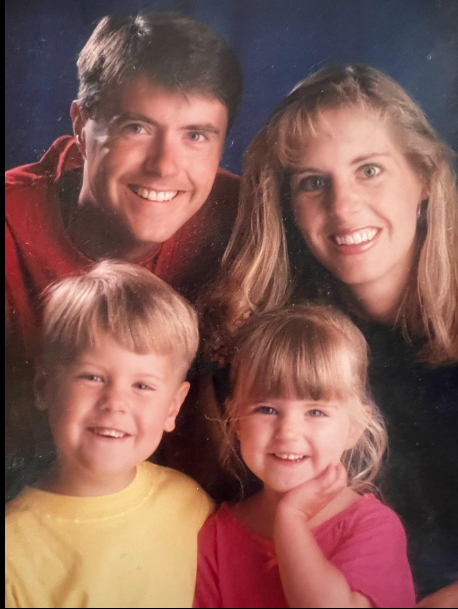
Hanover's toolkit provides immediate resources and support to help leaders navigate their first 100 days so they can:

- Build positive relationships
- Use data to inform planning
- Craft a common vision for moving the district forward

Inter

Between, Among, Reciprocal

Dependent



to Independent



to *Inter*dependent



What is *Human
Interconnectedness*?





Stand Up, Pair with Sitting Across from You

Thoughts on *Human
Interconnectedness* and how it
resonates with your leadership as
superintendent in your district

What is essential is
invisible to the eyes.

-Antoine de Saint-Exupery

Beneath ~ Beneath ~ Beneath ~ Beneath ~ Beneath ~ Beneath ~ Beneath ~



Part II:



Beneath

Cultivating a Healthy *Learning*
Culture



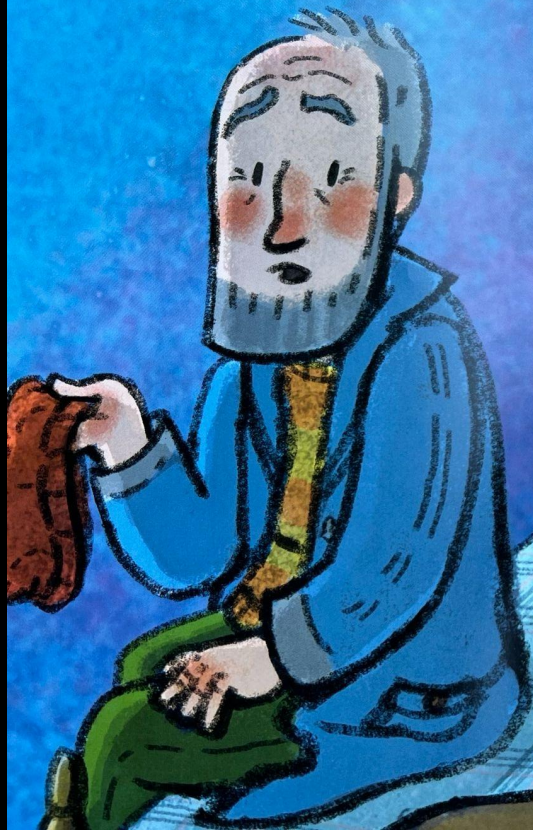
Beneath

Cori Doerrfeld

New York Times bestselling creator



Finn was in a horrible mood.
Grandpa wanted to talk about it.

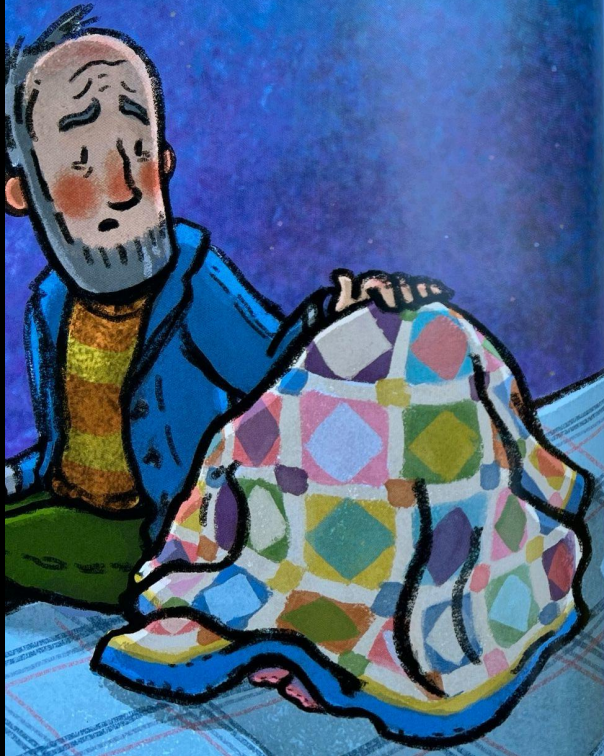


Finn did not.
"No. You won't understand."



"What if we just go for a walk?"
Grandpa asked.

"Please?"



Finn let out a long sigh.
"Fine. But I'm staying under here."



"Don't worry," said Grandpa.
"I'll remember to think of what's beneath."



Grandpa headed for the forest.

"It's just like when I look at the trees and
remember there are parts I can't see.



"Because beneath what's
growing up above . . .

is what's growing deep below.

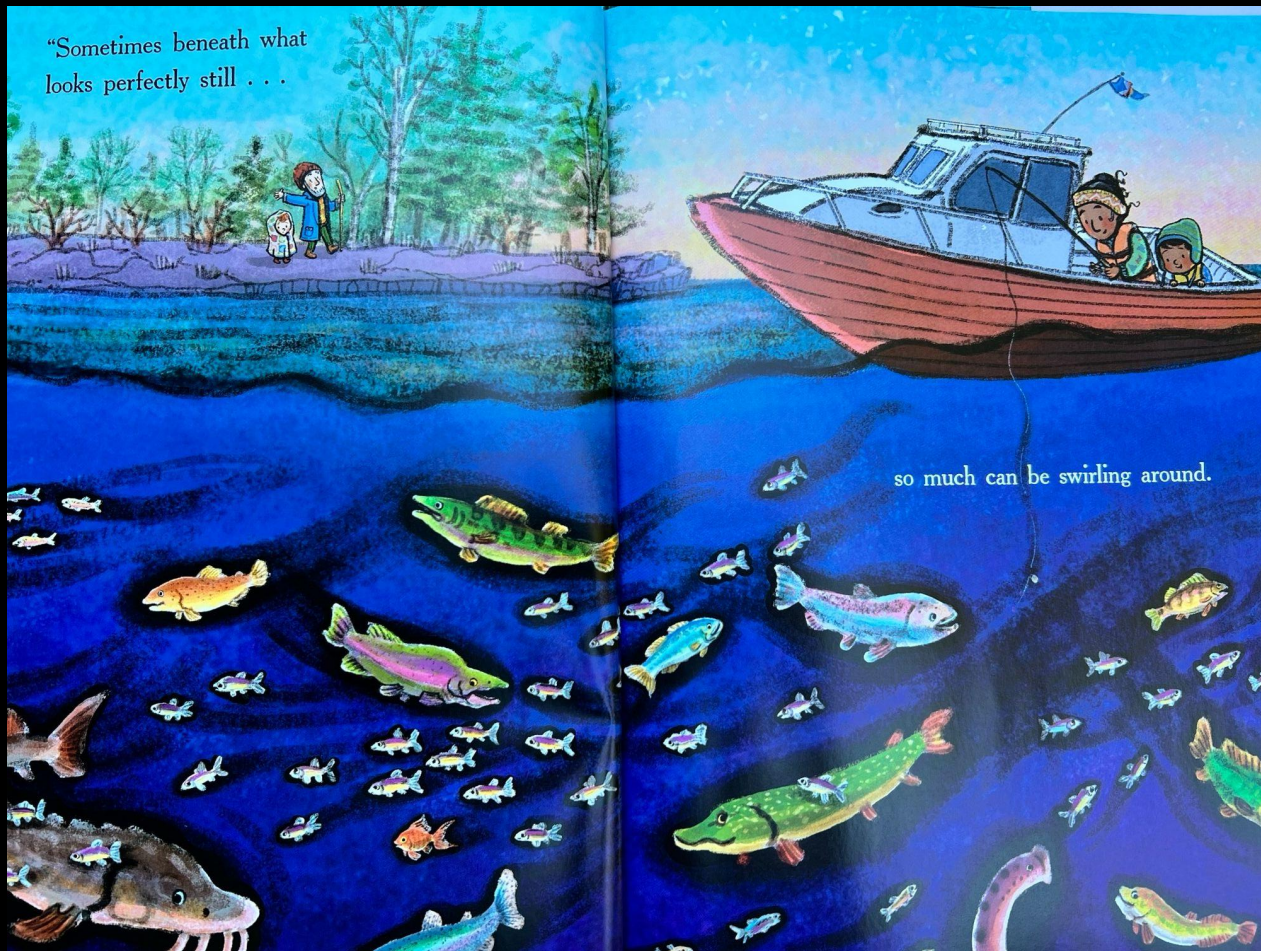
"Or there!" Grandpa pointed.

"See the boat just sitting out on the water?"

Finn shrugged.



"Sometimes beneath what
looks perfectly still . . .



so much can be swirling around.

"Trying to guess what's beneath can be easy."



Grandpa whispered,
"I think she's going to be a mom!"

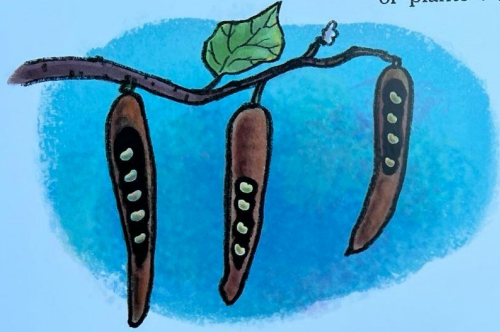
"Other times, what's beneath is
a mystery. I'm not sure what it's
digging for.



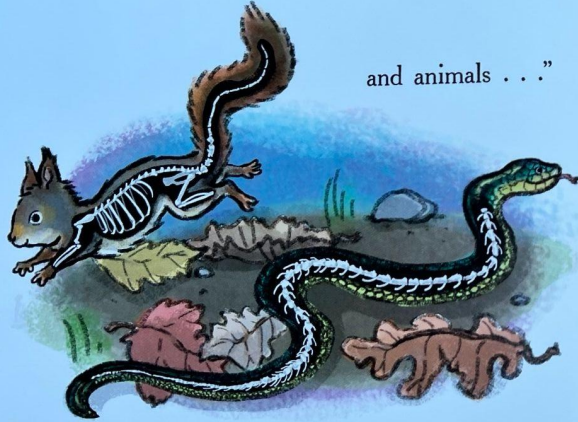


"Beneath what's happening on the outside
is what's happening on the inside . . .

of plants . . .



and animals . . ."



"And people?" Finn wanted to know.

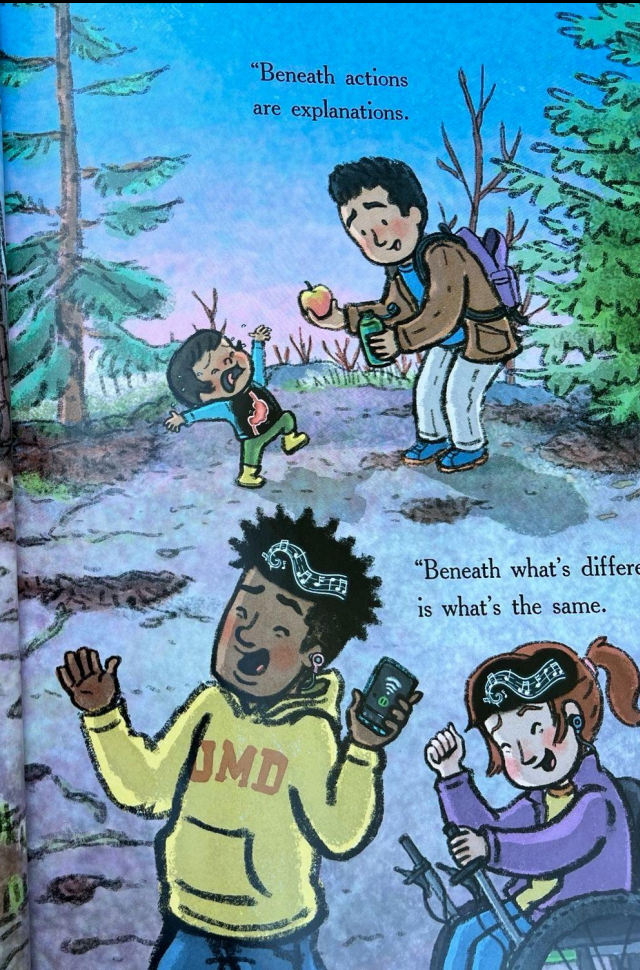


"Of course!" Grandpa answered.
"Everyone is more than what you see."

"Beneath appearances
are experiences."



"Beneath actions
are explanations."



"Beneath what's different
is what's the same."

"And sometimes . . ." Grandpa paused.
"Beneath someone who looks
like they won't understand . . ."



"is someone who knows
exactly how you feel."



Grandpa turned toward home.



Finn wanted to keep walking.

"Please?"



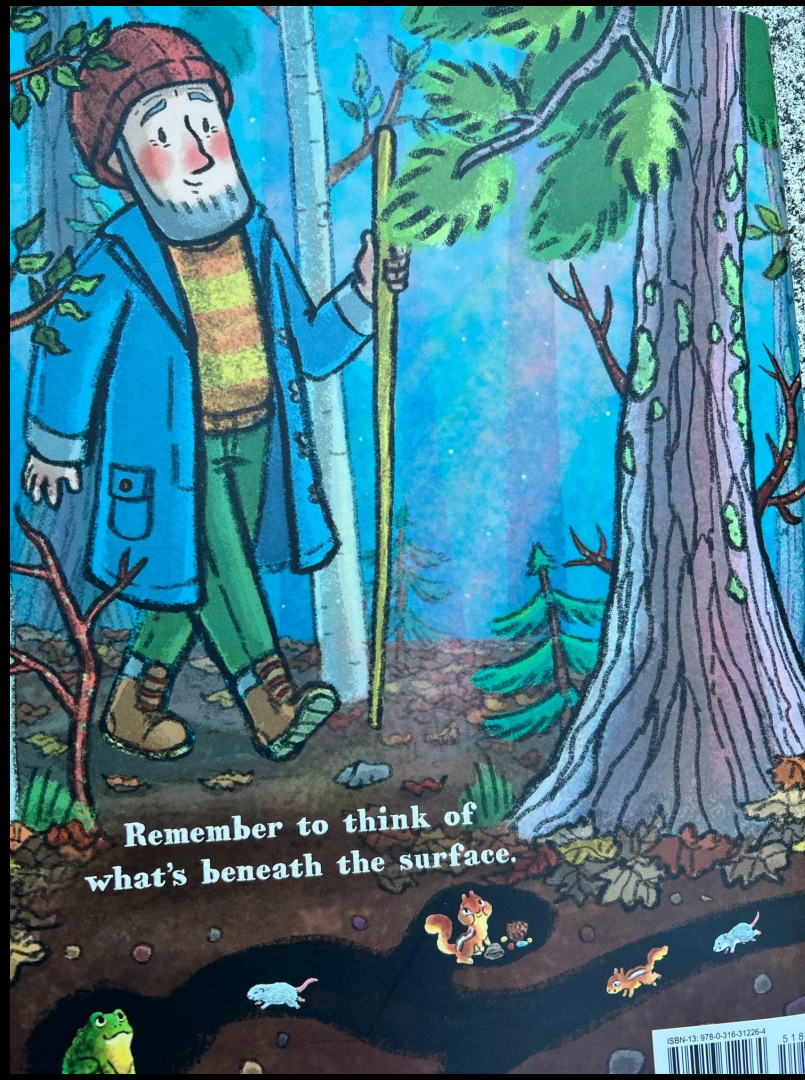


Together they climbed to the top of the hill.
"Wow," said Grandpa. "Just look at all those stars!"

Finn looked up at the sky and smiled.
"Don't worry . . .



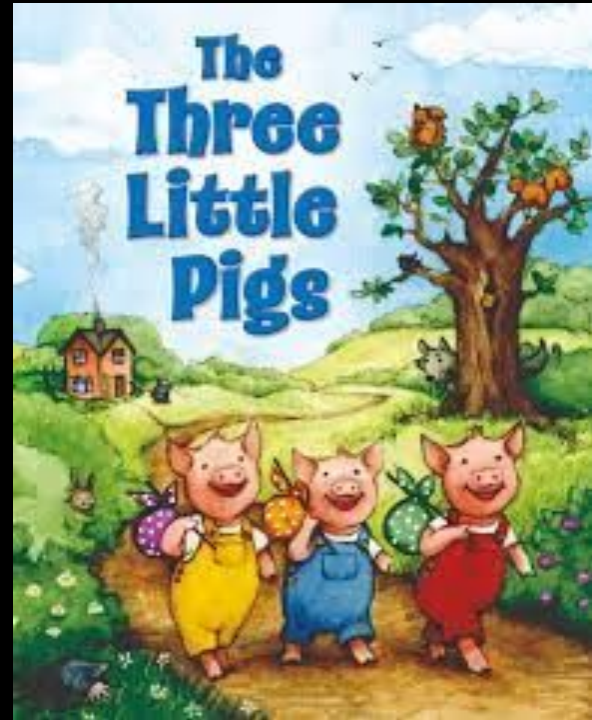
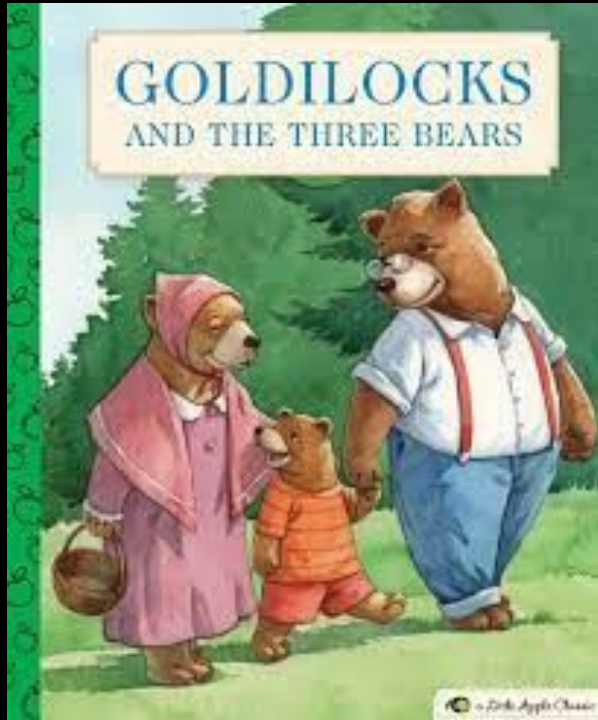
"I'll remember to think of what's beneath."



**Remember to think of
what's beneath the surface.**

Beneath

- Why stories?
- Why three stories?
- Why black background?
- Why photo with no words?
- Why analogy?
- Why processing strategies?
- Why a picture book?



...any ideas, thoughts, events, characters or sentences that are presented in threes are more effective and memorable.
Harappa School of Leadership, September 2020

Wall Street Journal & USA Today Bestseller

"Whatever you do, whatever you say,
in your career, this is the book to read right now."

SETH KOPPEL, the first-time bestselling author of The 6 Habits

Stories THAT Stick

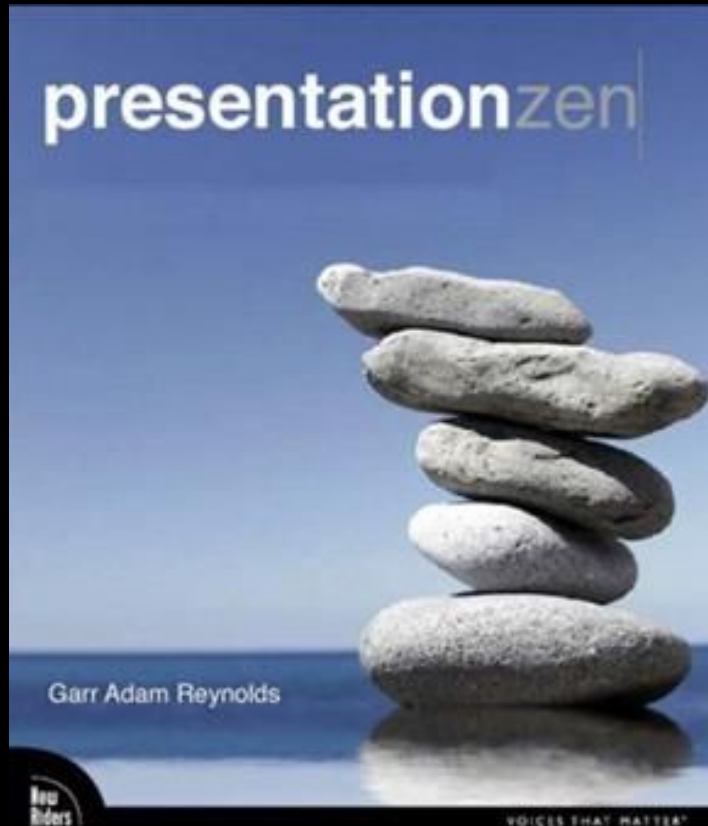


How Storytelling Can Captivate Customers,
Influence Audiences, and Transform Your Business

KINDRA HALL

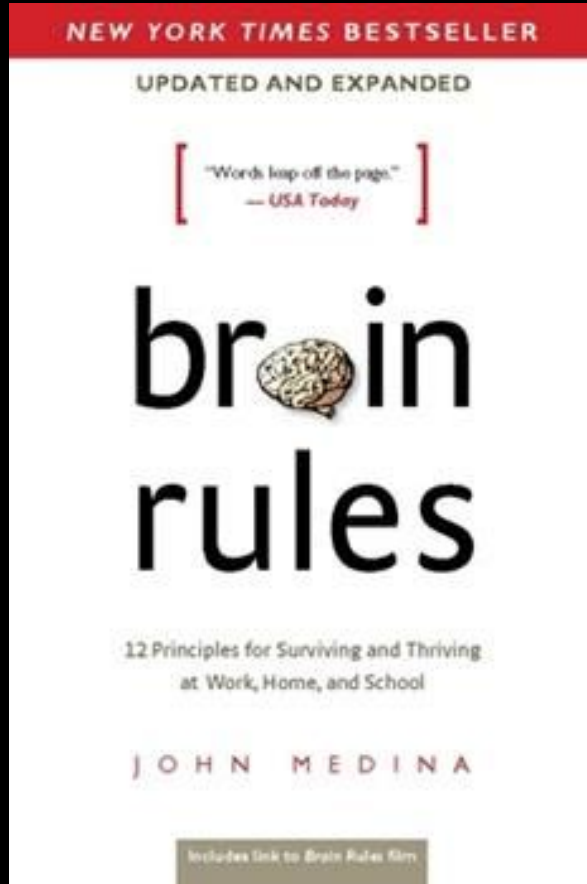
Storytelling is one of the most powerful business-building tools in existence. It captivates, influences, and transforms customers, stakeholders, talent, and beyond, closing the gaps in business with bridges that last.

Stories that Stick, p. 17

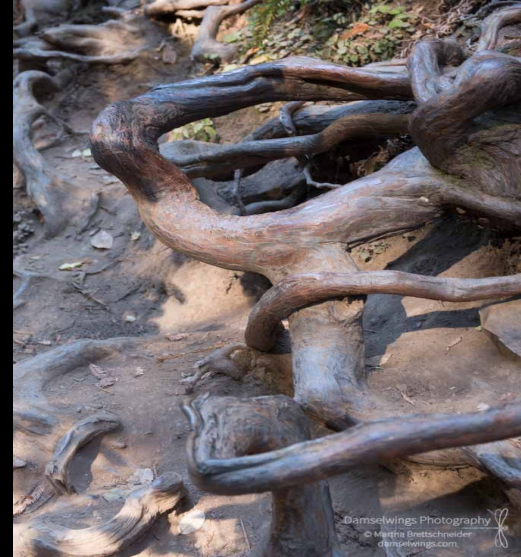


There's a radically better way to reach and motivate your audience- and it starts with simplicity and storytelling. The use of a black background focuses the eye on the image or words.

Presentation Zen, Reynolds



Vision trumps all senses. Text and oral presentations are far less efficient than pictures for retaining certain types of information. It's because our brain sees words as lots of tiny pictures. It stops to point the individual features of each letter you read. Including visuals is the most effective way to “glue” information to a neuron.
Brain Rules, Medina

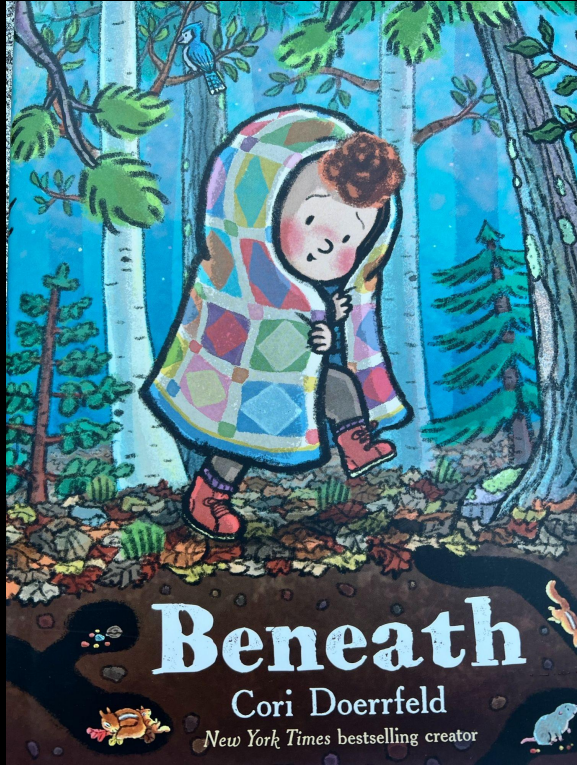


Analogy shows us common structures, teaches us about abstract concepts and helps us to retain that information, especially if the abstract relational structure is given a name.

TES Magazine, February 2023

10-2 Strategy

10-2 is an instructional strategy that can be incorporated in session where a teacher talks for no more than 10 minutes and pauses for 2 minutes for the students to process the information followed by discussions if required



*I have effectively used
picture books as an
educational leaders for over
30 years.*

Mike Nelson, WASA

Mentimeter

How has the last bit of time supported your superintendent leadership path?

Think through the lens of

- something you are already doing
- something you knew but want to begin doing
- something you learned