

RESPECT ——— TRUST ——— SUCCESS

Building a Culture of Respect and Success

All relationships and challenges in the learning environment should be absent of threat, real or perceived. All leaders and learners are asked to eliminate put-downs, sarcasm, and negative attitudes and dialog. The human mind functions most effectively when there is no threat (real or perceived) of bodily harm, embarrassment, teasing, sarcasm, insult, rejection, or any other negative influence. Learners must know that the learning environment is free of these weapons of manipulation.

For optimal learning to take place, learners need to remain up-shifted - attentive and engaged in the learning process. Research suggests that from the time the mind is threatened by a feeling of having no control over the environment, significant learning is greatly impaired. The impact of threat causes a biological reaction in the brain that greatly diminishes learning for at least 20 minutes, and the residual effect of the threat can endure for days depending on the level of threat whether the threat is within the learning environment or in some other part of a learner's life.

Consider This Research:

- The brain responds best in a learning environment that contains high challenge and low stress.
- When the brain perceives alarm or danger, the body reacts instantly.
- Adrenaline is released to speed up responses; this is called the fight, flight, or freeze response.
- Continued exposure to moderate stress not only inhibits one's ability to pay attention, but is also deadly to learning.
- Constant stress actually kills neurons in the hippocampus, the area of the brain that helps "package" learning into long-term memories.
- Stress can make learners more susceptible to illness and absenteeism.

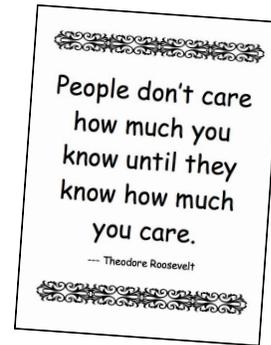
Strategies That Support Learning:

<p>For the brain:</p> <ul style="list-style-type: none">● An environment, rich in print/visuals, safe for risk-taking● Teach life skills from novice to expert levels● Construct meaning through involvement● Enhance learning through challenge	<p>For the brain and the body:</p> <ul style="list-style-type: none">● Walking or standing while learning or listening● Exhibit learning through movement, manipulatives, and demonstrations
<p>For learning styles:</p> <ul style="list-style-type: none">● Playing classical music, softly● Offer different light settings/areas● Connect past learning to present or subsequent learning● Enlist emotions of laughter, empathy, and community spirit● Create formal and informal learning experiences● Present materials in multiple ways● Incorporate art, music, and technology into learning	<p>For motivation:</p> <ul style="list-style-type: none">● Provide different options to meet objectives● Use cooperative and independent learning opportunities● Use visuals, auditory, and tactile aids● Chunk information/concepts to provide greater processing and retention● Allow learners to direct elements of study by using current events, personal interests, special skills/talents, or cooperative groups tasks

TRUST - a firm belief in the reliability, truth, ability, or strength of someone or something; “relations have to be built on trust” “We have to be able to win the trust of others.”

**“People don’t care how much you know
until they know how much you care.”**

-- Theodore Roosevelt



Stephen Covey , author of the best-selling book, **The 7 Habits of Highly Effective People**, describes 8 ways to build a trusting relationship.

- **8 Ways to Build A Trusting Relationship** - printable poster

1. Show kindnesses and courtesies	2. Keep promises
3. Clarify expectations	4. Be loyal
5. Be honest	6. Be willing to listen
7. Be open to feedback	8. Be willing to apologize