

**Leading Program Culture  
Right from the Start**  
Create Positive Learning Culture  
in Your Early Childhood Program



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**Presenters**



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Learning and Leadership Development



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Director

Professional and Leadership Development

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**Today's Learning Objectives**

Define what a learning culture is and identify its benefits to your team and to the program

Understand and implement andragogy

Implement learning transfer techniques

Evaluate your orientation program and resources to best prepare new educators

Begin to create a learning pathway for your team

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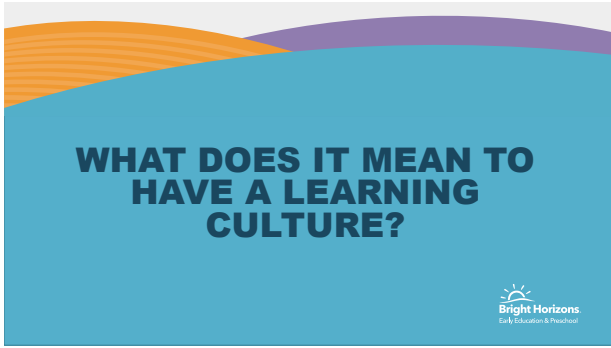
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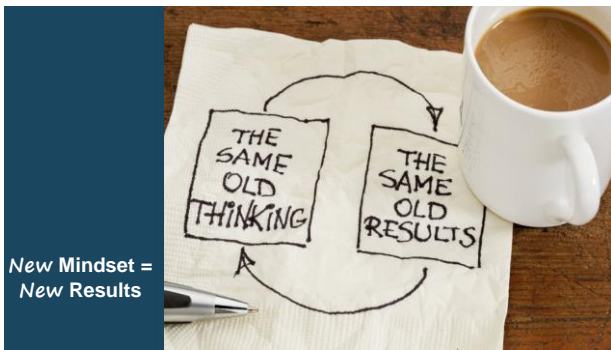
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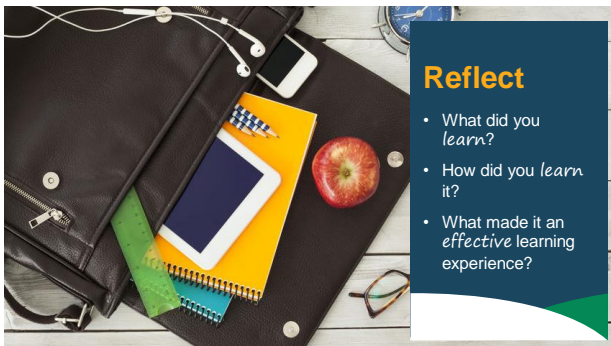
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**Benefits of a Learning Culture**

- Autonomy over learning
- Mastery of content
- Continued improvement mindset
- Access to learning
- Learning science improvements

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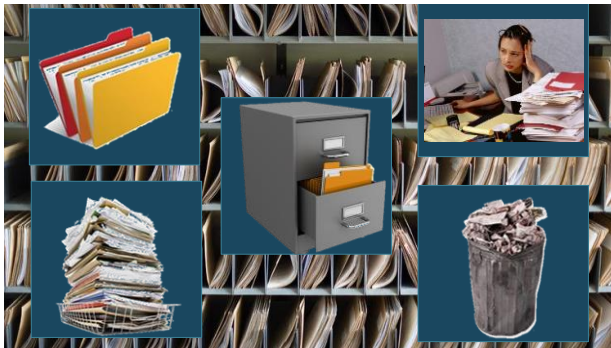
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## Cognitive Load

**Cognitive load =**

*A learning has too much on their mind, making it hard to retain anything!*



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**TELL ME  
AND I FORGET  
TEACH ME  
AND I REMEMBER  
INVOLVE ME  
AND I LEARN**

NITYANAND NUNNUNGE

*WE LEARN...*

- 10% OF WHAT WE READ
- 20% OF WHAT WE HEAR
- 30% OF WHAT WE SEE
- 50% OF WHAT WE SEE AND HEAR
- 70% OF WHAT WE DISCUSS
- 80% OF WHAT WE EXPERIENCE
- 95% OF WHAT WE TEACH OTHERS

*William Glasser*

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## UNDERSTANDING AND IMPLEMENTING ANDRAGOGY

  
Bright Horizons  
Early Education & Preschool

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**Adult Learning Theory = Andragogy**

An understanding of what impacts adult learning & what motivates an adult to learn.



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**Adult Learning Principles**

Self-motivated  
Experience is respected  
Ready and prepared  
Relevant information  
Safe



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**Who are your learners?**



**What do they want?**

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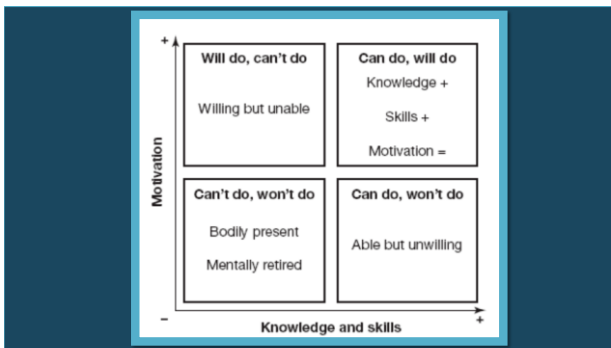
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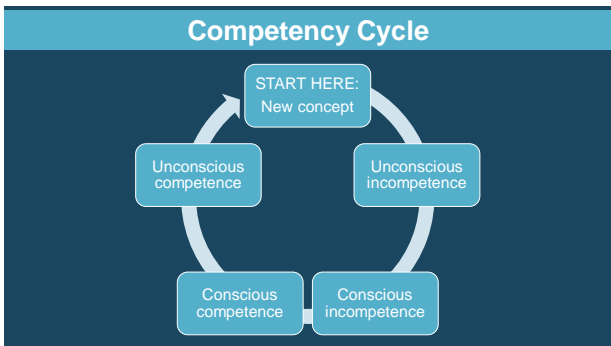
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**During a training session, which combination influences learning the most?**

	Supervisor	Learner	Facilitator
Before			
During			
After			

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**Let's Make Learning Sticky**



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**Learning Transfer Supports**



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### Learning Transfer – BEFORE

- Align goals
- Set expectations
- Make connections
- Design for learning AND behavior change



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A top-down view of a desk with a yellow background. On the desk are a silver laptop, a pair of glasses, a pen, a spiral notebook, a white coffee cup, and a small green plant.

The benefits of PRE-WORK

1. Get learners thinking
2. Set the stage
3. Provide common language

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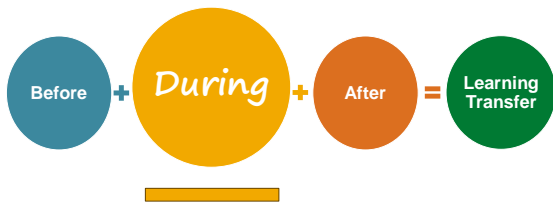
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### Learning Transfer - During



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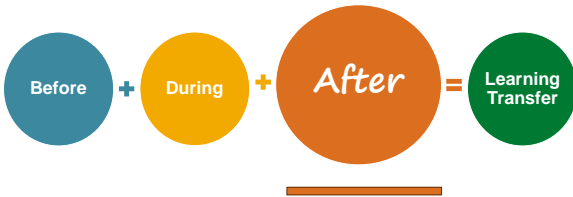
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### Learning Transfer - After



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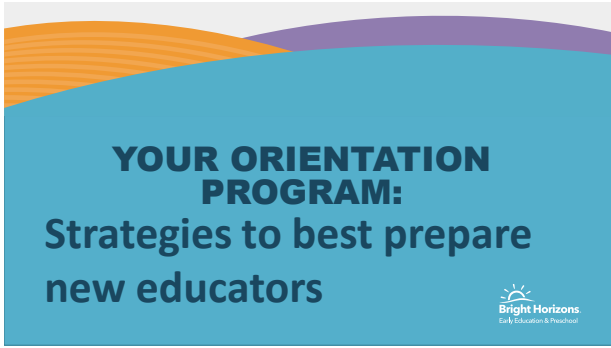
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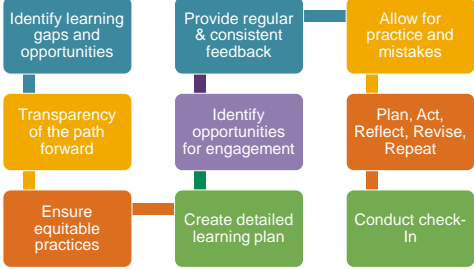
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### Learning Journey



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Ensure equitable practices

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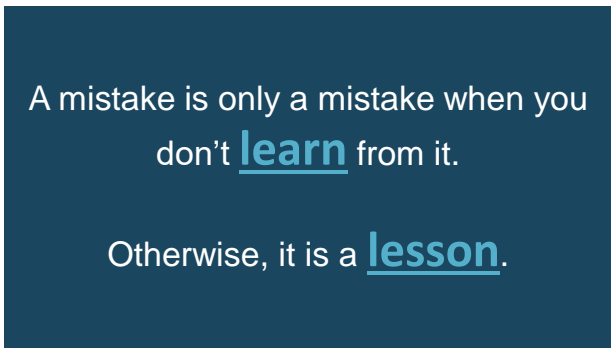
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# HOW ARE YOU?

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