

97% to 3%: A model of an educational philosophy

“Only about 3% of the contribution teachers made to student learning was associated with teacher experience, degree attained and other readily observable characteristics. The remaining 97% of their contribution was associated with qualities or behaviours that could not be isolated and identified.”

From a report on research in the USA, in D. Goldhaber, *The Mystery of Good Teaching*.

The 97%



“It is all a two-way process of relationship-building with no hierarchy, reward or sanction nonsense.”

Lynne Smith

The 3%

