

# Seeing the School House *Differently* - An Intentional Walkthrough

## The Nature Practice

### Playing with The Gaze

- The process of going back and forth between looking with *receptivity* and looking with the intention of *stalking*;
- Leadership Action: before entering an observation, notice your intensity your energy brings to those you manage.
- Does your breathing and manner in with you enter the room impact the person you are observing? How about the students?

## The Business Practice

### Managing by Walking Around (MBWA)

- The process of innovating by being present and actively engaged among employees;
- Leadership Action: Use the practice of walkthroughs integrated with adjusting your gaze to create safe environments for teachers and students.

## Leadership Impact

### Integrating Movement and Breathing with Power, Privilege, and Sight

1. Use your gaze - your sight - to help others feel safe;
2. When is it appropriate to have a receptive gaze? And when is it appropriate to increase intensity?

#### References:

- Peters, T., & Austin, N. (1985). MBWA (Managing by walking around). *California Management Review*, 28(1), 9-34. doi:10.2307/41165168
- Piranian, D. (2010) Ecopsychology practices.
- Van der Kolk, B. A. (1994). The body keeps the score: Memory and the evolving psychobiology of posttraumatic stress. *Harvard review of psychiatry*, 1(5), 253-265.

# Handout Design & Intention

*This handout is designed for a targeted audience: a building principal. In the school house, the principal monitors both the student and teacher behaviors and performances. By using the practice of the gaze and integrating the nature practice into the walkthrough, the school leader is able to create safe spaces for both students and staff. Noticing breathing and energy provides the school leader with an awareness to assist both students and teachers who could have heightened stress just by the presence of the building principal.*

*Handout prepared by Dr. Michael McCabe, EdD. This practice was adapted from the curriculum of the Wisconsin Hawthorn Project.*