

Changing School Culture

Lessons from Finnish Schools

Anna-Mari Jaatinen

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AMJfinnoEDU Ltd.

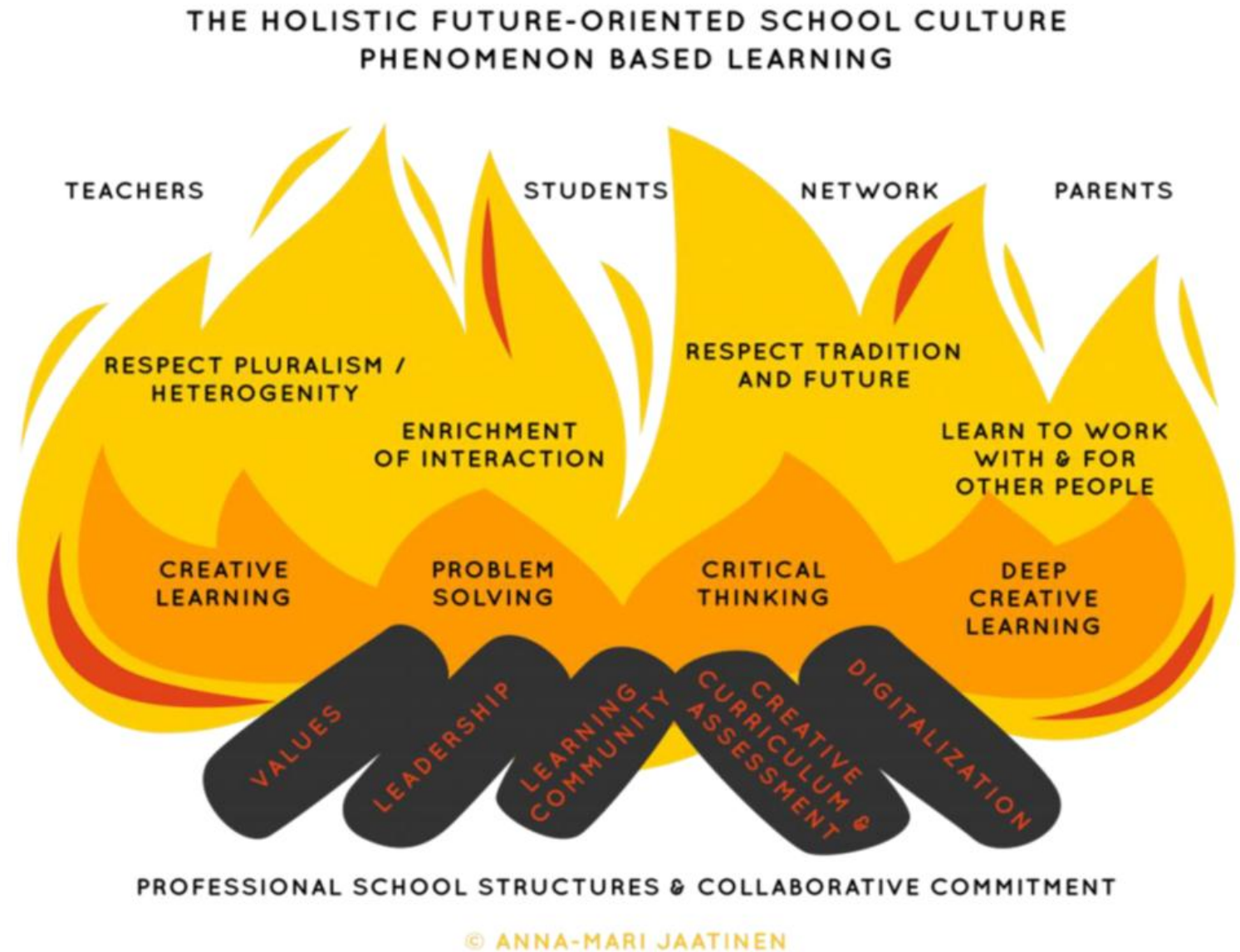


Anna-Mari Jaatinen

- My experience 2004-2026
- Long term experienced and professional principal
- School culture developer
- Student welfare developer
- Digital learning development
- Learning environment development
- Experienced Well-being and Coaching leader
- Creative Fire Model innovation
- Creation of the On Fire Leadership Program
- Leadership and leadership team coach and trainer
- Finnish Education School Culture Expert
- Finnish School Concept Expert
- International Networks



The Creative Fire Model





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Anna-Mari Jaatinen, 13.8.2026, Riga



Changing School Culture: Lessons from Finnish Education,
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What meta-
skills are most
important for
humans in this
day and age?





SISU

— REPRESENTS **FINNISH**
INNER STRENGTH
AND PERSEVERANCE

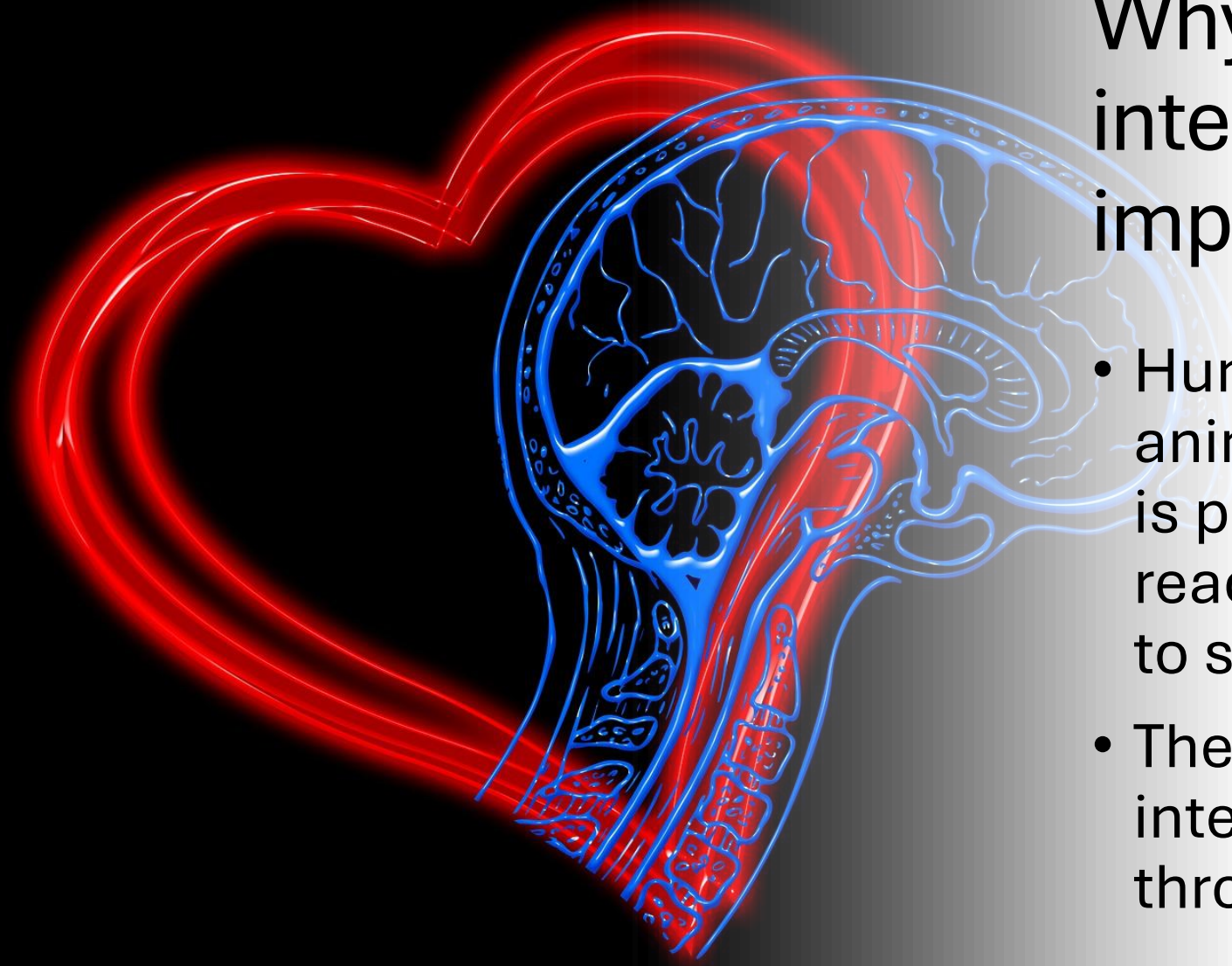


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Why is interaction so important?

- Humans are social animals. The newborn is programmed to reach out to the other, to seek contact.
- The importance of interaction remains throughout life

The role of the social sensitivity

- The overall intelligence of a group is not related to the average or highest intelligence of individuals
- Instead, the intelligence of the group is affected by: The average social sensitivity of the group = understanding and taking into account the feelings of others
- Alternation of discussion and distribution of speeches
- In successful teams, the ratio of positivity to negativity is 3 (or even 7) : 1, depending on the study





Solution orientation





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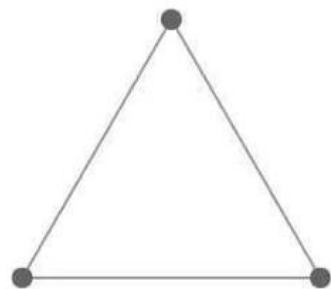


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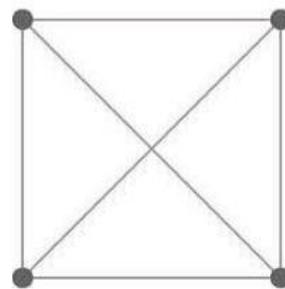
Optimal Group Operation

- The goal state is that the group does its basic task in accordance with its goal – the work it exists to perform.
- Each member is able to bear their share of the group's responsibilities and feelings, and to see the other members as unique individuals, accepting them with their different sides.
- This does not mean that it is always fun.

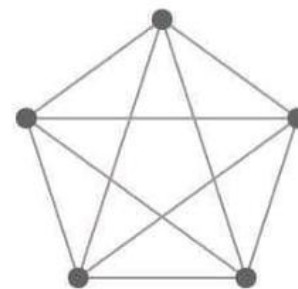
Increasing importance of interaction



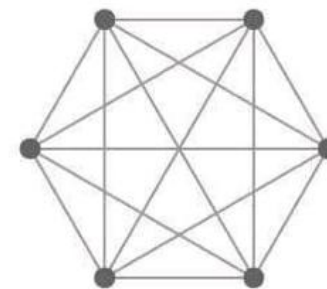
3 people, 3 lines



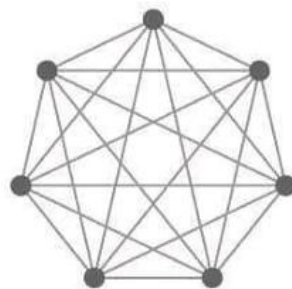
4 people, 6 lines



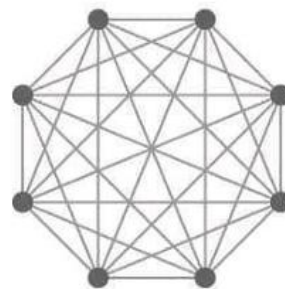
5 people, 10 lines



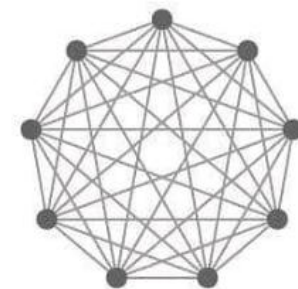
6 people, 15 lines



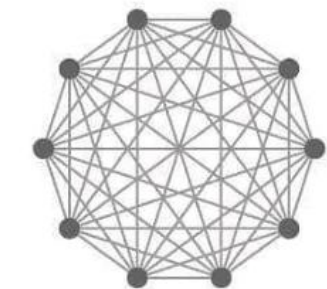
7 people, 21 lines



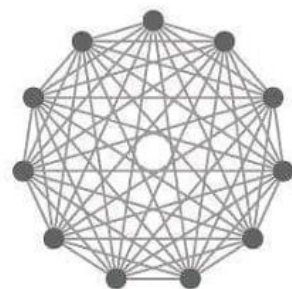
8 people, 28 lines



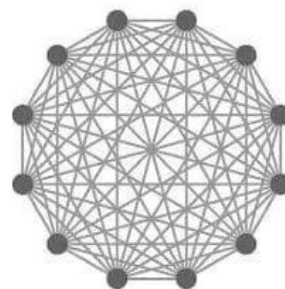
9 people, 36 lines



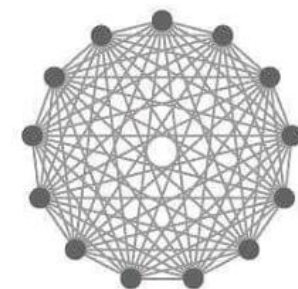
10 people, 45 lines



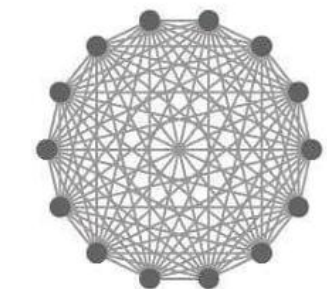
11 people, 55 lines



12 people, 66 lines

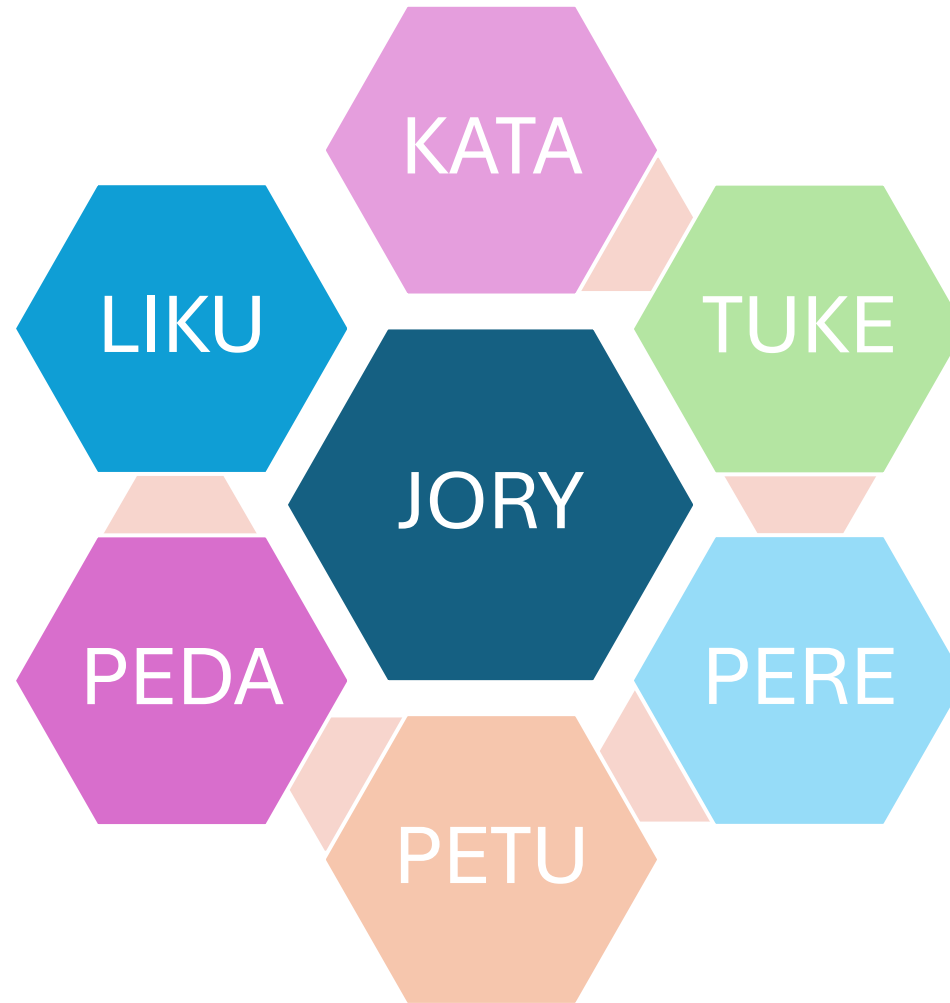


13 people, 78 lines

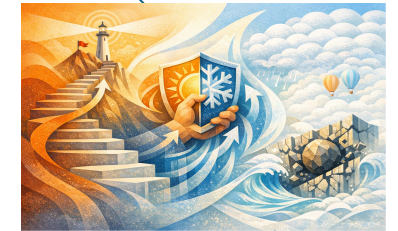


14 people, 91 lines

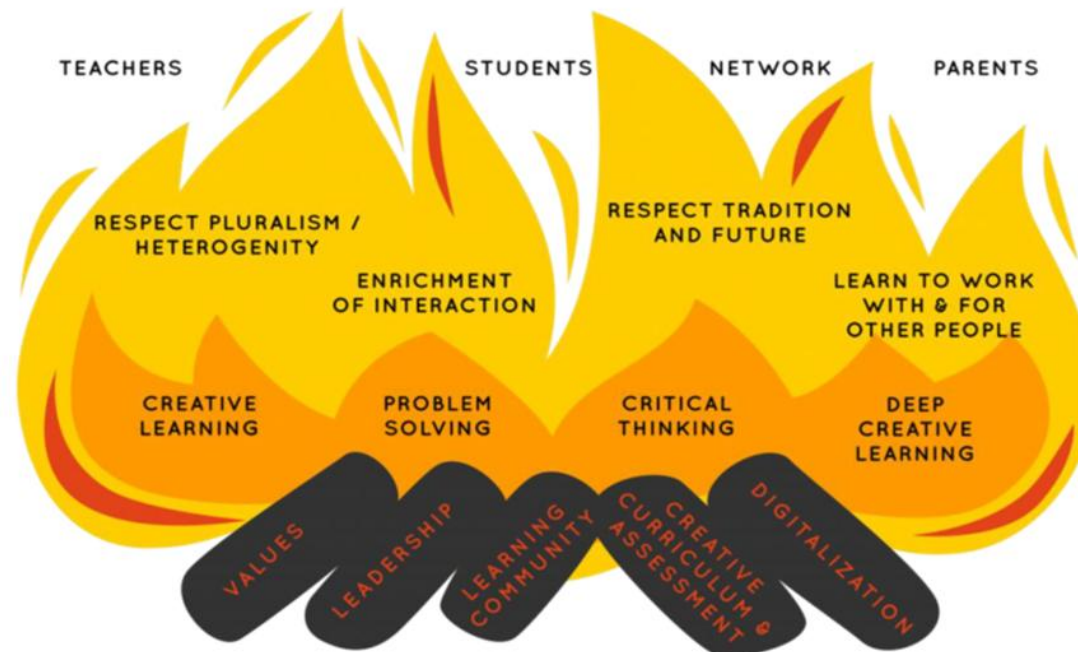
Towards development teams 2026-2027







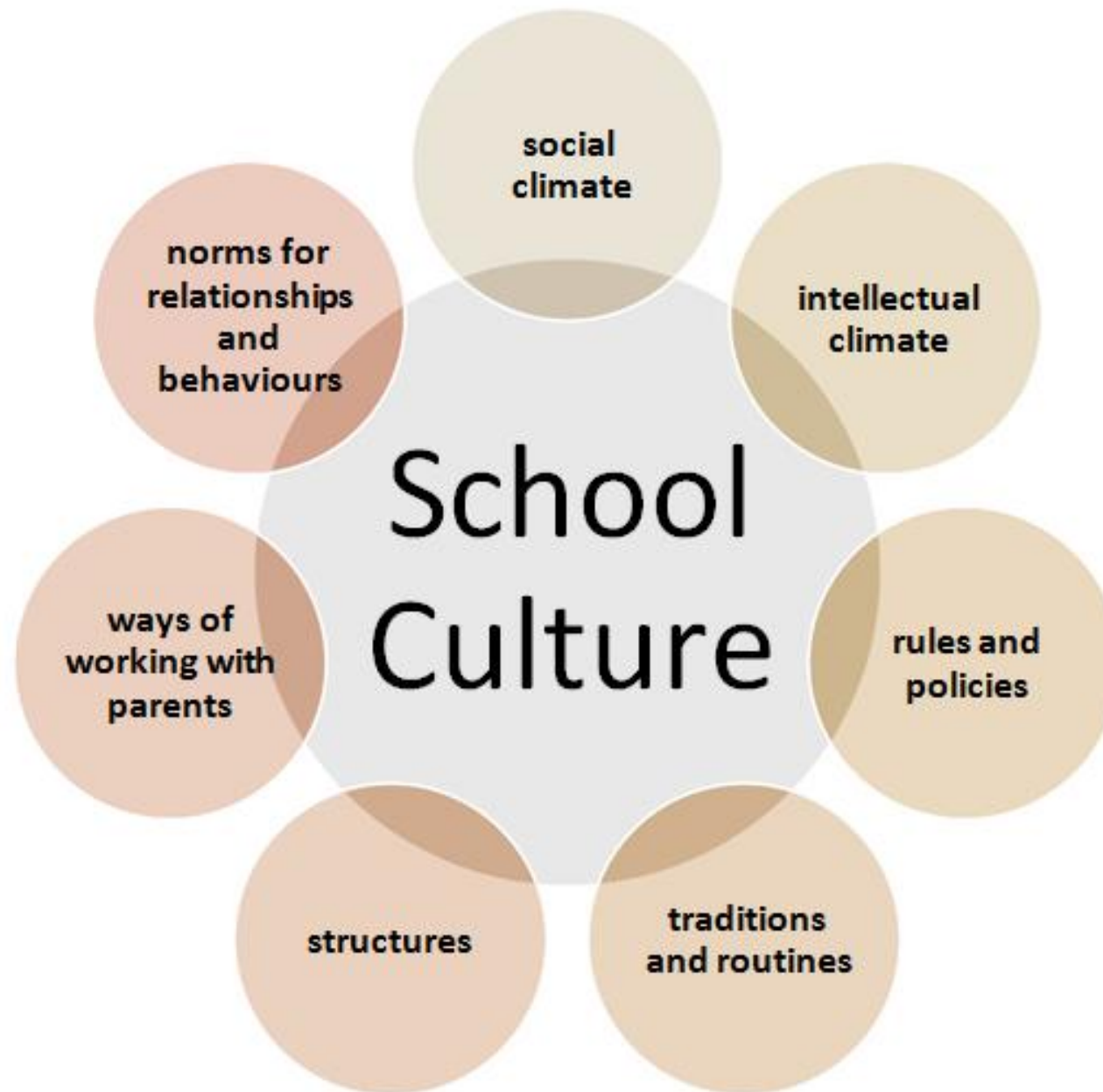
THE HOLISTIC FUTURE-ORIENTED SCHOOL CULTURE PHENOMENON BASED LEARNING



PROFESSIONAL SCHOOL STRUCTURES & COLLABORATIVE COMMITMENT

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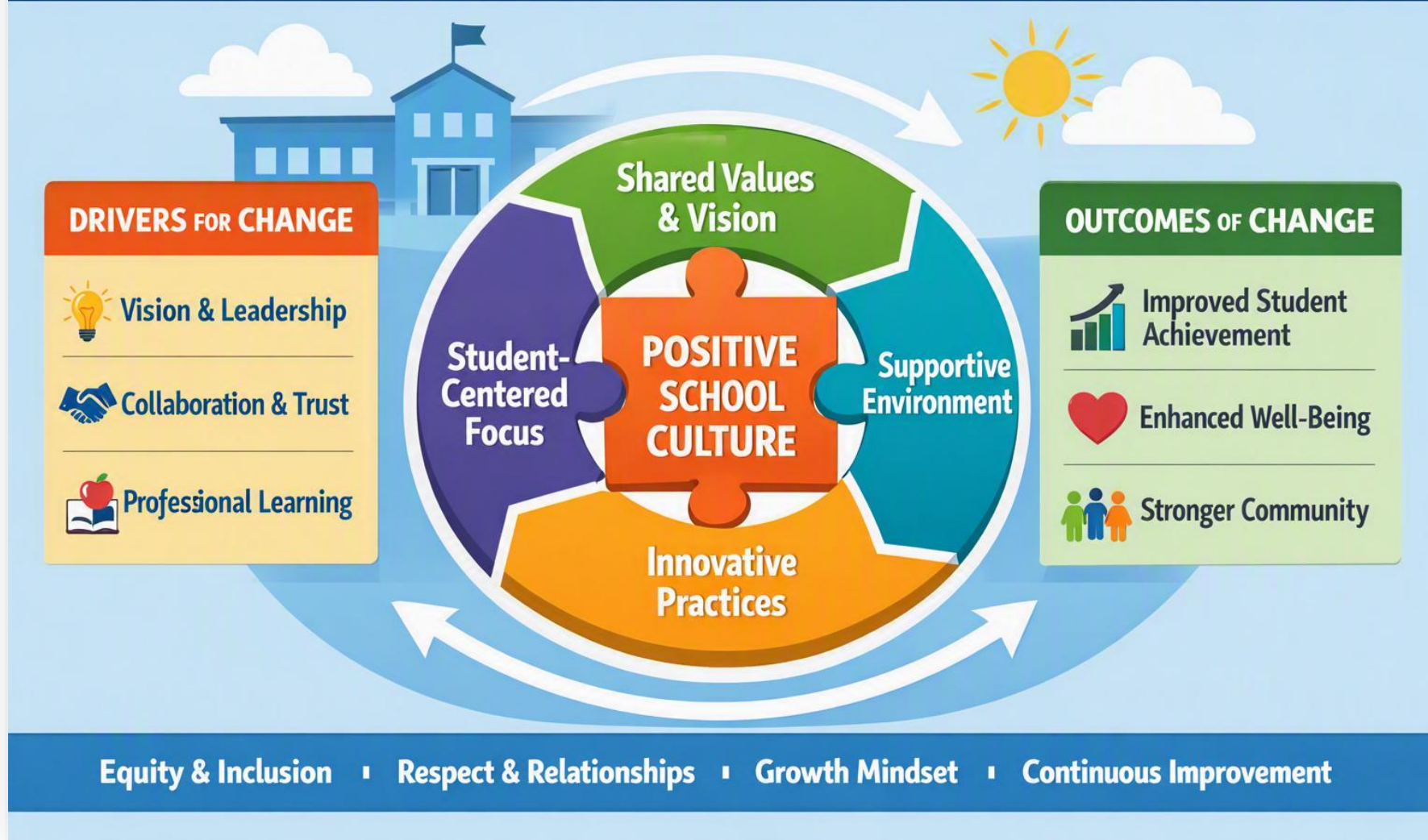




SCHOOL CULTURE



School Culture **Change** Model



School Culture **Change** Model



A Reflective, Ongoing Journey



Value-
based
work
community
rules

Aims of value-based education



Top goals for our staff

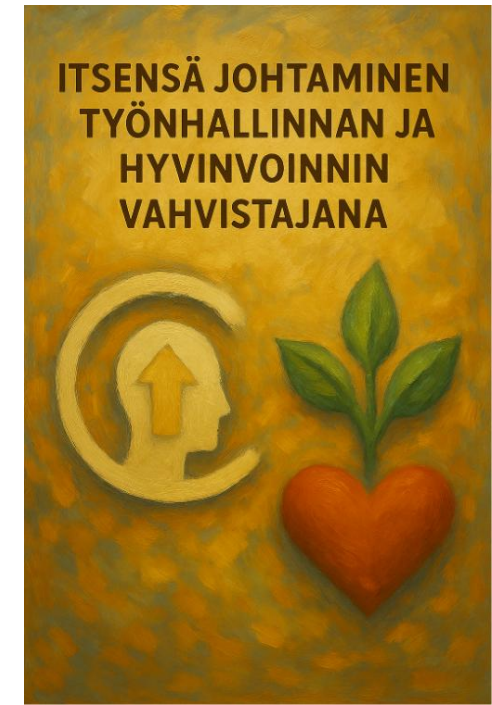
**Changeability and compassion
as success factors**



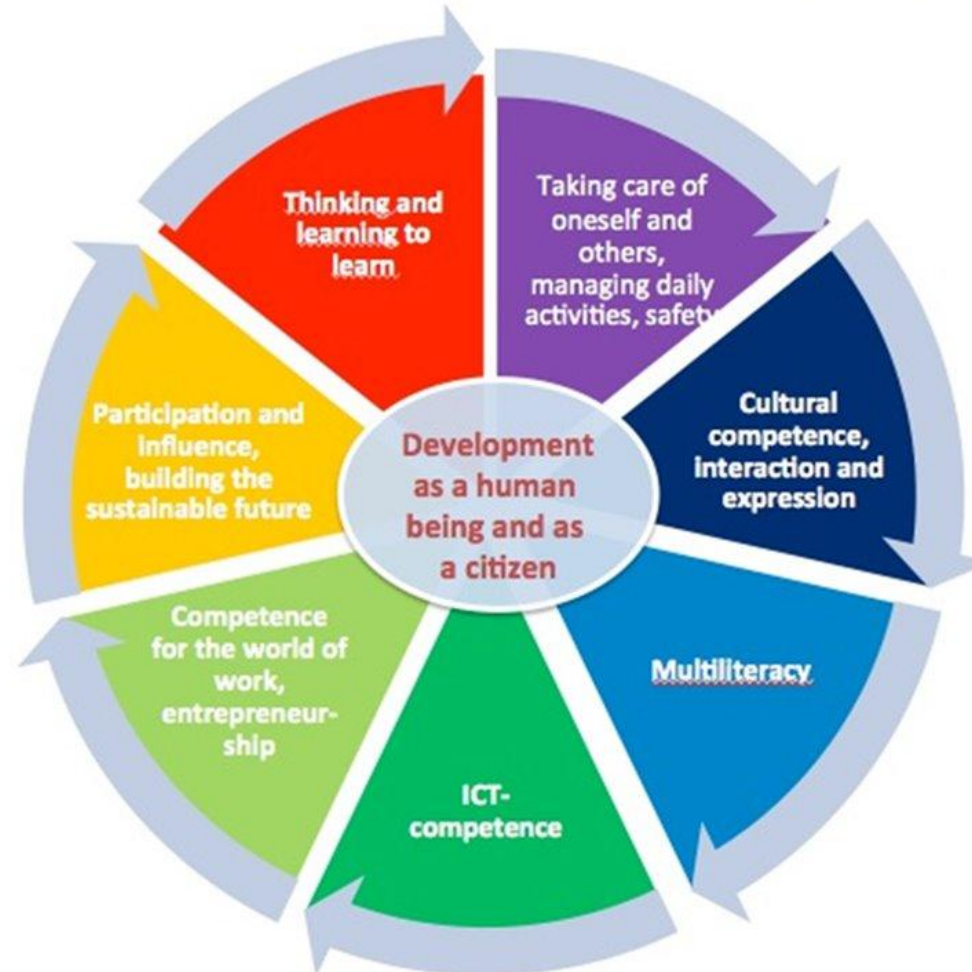
**We are on united community
Every member of the
community as an active actor.**



**Self-management as a way to
strengthen work management
and well-being.**



Transversal Skills, Finnish Core Curriculum 2016:



Finnish Phenomenon-Based Learning Elements

Made with AI

Interdisciplinary Topics

Exploring real-world phenomena



Student-Centered Learning

Active & collaborative approach



Inquiry & Problem Solving

Asking questions & investigating



Reflection & Assessment

Evaluating & reflecting on learning

Creativity & Innovation

Encouraging creative thinking

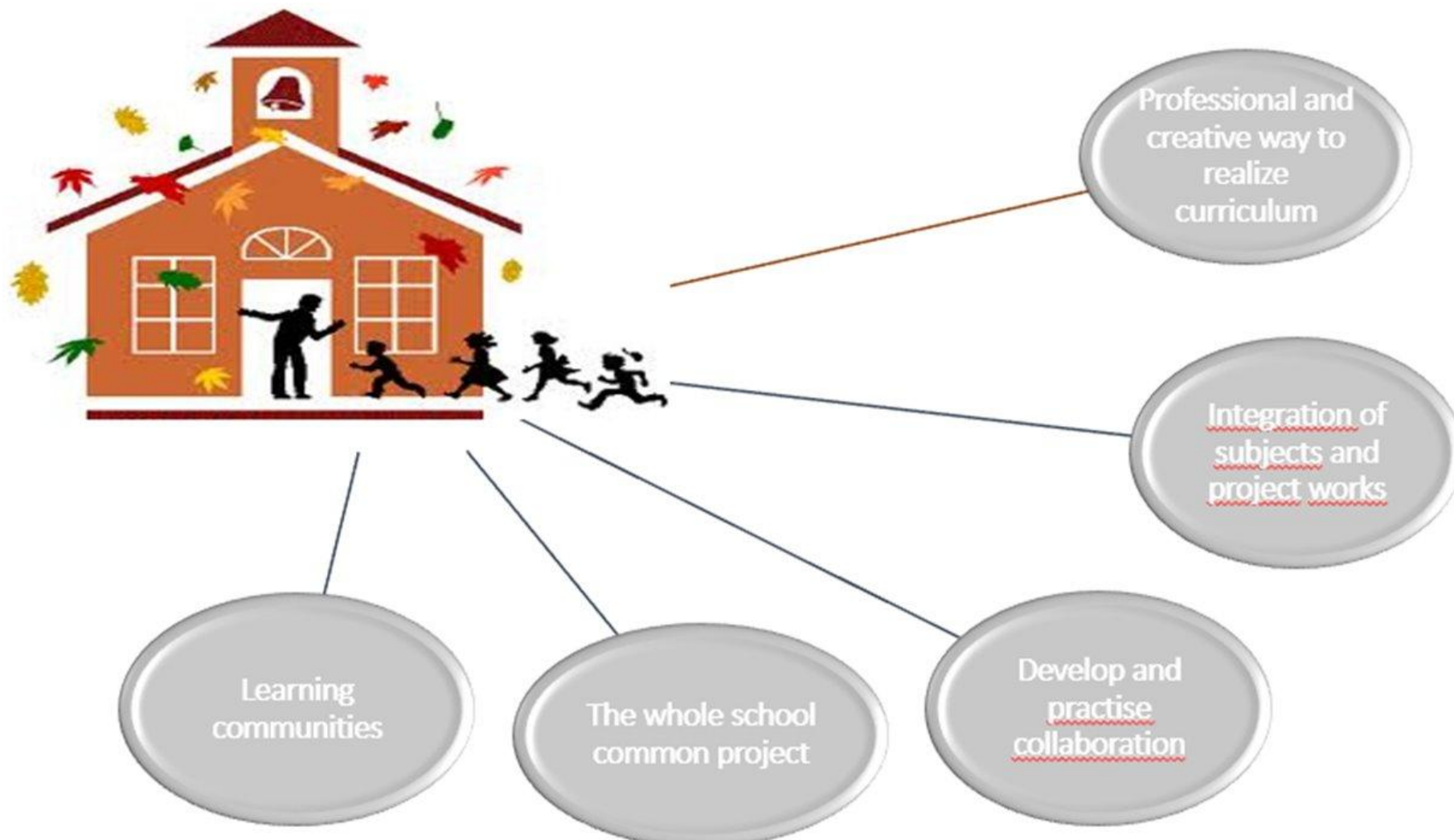


Critical Thinking

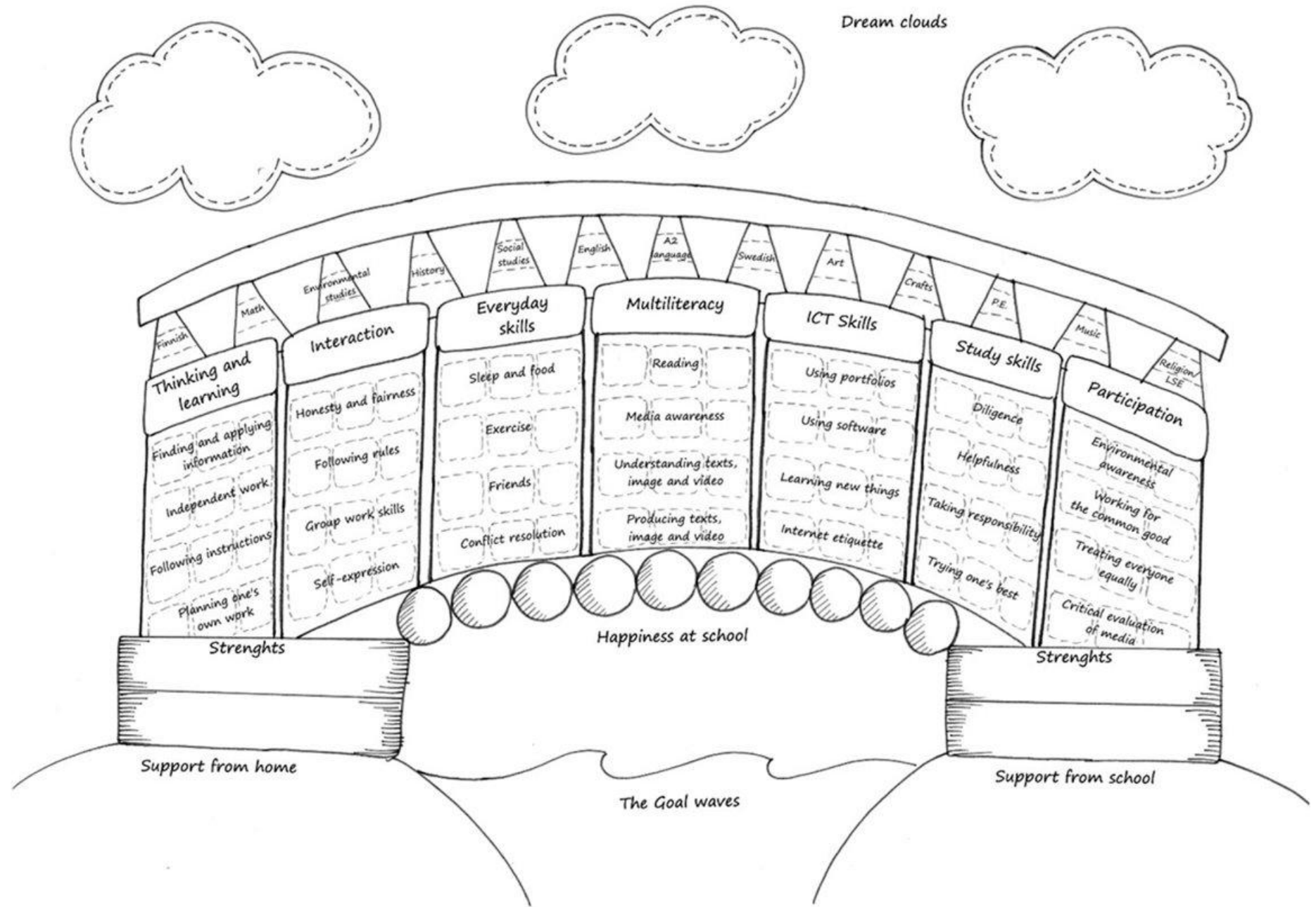
Analysing & evaluating

Real-World Connections

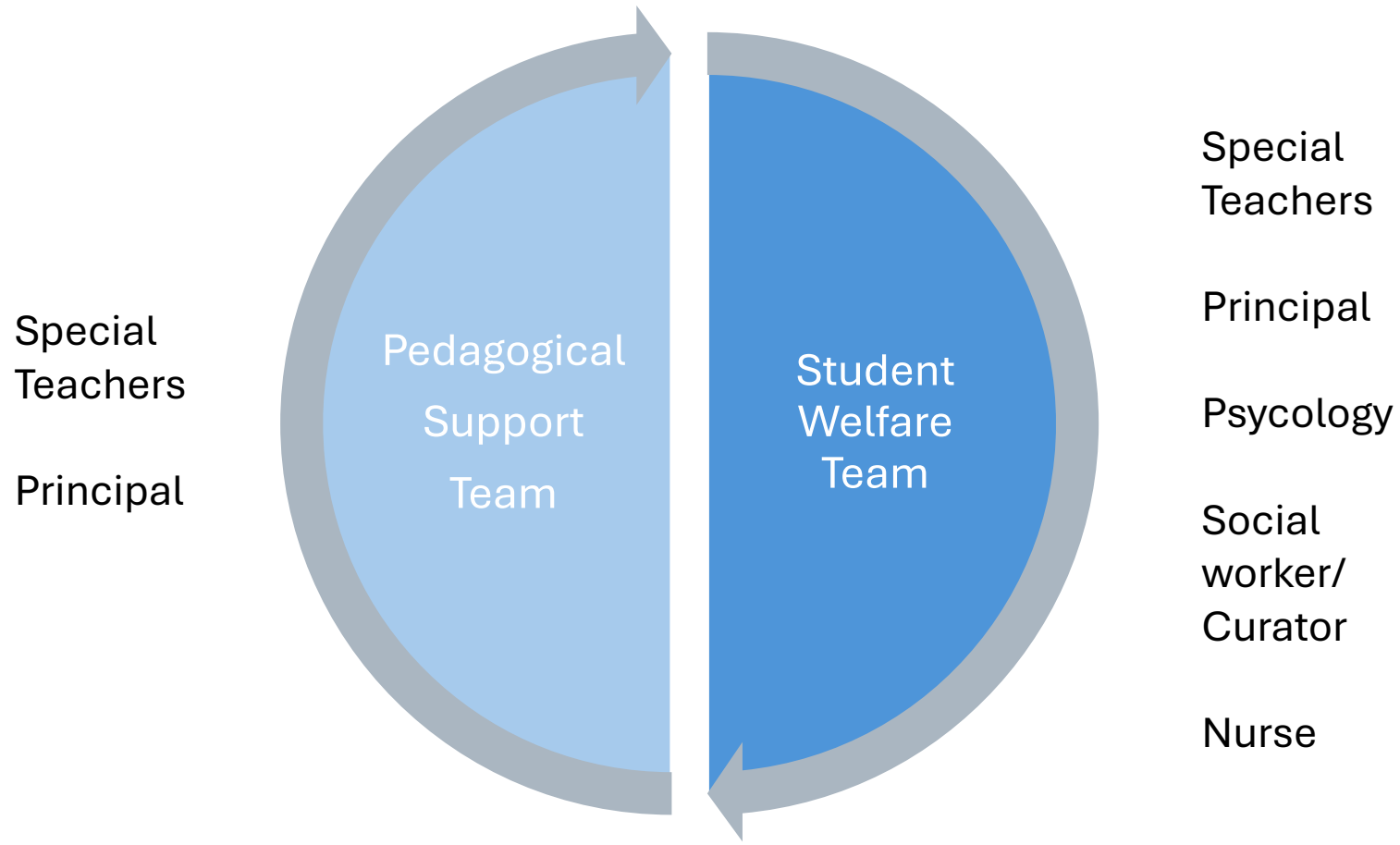
Linking to society & environment



Grade	Self Peer Group Assessment	Oral On-going Assessment	Verbal Assessment	Formative Summative Assessment	School Academic Year Report
1	x	x	x	x	Verbal
2	x	x	x	x	Verbal
3	x	x	x	x	Verbal
4	x	x	x	x	Numerical
5	x	x	x	x	Numerical
6	x	x	x	x	Numerical

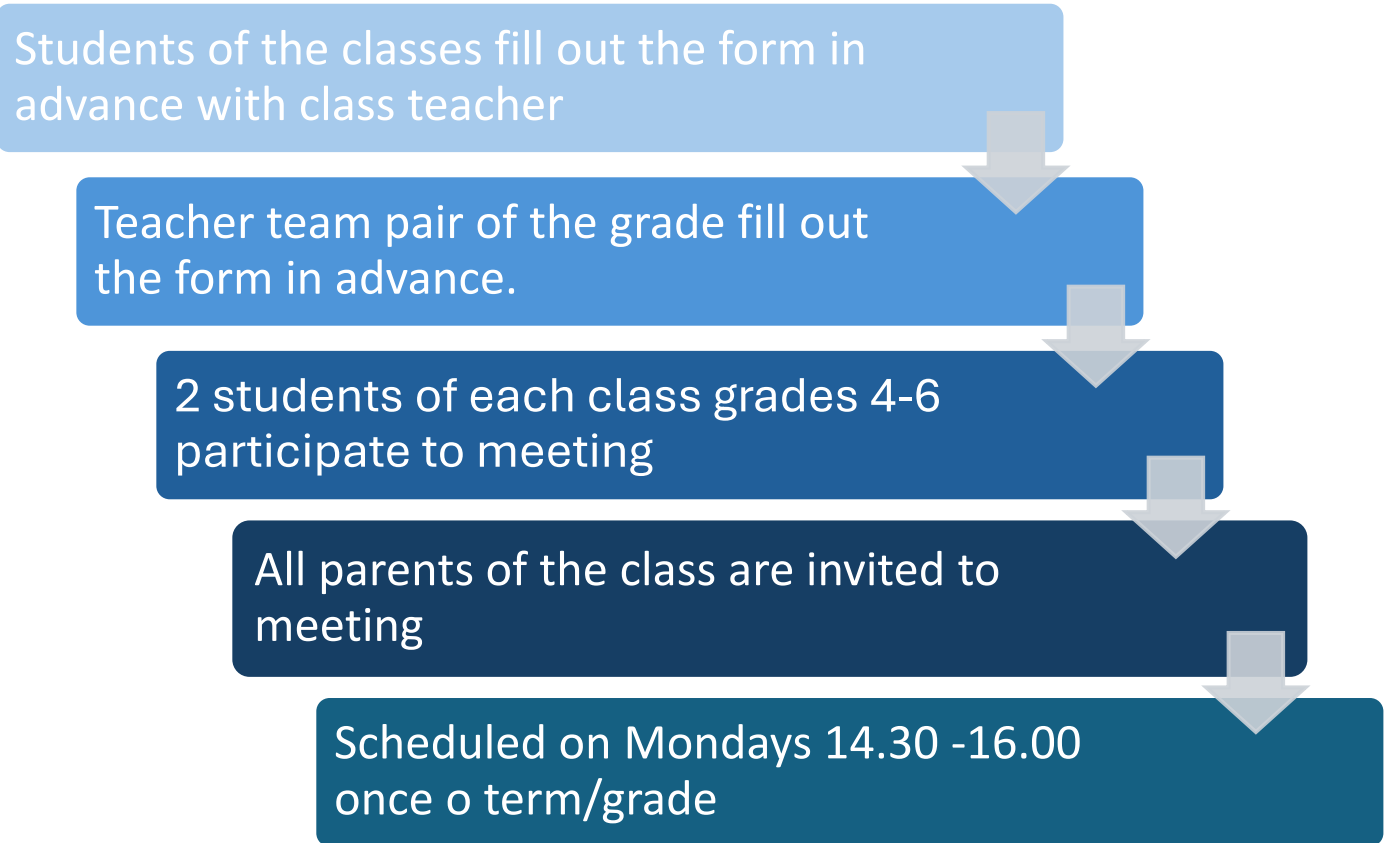


Weekly consultation for teachers and parents



Community student welfare meetings at grade level during autumn term

Students of the classes fill out the form in advance with class teacher



```
graph TD; A[Students of the classes fill out the form in advance with class teacher] --> B[Teacher team pair of the grade fill out the form in advance.]; B --> C[2 students of each class grades 4-6 participate to meeting]; C --> D[All parents of the class are invited to meeting]; D --> E[Scheduled on Mondays 14.30 -16.00 once o term/grade];
```

The diagram is a vertical flowchart with five rectangular boxes, each containing a step in the process. The boxes are arranged in a descending staircase pattern from top-left to bottom-right. Each box is a different shade of blue, with the color becoming darker from top to bottom. Grey downward-pointing arrows connect the bottom of one box to the top of the next box below it.

Teacher team pair of the grade fill out the form in advance.

2 students of each class grades 4-6 participate to meeting

All parents of the class are invited to meeting

Scheduled on Mondays 14.30 -16.00
once o term/grade



Teaching arrangements that support learning

Create a basis for high-quality instruction, group-specific support and pupil-specific support measures.

Group-specific support

Provided in a flexible and planned way throughout the school year. All pupils are entitled to group-specific support.

Pupil-specific support

If the support provided in the group is not enough, it will be supplemented with pupil-specific support measures. The support will be provided on a regular and long-term basis. A plan and administrative decision on the support measures will be made.

School well-being structures



Good manners
beatify



Incentive
systems;
Positive
feedback



Strengths
based
pedagogy



Annual well-
being clock
and lessons

KVO 13

Anti-bullying
program

An abstract graphic featuring several stylized hands in various colors (pink, yellow, orange, red, blue, purple, green) giving thumbs up. The hands are composed of many small, overlapping triangles, creating a mosaic-like effect. They are set against a dark teal background. A horizontal white band with a light gray gradient runs across the middle of the image, containing the title text.

Student Agency

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13.8.2026, Riga

Student union



Brainstorming and
ideas



Focus on good
everyday life



Connect all
school community

Meets every other week





*Don't Be Afraid
To Show Your
True Colors .*

Strength
doesn't come from what you
can do. Strength comes from
overcoming
the things you thought you
couldn't.





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Creative **Fire** Model

This is our adventure
towards success





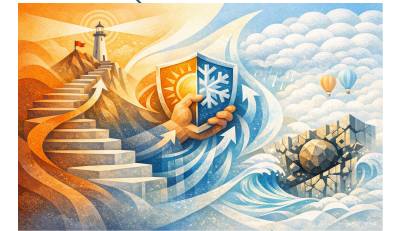
DREAM
BIG

Thank you 😊

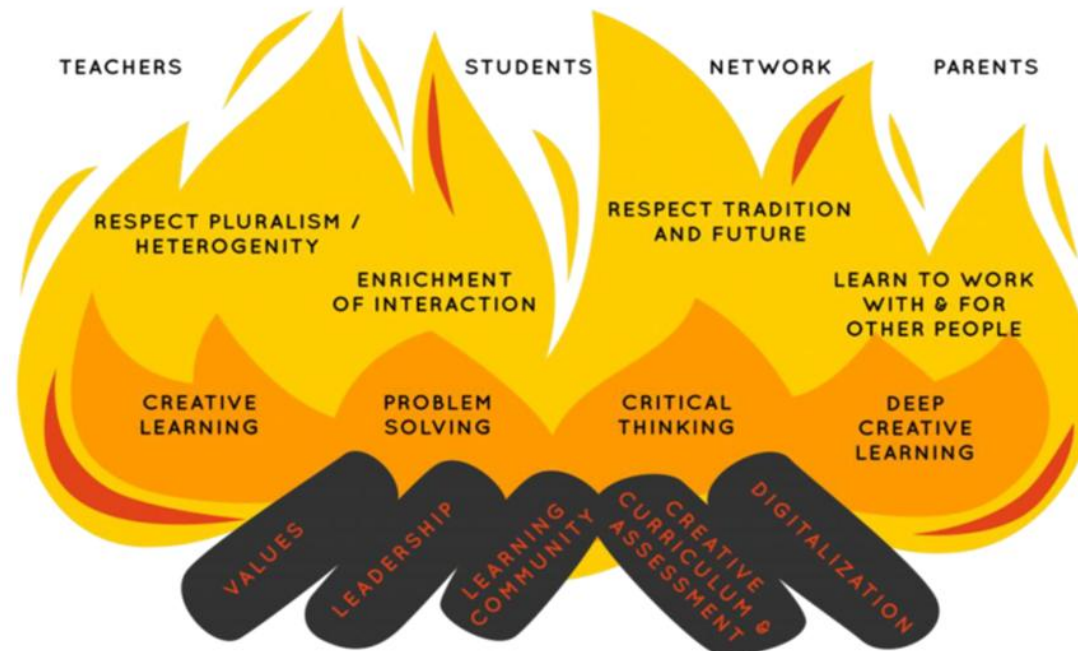
On Fire Leadership Program

What meta –
competencies
and
professional
skills leaders
needs most in
these times?





THE HOLISTIC FUTURE-ORIENTED SCHOOL CULTURE PHENOMENON BASED LEARNING

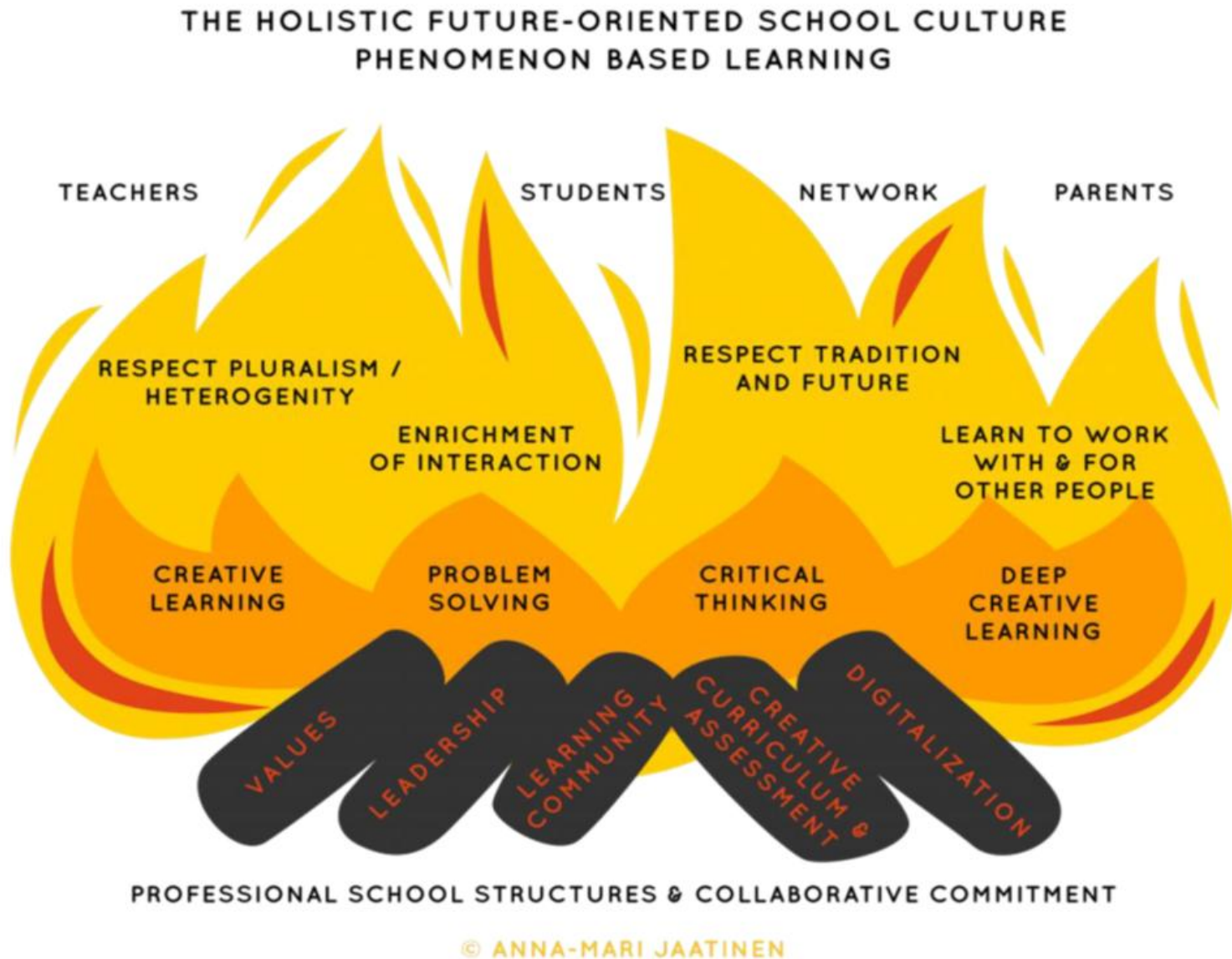


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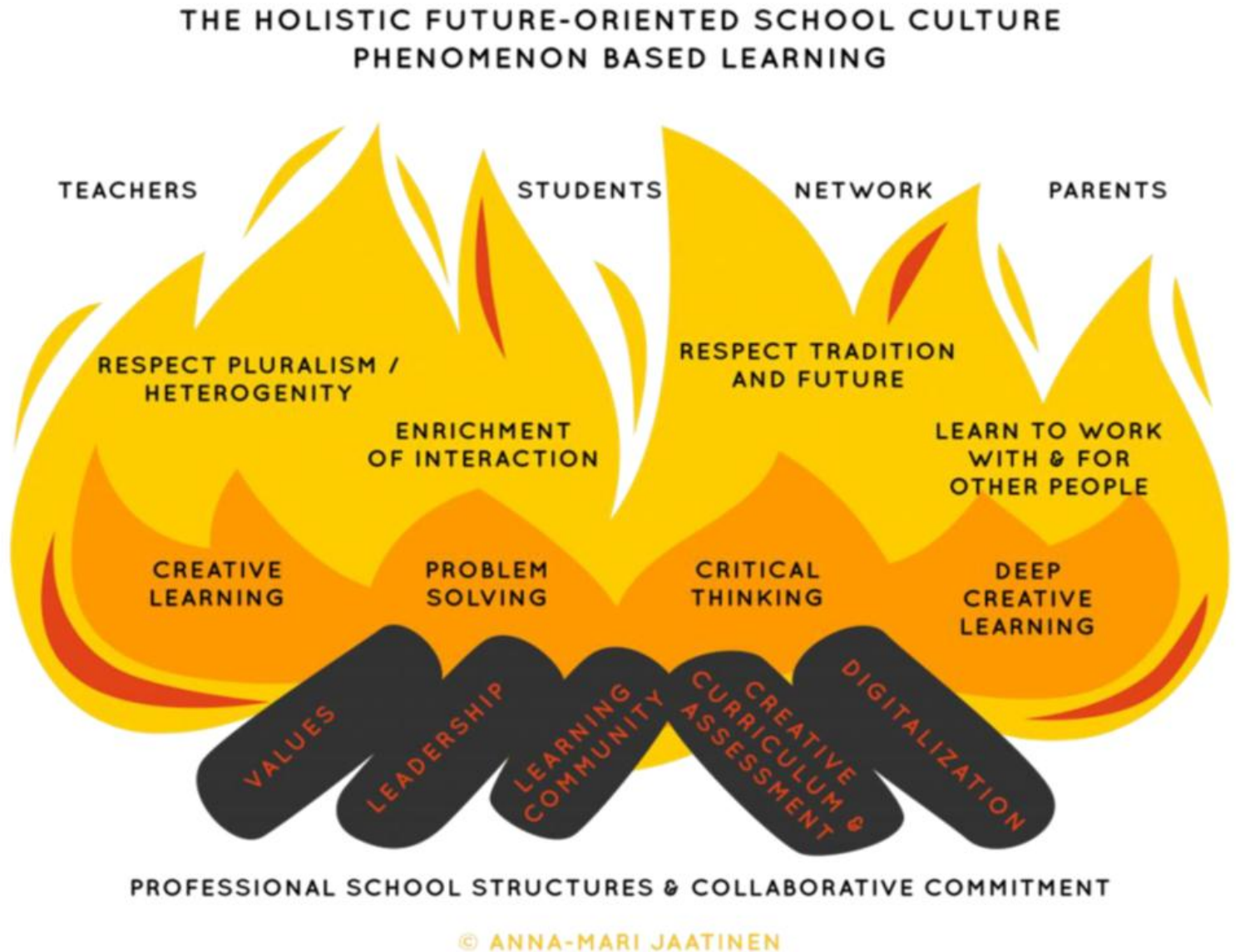
On Fire – Leadership Program



Welcome to On Fire Leadership program:

- 1) Leadership 25.9.2026
- 2) Visits and consultation 15.10.2026
- 3) Pedagogy 16.10.2026
- 4) Values 23.10.
- 5) Wellbeing and learning support 20.11.2026

Structure of the coaching day:
2 hours lecture
2 hours group work
1 hour lunch and coffee
2 hours team reflection



1. How leader build own strong professional leadership identity and top goals for staff?

25.9.2026

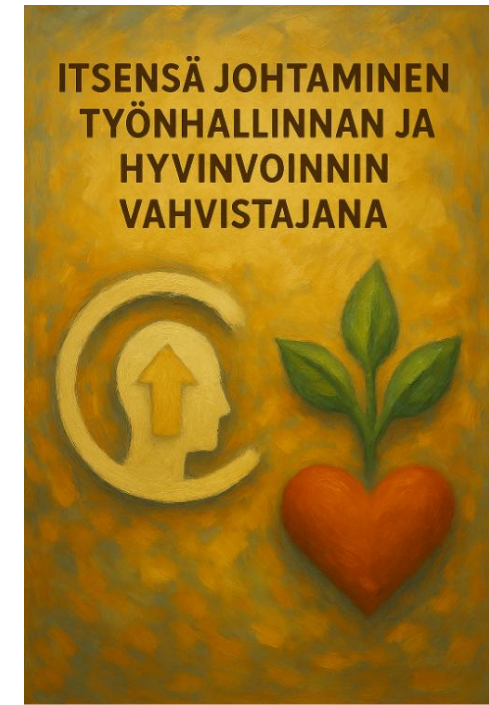
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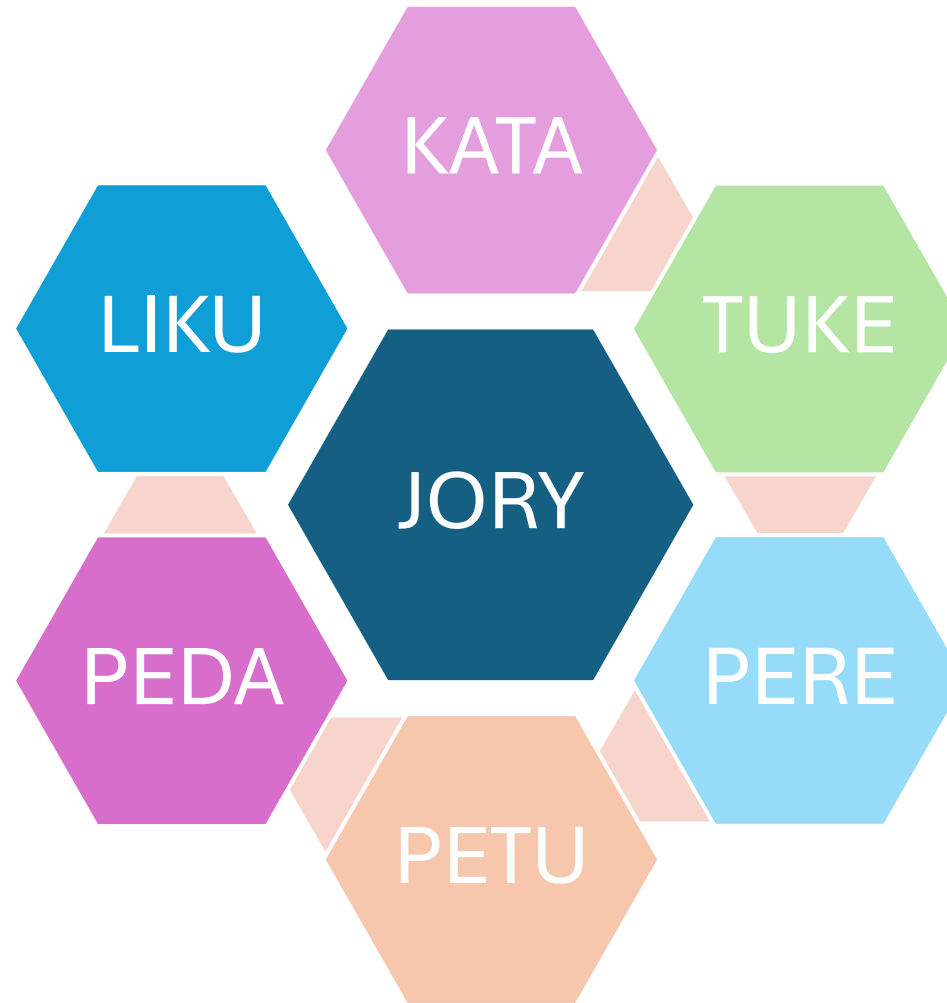


**Self-management as a way to
strengthen work management
and well-being.**



3. How do lead successfully development teams?

25.9.2026



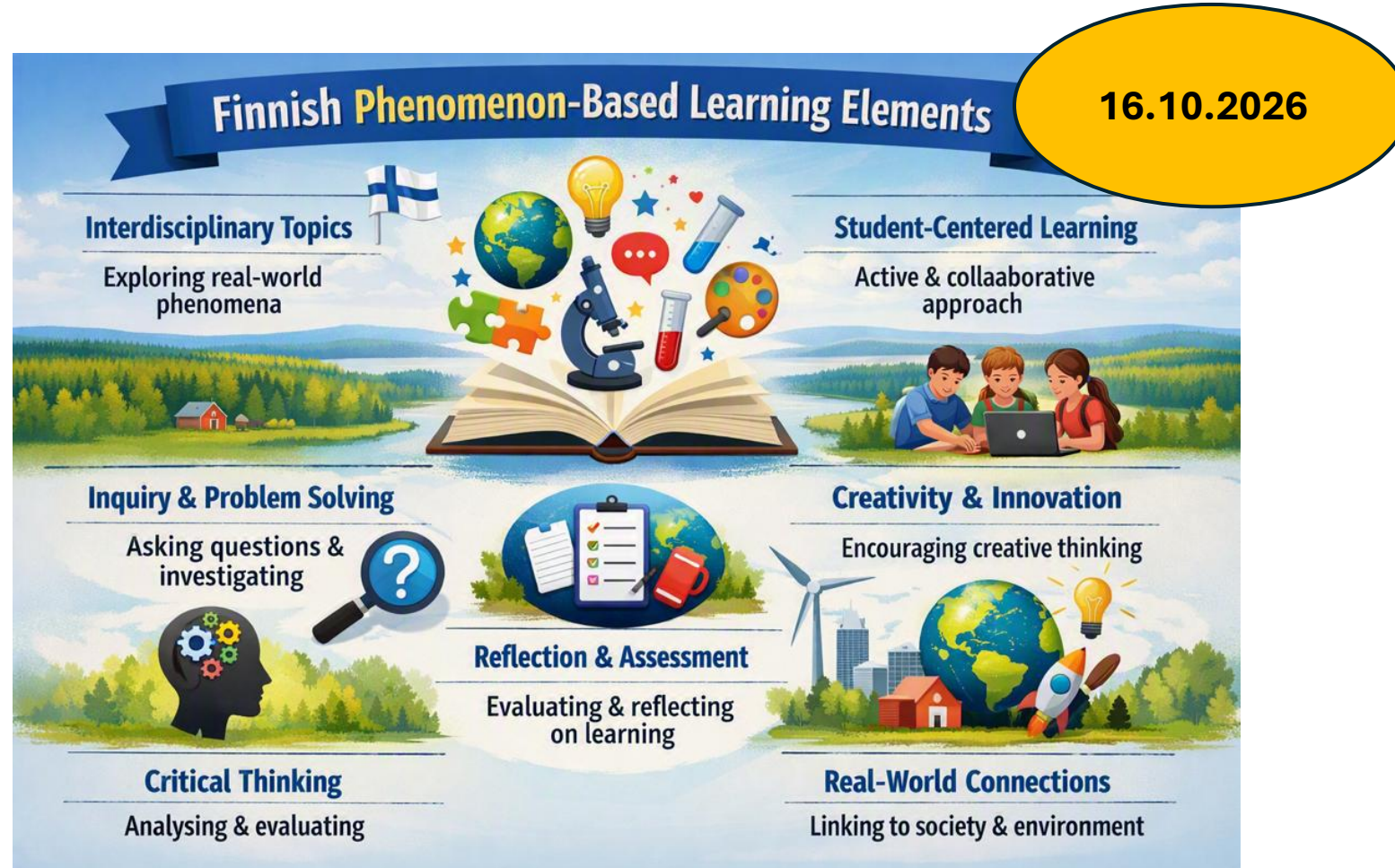
School visits and consultation 15.10.2026

15.10.2026

- Please invite me to school visit and consultation event to your school:
- 9-11
- 12-14
- 15-17



2. How leader build strong and modern professional pedagogical culture to own school?



23.10.2026

4. How leader build value- based work community rules & culture?



6. How to create professional learning support and well-being structures for own school?

20.11.2026



Good manners
beatify



Incentive
systems;
Positive
feedback



Strengths
based
pedagogy



Annual well-
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and lessons

KVO 13
Anti-bullying
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5. How to lead student welfare team work?

How to build The School culture of Deepening Attention?

20.11.2026

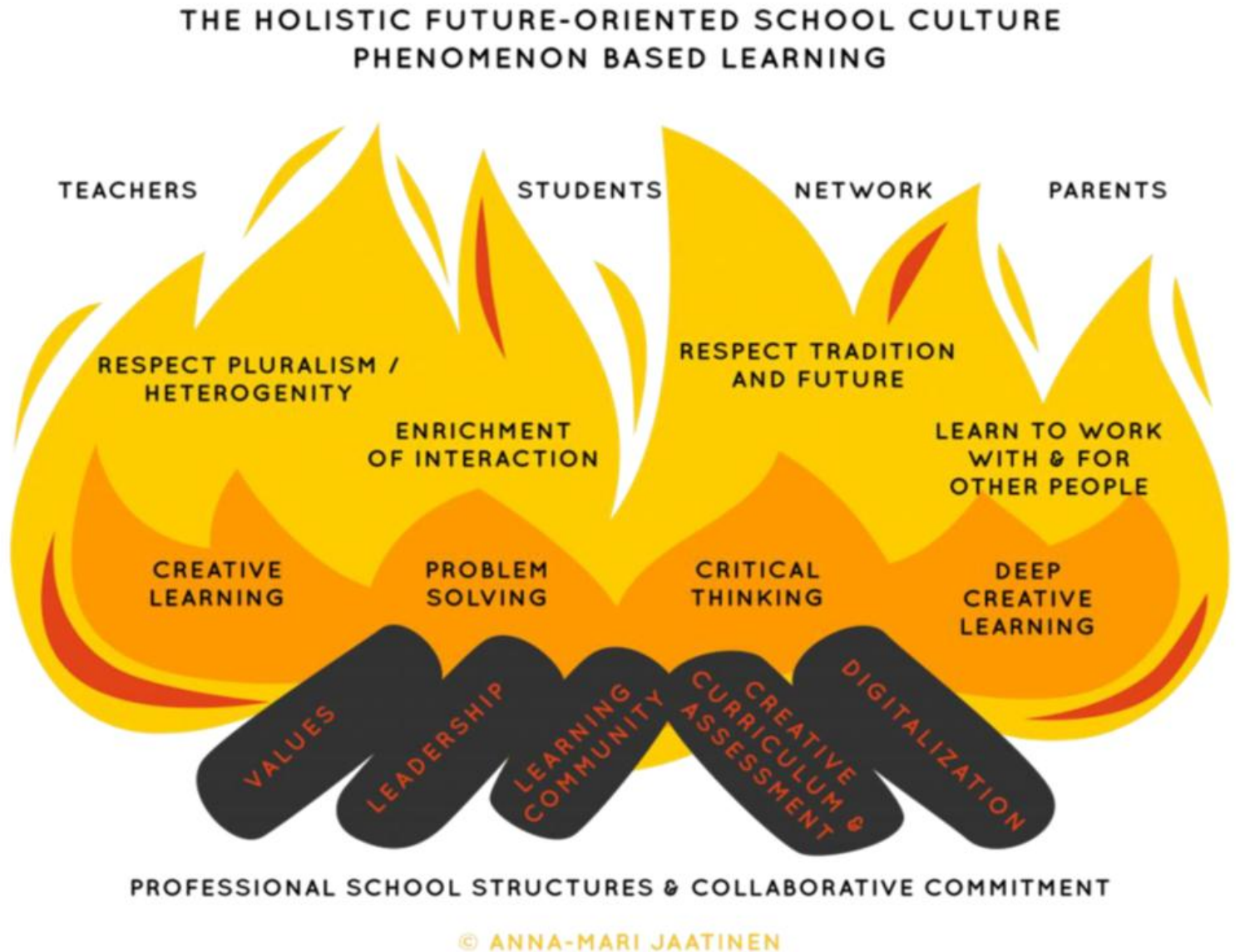


Welcome to On Fire Leadership program!

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15.10.2026
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