

# 100 PERCENT

from Teach Like a Champion by Doug Lemov

**THERE'S ONE ACCEPTABLE PERCENTAGE OF STUDENTS FOLLOWING A DIRECTION:  
100 PERCENT.**

**LESS, AND YOUR AUTHORITY IS SUBJECT TO INTERPRETATION, SITUATION, AND MOTIVATION.**

*Set the expectation that if you ask, students should do it. Beginning without 100 percent of students following directions sends the message that following an explicit direction is optional.*

## **3 PRINCIPLES OF 100 PERCENT TO REMEMBER...**

1. *Use the least invasive form of intervention* – Getting compliance at the cost of constant, time-consuming disruptions to make sure everyone's on task ironically serves to stop the progress of the task. The goal is to address behavior quickly, the first time it appears while its manifestation is still minimal and the required response still small. Address behavior with a nonverbal intervention, a positive group correction, an anonymous individual correction, a private individual correction, or a lightning-quick public correction.
2. *Rely on Firm, Calm Finesse* – Achieving compliance is an exercise in purpose, not power. Students need to follow directions quickly and completely so that they can be assured of having the best chance to succeed. Make this evident in your language, tone, and demeanor. "I need your eyes on me so you can learn" is more effective than saying, "I asked for your eyes on me because when I ask you to do something, I expect you to do it."
3. *Emphasize Compliance You Can See* – **Invent ways to maximize visibility.** Find ways to make it easier to see who has followed your directions by asking students to do things you can see. **Be seen looking.** When you ask for compliance, look for it consistently and be seen looking for it. When you give directions, remember to pause and scan the room, narrating your scan. **Avoid marginal compliance.** Certain students will complete a task only as fully as you show them you expect it completed.

## **100 PERCENT TECHNIQUE IN ACTION...**

*See how teachers use this technique in their classroom, by watching these short videos:*

<https://www.youtube.com/watch?v=JeKAt27XfVo>

<https://www.youtube.com/watch?v=XifV3WhBkkg>