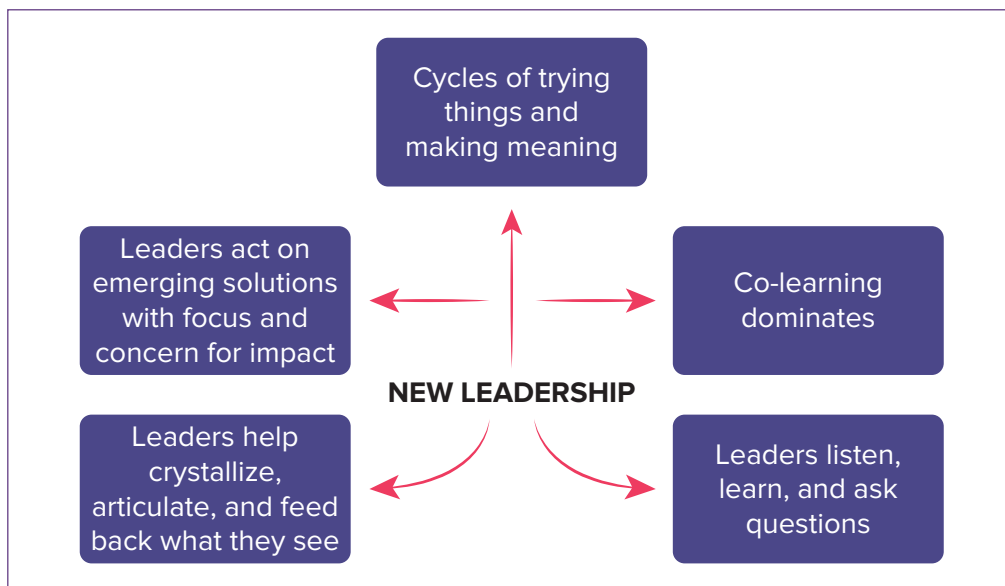


**Figure 4.2** New Leadership



*Source:* Hattie, J., & Smith, R. (2020). *10 mindframes for leaders: The Visible Learning® approach to school success*. Thousand Oaks, CA: Corwin. Used with permission.