

*Tension To Teamwork: Tackling Tough
Conversations to Support Student
Growth*

Presented by : Chelsea Lane



Oh hey! I'm Chelsea.

A Mom, Fiance, Sister, Aunt Cici, Family Advocate,
First Steps Therpaist, The Nurtured Path, LLC
Owner, Early Childhood Enthusiast & in 3 weeks...
our principal!



Same Team

The idea that we are all in this together. Individual teams, program teams, staff & school family. We are working together for a common goal- providing quality early childhood experiences and achieving growth for every child.

It's not always easy...

- Personal matters
- personality differences
- difficult students
- challenging parents
- a never ending to do list
- overwhelm
- exhaustion



**What are some barriers you've experienced
when working with your team or families?**

But, it's always worth it!



- Connections
- Community
- Collaboration
- Success
- Student growth
- Fun

**What are three things that remind you the
work is worth it?**

Unity starts with U!

- Be the person you want to work with
- Create the environment you want to spend your days in
- Positive Intent keeps us in the higher centers of our brain
- When we work together- students win!



Positive Intent

- *Your intent enters the room before you do
- *We assign intent to every situation, fight the urge to make it negative
- *Believe people are doing the best they can & when they aren't , it's not because they are trying to make you miserable.



Staff Connections

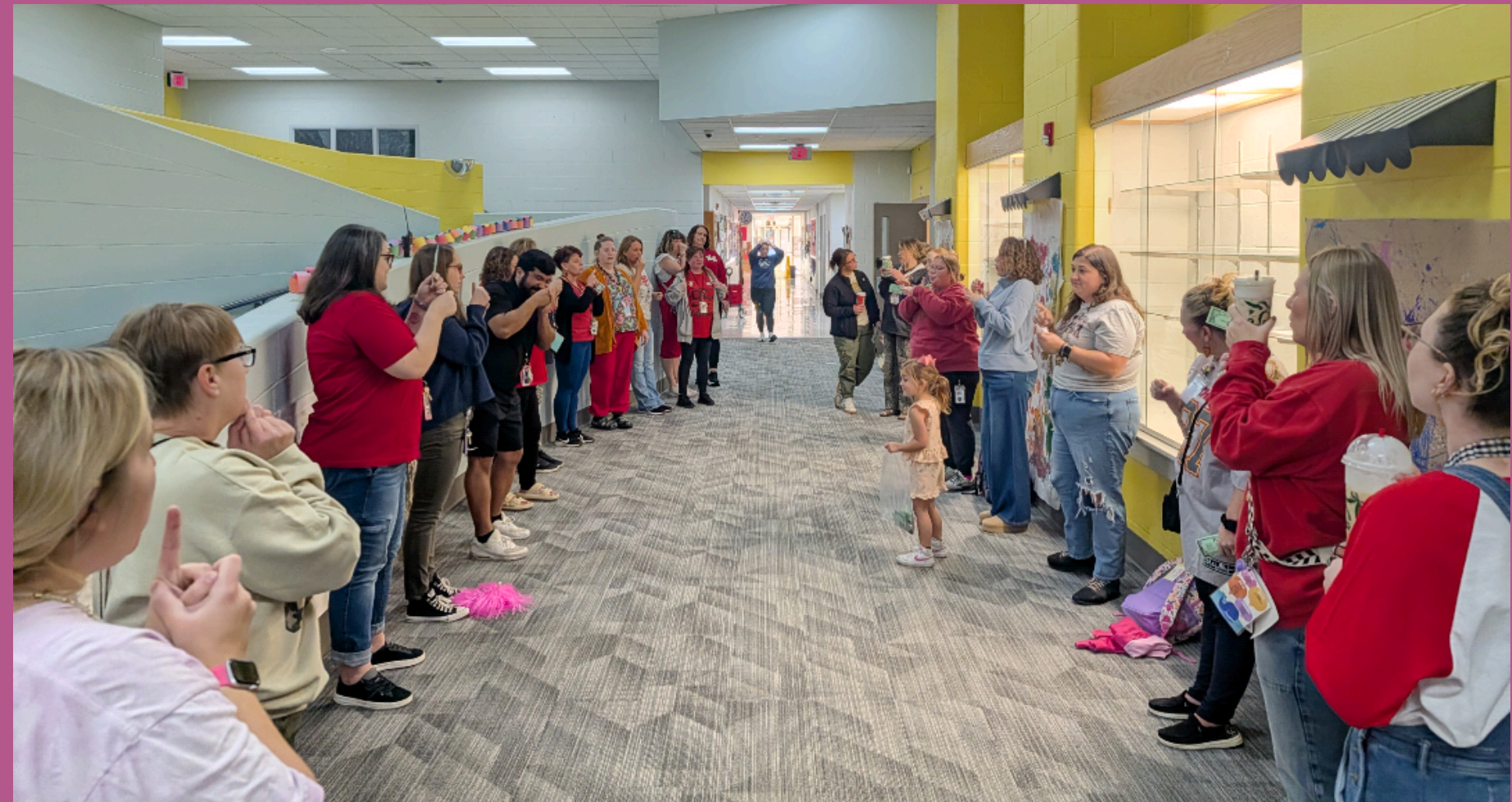
Connection = Cooperation

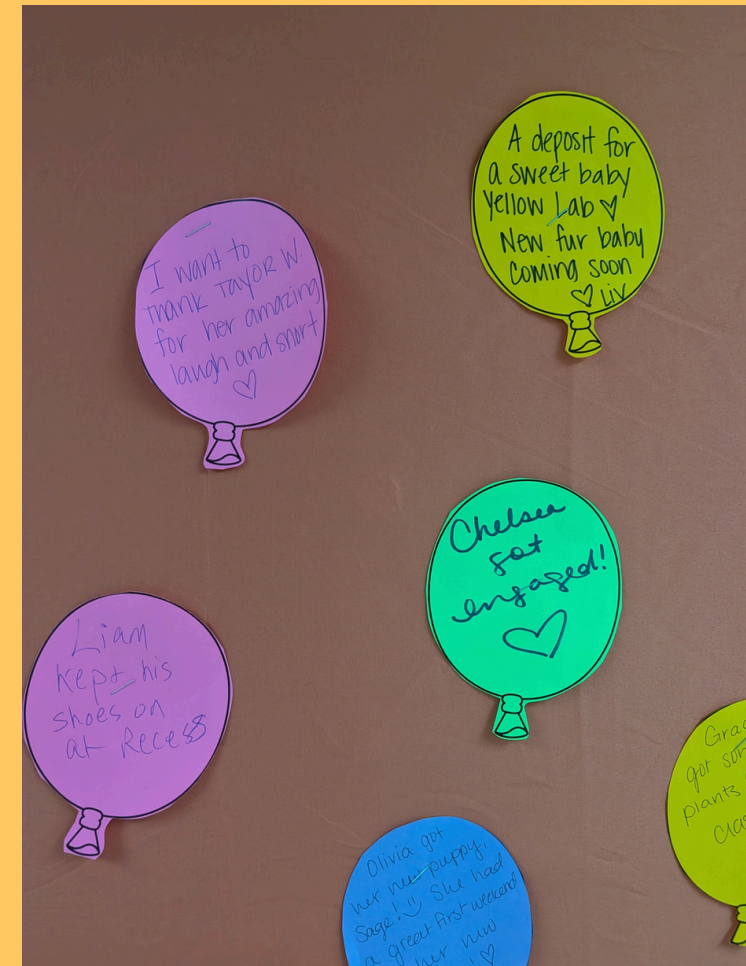
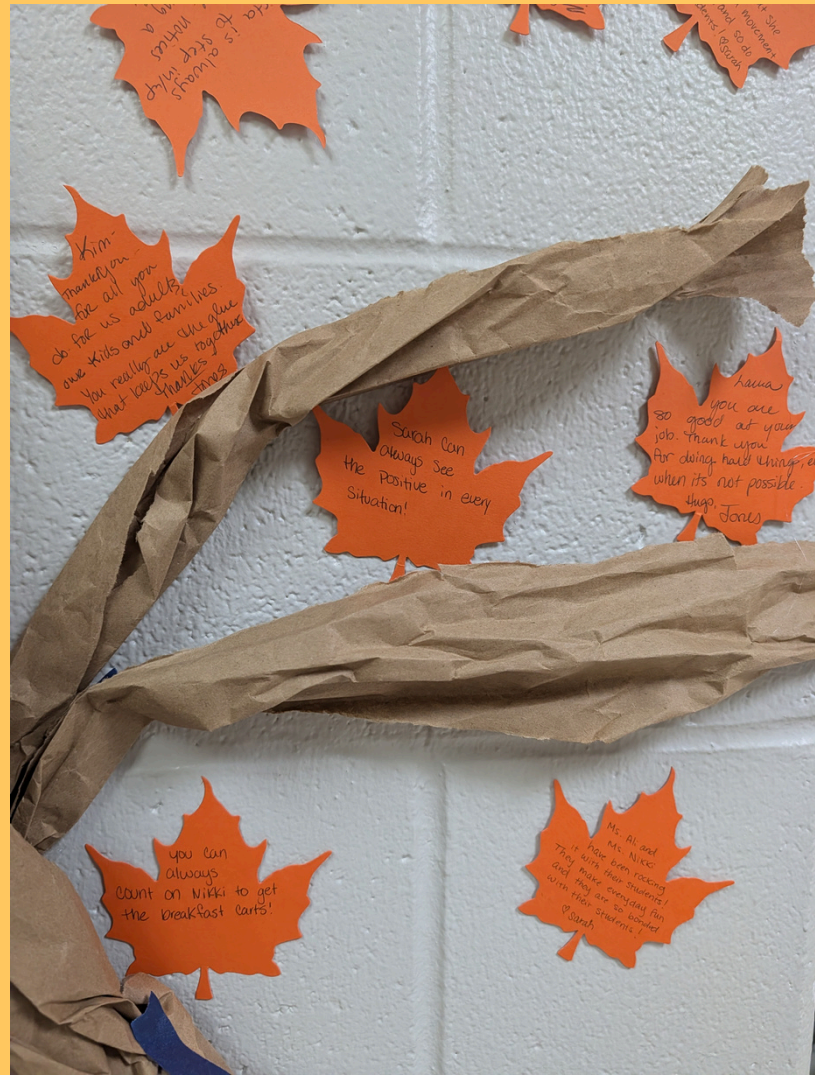
We want to work harder and have more fun when we are in relationship with one another.



Rituals and Routines for Adults

- Friday Pow Wow
- Welcome back ritual
- Staff Wish Well
- Celebration Center
- Kindness Tree
- Birthday Lunch /Crown
- Park in the bus lane on PD days
- Galentine's Day
- Wellness Week
- Morning Announcements





Family Connections

- Connect
- positive communication
- positive intent
- Check ins (attendance, family matters, etc)

Specific PD for:

- Parent communication
- Tough conversations before conferences



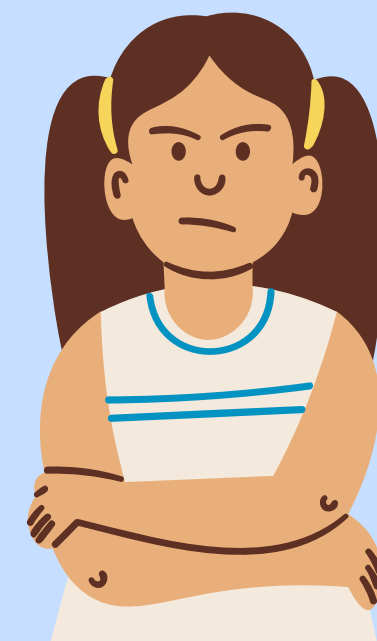
Practice Makes Progress

- Home Visit Preparation
- Specific professional development about communicating with other staff
- Specific PD about personal development, understanding your own communication styles, how you like to be communicated with (enneagram!)
- Messaging families on Learning Genie
- Building your tool box for frustrated or upset family members
- Adult First Conscious Discipline Model
- Parent Teacher Conferences
- Tough Conversations

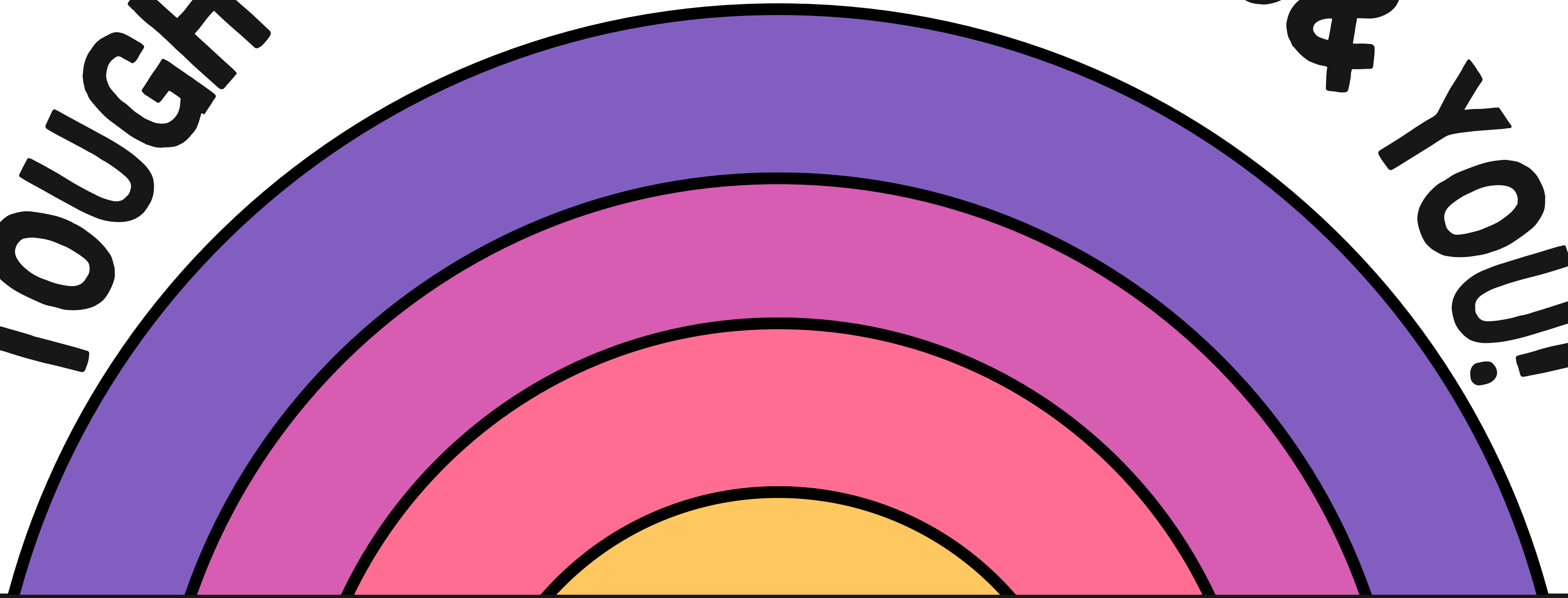


TEACHING ON EDGE

HOT BUTTONS, COOL STRATEGIES

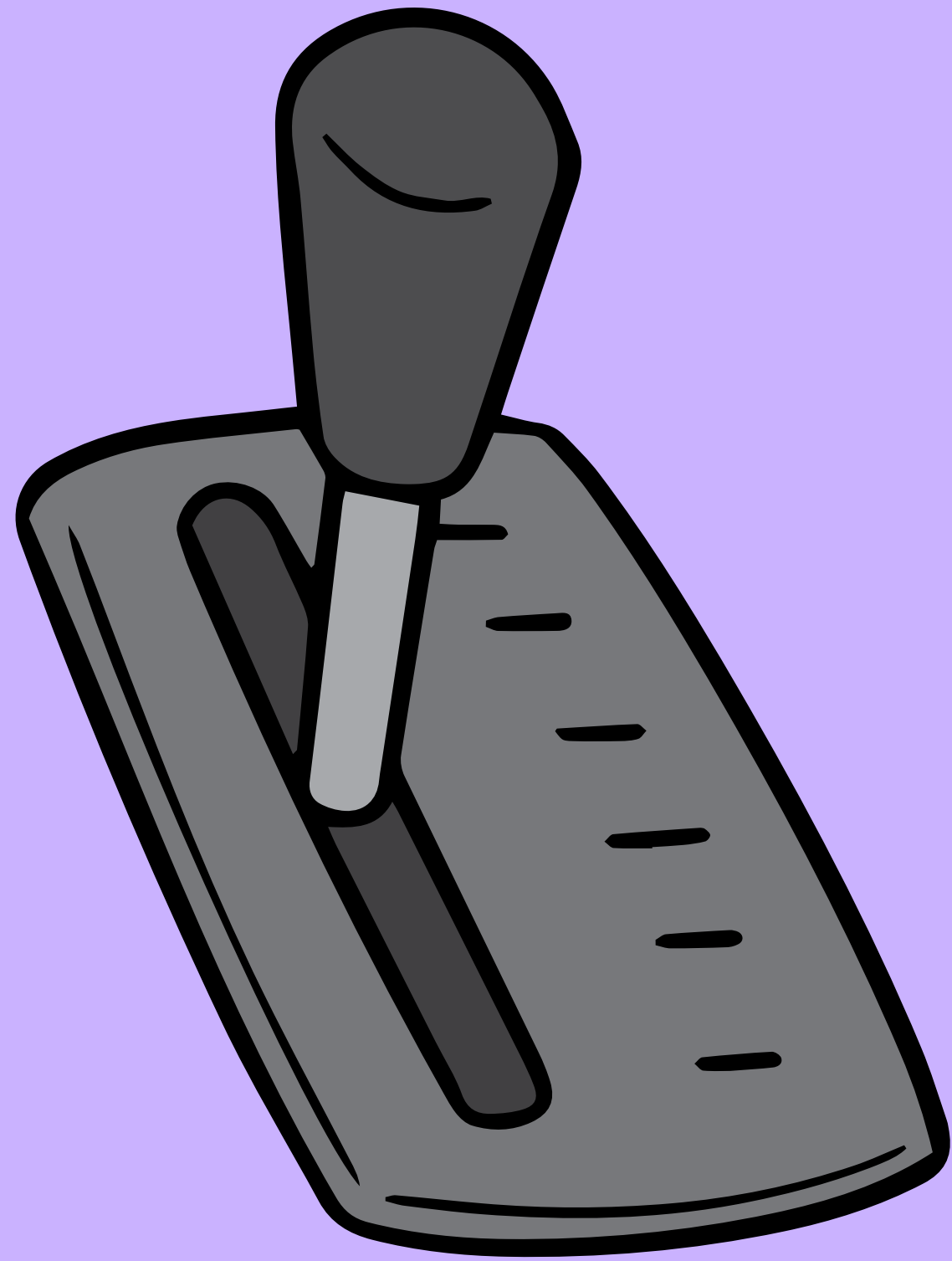


TOUGH CONVERSATIONS & YOU!



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Gearing up for a tough
conversation

But, first...

- Connect
- positive communication
- positive intent

(Heart keychain example)

Teacher magnet that we pass

out. connected to LG. Send home a picture of teachers ahead of time.



Rep is Key!

- Self-regulate
- Positive intent
- “Clear is kind”
- What happened & what do you want to happen next time?

Let's get specific!

Conversation starters to a parent about their child

- Ok, so the next thing I need to chat about might feel uncomfortable but I want you to know my goal is for us to work together to help Chelsea be successful
- Something I am noticing about Chelsea is _____. That can be hard here because _____.
- I am wondering if you have any information about Chelsea's _____. At school, she is _____.
- Can you tell me more about what it looks like when you ask Chelsea to clean up?
- Can you tell me a little bit about how she gets along with friends or siblings outside of school?
- I'm curious how it goes when you go somewhere new...are there any challenges?
- I want to tell you about what I'm seeing at school with Chelsea during meal time and see if you can help.
- I'm hoping we can work together to help Chelsea _____.
- It stinks to have to hear _____ but our goal is to _____.



Let's get specific!

Conversation starters to your co-worker

- "Hey, can we talk about something from earlier?"
- "I wanted to revisit what happened during breakfast."
- "Do you have a few minutes to go over something that's been on my mind?"
- "I'd like to clarify something from yesterday."
- When is a good time to problem solve the Chelsea situation? I'd like to talk through that with you so we are on the same page.
- I think I misunderstood what you needed from me during work time today & I could tell you were frustrated. Do you have a minute to walk through that with me?
- I feel a little uncomfortable bringing this up but I think it would help both of us, can we talk about _____.



Yay Starters

It's important to me that I mention... because

Something I've noticed that seems tricky is..

Can you tell me more about that?

An area of growth I would like to see is...

This might be hard to hear

This feels a little uncomfortable but..

I wanted to make sure we were on the same page about..

Let's Practice!

What's the first tough conversation that comes to mind?

1. Write it down
2. Take a deep breath
3. Map out your plan
4. Try it with a partner



Why it matters

For adults:

- Consistency
- Emotional safety
- Efficient collaboration
- Stronger instructional practices

For kids:

- Predictable environment
- Secure relationships
- Increased engagement
- effective intervention
- academic, emotional and social growth



We've got this!

Lets Chat!

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- Tough conversation google doc as a hand out?
- Yap Starters
- Difficult conversation example at the beginning and tie into it throughout the way.
- Questions at the end? Contact information slide