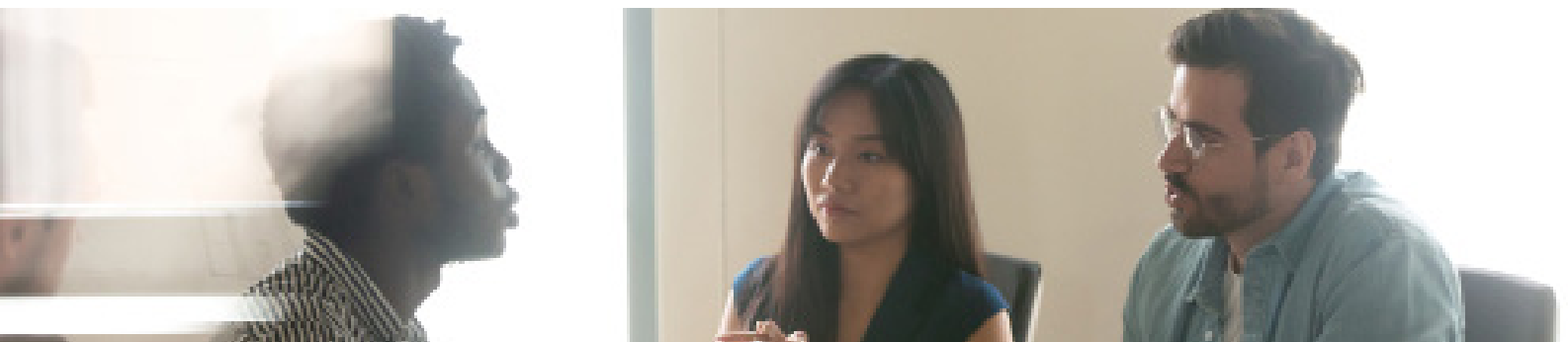


BUILDING HEALTHY WORKING RELATIONSHIPS

When the adults in our systems have healthier ways to reach shared agreements, better outcomes are more likely. For educators, addressing conflict or tension may be avoided at all costs. Difficult conversations occur regularly and, without the proper training and skills, can quickly deteriorate, cause lasting damage to relationships, and stymie progress. The Catalyst for Educational Change (CEC) has developed a pair of training sessions that can help all educators – administrators, union leaders, teachers, support staff, and board members – learn how to navigate difficult conversations and move those challenging discussions to a productive level.



WORKING RELATIONSHIPS & CONFLICT RESOLUTION

CEC has a long, successful 35+ year history of building and supporting positive, collaborative relationships with all stakeholders, in part due to our phased and personalized approach.



PHASE ONE Pre Survey and Baseline Information

- Information is gathered through either staff surveys or staff focus groups
- Data is analyzed resulting in a written report and session to share findings



PHASE TWO Staff Training

- Up to 50 participants take part in two half-day training sessions
- Understanding why a focus on working relationship matters
- Determining the appropriate conflict resolution stance for the issue
- Exploring the steps in effective Interest-Based Problem-Solving
- Understand and practice the skills of dialogue
- Apply the learning to real-world situations
- Participants will leave with practical tools for created a language and approach to strong working relationships



PHASE THREE Targeted Conflict Resolution Application and Coaching/Mediation

- Application of Training Fundamentals to Specific Group Needs
- Coaching/Mediation for Targeted Conflict Resolution
- Based on implementation need and staff configurations



PHASE FOUR Post Survey and Survey Findings

- Post Working Relationships Survey
- Recording or Presentation of Survey Findings



DATA-DRIVEN TRAINING

The survey data gathered during Phase One will be analyzed and a report that protects confidentiality will be available to faculty and administration to determine baseline measures. There will also be a virtual Q&A session for participants to ask questions and share their perspectives on the results. The results of the survey will help inform specific Working Relationship tools that will be embedded in the two training sessions. The survey will be repeated six months later to assess growth in positive working relationships leading to a healthier division culture and to indicate any subsequent efforts that may be needed.

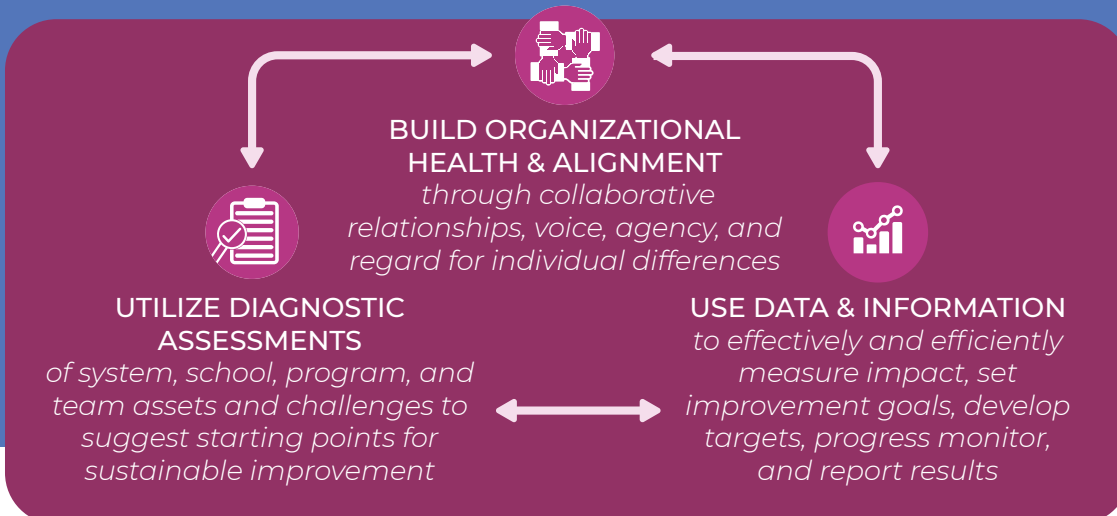
IN THEIR WORDS...

“Our facilitators tailored the service to meet our needs, but always used the CEC model. It was great to know that we were getting services set to a specific standard.”

- Principal

ABOUT CEC: *We are committed to change management and that starts with identifying your unique strengths and areas for improvement.*

CEC partners with schools to provide a solution to meet their needs. This includes customized support with training, coaching, and tools that increase the leadership team’s knowledge, skills, and practices. This is done through virtual and onsite sessions with each school, individual and team through coaching, professional learning, data reviews, retreats, and academic plan development.



THE
CEC
PROCESS

CATALYST FOR EDUCATIONAL CHANGE

Learn more about how CEC can support your team at cecweb.org.

