
Systemic Supports for Effective Collaboration in Special Education



SOUND
OPTIONS
GROUP

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Objectives

- Introduce key principles of Effective Problem Solving and Alternative Dispute Resolution.
 - Introduce Resources for supporting effective Collaboration in Special Education
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Ingredients of a Conflict

Two or more people

interact

and perceive

incompatible difference or threats

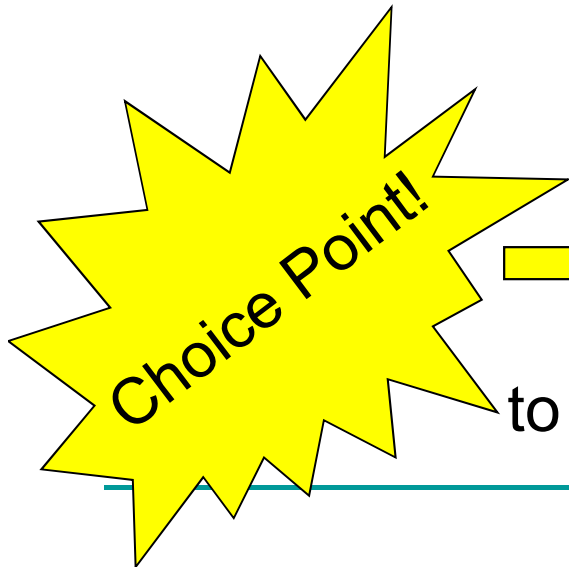
Resources

Needs

Values

→ behave and respond

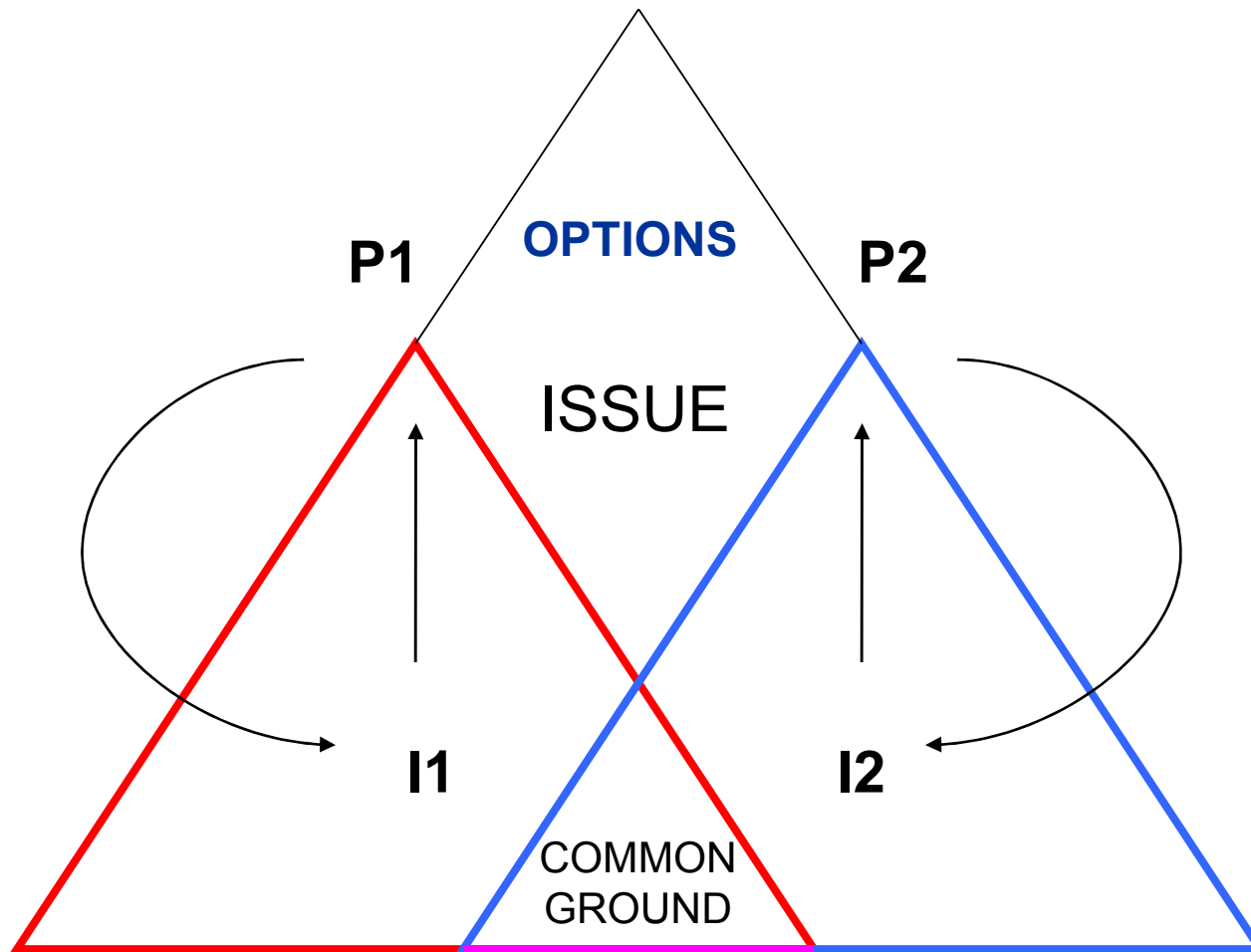
to escalate or deescalate the conflict



Resolving Conflicts: Approaches

- Power
 - Rights
 - Interest Reconciliation
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SOLUTION



Why Focus on the Interests?

- It helps us to identify our common ground . . .
 - as well as interests that are not in conflict.
 - It helps us to focus on the problem instead of each other.
 - It helps us to step out of and away from our positions.
 - It reminds us of why we want to solve the problem.
 - It helps us to generate multiple options.
 - The interest become the criteria for evaluating the options.
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Three Supports to Collaboration

- Mediation
 - IEP Facilitation
 - Training
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Mediation Defined

“Mediation is the intervention into a dispute or negotiation by an acceptable, impartial and neutral third party who has no authoritative decision-making power, to assist parties in voluntarily reaching their mutually acceptable settlement of the issues in dispute.”

Christopher Moore

Mediation and IEP Facilitation: A Comparison

Mediation	Facilitation
Voluntary	Voluntary
Good Communication Skills	Good Communication Skills
Neutral Facilitator	Neutral Facilitator
Mandate	Local Option
Structured Process	IEP Meeting
State Contractor Schedules	LEA or ESD Schedules
LEA/Parent determine participants	IEP Team
Mediator's meeting	LEA's meeting
Mediator sets ground rules	IEP Team sets ground rules
Agreement to mediate required	No documentation required
Goal is written settlement agreement	IEP
Specific conflict(s) exist(s)	Facilitator available to assist with emergent conflict
Address any IDEA conflict that arises	IEP issues only

Training

- Approaching Difficult Conversations
 - Leading Participative Meetings
 - Essentials of Effective Teaming
 - IEP Facilitation
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Contact Us



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