FOSTERING POSITIVE RELATIONSHIPS WITH ADMINISTRATION AND RESOLVING CONFLICT IN YOUR PTA

Presented November 12, 2018
Dr. Shaneeka Moore-Lawrence
shaneeka.lawrence@dpsnc.net
NC PTA Board of Directors and NC Principal
By the end of this webinar you will be able to...

• Identify why it is important to foster a positive relationship between PTA and school administration

• Identify ways to foster a positive relationship between PTA and school administration

• Identify ways to resolve conflict within your PTA Board
PART ONE
Why is it Important to Foster a Positive Relationship Between PTA and School Administration?
Importance of Students With Engaged Families

No matter what their family income or background, students with engaged families are more likely to:

• Earn higher grades and test scores
• Pass their classes
• Attend school regularly
• Have better social skills
• Graduate and go on to postsecondary education
Family Engagement Supports School Reform

Research shows that meaningful family and community engagement is one of five essential ingredients for effective school reform:

1. (Principal) leadership as the driver for change
2. Family-school-community ties
3. Professional capacity
4. Student-centered learning climate
5. Instructional guidance
Component One of National PTA’s Definition of Effective Family Engagement

A Shared Responsibility

• Schools and other community agencies and organizations are committed to engaging families in meaningful and culturally respectful ways, and

• Families are committed to actively supporting their children’s learning and development.
Component Two of National PTA’s Definition of Effective Family Engagement

Cradle to Career

• Continuous across a child’s life, spanning from Early Head Start programs to college and career
Component Three of National PTA’s Definition of Effective Family Engagement

Across Contexts

• Carried out everywhere that children learn –
  o Home
  o Pre-kindergarten programs
  o School
  o After-school programs
  o Faith-based organizations
  o Community programs and activities
National Standards for Family-School Partnerships

Welcoming All Families

Communicating Effectively

Supporting Student Success

Sharing Power

Speaking Up for Every Child

Collaborating with Community

Standard 1

Standard 2

Standard 3

Standard 4

Standard 5

Standard 6
PART TWO
How Can a Positive Relationship Be Fostered Between PTA and School Administration?
How to Foster a Positive Relationship Between PTA and School Administration

PTA and School Administration Should Create a Welcoming Climate By...

- Creating a family-friendly atmosphere
- Developing a personal relationship
- Offering different types of opportunities for collaboration
How to Foster a Positive Relationship Between PTA and School Administration

PTA and School Administration Should Communicate Effectively By...

- Using multiple communication paths
- Having access to each other
- Providing information on current issues
- Sharing progress (glows and grows)
How to Foster a Positive Relationship Between PTA and School Administration

PTA and School Administration Should Share Power By...

- Strengthening PTA’s voice in shared decision-making
- Ensuring families have a voice in all decisions that affect children
- Aiding in the development of PTA leaders
- Connecting PTA leaders to local, state, and national officials
- Sharing progress frequently and transparently (glows & grows)
PART THREE
How Can You Resolve Conflict Within Your PTA Board?
What is Conflict?

• a struggle for power, property, etc.
• strong disagreement between people, groups, etc., that results in often angry argument
• a difference that prevents agreement: disagreement between ideas, feelings, etc.
What Causes Conflict in PTA?

- Different Values
- Attitudes
- Needs
- Expectations
- Perception
- Lack of Resources
- Personalities
Positive Outcomes of Conflict in PTA

- Creative solutions
- Commitment/buy-in
- Variety/alternatives
- Reduced misunderstandings
- Clear expectations
- Shared information
- Clear outcomes
Negative Outcomes of Conflict in PTA

- Frustration
- Tension
- Confusion
- Decreased productivity
- Increased misunderstandings
- Reduced trust
- Unclear expectations
- Unclear goal and outcome
- Lack of teamwork
What Works and Doesn’t Work with Conflict Resolution

**What Doesn’t Work**
- Yelling
- Refusing to change or compromise
- Refusing to work out the conflict
- Name calling
- Hitting
- Walking out
- Belittling

**What Does Work**
- Negotiation
- Mediation
- Looking at both sides
- A Win-Win attitude.
Collaborative Resolution Approach

Step #1 Define the problem in terms of needs.
Step #2 Brainstorm possible solutions.
Step #3 Select a solution that meets both parties’ needs.
Step #4 Plan who will do what, when, & where.
Step #5 Implement the plan.
Step #6 Evaluate how well the situation turned out.
Process Tips for Resolving PTA Conflict

• Include only those concerned
• Find a good time and place with no distractions
• Give a description of the problem that respects all involved
• Explain how conflict resolution can enable all to win, and explain the steps
• Agree not to slip back to the win lose methods
Process Tips for Resolving PTA Conflict

• Use “I” Messages to explain your own concerns, needs, and goals
• Use reflective listening to hear and acknowledge the other’s needs and basic goals
• Evaluate exactly what each of your actual needs are with the problem. List needs.
• Don’t accept sudden promises
• Brainstorm all possible solutions that meets both people’s needs
How to Decide on the Best Solution

• Find a solution that is mutually acceptable to both of you.

• If agreement seems difficult, summarize areas of agreement. Restate needs and look for new solutions.

• Make certain that both parties are committed to the solution.
How to Implement the Solution

• Get Agreement on who does what by when

• Write this down and check all agree to it

• Refuse to remind or police the solutions

• If you want to set criteria for success, work these out now
Follow-up/Evaluation

• Carry out the agreed upon solution.

• If the agreed upon solution doesn’t work, remember it is the solution that failed, not the person, and seek for a new solution.

• From time to time, follow-up to ensure that the solution is still working for both parties.
STAY CONNECTED TO PTA

- North Carolina PTA  [https://ncpta.org/](https://ncpta.org/)

- National PTA  [https://www.pta.org/](https://www.pta.org/)
UPCOMING NC PTA EVENTS

• Lifeline for Leaders Webinar Series (2nd Mon. of each month)
  – Advocacy: The Heart of PTA: Jan. 14, 2019 @ 7:30 pm

• NCPTA’s Annual Convention 2019
  – Theme: Celebrating the Legacy and Continuing the Journey
  – Location: UNC-Charlotte Center City
  – Dates: May 17, 2019-May 18, 2019
  – Registration and Call for Proposals Launch Week of Nov. 26, 2018
Questions?