

Getting (Families) Engaged: Three Considerations Before Saying “I Do”

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Three Considerations for Engaging Families and Building Effective Partnerships

1. Commitment to the family’s versus program’s priorities
2. Collaboration between Head Start and the family to achieve desired goals
3. Communication via a coaching (capacity-building) versus telling (dependency-creating) interaction style

Commitment

- What does commitment mean?
- Why do families participate in Head Start/Early Head Start?
- How do we ensure families commit?

Commitment Looks Like

Commitment Doesn’t Look Like

Collaboration

- What does collaboration mean?
- What are the benefits of collaboration?
- How do you know if you are collaborating?

Collaboration Looks Like

Collaboration Doesn’t Look Like

Communication

- What is effective communication?
- How do we know if our communication is effective?
- How can we ensure that we are building parents' capacity versus creating dependency on us?

Communication Looks Like

Communication Doesn't Look Like

Coaching Interaction Style

Rush, D. D. & Shelden, M. L. (2011). *The early childhood coaching handbook*. Baltimore, MD: Paul H. Brookes Publishing Co., Inc.

Rush, D. D. & Shelden, M. L. (2005). Evidence-based definition of coaching practices. *CASEinPoint*, 1(6), 1-6.
http://www.fipp.org/Collateral/caseinpoint/caseinpoint_vol1_no6.pdf

Operational Definition of Coaching in Early Childhood

Coaching is an adult learning strategy in which the coach promotes the learner's ability to reflect on his or her actions as a means to determine the effectiveness of an action or practice and develop a plan for refinement and use of the action in immediate and future situations.

(Rush & Shelden, 2004)

Capacity-building is...

...an ongoing process of providing, creating, or mobilizing experiences through which children, parents, families, and communities enhance their ability to identify and meet development-enhancing opportunities or challenges in a sustainable way.

(FIPP, 2002)

Research-Based Characteristics of Coaching

- Joint planning (2-part plan)

- Observation

- Action/Practice

- Reflection
 - Awareness Questions

 - Analysis Questions

 - Alternatives Questions

 - Action Questions

- Feedback
 - Affirmative

 - Evaluative

 - Directive

 - Informative

Sample Coaching Conversation

Joint Planning	“Our plan for what you were going to be doing since the last time we were together was _____.”
Reflection	“How did it work?” “What could you do the same/differently?” “How did you decide that?” “How does this match what we’ve been talking about/been doing?”
Feedback	“Here’s what we know about _____.”
Observation/Action	“Let’s try it!” [Have the person engage in the practice while you coach him/her through the process if necessary. You may need to model the strategies, but your goal is for him/her to do it while you are there to provide opportunities for reflection and feedback.]
Reflection/Feedback	“How did it work?” “What ideas do you have for how we could do it the same or differently?” “What other ideas do you have?”
Feedback	“Based on our plan from last time, some of the other topics that we wanted to discuss or things we wanted to do today were _____. Is today still a good day for us to do this?”
Observation/Action	[Explain and/or model the practice within the natural context in which the practice would be used and/or have the person show the coach what typically happens while the coach observes.]
Reflection	“How did that match what we had planned or intended to do or what you would like for that to look like?”

	<p>“What ideas do you have for how we could do it the same or differently?”</p> <p>“What other ideas about this do you have?”</p> <p>“Would you like to try it now or work on it until we meet again?”</p> <p>“May I share/show some other options/ideas?”</p>
Observation/Action	[Explain and/or model the other information/ideas/strategies within the natural context in which they would be used.]
Reflection	<p>“What are your thoughts about that?”</p> <p>“How do you think this would work for you?”</p> <p>“How would it look if you were to do this?”</p> <p>“Would you like to try it now?”</p>
Observation/Action	[Person tries.]
Reflection	<p>“How do you think that went?”</p> <p>“How did that match what we had planned or intended to do or what you would like for that to look like?”</p> <p>“What ideas do you have for how we could do it the same or differently?”</p> <p>“What other ideas about this do you have?”</p>
Joint Plan	<p>“Based on everything we have talked about/done today, what is your plan for what you will be doing between now and our next visit related to what we have discussed and done today?”</p> <p>“What do you think would be most helpful for us to do at our next visit?”</p> <p>“Based on that, when do you think it makes the most sense for me to come back?”</p>

Resources

The Framework for Reflective Questioning

http://www.fipp.org/Collateral/casetools/casetool_vol4_no1.pdf

Tips & Techniques for Effective Coaching Interactions

http://www.fipp.org/Collateral/briefcase/briefcase_vol1_no2.pdf

Coaching Quick Reference Guide

http://www.fipp.org/Collateral/briefcase/briefcase_vol1_no1.pdf

Coaching Practice Rating Scale

http://www.fipp.org/Collateral/casetools/casetools_vol2_no2.pdf

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