

**SOCIAL DISCIPLINE
WINDOW /FAMILY
ENGAGEMENT**

**MEETING AT THE
MEETING**



FAMILY COMMUNICATION

Are you listening?

An essential component of family engagement is the use of strong communication strategies. Positive communication is perhaps the most powerful tool that staff can use with families. Good communication helps to inform, reassure, and engage families. A single conversation, positive or negative, can set the tone for a family's opinion of classroom staff, so it is essential to emphasize the importance of effective communication.

Communication and engagement support the development and learning of families' children, strengthens their competence as parents, and provides a source of comfort and support in times of need.

SOCIAL DISCIPLINE WINDOW

The social discipline window is a concept with broad application in many settings. It describes four basic approaches to maintaining social norms and behavioral boundaries. The four are represented as different combinations of high or low control and high or low support. The restorative domain combines both high control and high support and is characterized by doing things with people, rather than to them or for them. The social discipline window also defines restorative practices as a leadership model for parents in families, teachers in classrooms, administrators and managers in organizations, police and social workers in communities and judges and officials in government.

High control and Low support = Punitive/Authoritarian

Low control and Low support = Neglectful

High support and Low control = Permissive

High support and High control = RESTORATIVE

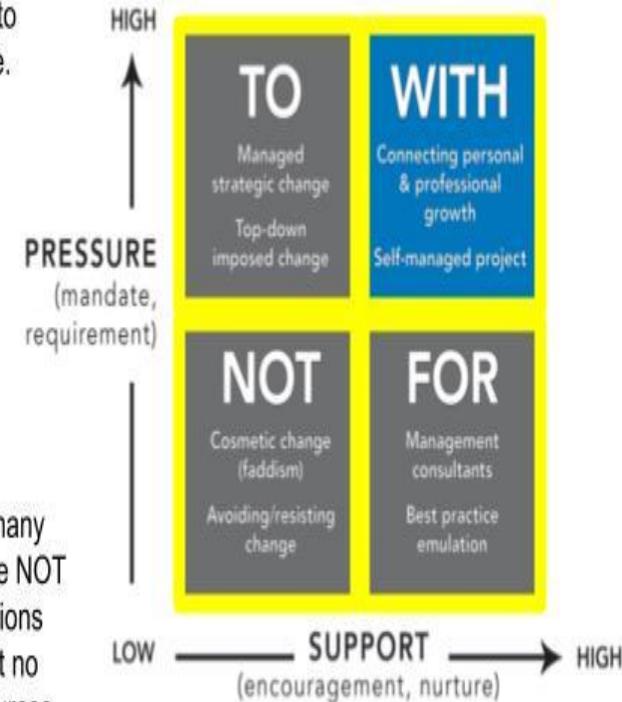
OUR FOREVER AUDIENCE FAMILIES, COMMUNITY, AND STAFF

TO = Pressure without support

This is the management strategy that we typically think of in organizations. Bosses make decisions and inform staff, and the staff are expected to carry out the decisions. While this approach tends to save time, it also tends to breed resentment and resistance.

NOT = All talk. No action.

While this may seem obvious, many bureaucracies operate within the NOT box. There are frequent discussions and meetings about change, but no pressure to do anything or resources to actually help anything happen. More interested in the *appearance* of change than in change itself.



WITH = Organizational Change

It's Both/And! The best way to bring about change as an organization is to provide both pressure and support. By doing things WITH people, you allow them the opportunity to self-manage projects. This gives them a greater sense of ownership and allows them to help decide the direction of the change. This increase in investment helps employees connect their personal & professional growth.

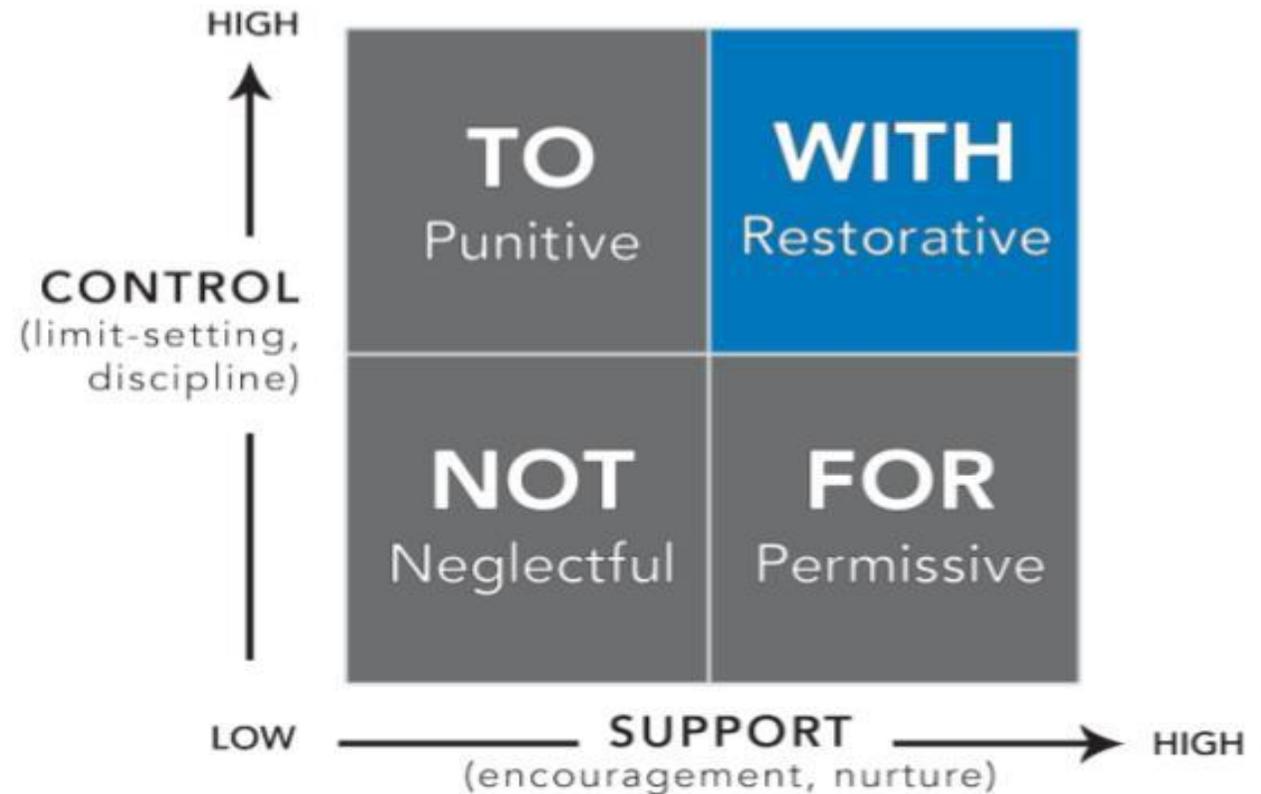
FOR = Wasted resources

Managers who practice in the FOR box provide resources and assistance with no pressure to follow through. They have an unrealistically optimistic view of human nature - "If we give our employees the tools they need, they will strive to do their best." Most of us don't operate that way. We need clear expectations before we change.

In what ways do we spend more time TO our families with a bunch data, Instructions, and singular expectations? How Does speaking TO our families limit feedback? Are we spending time making empty plans? After the meeting is over do we follow up? Or is this wok ensuring that each conversation and action is a Partnership?

Dear Staff and Parents, We have noticed an up rise again in COVID cases and it is important that we keep your student and our staff safe. It is imperative that if you have not been vaccinated that you highly consider taking the vaccine to help promote safety. 5 Although many expressed prior no desire to participate in the vaccine, please consider those with compromised immune systems. We would hope that you consider not just your families but others.

What may be happening to cause people to respond from the **To**, **For**, or **Not** box?

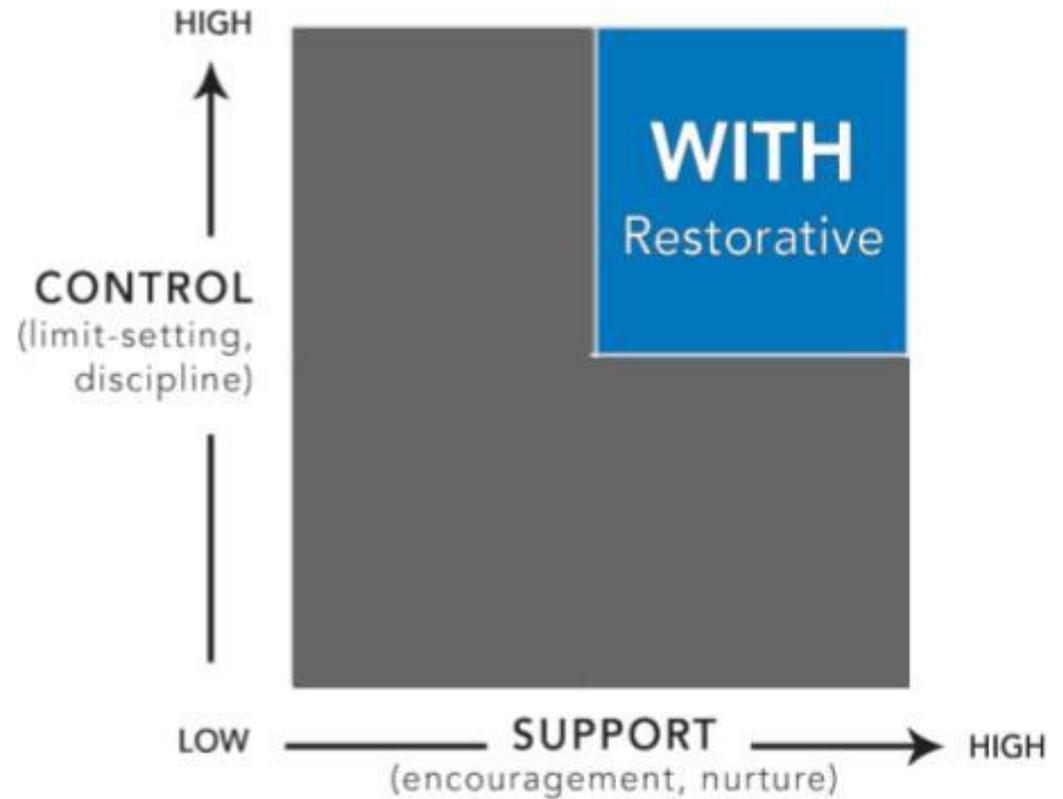


In order to make decisions that are truly in the WITH box, all three parts of Fair Process must be present:

ENGAGEMENT

EXPLANATION

EXPECTATION CLARITY



Working the Fair Process with every **ENGAGEMENT**

ENGAGEMENT - Involving individuals in decisions that affect them by listening to their views & genuinely taking their opinions into account.

EXPLANATION - Explaining the reasoning behind a decision to everyone who has been involved or is effected by it.

"This is the decision I made and this is why."

EXPECTATION CLARITY - Making sure that everyone clearly understands a decision and what is expected of them in the future.



THANK YOU!

Angelique Shy – Family Community Engagement
Coordinator

Maple Heights City Schools