



Professional Development Workshop

October 18, 2011

Engagement & Trust Building



Major underwriting provided by
the Rotary Club of Tucson





Welcome & Agenda

Thank you for joining us today!!

1. Housekeeping & Welcome
2. Introductions & Book Share
3. Engagement & Trust Building
 - a) Think/Pair/Share Activity
 - b) Recent Research & Findings
 - c) Appreciative Activity – Role Playing
4. Networking & Topic Discussions
5. Coaching Tips & Tricks
6. Lending Library Sampling
7. Closing & Evaluation



Introductions & Book Share

- **Please introduce yourself with:**
 - Your **name**
 - **How long** you've been a Reading Seed coach
 - **School** where you coach
 - **Book title & author** you'd like to recommend and **why!**



Learning Goals

To create relationships with students that facilitate engagement and trust building:

- Coaches will learn to facilitate positive relationships with their students by recognizing that each relationship is socially constructed by individuals
- Coaches will learn to organize and structure sessions to provide the greatest academic benefits for students



Think/Pair/Share

Thinking about Coach-Student Relationships:

Think - Take 5 minutes to jot down some notes about each question on your own.

Pair - Take another 5 minutes to discuss two of these relationship building aspects that you would like to improve. Be prepared to share #1 with the whole group.

Share - With your partner, decide where your three words fit most appropriately

Group Share!



Recent Research Findings

Recent research findings related to:

- Dynamics of Relationship Building
- Ideal Mentor Qualities
- Benefits of Mentoring
- Using Structure & Organization for Success
- Difficult Relationships & Strategies for Engagement



7 Dynamics of Relationship Building

1: Relationships are Different

- Each pair is a unique combination of particular individuals
- Learn to accept your student's individual differences

7 Dynamics of Relationship Building

2: Maintaining Fun

- Ambivalence of one person can constrain the kind of role the partner can successfully take on
- Maintain emphasis on fun or else your student will disengage

7 Dynamics of Relationship Building

3: Learning to Coach is a Process

- Coach must renew commitment to developing a personal relationship each week
- Remember! The child needs time to learn how to build a relationship with a strange adult

7 Dynamics of Relationship Building

4: Setting Matters

- The library creates an atmosphere where pairs whisper & conversation seems out of place
- Casual settings lend themselves to friendly conversation
- Proximity to other groups affects openness of conversation



7 Dynamics of Relationship Building

5: Maximizing the Roles

- Tasks that require less concentration foster better conversations
- Completion of a task brings pairs closer together



7 Dynamics of Relationship Building

6: Gift Giving

- Gifts symbolize a new connection between coach & student
- Reminders of:
 - activities done together
 - shared interests
 - conversations
 - how much one values getting to know the other



7 Dynamics of Relationship Building

7: Deepening Trust

- The more time pairs spend together, the more obvious differences between two people
- Knowing personal information about one's partner can be confusing and overwhelming
- Must move beyond own values & beliefs about right/wrong in order to be open to understanding partner's perceptions



Structure & Organization

- The most **successful mentoring relationships are structured & organized**
- How can Reading Seed sessions be structured **to provide the greatest academic & social benefits?**



Coaches are...

- Wise
- Caring
- Committed
- Full of integrity
- People with high expectations for learning
- People with a sense of humor
- Able to act as a catalyst in the students' lives

Coach - Student relationships are...

Mutual



Structured

Informal

Interactive

Enduring



Benefits of Mentoring

- Development of emotional supports
- Improved self-esteem & confidence
- Increased set of knowledge & skills
 - Learning and practicing with trusted friend
- Socialization skills
 - Having a model for appropriate behavior
 - Experiencing interactions with individuals of different backgrounds
 - Learning/practicing expected norms of the environment

Benefits of Mentoring



Students who develop a foundation for appropriate social interactions are less at risk of developing social/behavioral problems.

Barton-Arwood, S., Jolivette, K., & Gayle, M. N. (2000)

Learning Conversations

Conversations can improve relationships:

- Adopt stance that you **don't know** and are **curious** about the other person's thinking.
- Want to find out **what's going on** for them and what you can do to make the **situation work for both of you.**

Consider this if your student is having difficulty engaging...

Perspective

Truth,
intention,
blame

There are many different truths
We can only know our intention and our impact.
Usually everyone is to blame, understanding is more helpful

Emotional
reaction

Need to acknowledge our own and the other person's emotions before problem solving.

Identity

What would it mean to accept the identity we are worried about?

Appreciative Activity

Now you try it!

- Please pair up with someone
- Each of you will be given a role
- Do NOT read each other's roles
- One of you will be the coach, one will be the student
- Simulate coaching session

3 Conversations

- Each person's **perspective** on what happened (What is the truth? What was the other person's intention? Who is to blame?)
- Each person's **emotional reaction** to the situation
- Each person's concern over implications for **identity** (What am I worried that this situation will say about me?)

Delayed Gratification



You can only aspire to be referred to as someone's mentor, years later, when you are probably not there to hear it.

Lucas, 2001, p.46

Break Time!!!

We will begin again in 10 minutes.



During the break, please fill out a Discussion Topic Card with a question or topic you would like to discuss with other coaches.



Networking & Discussion

- **Please find a table with a topic or question** that interests you.
- **1 person at each table** should be in charge of recording the highlights of the discussion.
- **It's okay to switch tables** if the conversation isn't what you expected.
- **Group Share:** most interesting discovery or insight.



Sharing Tips & Tricks

- **You are the BEST source of tips & tricks** for your fellow coaches.
- On a post-it note, please **write down your favorite tip or trick for engaging new students and/or developing a better relationship** with your students.
- When you're done, **please add your sticky note to the flip chart paper.**



Lending Library Highlight

- Remember – the **Lending Library** has **over 17,000 books available for checkout** to Reading Coaches!!
- We're always **looking for coaches who would like to share book reviews or recommendations** for the website.
- **A few staff favorites** – available for checkout after the event.



Workshop Evaluation

- **+/- Sticky Notes**
 - Please **share what you liked** about today's workshop (a +) **AND what you didn't like or would want different** (a -) at future Professional Development Workshops.
 - Place your **notes on the +/- paper on the way out.**
- **Recommended Books List, Notes from Table Discussions, and Shared Tips & Tricks** will be emailed to group.



THANK YOU!!!

- **Questions?** Contact Tamara McKinney at tmckinney@literacyconnects.org or call 520-798-0700
- Website: www.LiteracyConnects.org
- Facebook: www.facebook.com/LiteracyConnects
- Twitter: @ReadingSeed & @LiteracyConnects

Upcoming Workshop

Wednesday, October 26th

Bookmans Grant - 2:30 – 4:30 pm

Topic is Student Motivation!!