ALTNERATIVE DISPUTE RESOLUTION TRAINING

Getting Past Positions and Focusing on Interests...Tips and Tools for Collaborating with the IEP Team
Santa Clara County SELPA 2

March 10, 2022

Presented by Marc Purchin, Purchin Consulting
Technical support provided by Kevin Higa

1

Agenda

- Welcome, Introductions, Meeting Agreements
- Friendship Lottery
- Five Strategies for Getting To Yes
- Positive Communication Techniques
- IEP Meeting Prep Sheet
- Rusty Case
- Next Steps, Resources & Implementation of What Was Learned Today

2

Meeting Agreements

- Have your camera on
- Re-name yourself to include name and District
- One Person Speaks at a Time
- Listen Carefully to the Ideas of Others
- Consider The Ideas of Others
- Share Your Views Willingly
- Ask And Welcome Questions
- Honor Agreed Time Limits
- Keep The Meeting Focused on The Child

3
Meeting Agreements Continued

- Respect Different Opinions
- Protect Confidentiality (agreement not to speak about specific cases)
- There Are No Mistakes
- Have Fun

Meeting Agreement Goals

Safe Space for...

- Sharing
- Practicing Listening & Communication Skills
- Learning with one another

FIVE STRATEGIES FOR GETTING TO YES

1. Know your BATNA (best alternative to a negotiated agreement).
2. Separate interests from positions.
3. Invent options for mutual gain.
4. Insist on objective criteria for measuring success.
5. Be hard on problems and gentle with people.

From Getting To Yes: Negotiating Agreement Without Giving In, Robert Fisher and William Ury
POSITIONS

- Things you say you want
- Demands
- Your solutions to a problem

LET'S PUT IT ON THE "BOARD"/CHAT BOX

What are some "Demands" that you communicate to the School District and/or Regional Center?

&

What are some "Demands" that you receive from the School District and/or Regional Centers?

INTERESTS

Underlying Motivations
- Concerns and Fears
- Basic Human Needs
  - Security
  - Economic well being
  - Sense of Belonging
  - Recognition
  - Control over ones’ life
**THINGS I SHOULD BE READY TO PUT ON THE TABLE**

<table>
<thead>
<tr>
<th>My Interests</th>
<th>Options</th>
<th>Legitimacy</th>
<th>Their Interests</th>
</tr>
</thead>
<tbody>
<tr>
<td>What I really care about: My wants, needs, concerns, hopes, and fears</td>
<td>Possible agreements that we might reach</td>
<td>External standards or precedents that might convince one or both of us that a proposed agreement is fair</td>
<td>What I think they really care about: their wants, concerns, hopes, and fears</td>
</tr>
</tbody>
</table>

**My Walk-Away Alternative**

What can I do if I walk away without agreement? Which is the best? What would I really do?

**Commitment**

If we reach agreement, we commit to some option

---

**IMPLEMENTATION AND NEXT STEPS**

What are you going to take away from the Training?

How are you going to use the content of this training?

What questions/needs do you still have?

---

*Stay In Touch!*

Marc Purchin

mpurchin@purchinconsulting.com

www.purchinconsulting.com

Special Thank you to Kevin Higa