

# Supporting Challenging Behaviors

## Welcome and Introductions



- Brian Kenney and Shelley Lehman
- August 5, 2020
- Transition Improvement Grant



# Staff Student Relationships Matter




# Do Your Homework!

- Collaborate with the teacher
- Get to know your students
- Look at IEPs and student plans

"IT'S THE LITTLE  
CONVERSATIONS THAT  
BUILD THE  
RELATIONSHIPS AND  
MAKE AN IMPACT ON  
EACH STUDENT."  
ROBERT JOHN MEEHAN

RECITE

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# Tips on Developing Positive Relationships with Students

- Demonstrate care
- Respect students
- Provide positive feedback
- Laugh~ have fun
- Praise in public, correct in private
- Be passionate about what you do~ students can tell
- Create a safe, supportive environment
- Offer choices when possible

No **significant learning**  
can occur without a  
**significant relationship**



# Teaching Self-Regulation

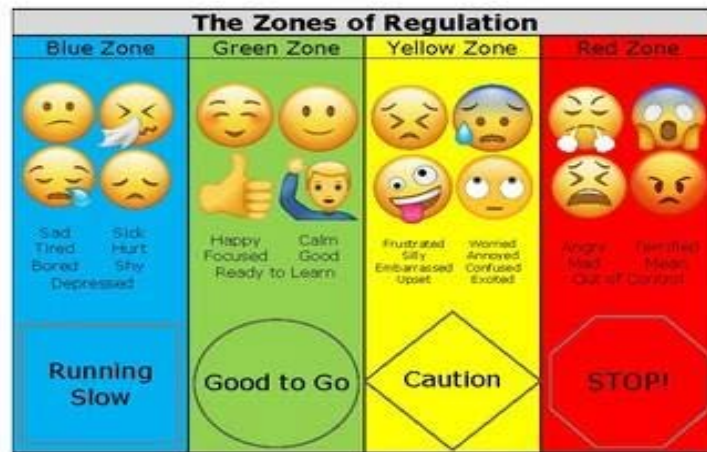
**STRONG**  
Self-Regulation  
Skills



# Zones of Regulation

## THE ZONES OF REGULATION<sup>®</sup> EXPLORING EMOTIONS

Available Now for iPhone®, iPad®, iPod touch®, Android™, and Mac®



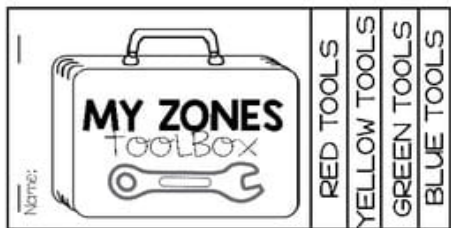
<https://www.zonesofregulation.com/index.html>



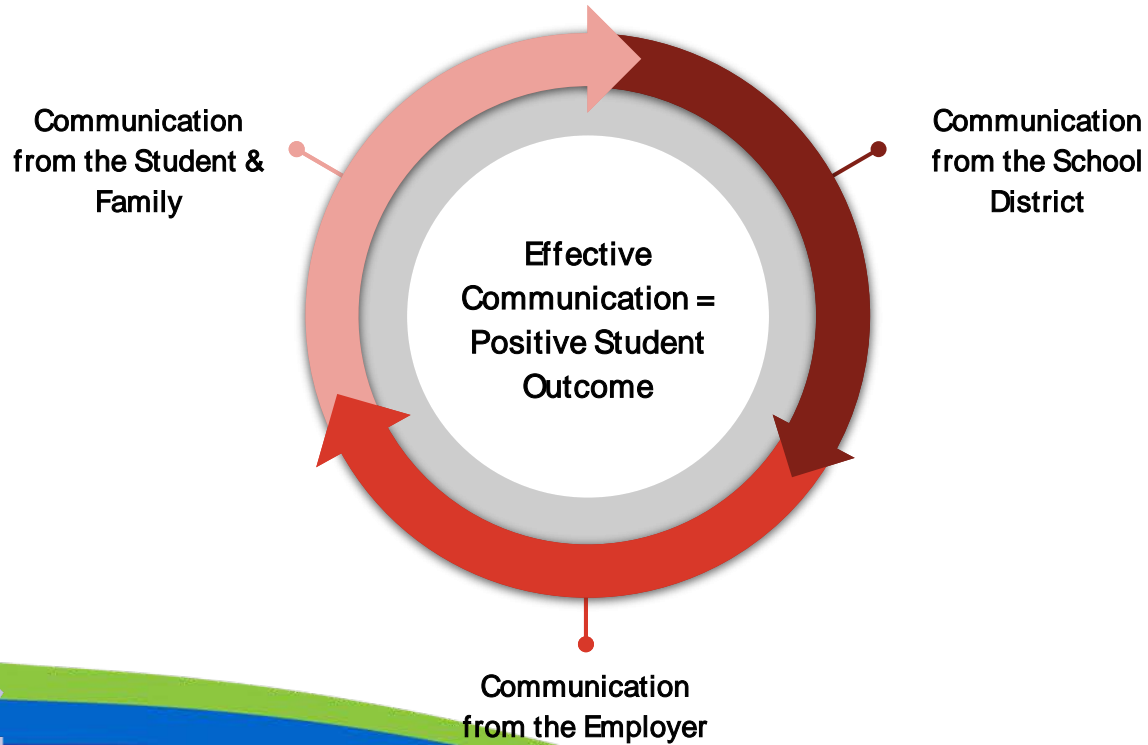
# What's in Your Tool Belt?

## ZONES OF REGULATION FLIPBOOK

This zones of regulation flipbook is a perfect toolbox for all students which is engaging and helpful for all classrooms. It is simple to make and easy to use! Just cut each page out, line them up on the left, and staple the side.



# Critical Importance of Effective Worksite Communication





# Critical Importance of Effective Worksite Communication



[Know the guidelines for maintaining confidentiality regarding student information](#)



It is very important to offer training and education to the employer



Plan with employer input and feedback to create transparency and keep things progressing forward



Getting connected and staying connected to youth requires strategic planning





# Communication Between School & Employer

- Fading of job coaching supports as the student becomes more independent
- Adding/ reducing of job tasks
- Discussing sensitive information related to a student's disability
- Discussing accommodation strategies
- Proactive strategies that help regulate a student's behavior



# Workplace Communication Video



# Team Discussion

*What are some of the most critical things to communicate to an employer when they are hiring someone with diverse needs?*





# Proactive Strategies to De-Escalate

- Identify your emotional triggers and those of the student
- Read body language of student (also be open minded to your own body language)
- Kick in active listening
- Get in touch with being empathetic vs apathetic (sympathetic)
- Focus on the future
- Help them understand their feelings and contributions to the incident



# Strategies to De-Escalate Effectively

- Behavior is communication
- Utilize “CUS” process
- Redirection & choices
- Know how to maintain a supportive stance-sometimes less is more
- Primary goal -bring the student to a place where they are again self-regulating



# De-escalation - Things to Remember

- Be familiar with the students behavioral intervention plan (BIP) if they have one
- Bounce ideas off of others within the Special Education Team to get ideas for proactive strategies
- Always look to find the root cause of the behavior (The Why / The Function)
  - What is being communicated from the student
- Remember to avoid taking challenging behaviors personally



# Take a Proactive Approach

- Affirm the “action” that you want to see from the student
- Validate how the student feels
- Keep your emotions, tone and body language consistent



*“Stay Open Minded, Things Are  
Not Always as They Seem”*





# How to Handle an Significant Behavior Situation

## Basic Strategies:

- Assure the student is safe
- Assure everyone is safe around the student
- Less people, less words
- Change direction-offer an alternative choice
- Allow student space to safely calm down
- Know the student behavior plan (if they have one)
- Know the district plan for physical behaviors when in the community
- Always remember to think about the future and to search for ways to improve things for the student.



# After the Behavior Comes the Repair

*#JoyfulLeaders*

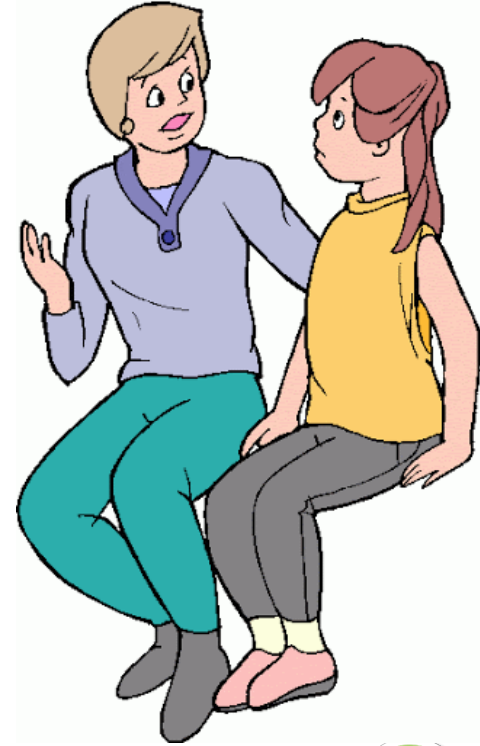
*Misbehavior from kids is a way for us to see the heart and soul of a child. If all we do is punish, we will never hear what is being communicated.*

*@bethhill2829*



# Repairing Relationships

- Student and staff are calm
- Active listening
- Talking
- Re-connect
- Expression through drawing, write, charting
- Repair in the workplace



# Attitude is everything!

“I was successful because  
you believed in me.”

- *Ulysses S Grant in a letter to  
Abraham Lincoln*



# Team Discussion

*There is no one size fits all for resolving behavior issues - what are some unique situation you have encountered that you would like to discuss and get some conversation going ?*



# Thank You

- Final Thoughts?
- Questions?

