





Negotiate Your Way
to Success at IEP Meetings

Presented by Key2Ed


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Outcomes

By the end of the presentation, participants will:


- Understand the power of negotiations to achieve collaborative agreements
- Walk away with usable negotiation tools and techniques
- Have insight into one's own negotiation styles and strategies, and how to expand and improve them



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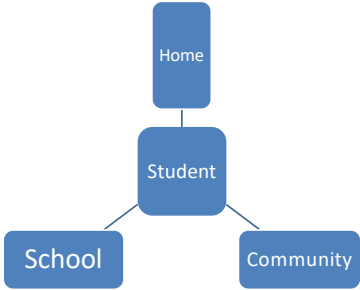
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If we keep doing what we're doing, we're going to keep getting what we're getting.
Stephen Covey




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Differing Perspectives of the Student




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Importance of Negotiations

- An IEP meeting is simply a compendium of several agreements.




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Importance of Negotiations

- Many special educators lack training in negotiations, and misunderstand its impact on achieving success in working with families




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Consensus

~~Vote~~


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Consensus

- Consensus is a group process
- Input of IEP Team participants, including parents, is carefully considered

In theory, one can consent to a decision, even if he/she disagrees with it, recognizing that the decision meets the needs of the student.

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The Art of Negotiations

- Reaching a lasting and meaningful agreement can only be achieved if everyone is willing to consider each other's proposals
- Everyone needs to come prepared and knowledgeable

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The Art of Negotiations

- Establishing Outcomes and an Agenda for the meeting can assist in accomplishing this.

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Sample Tools

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OUTCOMES FOR KIMBERLY'S IEP Meeting

By the end of the meeting, we will have a shared understanding of, and agreement on, Kimberly's:

- Present levels of performance
- Goals and objectives/benchmarks
- Special education services and placement

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AGENDA FOR KIMBERLY'S IEP Meeting

OPENING

- Welcome and Purpose
- Objectives and Roles
- Overview
- Agenda Overview
- Discussion Meeting Process
- Group Norms

PRESENTATION OF INFORMATION

When is it important to know, understand, and able to do? Review Kimberly's progress on her current IEP goals:

- Strengths
- Challenges

PROFESSIONAL RECOMMENDATIONS

What is it we want Kimberly to know, understand, and able to do in one year?

AGREEMENT

What educational services are needed to implement Kimberly's goals?

PLACEMENT

In what least restrictive environment can Kimberly's goals be implemented?

What supplementary aids and related services are used to support the placement?

- Data tracking
- Related services
- Assistive technology
- Modifications & accommodations

CLOSING

- Confirm Agreements and Complete Paperwork
- Date/Time
- Acknowledgments
- Send/End

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Sample Tools

TOPIC: (e.g., Placement)

PROPOSAL #1:	
Advantages	Disadvantages
•	•
•	•
PROPOSAL #2:	
Advantages	Disadvantages
•	•
•	•

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The Art of Negotiations

How do you:

Find lasting solutions to problems/issues?

- Establish policies & practices
- Increase perceived fairness
- Improve relationships
- Maximize effectiveness by generating creative solutions

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Collaborative Agreements Achieved Through Integration

"There are three ways of dealing with difference: domination, compromise, and integration. By domination only one side gets what it wants; by compromise neither side gets what it wants; by integration we find a way by which both sides may get what they wish."

Mary Parker Follett



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The Orange Story

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Compromise vs. Integration

- Was compromise good enough?
- Think about tools and techniques you could have used to help Mr. Smith and Mr. Jones open the conversation and achieve integration



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Value Claiming & Value Creating

- In negotiations, each party can try to claim more of what they want (*value claiming*)
- OR
- They can work to *create value*; that is, to figure out how everyone involved can get more of what they want and need

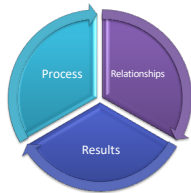
- Us working together for the student



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Value Creating

Find creative ways to satisfy team member's shared and differing interests relates to creating value based on their dimension of need.



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Achieving Integration



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Achieving Integration

- Relationships: strong, healthy & positive relationships are a fundamental precondition for lasting agreements
- An IEP meeting is not a single event, but part of a lengthy & continuing process
- Seek to understand the "behind the scenes" factors that influence the team collaboration



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Effective Negotiations

- Listening, asking questions
 - Understanding the other side's situation
 - Coming prepared and well informed
- ❖ *Negotiations data from the Harvard Program on Negotiations show that when both sides are well prepared and informed and understand the process, they are far more likely to come to agreement, and for that agreement to last.*



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Preparations for Negotiations

Clarify your interests - Estimate those of your counterpart.

But How???


- Creative brainstorming
- Assessing inner team relationships
- Dealing with disagreements or stalemates right away



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Necessary Attributes


- Demonstrate ethical behavior
- Be aware of your own emotions and the other parties'
- Avoid being provoked into an emotional response

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Necessary Attributes


- Balance time: allow everyone to have a say & to be listened to
- Have empathy for all parties' situations
- Balance empathy with assertiveness

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When you show deep empathy toward others, their defensive energy goes down, and positive energy replaces it. That's when you can get more creative in solving problems.

Stephen Covey

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Affect of Cultural Diversity on Negotiations

Culture profoundly influences how people think, communicate, and behave. It also affects the the way they negotiate.

- Perceived power imbalance
- Language
- Non-verbal behavior
- Values
- Decision-making processes



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"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."

MAYA ANGELOU



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Any Questions?




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Ideas, tools & techniques are based on literature and information provided by

PROGRAM ON NEGOTIATION (PON) – HARVARD LAW SCHOOL

pon.harvard.edu



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