


Collaborative & Proactive Solutions
THIS IS HOW PROBLEMS GET SOLVED

Moving From Power and Control to Collaboration and Problem Solving

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PARADIGM SHIFT/KEY THEME

1. Emphasis is on **problems** (and solving them) rather than on behaviors (and modifying them)...

- Concerning behavior is often best thought of as a **frustration or stress response** ...it's simply the **signal** by which a child **communicates** that they are having difficulty meeting certain **expectations**
 - Concerning behaviors can be "lucky" or "unlucky"
 - Less emphasis on unmet needs...
 - Even if it's not accompanied by concerning behavior, an unmet expectation is still an unsolved problem
- This will require different assessment practices

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PARADIGM SHIFT/KEY THEME

2. The problem solving is **collaborative**, not unilateral (**Ask the kid**)

- Something you're doing *with* the kid rather than *to* them
- Even if the kid can talk but won't or won't talk because they can't
- Kid is still "accountable" (a lot more so than if they are passive recipients of our imposed consequences)
- T-I-M-E?

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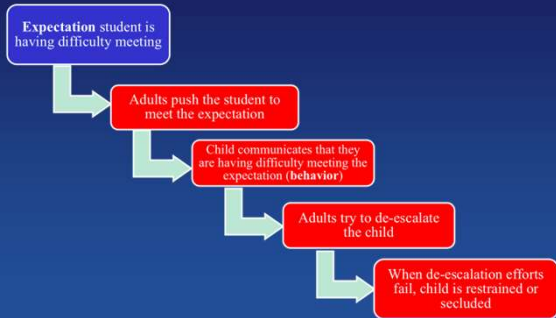
PARADIGM SHIFT/KEY THEME

3. The problem solving is **proactive**, not reactive
(Don't be late)

- These kids are highly predictable, if we answer two questions:
 - **Why** do some kids respond so poorly to problems and frustrations?
 - Answer: **Because they're struggling with the skills that are involved in responding adaptively to problems and frustrations**
 - **When** do kids exhibit concerning behavior?
 - Answer: **When they're having difficulty meeting certain expectations**
- This is the information that's been missing
- Once skills and unsolved problems are identified, intervention can be largely proactive

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SEQUENCE OF RESTRAINT & SECLUSION



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THE (non-exhaustive) LIST OF LATE

- Asking for help
- Take a break
- Calming corner
- Call the parent
- Coping strategies
 - especially the ones teaching kids how to cope once they're already frustrated...90% should be helping kids anticipate and solve problems before they're frustrated
- De-escalating
- Restraint and seclusion
- Discipline referral
- Detention, suspension, expulsion, paddling

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PARADIGM SHIFTS/KEY THEMES

4. Kids do well if they can

- If the kid could do well, they would do well
 - **Not True:**
 - Attention-seeking
 - Manipulative
 - Coercive
 - Unmotivated
 - Limit-testing

5. Doing well is preferable

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LIMITATIONS OF MODIFYING BEHAVIOR

- Rewards and punishments solve no problems
- Rewards and punishments are distracting...they cause us to focus on frustration responses rather than the problems that are causing those responses
- **You never find out what's actually getting in the way of a kid meeting a particular expectation**
- There is significant disproportionality in the ways in which rewards and punishments are administered
- **There wouldn't be disproportionality if we weren't using punitive, exclusionary disciplinary procedures**
- Better to be disproportional in solving problems than in administering detentions, suspensions, expulsions, paddling, restraint, seclusion, and arrests

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WHAT SKILLS?

Flexibility/adaptability
 Frustration tolerance
 Problem solving
 Emotion regulation

These are the global skills that help us respond to problems and frustrations adaptively

Many skills can be taught through direct instruction, but these may not be among them

But these skills are enhanced by engaging kids in the process of solving problems collaboratively

Unsolved problems are the targets of intervention in the CPS model...not skills

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USING THE ASUP

- Participants receive a blank copy of the ASUP
 - The kid is not present in the meeting
 - One participant is keeping track
- Start with the skills...check all that apply (about 10 seconds each)
- After completing the skills section, begin identifying unsolved problems, using the prompts (about 1 minute per unsolved problem)
- Be exhaustive...identify as many unsolved problems as possible for each prompt
- No need to write the same unsolved problem twice

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USING THE ASUP

Guidelines for Wording Unsolved Problems

"A problem well stated is a problem half solved."

-Charles Kettering

The wording of the unsolved problem on the ASUP is going to translate into the words that are used when the unsolved problem is introduced to the child when it comes time to solve it together.

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GUIDELINES FOR WRITING UNSOLVED PROBLEMS

1. Free of concerning behaviors
 - *Unsolved problems start with the word "Difficulty," followed by a verb*
2. Free of adult theories
 - *You're not trying to explain anything*
3. Split, not clumped
 - *"Preferred" and "unpreferred" are clumped...and are also theories*
4. As specific as possible
 - STRATEGY #1: Who, What, Where, When...NOT Why)
 - STRATEGY #2: What expectation is the child having difficulty meeting?

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USING THE ASUP

A Few More Guidelines

- Verb selection is the hardest part of writing unsolved problems
- "Early" unsolved problems are better than "late" unsolved problems...**push upstream**
- Desired behavior is OK...concerning behavior is not
- The wording of unsolved problems should be kid-friendly...the unsolved problem is the "**conversation-starter**"...it's the "**entry point**"
- Even if the kid is meeting an expectation sometimes and not others, any expectation that a kid is having difficulty meeting **reliably** is an unsolved problem

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THE ASUP IS A GAME-CHANGER

- Caregivers come to recognize that a kid is, in fact, struggling with many skills and is having difficulty meeting many expectations
 - Are they all important?
 - Can the kid reliably meet them all?
- Caregivers come to recognize why prior interventions have been ineffective
- Caregivers begin to regret the way they've been treating the child based on incorrect assumptions
- Caregivers become aware that unsolved problems occur under highly specific conditions
- Caregivers recognize that unsolved problems are predictable and can therefore be solved proactively

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NEXT GOAL

Prioritizing

- You can't work on everything at once
- High priorities:
 - **SAFETY:** Unsolved problems contributing to unsafe behaviors
 - **FREQUENCY:** Unsolved problems contributing to concerning behaviors most often
 - **GRAVITY:** Unsolved problems having the greatest negative impact on the kid or others

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PLAN A

Solve the problem unilaterally

- The adult decides what the solution is and imposes it, often accompanied by adult-imposed consequences
 - *"I've decided that..."*
- **PLAN A** causes concerning behaviors
- **PLAN A** is not a partnership
- **PLAN A** does not involve kids in solving the problems that affect their lives
- **PLAN A** provides no information whatsoever about the factors making it difficult for the kid to meet a given expectation...solutions arrived at through Plan A are "uninformed"

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ANTECEDENT INTERVENTIONS

Still Plan A

- modifying the environment to make it less aversive
- changing task demands to make them easier, shorter, less aversive
- incorporating student interest and preferences

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PLAN C

Put the expectation on hold for now

- For low-priority unsolved problems...and for expectations that are out of reach
- Not about giving in or giving up...it's about prioritizing (triaging) and stabilizing
- **Expectation management** rather than behavior management
- **PROACTIVE C:**
 - don't bring it up
 - an agreed-upon **interim plan** for putting the expectation on hold for now
- **EMERGENCY C:** "OK"

Fair does not mean equal...EQUITY, NOT EQUALITY

Good parenting and good teaching mean being responsive to the hand you've been dealt...ensuring that every kid gets what they need...meeting kids where they're at...

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PLAN B

Solve the problem collaboratively

1. Empathy Step

Gather information from the child about what's hard about meeting the expectation (ask the kid)

2. Define Adult Concerns Step

Identify adult concerns

3. Invitation Step

Collaborate on a solution that is realistic and mutually satisfactory (ask the kid)

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PLAN B The Empathy Step

GOAL:

Gather information from kids so as to understand their concern or perspective on a given unsolved problem...especially, what's making it hard for them to meet the expectation.

INTRODUCTION:

The Empathy step begins with the words "I've noticed that" followed by an unsolved problem and an initial inquiry ("What's up?")

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PLAN B The Empathy Step

What happens after "What's up?"

- The kid says something
- The kid says nothing or "I don't know"
- The kid says, "I don't have a problem with that" or "I don't care"
- The kids says, "I don't want to talk about it right now"
- The kid responds defensively ("I don't have to talk to you!")

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PLAN B The Empathy Step

The Kid Says Something

DRILLING STRATEGIES:

1. **Reflective listening** and **clarifying statements**
2. Asking about the **who, what, where, when** of the unsolved problem
3. Asking about the **situational variability** of the unsolved problems
4. Asking kids what they are **thinking** in the midst of the unsolved problem
5. Breaking the problem down into its **component parts**
6. **Discrepant Observation**
7. **Tabling** (“removing” and asking for more concerns)
8. **Summarizing** (recapping and asking for more concerns)

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PLAN B The Empathy Step

The Kid Says Something (cont.)

ADDITIONAL POINTERS:

- You’re not thinking about solutions yet (the Empathy step is a “Solution-Free Zone”)
- Remember, “drilling” isn’t “grilling”...it involves “listening,” not “lessening” or “lessening” (dismissing, trumping)
- Stay neutral and non-defensive throughout (suspend your emotional response...the Empathy step isn’t about you)
- Don’t rush (the Empathy step is not a mechanical formality...you’re really curious...you really want to know!)
- “Pre-drilling” is an option

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PLAN B The Empathy Step

I Don’t Know/Silence

A FEW TIPS:

- Don’t freak (“I don’t know” and silence are typical)
- Keep drilling

FIGURE OUT WHY:

Adult Factors

- You used Plan A
- You used Emergency Plan B instead of Proactive Plan B
- The unsolved problem wasn’t worded according to the guidelines

Child Factors

- Strategy: Ask the kid: “Do you know what you want to say but you’re not sure how to say it? Or are you not sure what you want to say?”
- The kid doesn’t trust you and/or the process yet (they have a lot of experience with Plan A)
 - The kid really doesn’t know
 - The kid has lost faith and doesn’t see the point in talking anymore
 - Strategy: “Was it always so?”
 - The kid needs time to think (adults better get comfortable with silence)
 - The kid is having difficulty putting their thoughts into words
 - Strategy: Educated guessing/hypothesis testing

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PLAN B with non-speaking kids

You're still meeting kids where they're at

SOME STRATEGIES:

- Five-finger method
- Yes/No
- Pictures
- Google Images
- Apps
- Assistive technology

BUILDING TOWARD PLAN B:

- Communicating about preferences, that something is wrong, pain or need for sensory input, often through gestures or sounds
- Your eyes are your most important assessment tool...often you're not asking...you're observing
- Your reference point is infants

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PLAN B The Empathy Step

Other Responses to "What's Up?"

- "I don't have a problem with that" or "I don't care"
 - that's the beginning of their concern or perspective...start drilling!

- "I don't want to talk about it right now"
 - first, assume they have a good reason
 - next, give them permission not to talk
 - see if they'll talk about why they don't want to talk about it
 - don't do anything today that will reduce the likelihood of the kid talking to you tomorrow

- Defensiveness ("I don't have to talk to you!")
 - The kid may need reassurance that you're not using Plan A
 - "I'm not going to tell you the answer"
 - "You're not in trouble"
 - "You're not mad at you"
 - "I'm just trying to understand"

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PLAN B The Define Adult Concerns Step

GOAL:
Enter the adult's concern or perspective into consideration in a way that doesn't cause the child to feel that their concerns are being dismissed or disregarded (beginning with "The thing is..." or "My concern is...")

WHAT'S HARD:
Adults frequently don't know what their *concerns* are...adult concerns are the answer to this question:

- Why is it important that the expectation be met?
- Two possibilities:
 - How is the unsolved problem affecting the kid?
 - How is the unsolved problem affecting other people?
 (Typically: Health, safety, learning)

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PLAN B The Invitation Step

GOAL:

Collaborate on a solution that is realistic and mutually satisfactory

WHAT'S HARD:

•The Wording:

- Should recap two concerns so as to summarize the problem to be solved (Starts with: "I wonder if there's a way...")
 Generically: "I wonder if there's a way for us to do something about (one party's concerns) and also do something about (the other party's concerns)"
- The kid is given the first opportunity to generate solutions ("Do you have any ideas?"), but resolution of the problem is a team effort (collaborative)

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PLAN B The Invitation Step

- Goal is to demonstrate to kids that you're as invested in getting their concerns addressed as you are in getting your own concerns addressed
- You don't know where the plane is landing before it takes off (no preordained solutions)
- If there are multiple concerns that cannot be addressed by the same solution, prioritize which concerns are going to be addressed in this Plan B and which may be addressed in a subsequent Plan B
- Before agreeing on a solution, give conscious, deliberate consideration to whether the solution is realistic and mutually satisfactory...if not, refine the original solution or think of alternatives (one solution at a time...not brainstorming)
- Goal is to solve the problem so it doesn't arise again...not to come up with a solution for what the kid should do in the heat of the moment when the problem recurs
- Battling over solutions define a power struggle (a win/lose proposition)...solving problems collaboratively is a win/win proposition

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PLAN B The Invitation Step

WHAT IF THE SOLUTION DOESN'T WORK OR STOPS WORKING?

- Solving problems tends to be incremental...the first solution sometimes doesn't solve the problem durably...many problems require more than one discussion
- Solutions that don't stand the test of time:
 - weren't as realistic as first thought
 - weren't as mutually satisfactory as thought
 - didn't address all the concerns (those that hadn't yet been identified or prioritized)

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HOW ARE THE SKILLS ENHANCED?

- Many skills can be taught through direct instruction...it's not clear that flexibility/adaptability, frustration tolerance, problem solving, and emotion regulation are among them
- But these skills are being modeled, practiced, and enhanced in each of the three steps of Plan B
- Plan B also helps build a problem-solving repertoire

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IMPLEMENTATION IN SCHOOLS AND FACILITIES

Go big or take it slow?

- In the Beginning
 - Leaders Gotta Lead (start thinking about structures at the beginning)
- Phase 1: Core Group (Start Small/Build Capacity)
- Phase 2: Spread It (Modeling)
- Phase 3: Spread It (Coaching)
- Phase X: Embed It (New Structures)
 - mission/priorities
 - time, schedule
 - paperwork/referral mechanisms/meetings
 - communication/follow-up/follow through
 - teacher evaluations

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ADDITIONAL INFORMATION/RESOURCES



livesinthebalance.org
truecrisisprevention.org

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