

Dealing With Teachers Who Don't Want To Deal With Us

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Some ideas about resistance

- Partnership Principles
- Prochaska's stages of change
- Identity conversation
- Motivational interviewing

Partnership Principles

- Equality
- Choice
- Voice
- Dialogue
- Reflection
- Praxis
- Reciprocity

Partnership Principles

How might the partnership principles apply to the case you are discussing?

Change?

Think of a **change** you've gone through that was **successful** and another that was **unsuccessful**.

What accounts for the **difference**?

Share your thoughts with your **partner**.

Stages of Change

(Prochaska, 1994)

- Pre-contemplation
- Contemplation
- Preparation
- Activation
- Maintenance
- Termination

Prochaska & Change

How might the Prochaska's ideas concerning change apply to the case you are discussing?

The most important "difficult conversation" might be:

The identity conversation

The Identity Conversation looks inward: it's all about who we are and how we see ourselves. How does what happened affect our self-esteem, my image, my sense of who I am in the world? What impact will it have on my future? What self-doubts do I harbor? In short... the identity conversation is about what I am saying to myself about me.

Stone, Patton, Heen. (1999) *Difficult Conversations*

Identity

- I'm competent, unskilled, good, bad, lovable, unlovable (there's no in-between)
- I'm going to protect my all-or nothing self-image

Identity Conversation

How might Stone, Patton, & Heen's ideas about identity conversations apply to the case you are discussing?

Motivational Interviewing

How might the ideas of motivation interviewing apply to the case you are discussing?

Top Ten Suggestions

1. Revisit the Partnership Principles
2. Separate Administration & Professional Learning Issues
3. Practice Listening Skills
4. Embody Respect, Especially For Those Who Don't Respect You
5. Engage and Detach

Top Ten Suggestions

6. Figure Out And Get Inside Their Story
7. Acknowledge Their Right to Say No
8. Practice Listening Skills
9. Meet people where they are in the change process
10. Take the long view
