



Meeting People Where They Are: Finding Commonalities and Shared Values to Achieve Your Goals



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2024 NEA ESP of the Year

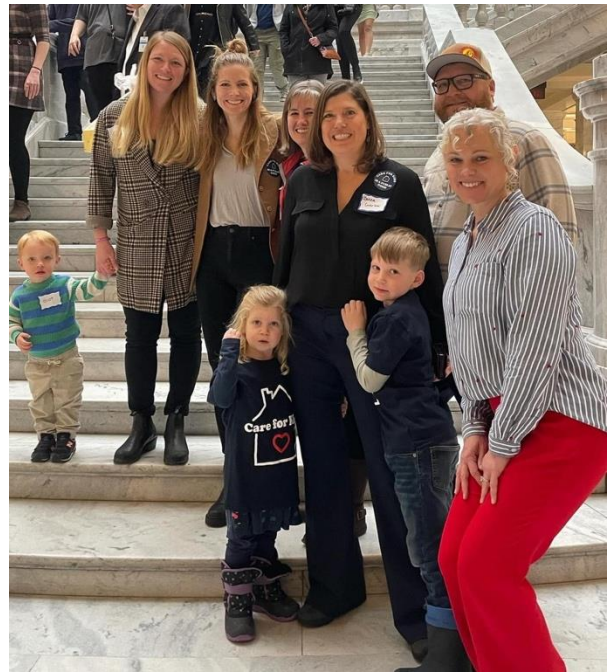
Thank You!



November 20, 2024







Why is it important to find commonalities and shared values?





When considering what you do in your worksite or local association, who are the most important stakeholders you interact with and why?

Please post in the chat.

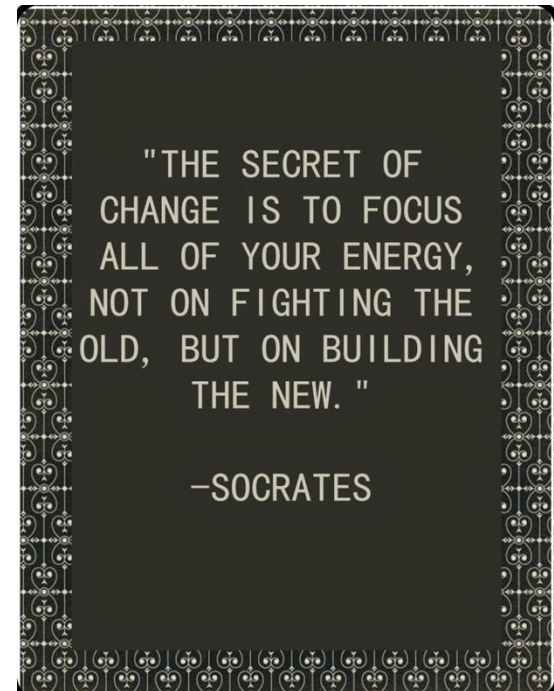
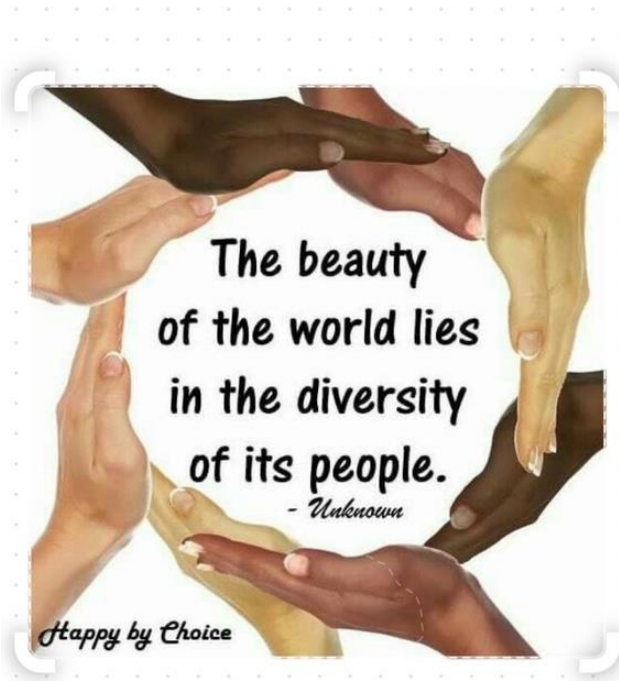


Education Stakeholders

- Teachers
- Specialized Instructional Support Personnel (SISPs)
- Other ESPs
- School Boards
- Students
- Parents/Families
- PTA/PTOs
- Administrators
- Union Members
- Potential Members
- Other Unions
- Policy Makers
- Social Activists/other community allies
- Faith-based organizations



Be Authentic in Building Relationships



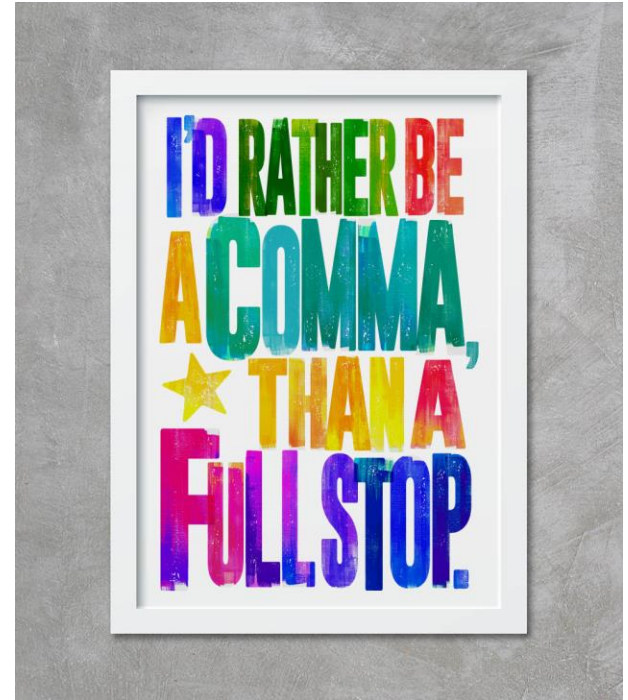


What strategies have you used to build authentic relationships?

Please post in the chat.



Don't Make Assumptions About People Full Stop



Assume Good Intent and the Possibility that Things Can Turn Out Better than Expected



Approach Relationships with Curiosity Instead of Judgment



<https://youtu.be/DWLoasvaFb8?si=z2iHRkuSJpFrR1F9>

Meet People Where They Are

Every child you
pass in the hall
has a story that
needs to be
heard. Maybe
you are the one
meant to hear it.
-Bethany Hill

“

As educators, the more we
know about who we teach,
the more effective we will
be with what we teach.

Taking time to get to know
our students isn't fluff
time, it's academic time.

— Dr. Justin Tarte, @justintarte

edutopia



Additional Strategies

- **Have clear expectations in all relationships**
- **Reinforce the behavior/outcomes you want to see more of**
- **Follow up and continue to build/nurture the relationship, even when you don't need anything from them**
- **Learn from outcomes**





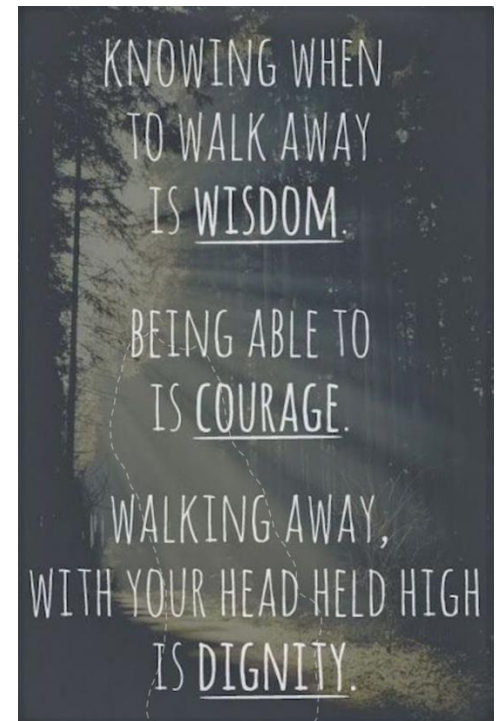
Are there any other strategies you've used when trying to find commonalities/shared values with stakeholders?

Please post in the chat.



What to do when the conversation doesn't go the way you want it to?

- Repeat what was said and ask for more information
- Reschedule for another time
- Know when to bail (when it's unregulated, disrespectful, unsafe)
- Shame is not a good tool for creating change

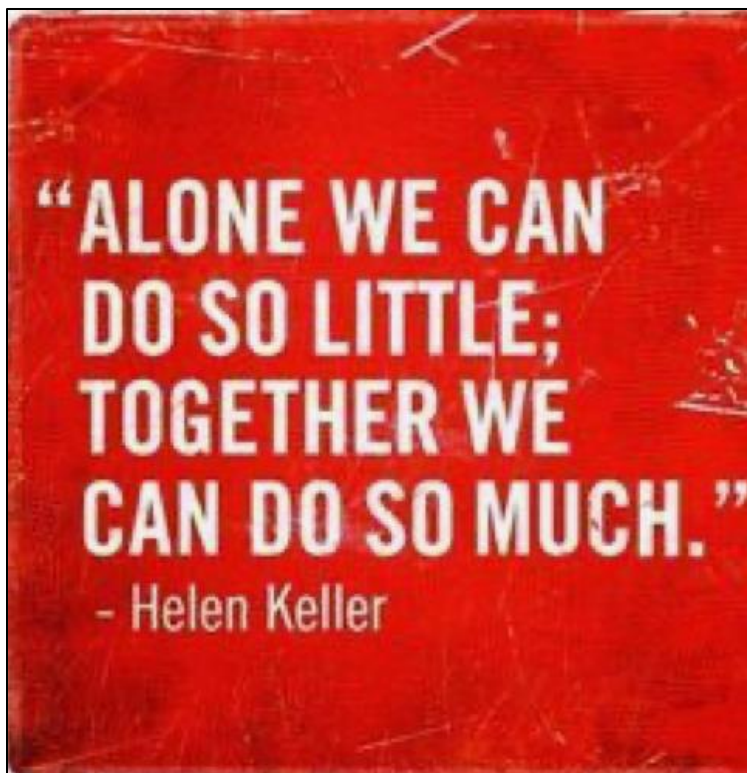




What are some other strategies you have you used when the conversation didn't go as planned?

Please post in the chat.





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