

# Child/Adult Management Guide

Working well with children is usually one factor in our choosing to be a school leader. When situations get tense, remember to use those skills you know that work with children.

## **When we have people who lack skills:**

With children, we focus on observing what they know and what they need to learn.

We can do the same with adults.

## **When we have conflict:**

With children we teach conflict resolution skills.

We can guide adults to resolve issues on their own.

## **When we see a lack of initiative and independence:**

With children we offer opportunities to learn self-help skills.

We can help staff learn to be more self-sufficient.

## **When we see inappropriate behavior:**

With children we redirect them to suitable behavior.

With adults, we can coach them to meet our expectations for their on-the-job behavior.

## **When our expectations are not met:**

With children we focus on what is age appropriate.

With adults, we offer clear job descriptions along with the expectations and consequences of not meeting requirements

## **When a relationship is tenuous:**

With children we focus on building one-to-one relationships.

With adults, we can work to develop a relationship with each person.

## **When emotions run high:**

With children we teach them how to appropriately communicate their emotions while we accept a child's need for emotional expression.

With adults we listen to feelings and work to get to a win-win solution.