

# It's Basic ! It's All About Relationships

*Ingredients, Insights, Strategies, Reflections*  
For richer relationships with children, families,  
and each other!

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Today's facilitator..... *About Luis A. Hernandez*

- Started his career as a teacher's assistant in a pre-K classroom
- Worked with Migrant and Native American programs in Western states
- Great expertise in language development, early literacy, dual language learners
- Enthusiasm for management topics related to facilitation skills, team building, leadership, and motivation
- PASSIONATE for the work we do with children & families!

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## WELCOME !

*"at the heart of LIFE,  
lie the relationships we have with other people"*  
Henrik Edberg




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**Intentions for professional growth...**

- **REFRESH** basic developmental principles
- **REAFFIRM** the values of our professional expertise
- **RECHARGE** the rationale for individual attention
- **RECOGNIZE** the importance of the context of family and community life
- **RESOLVE** to challenge inherent biases in every relationship




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**Basic Definitions....**

**TRUST**

- *Noun - firm belief in the reliability, truth, ability, or strength of someone or something.*
- *"relations have to be built on trust"*
- *Synonyms: confidence, belief, faith, certainty, assurance, conviction, credence; reliance*
- *"good relationships are built on trust"*

**RESPECT**

- *Noun - a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.*
- *"the director had a lot of respect for Maria as a teacher"*
- *Synonyms: esteem, regard, high opinion, admiration, reverence, deference, honor*
- *"the respect due to a great teacher"*

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**How did you feel when you first put *your own child* in the care of a complete stranger....**

Probably experienced the following.....

- Guilt
- Crying
- Anxious
- Stayed in your car
- Called every 15 minutes
- All of the above




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**your thoughts on the caregivers and teachers...**



**Most likely thought she was a...**

- **Serial Killer**
- **On the FBI's most wanted list**
- **She's older than Moses !**
- **She's younger than me !**
- **All of the above ...and more !**

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**And slowly.....with time....with open hearts...**



- Sense of **TRUST & RESPECT** begin to happen
- Families & teachers have a **beautiful life** in common
- We reassure their precious child is **SAFE & SECURE**
- Families become confident of our **expertise & abilities**
- Evidence of **SMILES & JOY** in the children, families, staff
- **RELATIONSHIPS** begin to blossom !

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**The work starts with me.....**



- **How do I truly feel about all children, some children, individual children ?**
- **And the same about their families - all, a few, that one....**
- **Add - some of my co-workers ?**

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*relationships: a deeper understanding .....*



- Respect & Trust
- **Social & Emotional Development**
- Explicit / Implicit Bias
- **Empathy / Compassion**
- Ethics / Moral Principles
- **DAP- Developmentally Appropriate Practices**
- Authentic/Meaningful Relationships

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Finding Direction/Guidance  
*Developmentally Appropriate Practices*  
*in ECE Programs – NAEYC, 2009*

**Developmentally Appropriate Practices –DAP** – guides ECE professionals to work with **meaning and purpose** in making decisions that enrich relationships with children, families, and one another




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**D.A.P. – Core Considerations #1**

Knowing the foundations and current research about child development and learning – **knowledge of age-related characteristics** – to best promote children’s learning and development




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**Reflection #1**



*What's my role as a specialist in the social & emotional development of children?*

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**PREPECTIVES:**

*The Early Childhood Education Professional*

**Responsibilities**

**as an ECE Educator:**

- a. Attain continuous educational opportunities
- b. Keep up with new ideas, research, trends in ECE
- c. Maintain a high sense of ethical conduct
- d. Make sure children are safe & secure

**Role as an ECE Educator:**

- 1. Be a role model for children and families
- 2. Demonstrate an affinity for positive relationships
- 3. Affirm a sense of community for children, families, and team members
- 4. Create Joy in the learning process

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**Responsibilities & Role..... essential in building Relationships !!**



*Be it Social / Emotional development, Physical Development, working with families, etc..... ECE professionals need to affirm their knowledge & expertise !!*

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**Relationship Challenge:**  
**what is my "knowledge base" ?**

- Play considered "risky"
- Appropriate vs Inappropriate practices
- Play vs "academics"
- Behavior – acceptable vs unacceptable
- Technology



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**D.A.P. Core Consideration #2**



*Knowing and understanding about each child as an individual – learning about each child's uniqueness – being responsive to individual variation*

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**Reflection #2**



*How do I & my team learn about an individual child ?*

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### Inquiring Minds Want to Know:

*How do we learn about individual children ?*

**Effective Ways to Learn about each child:**

- Casual and intentional observations
- Talk to the parents
- Exchange views with other team members
- One on one time
- Play time interactions
- And more !

On the other hand, **ways NOT to learn** about individual children:

1. Show no interest
2. Avoid parents when they come in
3. Don't share information on child with other teachers
4. Focus on negatives versus the positive
5. And more !

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### **Relationship Challenge:** *individual differences.....*

- Personal favorites
- "difficult" children
- The Invisible child
- Gender roles
- Racial /ethnic labeling
- Class distinction
- Contrast/compare




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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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### D.A.P. Core Consideration #3

The social and cultural context in which children live – values, expectations, behaviors, language – life factors that shape children’s life at home and communities



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### Reflection #3



Steps in learning the “context” of a child’s life ?

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### Just how do we build Relationships with families ?

A few Ideas....

- Be genuinely curious
- Share common interests
- Be an active listener
- Stay positive
- Always remain respectful & confidential
- Share the successes of their child
- And many more !



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**Relationship Challenge:** context of family life.....

- *Geography*
- *Dwelling*
- *Language*
- *Religion*
  - *Food*
- *Child rearing practices*




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**Almost a Core Consideration....**

**Teachers with Teachers**



- *Share a Common Vision & Mission*
- *Professional Curiosity & Advancement*
- *Skillful in Appropriate Practices*
- *The Strength of Effective Teams !*

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**Relationship Challenge:** *Dynamic Team Spirit*.....



- *Positive and open communication*
- *Acknowledgements & recognition*
- *Reassurance & praise*
- *Maintain High Trust and Respect*

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*The Most Important things in Life aren't things !*  
Linda Ellerbee



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**ETHICS**

moral principles that govern a person's behavior  
that impact positive relationships .



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**ECE Ethical Conduct**

On a daily basis , we  
*intentionally* apply ECE  
ethical standards in every  
relationship with:

- Children
- Families
- Each Other



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*how do we apply an ethical standard to our relationships with children?*



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**ECE Ethical Standards**  
**CLASS – Positive Climate**



- Relationships
- Positive Affect
- Positive Communication
- Respect

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**ECE Ethical Standards**  
**CLASS – Negative Climate**

- Negative Affect
- Punitive Control
- Sarcasm/ Disrespect
- Severe Negativity



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### Ethical standards with families....



- **Authentic Understanding**
  - **Minimal judgement**
- **Reciprocal communication**
  - **Active listener**
  - **Clear expectations**
  - **Other.....**

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### Ethical standards with team members...

- **Respect & Trust**
- **Confidentiality**
- **Collaboration & Cooperation**
- **Recognition & Support**
- **HIGH Professional Aims**
- **“we are on this TOGETHER”**




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### A few lessons along the way.....

- **REFRESH ED** basic developmental principles
- **REAFFIRM ED** the values of our professional expertise
- **RECHARGE** the rationale for individual attention
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- **RESOLVED** to challenge inherent biases in every relationship




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