It's Basic!
It's All About Relationships

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

Luis A. Hernandez
TTAS/WKU

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!

WELCOME!

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

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, 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"

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
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!

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!

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?
relationships: a deeper understanding

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

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.

**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.
Reflection #1

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

PRESPECTIVES:
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

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!!
**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?*
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!

Relationship Challenge: individual differences.....
- Personal favorites
- "difficult" children
- The Invisible child
- Gender roles
- Racial /ethnic labeling
- Class distinction
- Contrast/compare

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
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

Reflection #3

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

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

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

Almost a Core Consideration....

Teachers with Teachers

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

Relationship Challenge: Dynamic Team Spirit....

- Positive and open communication
- Acknowledgements & recognition
- Reassurance & praise
- Maintain High Trust and Respect
The Most Important things in Life aren’t things!
Linda Ellerbee

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

ECE Ethical Conduct
On a daily basis, we intentionally apply ECE ethical standards in every relationship with:
• Children
• Families
• Each Other
how do we apply an ethical standard to our relationships with children?

**ECE Ethical Standards**

**CLASS – Positive Climate**

- Relationships
- Positive Affect
- Positive Communication
- Respect

**ECE Ethical Standards**

**CLASS – Negative Climate**

- Negative Affect
- Punitive Control
- Sarcasm/Disrespect
- Severe Negativity
Ethical standards with families…. 

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

Ethical standards with team members...

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

A few lessons along the way.....

- REFRESHED basic developmental principles
- REAFFIRMED the values of our professional expertise
- RECHARGE the rationale for individual attention
- RECOGNIZED the importance of the context of family and community life
- RESOLVED to challenge inherent biases in every relationship