

The Kids are Fine, It's the Adults that Can't Behave



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What do Children Need?



Children Need



- Security
- Modeling
- Teachers
- Love
- Parents
- Friends
- Safe Environment
- Opportunities
- Good Nutrition
- Encouragement
- Support
- Guidance
- Limits/Boundaries
- Joy
- Beauty
- Humor

Effective Relationships Have These Characteristics

- They strengthen a sense of belonging and significance
- They are encouraging and lift, supporting growth
- They are respectful and invite cooperation
- They are focused on long-term solutions and learning
- They enhance capability and learning



The Best Predictor



The best predictor of a child's success is their perception that their teacher cares for them.



The Teacher's Role



- Nurture and Care for Each Individual Child
- Create Caring Communities
- Use Knowledge and Skill to Enhance Learning
- Support ALL Domains of Development
- Understand the Primary position of **EMOTIONAL** development as the foundation for Social Development and everything else

Teacher Disposition



What we know about ourselves, what we intend to do, how we reflect about and speak about our work, all characterize our disposition.

Leadership is:

The ability, character and will to inspire colleagues and partners to move forward in effective ways that support the mission and ideals of the vision. LP



Who Are YOU?

Assets	Liabilities
Invites from Others	Steps to Improve Self

What Is Your Top Card?



What Is Your Top Card?



superiority



control



pleasing



comfort

Superiority – At Your Best:



- Idealistic and have a lot of social interest.
- Productive and knowledgeable.
- Encourage others and make them laugh.
- Receive a lot of awards (or degrees and licenses).
- Don't wait for others to tell you what to do.
- Creative.
- Clear about what is important.
- Appear to have a lot of self-confidence.



Superiority – At Your Worst:



- Take on too much and become overwhelmed and overburdened.
- Know it all and like to be right.
- Look for blame instead of taking responsibility.
- Do it all yourself instead of delegating.
- Critical of self and others.
- Seem arrogant to others when too busy to notice them.
- **Invite others to feel inadequate and insignificant.**



Pleasing – At Your Best:



- Friendly and have lots of friends.
- Considerate and sensitive to the feelings of others.
- Show genuine interest in others.
- Adaptable and willing to compromise.
- A good listener and empathetic.
- Really care about others.
- Optimistic and usually see the positive in others.
- Volunteer and people count on you.



Pleasing – At Your Worst:



- Too apologetic.
- Have difficulty taking a stand.
- Don't bother to ask others what pleases them and then feel resentful when they aren't pleased.
- Don't say what you want, and then easily hurt.
- Say yes when you want to say no.
- **Invites others to feel annoyed and guilty – and then resentful.**



Control – At Your Best:



- Are organized and get tasks done quickly.
- Are a good leader and crises manager.
- Coordinate activities.
- Are persistent and can wait patiently.
- Take charge and bring order to chaos.
- Are loyal and helpful.
- Are objective, logical, and obey the law.



Control – At Your Worst:



- Lack spontaneity.
- Create social and emotional distance.
- Hide your weaknesses.
- Get defensive instead of remaining open.
- Avoid dealing with issues when you feel criticized.
- Sometimes wait for permission.
- Are critical and faultfinding.
- **Invites power struggles and rebellion.**



Comfort – At Your Best:



- Stable and dependable.
- Create a comfortable, relaxing atmosphere for others. (A wonderful host or hostess.).
- Flexible and easy going.
- Good and letting others feel important.
- Easy to please.
- Do what you do very well.
- Diplomatic and mind your own business.



Comfort – At Your Worst:

- Unmotivated, idle, and non-productive.
 - Do only what you do well.
 - Avoid conflict and new experiences.
 - Worry a lot, but hide how scared you are.
 - Avoid conflict even when uncomfortable.
 - Allow others to take care of you and do your share.
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- **Invites others to feel disgusted and/or bored.**



What is the Most Important Thing?



- What gets in the way of getting it?
- How do you lead/teach?
- What do your colleagues, partners, employees need?
- How do you help them feel connected and significant?

Reflective Leaders Are:



- *Playful*
- *Creative*
- *Intuitive*
- *Inventive*
- *Patient*
- *Empowering*
- *Joyful*



Ask Reflective Questions



- What would my program look like to a parent with a child with special needs?
- How is working here supporting my employees in their ultimate life goals?
- Are we a family friendly program?
- Do we welcome diversity?
- Are respect and integrity common characteristics here? Would others report that they are?
- What do the children experience everyday?

“Either Or” Thinking is Destructive!

- There are many ways to see a problem and many ways to work it through.
- Yours may, in fact, not be the most effective.



Leadership



Community does not emerge spontaneously. If we are to have communities, we must have discourse—we must have vision—and we must call people toward that vision.

Most people want to find a way to make their community work.

Lead



- Be available
- Have Integrity
- Use your sense of humor
- Empower-draw the answers from the people with the concerns
- Be Courageous-do the hard things
- Have Faith-If your vision is clear, and you have integrity, you will not need to control others
- Create a space in which others may grow
- Create joyful, active experiences for children

Be



- Be joyful
- Be compassionate
- Become a leader
- Be an agent for community building
- Be an agent of peace—from the inside out
- Be hopeful for the future
- Be trustworthy
- Become

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Laurie Prusso

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- The Teacher's Role in Supporting Emotional and Social Development
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- Laurie Prusso is a professor of child development at Modesto Junior College, a Certified Positive Discipline Trainer, and Parent Coach. With experience in CSEFEL, CECMP, CDTC, and the CDC WORKs program, she is a popular presenter and trainer around the state and provides dynamic and lively workshops and trainings. Areas of expertise include challenging behaviors, emotional development, staff unity and skill development, and systems organization.