

BREAKING IMPASSE

Breaking an impasse refers to overcoming a deadlock or a situation where no progress is being made, often due to conflicting views or interests. It involves finding a way to move forward in a negotiation, discussion, or problem-solving scenario where both sides feel stuck.

RESTATE AGREEMENTS

Summarize the hard work, the teams agreements and commend their collaboration.

"It has taken great ideas from both parties to get this far, let's use our creative thinking to see how we can continue this conversation."

"Let's review our hard work and where we have agreement..."

TAKE SHORT BREAKS

Allow opportunity to gain perspective, reflect and process. Tensions are often lessened and collaboration can continue.

"We have been working hard and I would like to suggest we take a brief break. Let's take 5 minutes to take care of needs and we will resume our discussion"

FOCUS ON THE FUTURE

Be future focused. We can not change the past, but we can control what happens now to create new experiences.

"In the spirit of finding our next steps, let's focus on what we can do at this moment moving forward..."

GET/SHARE ADDITIONAL INFORMATION

Identify what additional information is needed to support decision making.

"It sounds like the group may need more information to explore that idea. What information would help to inform this decision?"

STAY FOCUSED

Remain focused on data driven needs. Support the team in reaching the agreed upon outcomes by following the agenda.

"We reviewed how the student responded to that support and how it benefited the student. "Based on the information just shared, what are your thoughts on next steps or what questions do you have?"

REFER BACK TO THE AGENDA

Acknowledge agreements and identify if impasse topics will be addressed at a later point on the agenda.

"What you have to say is important. We are currently at present levels and the items you are bringing up are going to be discussed under services. I'll note this concern and we can hear more during the services discussion."

MAKE IT VISUAL

Create visual documents which include details and/or proposals. Utilizing this format allows for clarity, separates the idea from the person, allows team members to feel heard and provides accessibility.

"I hear the concerns about the bullying policy. Because this is not part of our IEP items, but is very important, can we agree to write this on the follow up list, and address that after our meeting?"

PROPOSE A TRIAL PERIOD

After evaluating the proposals and identifying one that shows promise, recommend a trial period to enable the team to collect more information. Establish a date for reconvening during the meeting.

"Can we try this for four weeks and see how it goes? We can meet on May 25th, review the data and plan next steps. Tell me your thoughts on this idea."

UTILIZE A RAPPORT BANK

Remind the team you are all in this together, working toward a common goal. Use humor cautiously.

"We have worked hard on strategies to help (student). This past year, there has been thoughtful collaboration between the family and the school team. Knowing that we work better together than apart, let's throw our best ideas out and hear from each other."

