

IEP/IFSP Facilitation Skill: Counter Proposal, A Technique to Gain Agreements

WELCOME

PRESENTATION

IEP/IFSP Facilitation Skill: Counter Proposal,
A Technique to Gain Agreements

PRESENTER

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PARTICIPANTS

➤ EXPERIENCE LEVEL



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PRESENTATION PURPOSE

This presentation and
all supporting materials:

- Are intended to be
 - informative
 - educational
- Are not intended to be
 - legal advice

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PRESENTATION MATERIALS

- The Power Point presentation and accompanying handouts contained in your packet are copyrighted.
- Please honor the copyright.
- Thank You!

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PRESENTATION GOAL

To improve your :

- knowledge about the counter proposal process
- questioning skills to investigate options
- ability to promote the development of counter proposals,

assisting you to be more effective at gaining agreements in your role as the IEP/IFSP Facilitator.

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PRESENTATION OBJECTIVES

- Recognize the purpose of the counter proposal technique during a Facilitated IEP/IFSP Meeting
- Explore the process of the counter proposal technique during a Facilitated IEP/IFSP Meeting
- Examine the significance of the skill of questioning as part of the counter proposal technique during a Facilitated IEP/IFSP Meeting
- Investigate strategies to explore and generate proposal options then use that information to introduce a counter proposal during a Facilitated IEP/IFSP Meeting
- Practice assisting participants to develop counter proposals during a Facilitated IEP/IFSP Meeting
- Investigate the benefits and challenges of the counter proposal process during a Facilitated IEP/IFSP Meeting

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PRESENTATION AGENDA

Ninety Minutes

➤ 1:45 p.m. - 3:15 p.m.



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GUIDELINES

Group Productivity

- Remain actively engaged
- Place phones on vibrate
- Depart room if you answer a phone call
- Limit side-bar conversations
- Adhere to agenda times
- Other ?

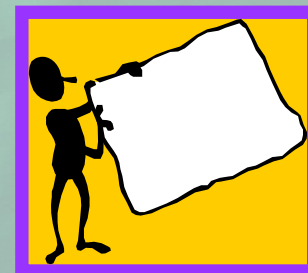


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DEFINITION OF PROPOSAL

A Proposal is:

- the act of offering or suggesting something for acceptance, adoption, or performance
- an act of putting forward or stating something for consideration



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IEP/IFSP PROCESS

- When do proposals take place?
- How is each proposal documented?

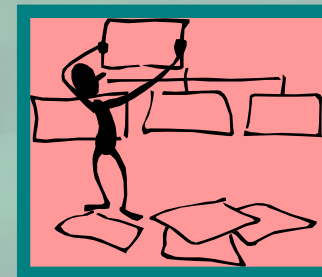


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DEFINITION OF COUNTER PROPOSAL

A Counter Proposal is a proposal:

- in response to an original proposal that is considered unsatisfactory
- offered to nullify or substitute for a previous proposal



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PROPOSAL PROCESS

- ❑ A proposal request is presented
- ❑ The proposal is validated
- ❑ The IEP Team explores:
 - specific implementation details
 - advantages and disadvantages
- ❑ A decision is made to accept or reject the proposal
- ❑ The IEP Scribe gains group approval for the wording of the proposal requested along with the final decision that will be documented in the record

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COUNTER PROPOSAL OPTIONS

Proposal Rejection...now what ????



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TYPES OF QUESTIONS

- Open ended
 - helps obtain information
 - helps a party to open up
- Closed ended
 - requires a one-word or two-word answer, often a “yes” or a “no”



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INTENT OF QUESTIONING

- Clarification
 - questions to better understand
- Probing
 - questions to learn more
- Hypothesis/scenario testing
 - questions to explore alternatives
- Doubt raising or constructive skepticism
 - asking critical questions, exploring feasibility
- Evaluation
 - questions to assess issues, ideas and proposals

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QUESTIONING TECHNIQUES

- Fact based
 - What do you see as the particulars of this case?
- Positional
 - What would you like to accomplish at this meeting?
- Narrative
 - Can you tell me what happened and how it effected you?
- Problem solving
 - What decisions do you feel need to be made today?
- Procedural
 - How do you think we should resolve this situation?
- Interest based
 - Can you share your concerns with me about that issue?

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COUNTER PROPOSAL PROCESS

- ❑ A counter proposal is developed and offered to a previously considered unsuitable proposal
- ❑ The counter proposal is validated
- ❑ The IEP Team explores:
 - specific implementation details
 - advantages and disadvantages
- ❑ A decision is made to accept or reject the proposal
- ❑ The IEP Scribe gains group approval for the wording of the proposal requested along with the final decision that will be documented in the record

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COUNTER PROPOSAL PROCESS

Activity

- Explore and generate options for Counter Proposals



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COUNTER PROPOSAL PROCESS

Activity

- Introduce a
Counter Proposal



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COUNTER PROPOSAL PROCESS

Activity: Explore and Generate
Counter Proposal Options

During a High School F-IEP Meeting,
the following discussion takes place:



Mother: *“You do understand that Kara needs to have her diaper changed every 3 hours. I am officially requesting that she be taken to the nurse’s station for that.”*

Kara’s Case Manager: *“Yes, Mrs. Miller, we realize Kara must have her diaper changed every 3 hours. We do have other locations besides the nurse’s station that are all on the other side of the campus and much closer to many of Kara’s classes.”*

Mother: *“No other location for Kara’s diaper changing is acceptable to me.”*

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COUNTER PROPOSAL PROCESS

Activity:

- Introduce a Counter Proposal
 - Use the previous activity responses



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COUNTER PROPOSAL PROCESS

Activity

- Benefits
- Challenges

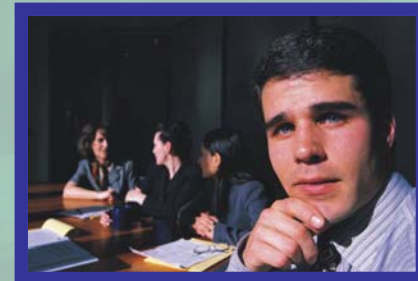


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LET'S REVIEW

Activity

- One concept that made an impact on you during this presentation?



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QUESTIONS



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LET'S REVIEW

You have gained knowledge about the:

- Purpose of the counter proposal technique during the Facilitated IEP/IFSP Meeting
- Process of the counter proposal technique during the Facilitated IEP/IFSP Meeting
- Significance of the skill of questioning within the counter proposal technique during the Facilitated IEP/IFSP Meeting
- Strategies involved to assist participants in exploring and generating proposal options for the introduction of counter proposals during the Facilitated IEP/IFSP Meeting
- Benefits and challenges of the counter proposal process during a Facilitated IEP/IFSP Meeting

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YOUR NEXT STEP

You have the information to:

- Implement the counter proposal process
- Educate others about the counter proposal process
- Promote and support the counter proposal process
- Initiate a collaborative dialogue within your organization about the benefits of the counter proposal process
- Explore the necessary steps to develop an organizational process that would encourage participants to utilize the counter proposal concept

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PARTICIPANT FEEDBACK

- What parts of the presentation did you find to be the most valuable?



- Could the presentation be improved?
If so, how?



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EVALUATION

Your Opportunity
to Provide Feedback

