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| **What I Really Want To Say** | **How to Say It** |
| 1.Stop telling your kids that you don’t care2. Stop talking in circles and talk about the actual problem3. That is actually your fault/job4. That was not a good lesson5. Where did you go to school?6. This job might not be for you7. Stop canceling our appointments8. Where is your follow through-you are all talk9. Stop complaining10. 100% of your class was not on task11. You are in denial 12. You are disorganized13. That idea will never work |  1. It’s important that your students know that you care. Can you tell me more about the positive phrases you are using with your kids?
2. I’m hearing many things, \_\_\_\_, \_\_\_\_, \_\_\_\_\_. I’m curious about\_\_\_\_\_\_\_\_\_\_\_\_\_
3. What do you see as your role in\_\_\_\_\_\_\_\_\_\_\_\_
4. How do you think it went? Is there anything you would have done differently? What went well?
5. What we know about….
6. Let’s revisit that professional goal we talked about. I’m curious to know about…The first year is tough…This is a really tough job….I know you are passionate about seeing your kids succeed/have high expectations for….
7. I’m glad we could finally find a time that works for both of us. Is there a better time/day…I really want to respect your time….
8. Look at data together, previous CALS; what might happen if you tried….Giving two (or more options) to try—which of those ideas do you think would work?
9. I’m hearing a lot of concerns. Let’s focus on….Looking at CAL to focus on positives too
10. /11. Bring data in; specific comment of what was observed; what does that look like? If I am a student in your class….

12. What types of systems are you using for….I’m curious about your process for….13. Can I come watch? What might happen if….How do picture that going? A couple of things to keep in mind…Walk me through it….What might you see happening in your classroom if….. |