

Connection vs. Compliance Observational Documentation Tool

Directions: Please create a copy of this google document and type anecdotal notes and observations of instances in which interactions occurred that were rooted in connection vs. compliance. Use this tool as a coaching and self-re flection tool to support educators in being more connection-driven with students, or even with leaders to support them in being more connection-driven with their staff.

Teacher/Facilitator: ______ Date: _____

Class/Environment:	Time:
Connection	Compliance
(e.g.) teacher poses an open-ended question to students: "How can we show respect to our peers who are testing in the rooms next door?"	(e.g.) teacher reprimands children by saying: "Be quiet and catch a bubble! We're going to be walking past classrooms where your peers are testing"

Self-guided Questions to determine whether actions are connection-based or compliance driven:

- Did the interaction make me feel empowered as an adult, or the student empowered as a learner?
- Was my interaction or engagement coming from a place of wanting to have control over the situation, or trying to help the student(s) gain an internal locus of control and strengthen their executive functioning skills?
- Are my consequences to undesired behaviors or outcomes logical consequences that will allow children to learn something from their actions, or are they grounded more in punishment and proving that I was right?
- Did I ask open ended questions, or did I give directives or ask questions that only require simple yes or no answers?