

Tool for Building Relationships With Students

I plan on establishing, maintaining and restoring (EMR) relationships with my students by using the following strategies:

1. _____
2. _____
3. _____
4. _____

Establish	<ul style="list-style-type: none"> ● Spend time with students, show them you care ● Four at the door (eye-eye, name-name-, hand-hand, heart-heart) ● Random acts of kindness ● Celebrate achievements and provide school-wide acknowledgments; catch your students being good! ● Ask questions-find out their interests
Maintain	<ul style="list-style-type: none"> ● 4:1 positive to negative corrections (high-fives, pats on the back, verbal praise, thumbs up etc.) ● Empathize with students when implementing a consequence: "I know you really enjoy hanging out with your friends but talking in class makes you fall behind on your work, if you continue to talk during class I will have to move your seat" ● Positive notes home ● Positive words/compliments ● Identifying specific times to deliver praise
Restore	<ul style="list-style-type: none"> ● Meet with student privately ● Ask for a do-over and or take responsibility ● Engage in effective communication and tell them you care ● Forgive the student and or ask for forgiveness when necessary

"No significant learning occurs without a significant relationship." -J.Comer

Specific Practices to *Establish, Maintain and Restore* Positive Relationships with Students

EMR Phase	Rationale
Establish	<p>The aim for the <i>establish</i> phase is to engage in intentional practices to cultivate a positive relationship with the students. When a teacher establishes relationships with all students are most likely to learn and engaged in desired behaviors, and respond to your attempts to correct their behavior. A teacher cannot maintain a relationship she does not have, so it is essential to first establish relationships with your students.</p>
Maintain	<p>The aim for the <i>maintain</i> phase is to sustain the quality of an established positive relationship with students over time intentional implementing maintenance practices. Research has shown that the quality of relationship can diminish over time because people take one another for granted (ignore good behavior or miss opportunities to reinforce the person) and may unintentionally become more negative by paying more attention to problem behavior.</p>
Restore	<p>The aim for the <i>restore</i> phase is to intentionally repair any harm to the relationship once there has been a negative interaction between the teacher and student. This is important because negative interactions can weaken the relationship and corresponding cause the student to be less engaged in class, harder to correct their behavior, and more challenging to motivate to take on increasingly more difficult academics tasks. As such, teachers must intentionally re-connect with the student to restore the relationship back it's previous positive state.</p>

List your class roster and identify which phase in the relationship you are in with each student that becomes challenging. Use the results of this to direct and guide your interactions and intentional relational practices with students. Write down **ONLY** the names of your most challenging students as interventions are needed.

Student Name	Establishment Phase	Maintaining Phase	Restoring Phase
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			
11.			
12.			
13.			
14.			
15.			
16.			
17.			
18.			
19.			
20.			
21.			
22.			
23.			
24.			

Developed using Cook, C., Coco, S. (in press). Cultivating Positive Teacher-Student Relationships: Evaluation of the Establish, Maintain, and Restore (EMR) Method.