

# Strategies to Strengthen, Restore, or Repair Relationships with Adults in Partnerships

**listen**

Set appropriate and clear boundaries so that partners can have consistent expectations

Present to staff on clinic services available

**bring treats, have lunch together, celebrate birthdays**

Try to show up or volunteer for school-wide activities. They will appreciate the extra hands!

Get back to both focusing on how each benefits the students.

**Do something FUN together! Promotes connection and trust.**

Remember that the team answer is better than any individual's answer.

**Focus on the student/family**

Do some walkabouts once or twice a week and engage in any kind of interactions with our partners so they know us at a personal level so they feel more comfortable when they need to approach us with a request

**SAMPLE: Have difficult conversations as situations arise. Don't hold on to issues.**

**Pursue short, positive face to face conversations**

Review roles and responsibilities at start of academic year, and throughout the year as needed, so that everyone is on the same page, and can be a way to work through conflict and common understanding.

**Find shared goals, hopes, outcomes**

**come up with shared vision/goals on how you would like to work together**

**Get personal. Invite individuals to coffee and hold a casual interview of how things are going for that person, what they might need, what ideas they might have.**

**To repair relationships I have found it best to be open and honest with the changes you think need to happen. And be open minded to those who want the same thing as you but maybe different ideas**

listen to others, ensure every feels opportunity to be heard

**Unmask and smile at people whenever possible!!**

**Be transparent, and spend time self reflecting**

**Seek to understand first, assume positive intent**

**Be humble**

**Frame the nature of the partnership at the outset to prevent later issues**

**Fun ice breakers to start off meetings with school staff**

Greet everyone in the clinic, and/or everyone you walk by in the school as much as possible to promote warm and welcoming environment.

Speak to every staff member in passing, so you become more than a face.

**Assume positive intent and acknowledge or attend to impact, especially when related to race or other aspects of identity or systemic oppression**

Stay curious (versus 'I know the answer')

# Strategies to Strengthen, Restore, or Repair Relationships with Adults in Partnerships

Find a SBHC champion within the school, who can help you strengthen those relationships

**Don't stop trying to build relationships or in trying to make connects**

overcommunicate > undercommunicate. Directly ask how we can help the school more. Set clear expectations for both sides

**Don't stop trying**

**focus on shared goals**

meet and greets before school with staff coffee and donuts type of thing!

Host an open house so the new principal and teachers can see the clinic.

bring more food to work, eat lunch in staff lounge, walk more around school

Be available to school to help with anything, even beyond our typical jobs. Connect with those who are already connected.

To repair conflict: have regular check in's with interdisciplinary team, the clinic and school staff that work most closely together. If a conflict occurs, come together and talk even if it is difficult to address the situation.

to repair; humbly admit the misstep/listen

**Repair: communicate early and often**

**SAMPLE:** Partner to bring shared Professional Development for program and school staff on mindfulness, self-compassion, and coping strategies for adults who work with youth

acknowledging school's contributions to our mission

**Avoid blaming**

Be openminded and receptive to feedback, show how you're willing to make changes to current practices.

Make someone's job easier. Be happy to see students

**bring treats!**

Leave your desk to ask partners questions rather than sending an email

Really understand their problems, challenges and goals for the school. Share how your services and improved student health can help with the challenges.

Celebrate Administrative professional, Custodian, Counselor, Teacher, Nurse etc appreciation days

We are connecting with lots of staff right now by making Flu and COVID boosters available to them too, not just students.

Join any volunteer opportunities with school

**find a School Based Health Center champion**