

CBAT#05-005 Discipline Attitude Report Form

Noun	comment:
Verb	comment:

This is not really an observation form, but is an inference form based on all other observations. Again, there is the possibility of an 'inconsistent' rating when a Child Manager vacillates in the way s/he thinks about and uses the concept of discipline.

The Observer should write out his/her understanding of how the Child Manager uses discipline and support this inference with specific observations.

The Observer, having finalized the document, may review the final data with the Child Manager to get his/her observations and, if necessary provide a commentary to, but not change, the Observer's Report.

GENERAL INFORMATION

The Observer of a Child Manager has two main functions: 1) to gather the data and 2) negotiate consensus about the implications of the data. Many parts of the observation process are 'filtered' by the Observer's own mental contexts and his/her model of reality. The Observer's model is not, of necessity, real. The entire CAST should review, discuss and make the final decisions about what the data implies in regard to the development of interventions. The failure to reach consensus is a disruption in the community itself. If this should occur, the outcome of the assessment is to implement techniques: discussion groups, mediation or arbitration, to reunite the community focus about what should occur to enable a serene community.

Many times it is the differing points of view of the community that creates the rift in the first place. How often do teacher report, for example, a disagreement with a parent about whether or not 'Johnny' should defend himself. One cannot assume that one child manager is right and the other is wrong. To do so merely continues the problem. The teacher and parent, with the help of the CAST, will need to find

some acceptable consensus about how to proceed. The principles of good negotiation tactics will be needed to reach a win/win outcome.

In a similar manner there may be conflict between the target child and the Child Manager(s) about what should be. In the same manner, this is not to make the assumption that the child is wrong and the Child Managers right. It will require discussion.

The reports should create a ***creative tension*** that will allow for issues which may have remained hidden or embraced in conflict to be resolved. The assessor/facilitator must not take sides, for to do so is to reduce the tension and fail the resolution. The facilitator position is a focus on consensus. The facilitator is not the 'chairperson' who casts the tie-breaking vote, but is the catalyst to help people within the community work out their own solutions.

Part of the outcome may be intervention with primary, secondary or tertiary clients. The target clients and the CAST alike should support this outcome.