



# The IEP is a Process, Not Just a Meeting

## Before

- Regularly engage with families
- Share progress on goals
- Ask for parent input early
- Identify areas of potential disagreement proactively

## During

- Build trust through listening and transparency
- Focus on shared goals and student strengths
- Ensure parent understanding
- Use supportive language

## After

- Follow up on agreements
- Monitor service implementation
- Continue conversations and check in with families

## ADR Mindset for Educators

- Assume positive intent from all team members, including families.
- Focus on interests, not positions (e.g., "We all want what's best for the student")
- Use early resolution strategies: informal talks, facilitated IEPs, collaborative problem-solving.

## Key Reminders

- Collaboration happens before, during, and after the meeting.
- Use parent input, student voice, and team observations throughout the year.
- Families are critical members of the IEP team.
- Disagreements don't mean failure - They're an opportunity for deeper collaboration.



ADR MONTHLY SERIES FOR EDUCATORS

May 2025

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