

## ESE Conflict Resolution Options

Stages of Conflict	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5
Levels of Intervention	Prevention	Disagreement	Conflict	Procedural Safeguards	Legal Review
<b>Assistance/ Intervention Options</b>	Regular Communication Between Parents & Educators  Parent Training  Joint Training with Parents & Educators  Parent Participation in School Reform Activities (e.g. advisory board)	Parent / Teacher Conference  Consult with Principal  Reconvene IEP Meeting / Further Discussion  Issues in Writing  Parent-to-Parent Assistance	Consult with District or State Level Education Agency  Facilitation  Informal Mediation	Resolution Meeting  Formal Mediation Under IDEA  Complaints  Due Process Hearing	Hearing Review  Litigation  Legislation
<b>The Continuum</b>	Third-Party Assistance-> Third-Party Intervention				
<b>The Continuum</b>	Decision Making by Involved Parties -> Decision Making by Third Party				
<b>The Continuum</b>	Informal & Flexible -> Formal & Fixed				

PLEASE NOTE: The further along the Continuum you progress, the more people become involved in the decision-making process. For example, if you bring the Principal into a discussion with the teacher, the teacher will follow the Principal's decision; the Principal will follow the Area Superintendent's decision, the Area Superintendent will follow the District's decision, and so on.

This handout is used in conjunction with the Conflict Resolutions training.