# SIMPLIFIED CODE OF ETHICS

Consider best interest of students.

Learn and act in accordance with local and Ministry policies.

Treat all with respect.

Respect confidentiality.

Use proper communication channels.

Have high standards of ethical practices.

Do not discuss individual matters, focus on issues that affect the school community.

Declare any conflict of interest.

Members should practice highest standard of integrity.

*Remember, you are setting an example for your child.*

Teach them to be effective and respectful leaders!

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# CONFLICT RESOLUTION STRATEGIES

PRODUCED BY:
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# Q&A

**How can we keep communications between members focused on school council issues and not personal ones?**

This is a common issue for school councils. Try to discourage text and email communication. Misunderstandings happen when people assume the tone or underlying message in a text or email. Verbal communication works best!! Ask them to bring their issues to the council table.

**How can we encourage people to speak up if they don't agree with a matter before the council?**

Spend the time to build a teamwork approach to dealing with matters before the council. Try going around the council table asking everyone to speak to the item. This allows people to feel there is an equal opportunity for them to speak to the issue.

**What should be done when a school council's voice is not being heard by the Principal or vice versa and it is negatively affecting the council?**

If the problem is ongoing consider meeting with the Principal and reviewing the role of the school council. If the issue is not rectified consider requesting the school Superintendent assist. You may also wish to refer to the Board policy or Conflict Resolution Department.

# CONFLICT RESOLUTION TIPS FOR SCHOOL COUNCILS

1. **Keep the focus of discussion on issues relevant to the whole school community.**

   Members should not raise personal issues at a school council meeting.

2. **Develop a plan and communicate it effectively.**

   When a council develops and agrees on a plan it and communicates it to the school community it helps members focus and stay on topic during meetings.

3. **Make sure every voice is heard.**

   An effective chair will make sure that every member has a voice to express a concern or ask a question. This eliminates frustration for members who feel they never get to provide input on matters being considered by the council.

4. **Never Say Never.**

   Be open to trying things one more time if new members want to pursue an activity or communication strategy etc. So many times people get discouraged because they raise an idea and the response is "we've tried that and it didn't work". New people mean new approaches.

5. **Get to know each other.**

   Take time at each meeting to spend time getting to know each other. People may be more considerate and tolerant of each other when they feel connected to them.

6. **Everyone is an equal.**

   There are people who take on leadership roles on a school council, but, when it comes to discussion or decision making, every person is an equal with the right to their own opinion and vote on matters before the council.

7. **Deal with conflict early.**

   When negative attitudes or frustrations arise in a school council it is beneficial to deal with it immediately. When things persist they often gain momentum and are even more difficult to resolve later.

8. **Don't take sides.**

   If conflict exists between specific members it is imperative that other members not take sides or get involved in the conflict.

9. **Refer to the experts.**

   If the conflict cannot be resolved simply, refer the matter to the conflict resolution experts at your school or at the board.

10. **STAY POSITIVE !!**

    Deal with conflict, put it aside and stay focused on the goals of the council so that everyone involved has a great school year!