



*Maintaining Positive  
Relationships in  
Times of Stress*

# Areas of Possible Stress:



- Labor relations
  - Grievances
  - Bargaining
  - Climate and Culture
- Board Relations
- Budget
  - Reductions
  - Consolidations/closures
  - Growth
- Community Relations
  - Bonds/Levies/Elections
- Singular events

- Reality is our source material.
  - 15 Seconds to admire the problem
  - Own it and address with a lens of what are we trying to create
- Engage those in the District that want to be partners
  - Open the door for ideas
  - Bring joy to the work

*What are the possibilities?*

*As a leader it is critical to operate from your vision for the District.*



# *Don't start with a blank piece of paper!*

- Use different tools depending on your situation*
- Have the courage to name options and recommend your preference.*
  - Solicit information to assist with final choice*
  - Eliminates perspective that you don't know what to do or that you've already charted a course without due consideration*

# If you are thinking in terms of labels, you've already lost.

- *Not: these are my allies and those are my foes.*
- *There are good people in the world of education.*
- *Give grace to allow for growth.*

Staff

Board

Community

Families

Legislators

Administrators



*What is your  
job as a leader?*

*Create a structure for collaboration that mitigates the possibility of a negative outcome.*

- Know your audience – to whom will they be the most receptive and respectful?*
- Step into the gap where needed. Protect your staff.*
- Focus on possibilities and options!*



# How do you find a path to continue in education?

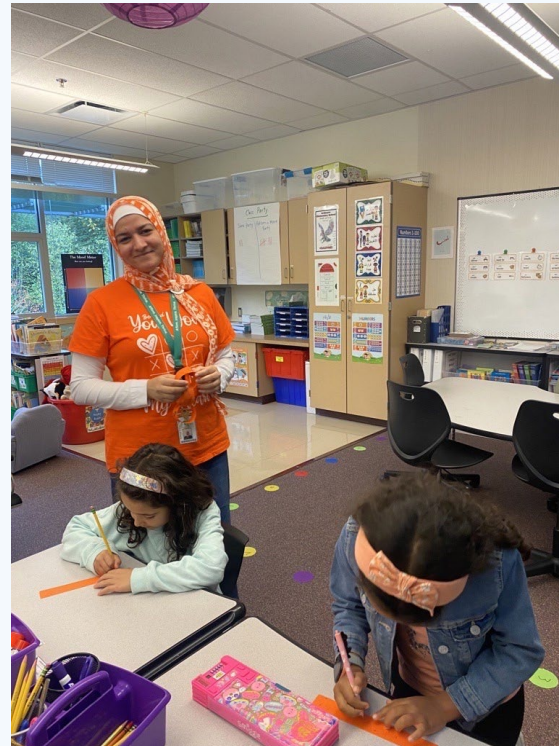
Do you choose to focus on or remember the negative?


Celebrate the good work being done!

Avoid becoming a victim.



Do you support a culture of “YES, and”?




 Bellevue School District

## Arabic Bilingual Program

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### First Magnet School in Peninsula School District

A magnet school draws students from all neighborhoods in a specific area, such as a school district. Magnet schools are generally organized around a theme and Pioneer's theme is STEAM, which stands for Science, Technology, Engineering, Arts, and Math. Students at Pioneer receive an elementary education with emphasis placed on STEAM concepts. Enrollment is open to all students in PSD.

 PIONEER PENINSULA SCHOOL DISTRICT

*Thank you!*

