

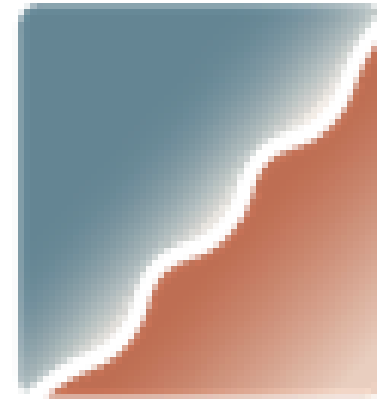
Exploring Our Relationship to Conflict

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SANDBOX
LEADERSHIP

Ingredients of a Conflict

Two or more people

interact

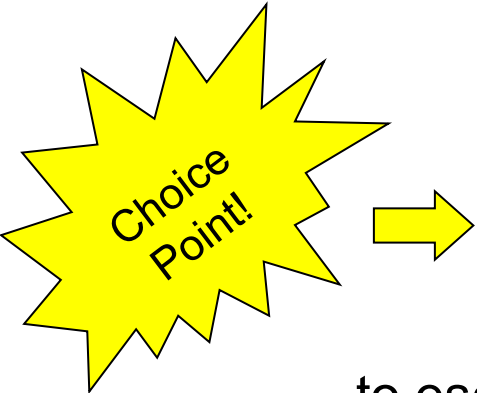
and perceive

incompatible difference or threats

Resources

Needs

Values



behave and respond

to escalate or deescalate the conflict





The free flow of conflicting ideas is critical for creative thinking, for discovering new solutions no one individual would have come to on his own.

Peter Senge

Conflict flows from life. Rather than seeing conflict as a threat, we can understand it as providing opportunities to grow and to increase our understanding of ourselves, of others, of our social structures. Conflicts in relationships at all levels are the way life helps us to stop, assess, and take notice. One way to truly know our humanness is to recognize the gift of conflict in our lives.

John Paul Lederach

Six faces of conflict

- Low-impact Conflict
- Latent Conflict
- Transient Conflict
- Representative Conflict
- Stubborn Conflict
- Enduring Conflict



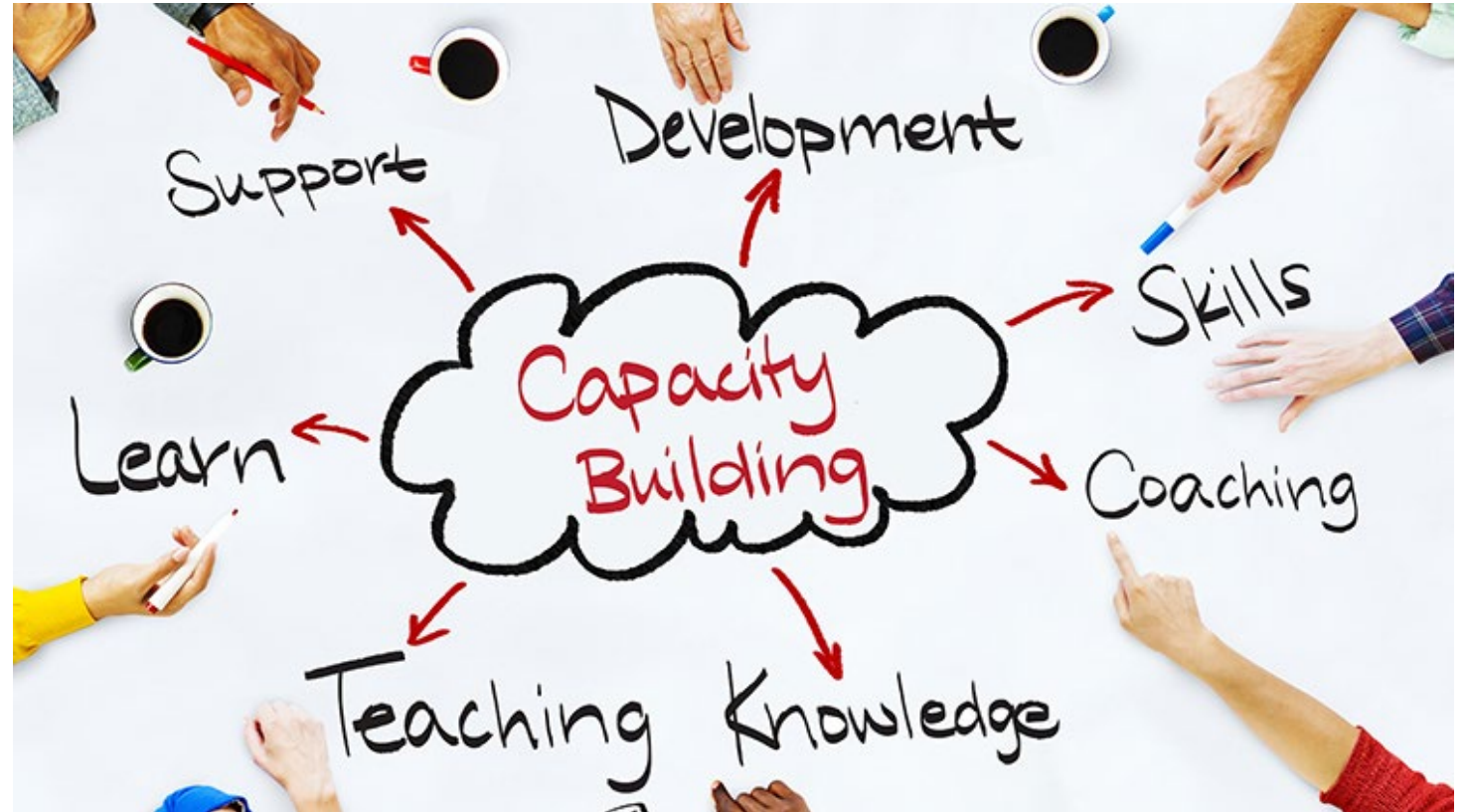


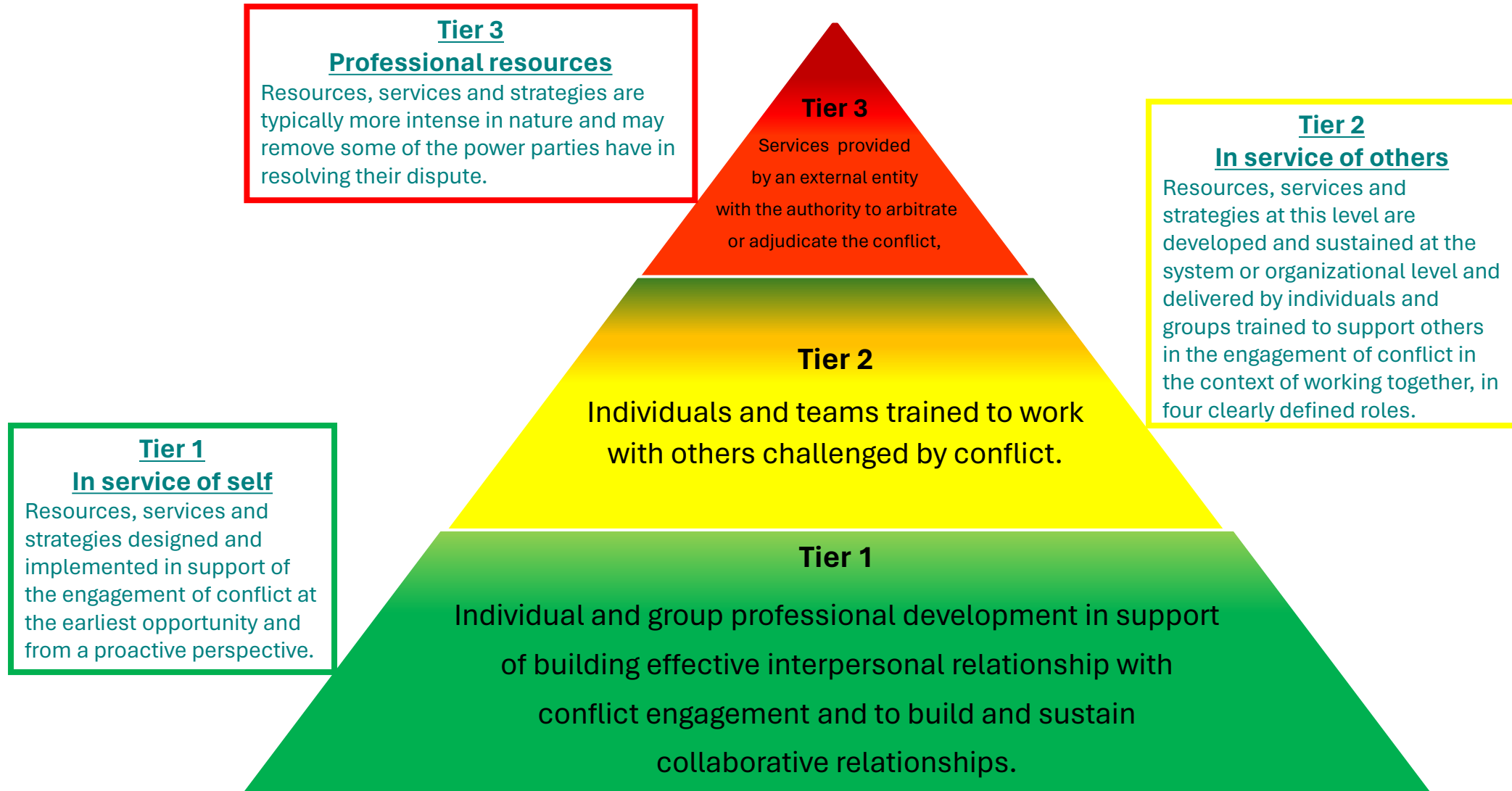
Dilemmas of Enduring Conflict

- No Comprehensive Solution Will Solve the Problem but the problem must be addressed
- Struggle over time of many people with different perspectives is necessary, cooperation is essential
- Decisions must be made in condition of profound uncertainty
- Need to live with ambiguity but find the energy that derives from clarity (move beyond despair, rage, false confidence, and bravado and develop a willingness and capacity to live over time with uncertainty)


Develop individual and collective capacity to be with:

- Anxiety
- Moral ambiguity
- Emotional turmoil
- Identity confusion
- Cognitive dissonance
- Intellectual uncertainty







MTSSCE Framework

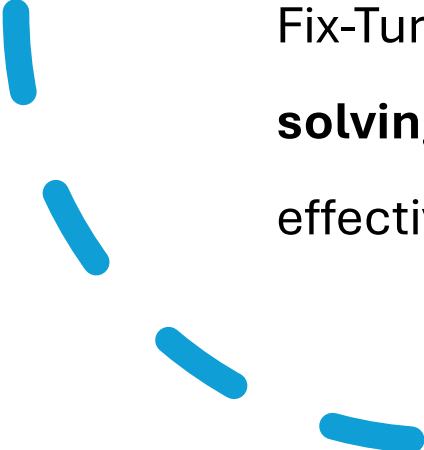


Almost four decades of research “have demonstrated that parent/family involvement significantly contributes to improved student outcomes” (Carter, 2002, p. 1). **“The evidence is consistent, positive and convincing: families have a major influence on their children’s achievement in school and through life”** (Henderson and Mapp, 2002, p. 7). As Boyer has summarized, **“The message is clear. It is simply impossible to have an island of excellence in a sea of community indifference, and when parents become school partners, the results can be consequential and enduring”** (1995, p. 61)





Fisher (2009) studied the sources of conflict about special education between schools and parents finding that **“the combination of systemic cracks’ (limited resources, staff attrition, restrictive mandates) in the nation’s educational system and the failure of professionals and parents to use effective communication and collaboration were found to be the major sources of conflict.”**



Fix-Turkowski (2003) it is far more effective to engage in **preventative problem-solving** than to address problems after they arise. **Importance of PD** of staff in effectively engaging conflict

An Example

Poway Unified School District, CA

<https://www.cadeworks.org/events/transformational-power-engaging-parents-partners>

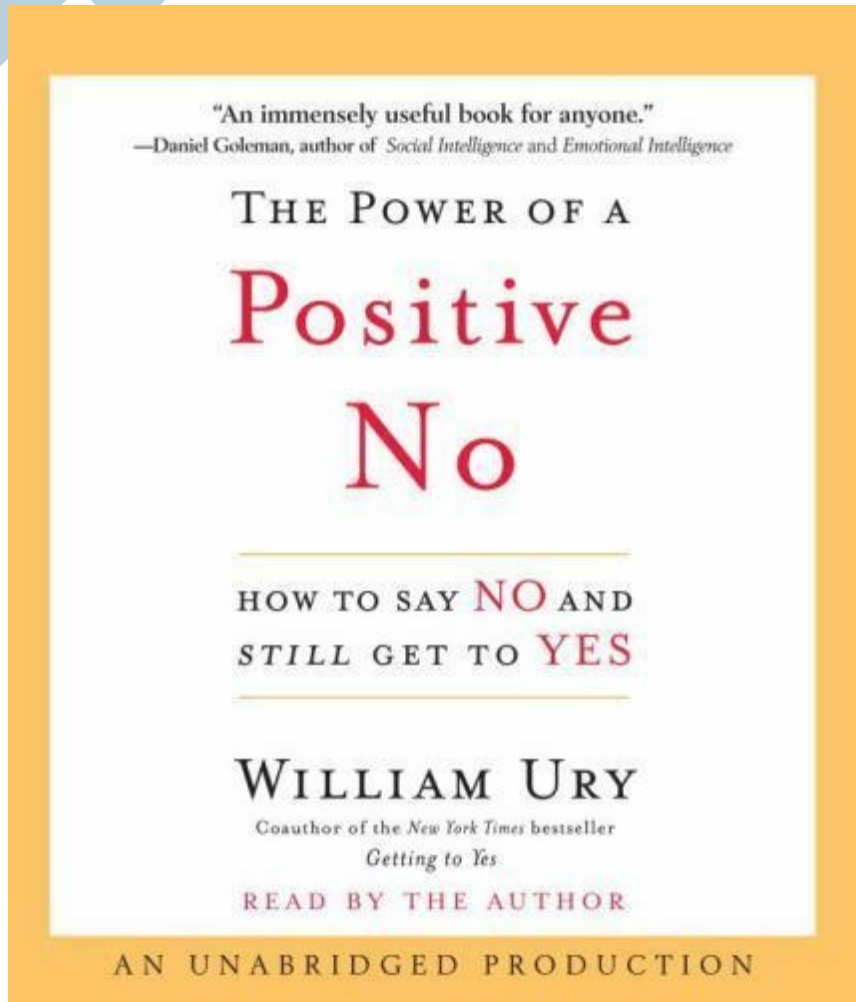


Conflict Engagement/Disengagement

Setting Boundaries

An illustration featuring two stylized human figures in profile, facing each other. The figure on the left has dark skin and black hair, while the figure on the right has light skin and brown hair. They are positioned against a light blue background. A large, white, cloud-like thought bubble is situated between their heads. A semi-transparent white rectangular box with a thin black border is centered over the scene, containing the text. The overall style is flat and modern.

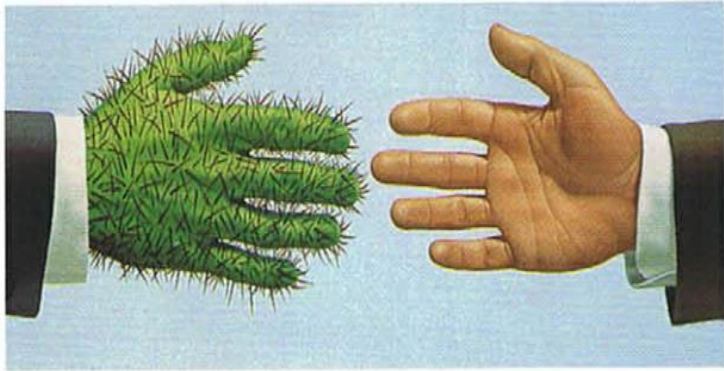
Disengaging with a
commitment to Reengage



- Yes – What are my Interests, Commitments, Values?
 - FAPE
 - LEA
 - Equity
- No – I am saying No to what compromises my core Yes.
- Yes- Let’s figure out what we can say Yes to.

GETTING PAST NO

NEGOTIATING WITH DIFFICULT PEOPLE



WILLIAM URY

CO-AUTHOR OF *GETTING TO YES*

All too often, people go into a negotiation looking for the purpose of negotiation is to explore whether you can satisfy your interests better through an agreement than you could by pursuing your Best Alternative to a Negotiated Agreement (B.A.T.N.A.).

Your B.A.T.N.A. is your walkaway alternative. It's your best course of action for satisfying your interests *without* the other's agreement. If you're negotiating with your boss over a raise, your B.A.T.N.A. might be to find a job with another firm. If you're negotiating with a salesperson, your B.A.T.N.A. might be to talk to the store manager or, if that fails, you might go to another store. If one nation is negotiating with another over unfair trade practices, its B.A.T.N.A. may be to appeal to the appropriate international tribunal. Usually, resorting to your alternative entails costs and examining their alternatives only if things go badly. This is a classic mistake. Knowing what your alternatives are can determine your success in satisfying your interests.

The to you and to your relationship, which is why you are negotiating to develop a better solution.”



Reflection

What ideas
have resonated
with you?

How might you
apply this
learning?
