

CIVILITY...JUST A CLICHE?



PRESENTED BY

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ALABAMA
ASSOCIATION OF
SCHOOL BOARDS

**“Civility
costs
nothing but
buys
everything.”**



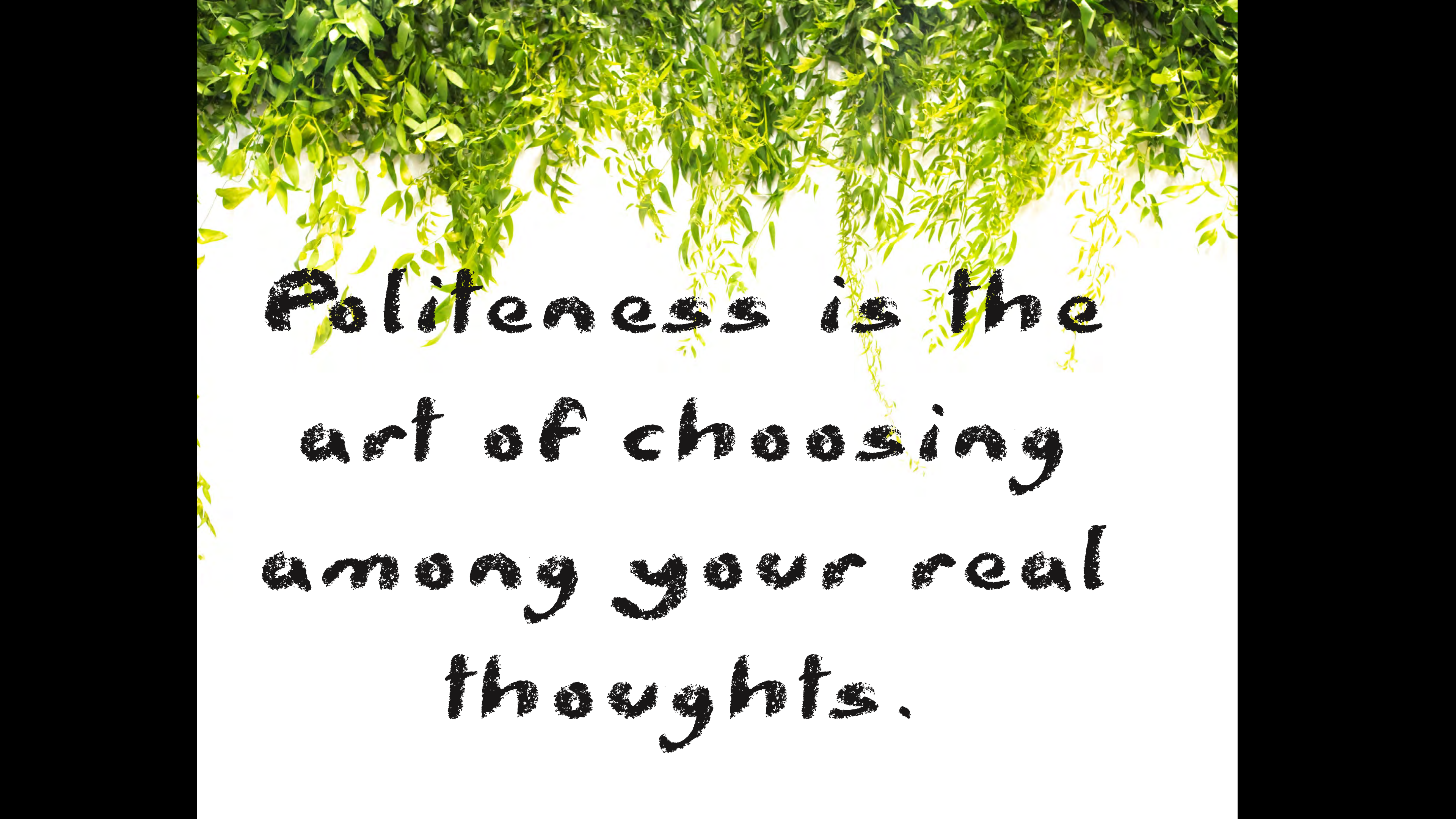
**AM I
INVESTING
WISELY?**

**ALL FOR ONE
ONE FOR ALL**

***DON'T BE AN EDUCATION
CANNIBAL***



**POLITENESS IS LIKE AN
AIR CUSHION.....THERE
MAY BE NOTHING IN
IT...BUT IT EASES THE
JOLTINGS ON THE ROUGH
ROAD OF LIFE.**



Politeness is the
art of choosing
among your real
thoughts.

EVERYTHING IS FINE



UNTIL IT ISN'T



RESPECT IS A TWO-WAY STREET

*SOMEBODY HAS TO BREAK
THE CYCLE*





WE CANNOT EXPECT
TO MOVE FORWARD
OR WIN ANYONE
OVER IF WE
DEHUMANIZE THE
PEOPLE WE SPEAK
TO.



ONE OF THE MOST
SINCERED FORMS OF
RESPECT IS
ACTUALLY
LISTENING TO WHAT
SOMEONE ELSE HAS
TO SAY.

WHAT WE TOLERATE, WE ENDORSE

*DON'T EXPECT MORE OF
THE EMPLOYEES IN YOUR
SYSTEM THAN THE
BEHAVIOR YOU EXHIBIT
AND ALLOW.*

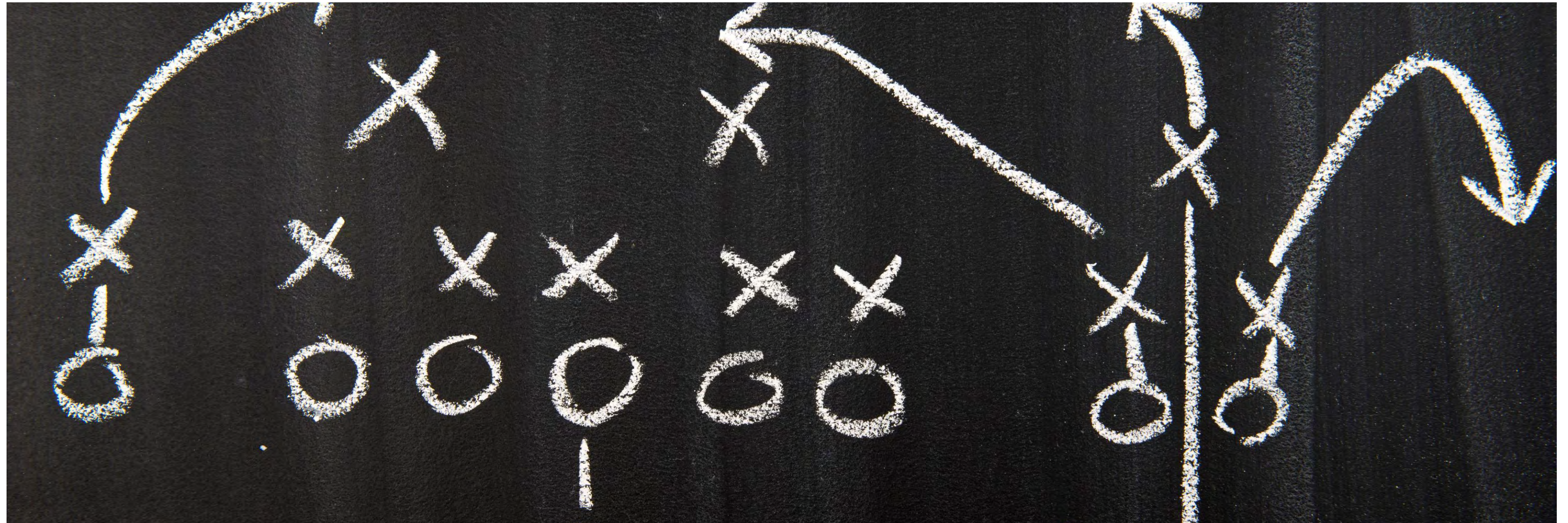
WHAT DO
YOU?
EXPECT.





***WE EXPECT
EVERYONE TO
FOLLOW THE RULES
WITHOUT
EXCEPTION***

***WE EXPECT
EVERYONE TO
UNDERSTAND WHY
WE NEED AN
EXCEPTION***



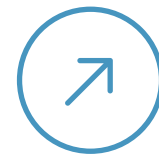
**PLAN THE WORK
WORK THE PLAN**

SO WHAT
NOW WHAT

Incivility is on the Rise

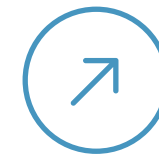


01



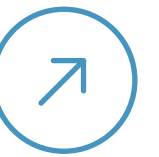
COVID
Social Media
Teacher shortages
Political Division
Discipline.....

02



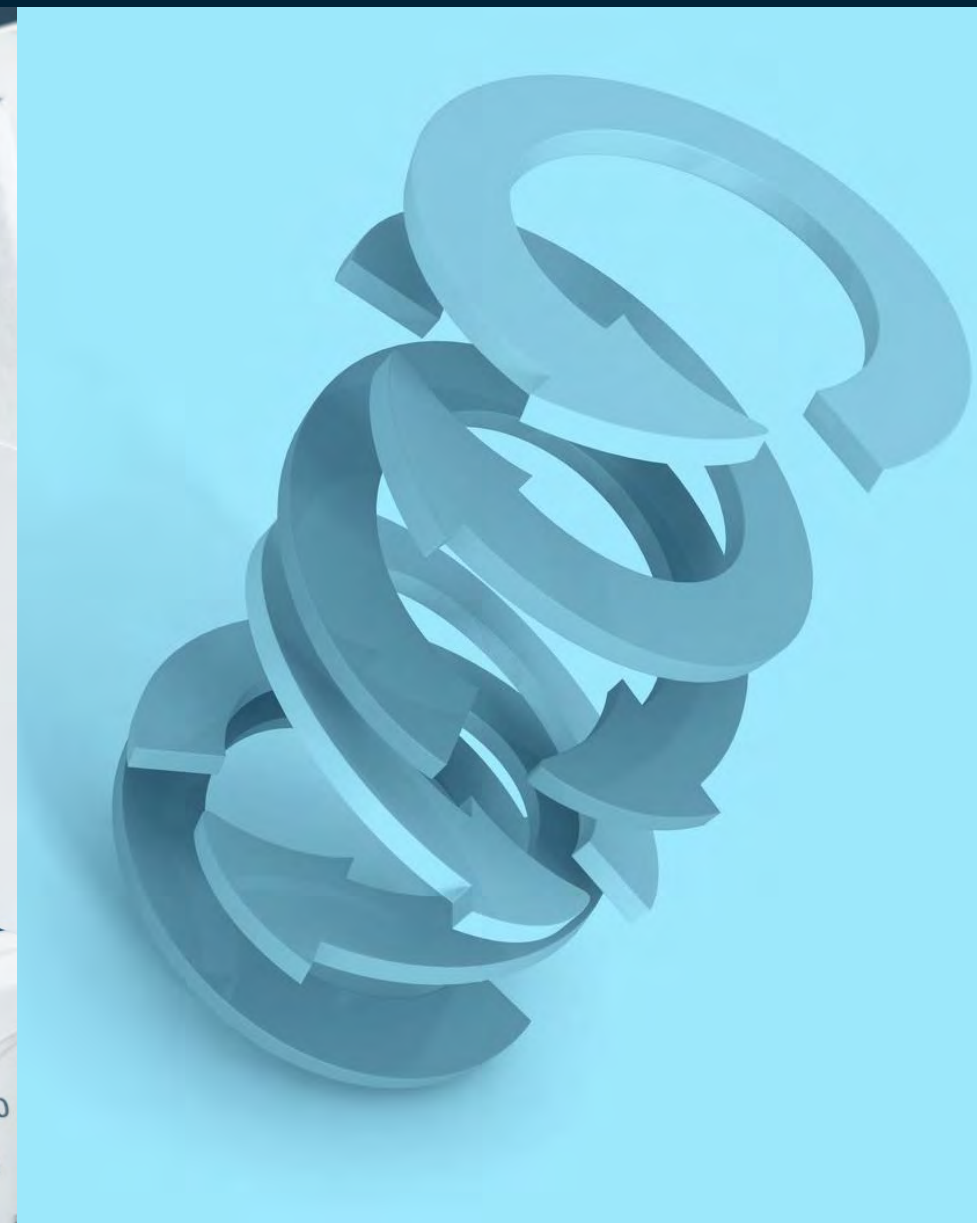
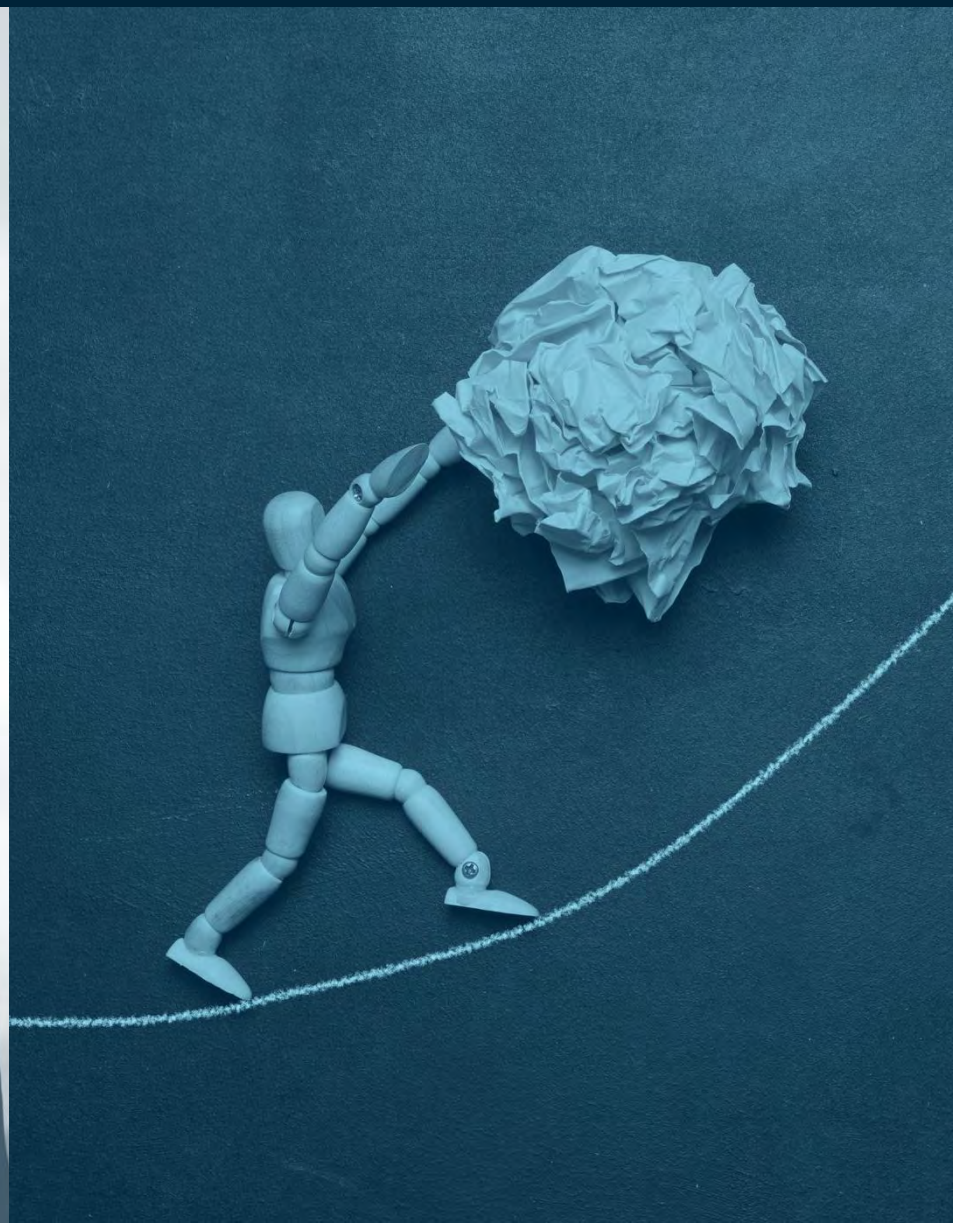
Goldilocks's
Syndrome

03



Compromise =
sign of
weakness????

Impact of Incivility



A board
meeting is a
meeting held
in public, not a
public
meeting.

**The public
thinks board
members can
and should
solve their
problems.**

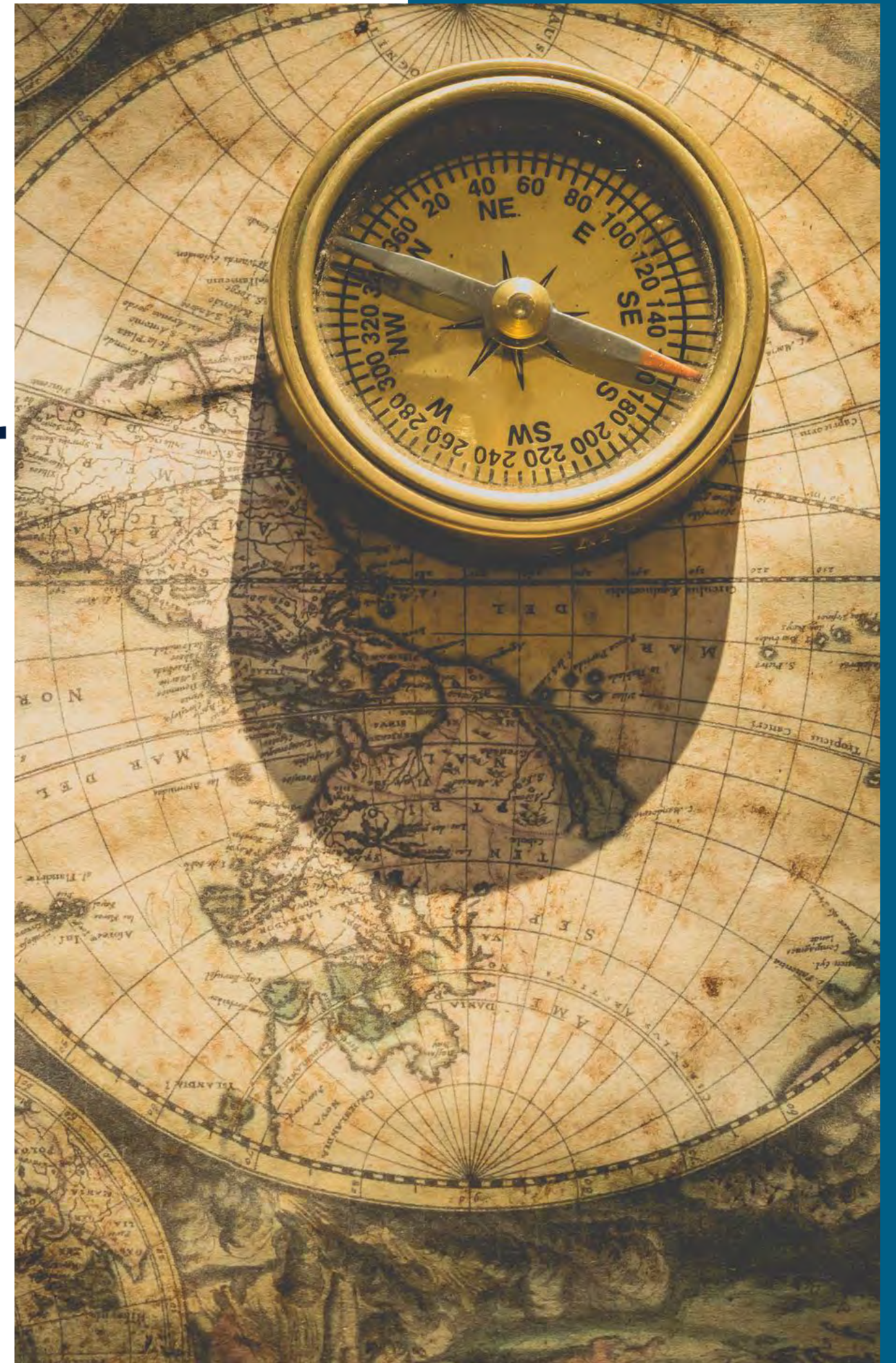
**The public
thinks the
board is
trying to hide
something by
not
responding to
them in a
public
setting.**

- **Flame Wars**
- **Infighting**
- **Half truths**
- **Dogpiling**
- **Negative sites / groups**



What Guides Civility

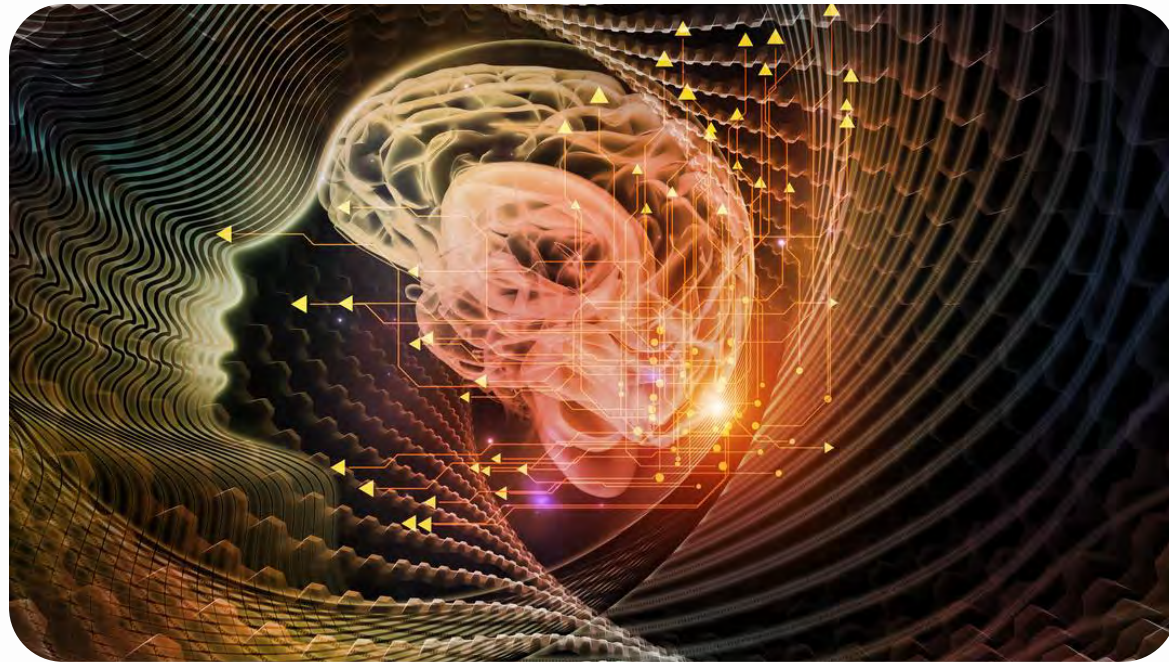
- ▶ Robert's Rules of Order
- ▶ Code of Conduct
- ▶ Self-evaluation
- ▶ Focus of work



In the Boardroom



**Seek Common
Ground**



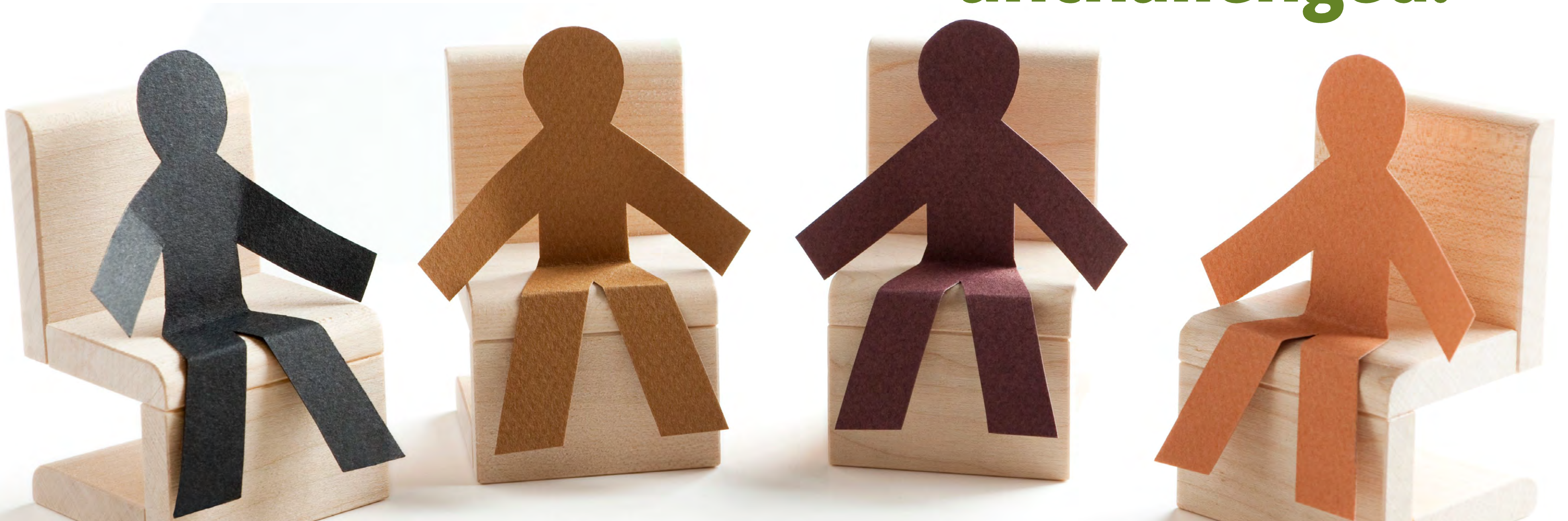
**Stay present
(negotiating
interpersonal power)**



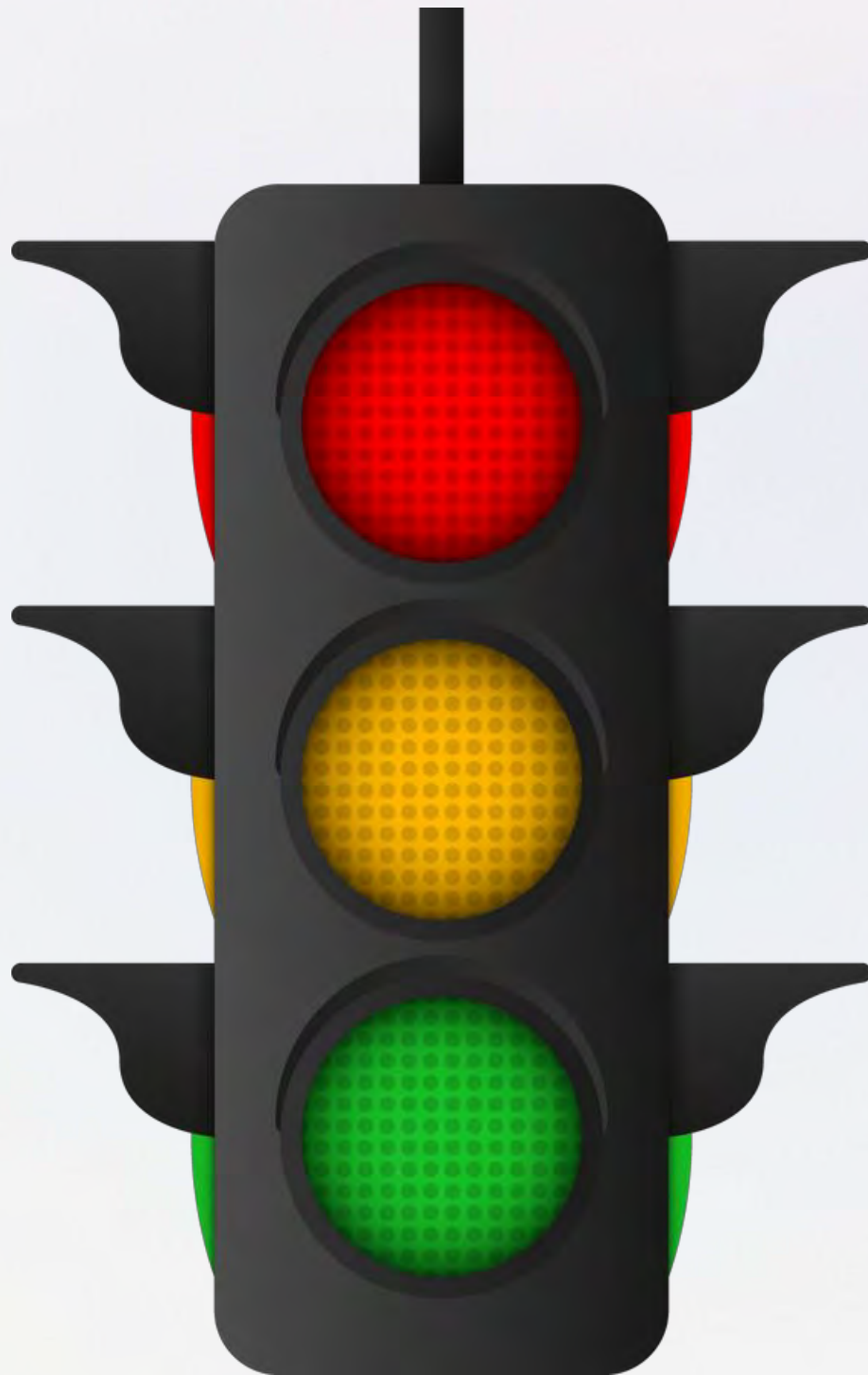
**Disagree respectfully -
prerequisite of civil
service**

**Begins with Board
President.
Be a role model.**

**Don't allow
derogatory
comments to go
unchallenged.**



SELF AWARENESS IS A SUPERPOWER



**How are you handling
civility? Rate 1-10**



**Fight - Flight -
Freeze - Fawn**



**Follow your own Code of
Conduct**




**Have a Code word / signal
for accountability.**

CONFLICT: **COMPETING NEEDS** **ACCOMPANIED BY HIGH** **EMOTION**

De-escalate negativity and emotions that block the work we are trying to accomplish.

Do & Don't

- 
- *Eye contact
 - *Body language
 - *Keep calm
 - *Restate
 - *Clarify
 - *Set example

- 
- *Daydream
 - *Fidget
 - *Prepare rebuttal
 - *Judge
 - *Force outcome

- **Focus on the work of the system.**
- **Don't attend every debate to which you're invited.**
- **Anticipate / acknowledge pushback -
STAY ON MESSAGE**



Handling Complaints Made to a Board Member



Listening Sessions



- **Format Guidelines**
- **Specify a facilitator**
- **No business or action taken**
- **No attacks allowed**
- **Take notes**
- **No response**
- **Consider for later**



BACK TO THE BASICS!



Know your role

Act as a Body

Stick to the Agenda

Don't allow for audience
interruptions

Follow the Chain of
Command

Don't bring in surprises

Publicize how the public
can be involved.

Decide if/how public input
is allowed



BACK TO THE BASICS!



Be sure the public
understands the board's
role

Don't debate with
anyone addressing the
board

Follow your own
procedures

Adjourn and reconvene
if needed

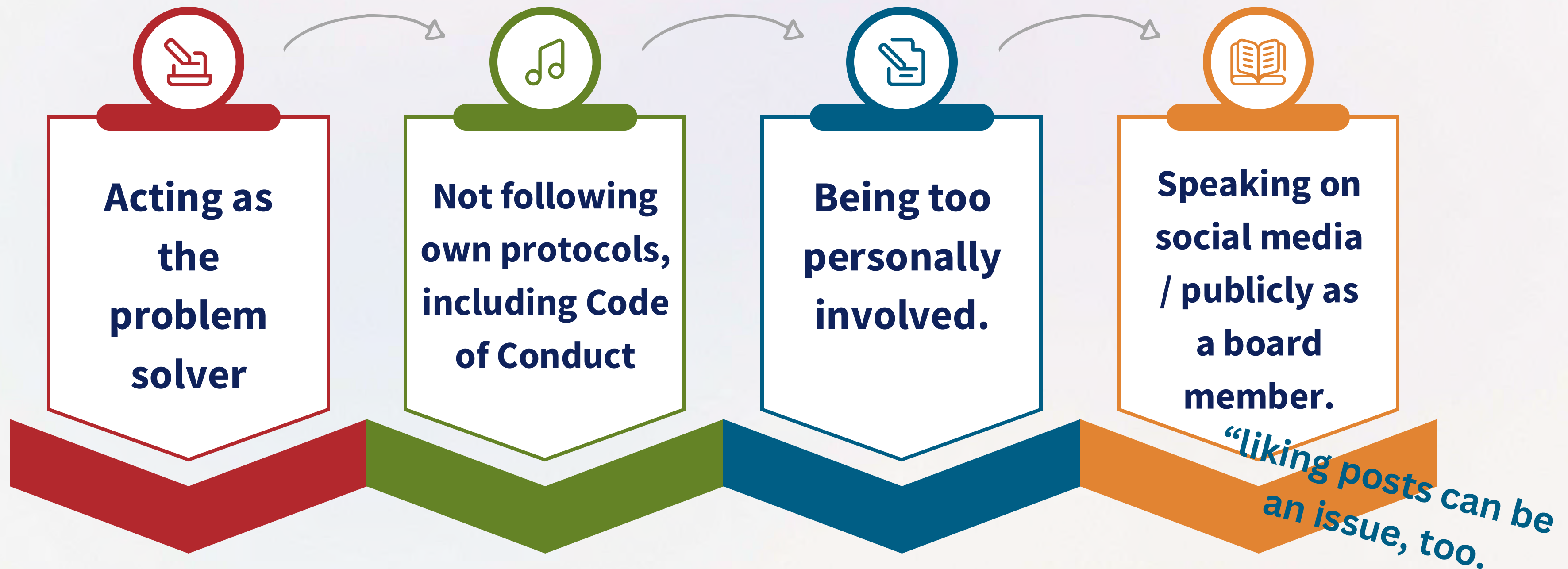
Put info on the website

Maintain control of
yourself

Get security if needed

Livestream when needed
/ possible

TROUBLE SPOTS TO AVOID



TROUBLE SPOTS TO AVOID



Effective communication is key

The foundation upon which we build the work for the students in our system.





THANK YOU!

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