



# Conflict Resolution *on the School Campus*

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## **Bible Principles to Guide our Disagreements**

James 1:19-20	Quick to hear and slow to speak; slow to anger
Matthew 18:15	Take initiative to confront. Address it privately rather than publicly.
Ephesians 4:26-27	Don't let anger fester
Proverbs 15:1	Watch your words. Don't stir up anger.
Colossians 3:13	Forgive like Christ. Practice tolerance.
Romans 12:18	Make peace your goal. Do what is within your power.
Matthew 5:9	Peacemaking is a characteristic of God's children.

## **Teacher-Parent Relationships**

- Don't jump to conclusions by assuming it will be an adversarial relationship.
- Communicate your goal to help their child grow academically and spiritually.
- Talk facts before you get to your feelings.
- Prioritize listening as you fight off a defensive spirit.

## **Teacher-Teacher Relationships**

- Biblical principles must be applied to our workplace scenarios.
- Don't avoid confrontation because the issue is personal rather than professional.
- Approach confrontation with humility, even when you know you are right.
- Wisely, take conflicts to the administration for the right reasons and with the proper approach.

## **Teacher-Administrator Relationships**

- Take disagreements to school leaders with a proper view of the chain of command.
- Express a willingness to do your part to improve the situation.
- When it's personal for you, take facts to the conversation, not anger.

## ***Suggestions for dealing with conflicts.***

1. Know when compromise is unacceptable.
2. Prepare for resentment that can likely follow a competing approach.
3. Know when to let it go.
4. Determine if trust will be lost due to avoidance.
5. Determine if sidestepping an issue will make it fester.
6. Discern the difference between humility and unhealthy passivity (accommodating).
7. Determine if harmony is more important than winning.
8. Determine if a temporary trial approach would help both sides (compromising).
9. Beware of compromises that will make it more difficult to trust each other in the future.
10. Put the time and work in that's necessary to build trust (collaborating).