

Knappa School District Listening & Engagement Sessions on Civility

Administrators

To create an environment that recognizes and values the free expression of ideas in a high-quality educational process, a need for mutual respect and civil engagement is essential.

As administrators in the district, we made the following commitments and listed our expectations on April 12, 2022, to achieve a more civil and respectful school environment:

We commit to:	We expect:
Always put students first	Others to be committed to the success of all students
Listening for understanding by actively listening instead of preparing a response	To be treated with respect and be judged on our actions and not on others' perceptions of our actions
Communicating and using the KL process for addressing concerns	To be spoken to in calm voice and free from profanity
Being polite	Honesty
Showing respect for others, by recognizing people's differences and personal beliefs	Others to consider multiple perspective and to use the KL process
Communicating directly with the source of a concern or issue	Mutual respect when being asked for contact with the Superintendent
Assuming good will	Others to understand that KSD is short-staffed with many doing multiple job functions
Telling stories that are my own and not ones that belong to others	Others will follow the protocol and chain of command when addressing complaints

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	<p>To communicate and publish a flow chart of common issues of concern</p> <p>To respond to requests in a timely manner</p> <p>Others to only tell their own stories</p>
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