

# **DIXIE ELEMENTARY SCHOOL CONFLICT RESOLUTION And ANTI-BULLYING POLICY**

## **Introduction**

This policy has been created to support our values of respect and caring for others and to support our students in learning together as a community.

This policy applies to all students, parents, faculty and adults on our campus, whether employed by Dixie Elementary School or the Dixie School District, working as contractors, or volunteers.

## **Dixie Elementary School Social Vision**

We are a community that cares. Students feel they belong to something important. We take care of our school and everyone in it. We are safe, respectful, and responsible.

## **Purpose of this policy**

In any school community, there will be occasions when members of the community do not get along. Sometimes members attempt to hurt, exclude or take power from each other. Sometimes these behaviors are motivated by anger, jealousy, insecurity, attention-seeking or lack of skill in dealing with conflict. This policy is designed to guide Dixie Elementary School in how to respond to conflict and bullying, so that we move past these behaviors and develop the skills to learn and play together.

## **How Our School Responds to Incidents of Conflict Among Students**

Conflict is part of life, and shows up in communities such as schools, where we work and play with the same group of people day in and day out during the school year. Sometimes conflicts arise between our students that they find too big or persistent to resolve by themselves. Unless we help them resolve such conflicts, students can lose focus in the classroom and divisions occur within the peer group that can travel up the grades and may affect peer dynamics years after the event. At Dixie Elementary School we use TALK, a quick and effective protocol that parents and staff can follow to facilitate the resolution of persistent or disruptive conflicts between students. We encourage our parents to follow this protocol at home to reinforce what we teach at school. We encourage students to follow this same protocol when talking through a peer conflict without the help of an adult. Here is the protocol for TALKING it through.

# TALK PROTOCOL

*Talk it through without putdowns and interruptions.*

## **Tell what happened and how you feel.**

Each of the two students takes a turn to say what happened and to name the emotions that they feel, while the other student listens.

Listener must repeat/acknowledge what other student has said.

## **Ask for what you need.**

Each student takes a turn to make specific requests for what they need from the other.

## **Look for solutions.**

The students brainstorm together what might solve the problem for both of them.

This is known as looking for a “win-win” solution.

Try to find at least three solutions.

## **Keep the best solution.**

Make an agreement and

Commit to following that agreement, or if needed, look for new solutions.