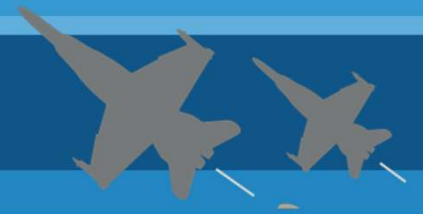




**Civility Initiative  
Presentation to the Board  
February 19, 2026**



# Civility Initiative Vision



**Strengthening Community and Culture  
within the Sierra Sands Unified School District  
and the Indian Wells Valley.**

Fostering a foundation of respect for our students, staff, and families.

# Need for Action: Current Challenges



Recent trends indicate a growing need for established norms of conduct in our learning spaces.



- **Rising Disruptions:** Increase in egregious behaviors among students and between community and staff.
- **Digital Incivility:** Escalation of negative rhetoric on social media affecting staff morale and retention.
- **Parent-Staff Interactions:** Reports of aggressive communication styles hindering productive problem-solving.
- **Modeling for Students:** Adult behavior directly influences the social-emotional learning environment for our youth.

# Purpose and Core Principles



Recent trends indicate a growing need for established norms of conduct in our learning spaces.



## Respect

We value every voice and commit to treating all community members with dignity, regardless of disagreement.



## Integrity

We act with honesty and transparency, ensuring our actions align with our stated values and policies.



## Communication

We prioritize listening to understand rather than to reply, fostering a climate of open and safe dialogue.

# Initiative Goals



- **Improve Climate Data:** Achieve a measurable increase in "sense of safety and belonging" on annual climate surveys.
- **Reduce Grievances:** Decrease the number of formal complaints related to communication breakdowns.
- **Empower Staff:** Equip teachers and administrators with de-escalation tools and conflict resolution strategies.
- **Community Partnership:** Shift parent engagement from adversarial to collaborative through clear expectations. Develop collaborative partnerships with key organizations within the community.



# Alignment with Capturing Kids' Hearts



**“If you have a child’s heart, you have their head.”**



SSUSD is invested in the Capturing Kids' Hearts (CKH) framework. The Civility Initiative is not a new program, but an extension of CKH principles to the adult and community level.

**Relational Capacity-** Building trust before focusing on tasks or policy debates.

**Social Contracts-** Just as students build contracts in class, we will develop, maintain and enforce a community-wide social contract.

**EXCEL Model-** Applying the Engage, X-plore, Communicate, Empower, Launch framework to community interactions.

# Core Components



**Education and Training-** Staff workshops and professional development focused on respectful communication, de-escalation, and trauma-informed practices



**Visual and Cultural Campaign-** Districtwide communications emphasizing civility themes through posters, banners, newsletters, and digital media



**Policy Alignment-**Board action on BP/AR affirming expectations for civil conduct across all district interactions



**Recognition and Reinforcement-** Acknowledgment of “Civility Champions” at sites and departments who exemplify district values



**Feedback and Monitoring-** Develop measures to receive feedback and assess progress

# Community Social Contract Draft



A **shared commitment** to **how we treat one another**, so that every individual feels **valued, safe, respected**, and **connected** in our **community**.



## **Treat others with dignity.**

Treat everyone with dignity, without harassment, threats, or personal attacks-in person and online.



## **Listen to others.**

Listen without interrupting or insulting.  
Seek to understand, not to respond.



## **Speak respectfully.**

Speak respectfully-even when we disagree.  
Use language that is civil, courteous, and solution-focused.



## **Address concerns.**

Address concerns through appropriate and constructive channels.



**Civility. Community. Connection.**

# Discussion

# Questions?

