



Clovis Unified School District

Doc Buchanan
Leadership Academy

5 Minute Activity

Courage to Confront Disagreement and Issues

Read the excerpt below from *Leadership Philosophies of the Clovis Unified School District* (p. 68) and then watch the video clip of Mr. Denver Stairs. After you have read the excerpt and watched the video, complete one or more of the following discussion prompts.

Confront the Issue with Open Honest and Healthy Conversations

There will always be people who disagree with decisions leaders make. Sometimes, that disagreement stems from differing values and opinions, and sometimes it's based on misinformation and distrust. A leader should take the time to listen carefully, understand the source of disagreement, do the necessary homework, and be open to hearing differing opinions. If, after that, the decision remains a good one, stand firm on it and speak for your team, having demonstrated an open mind and care for the voices of others.

Video Clip

Mr. Denver Stairs describes his experiences of bringing a community together amid racial tension on campus. The video is about 6 minutes long.

https://drive.google.com/drive/folders/1IWpMS5oYsSz4upF98u6xbmb8UcO-8R_1?ths=true

Discussion Prompts

Emerging Leaders (101): Reflecting on the video, record the strategies he used that align with the leadership philosophies "Confront the Issue with Open Honest and Healthy Conversations". Discuss what might have been done differently or in addition to.

Established Leaders (201): As a leader, what is the value of proactively confronting challenging issues? Think of one of your mentors, in addition to courage, what are other leadership qualities you have seen individuals use to navigate challenging conversations?

Tenured Leaders (301): Reflecting on the video you watched. Are there other times in the district's history where you have witnessed leaders demonstrating courage to confront issues or disagreements? What factors must we intentionally develop in our district to encourage courageous leadership?