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ETHICS INITIATIVE
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UNIVERSITY OF COLORADO **COLORADO SPRINGS**

VIABILITY • INTEGRITY • ACCOUNTABILITY • RESPECT • TRUST • TRANSPARENCY • FAIRNESS • RULE OF LAW

Accelerating the Ethical Decision Making of Pre-Service Teachers

Cory A. Gavitt
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What's on the Docket?

- **Meet the Presenter**
  - - Backstory/Rationale

- **Developing Opportunities**
  - - Crucial Conversations
  - - Ethics Comparisons
  - - Ethical and Professional Dilemmas for Educators

- **Sandbox**
  - - Cross Professional Conversations
  - -Collaborative Shadow Boxing
  - -Exploring Ramifications

- **Key Takeaways**

- **Call to Action**

Cory A. Gavitt

October 19th

At the core of every successful **CRUCIAL CONVERSATION** lies the free flow of **RELEVANT INFORMATION**
— *Crucial Conversations* New York Times Bestseller

Crucial Conversations

Book Summary

"Create conditions in yourself and others that will make dialogue the path of least resistance."

- Patterson et al

READING**GRAPHICS**

ETHICS FIRST

"My biggest takeaway from the conference was to avoid creating your own story. In other words, stop yourself when you are painting a picture of someone else's intent based on your own personal feelings and observations. Instead, it is paramount to only consider the facts in each scenario since often, the other party's perspective in reality is entirely different from their perspective in the story you create. My other takeaway was the importance of establishing common ground to recognize the goals of each party in the scenario."

"A huge problem that we deal with as a society is the fact that we do not deal with things as they are dealt to us, instead we avoid them in order to avoid an uncomfortable situation. In a profession in which communication is a key component, I believe that it is important to know how to approach these situations in a way that is both respectful and honest for all parties."

"The idea of mastering your story comes from separating facts from fiction and taking responsibility for emotions that arise… Finding common ground entails creating a safe place…These conversations are all around us and it takes us making a conscious effort to handle them in an appropriate way. As I move into the profession of teaching, I will be dealing with these types of situations with students, staff, and community members, it is crucial to know how to approach these types of situations before it is too late."

NATIONAL EDUCATION ASSOCIATION
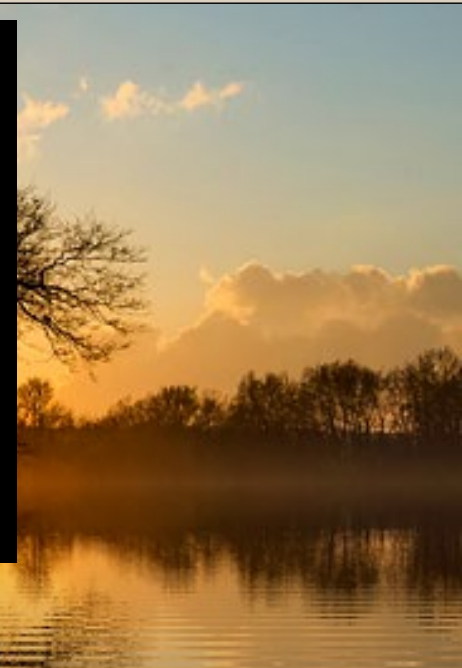
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PRINCIPLES

Integrity
Act with honesty in all situations

Trust
Build trust in all stakeholder relationships

Accountability
Accept responsibility for all decisions

Transparency
Maintain open and truthful communications

Fairness
Engage in fair competition and create equitable
and just relationships

Respect
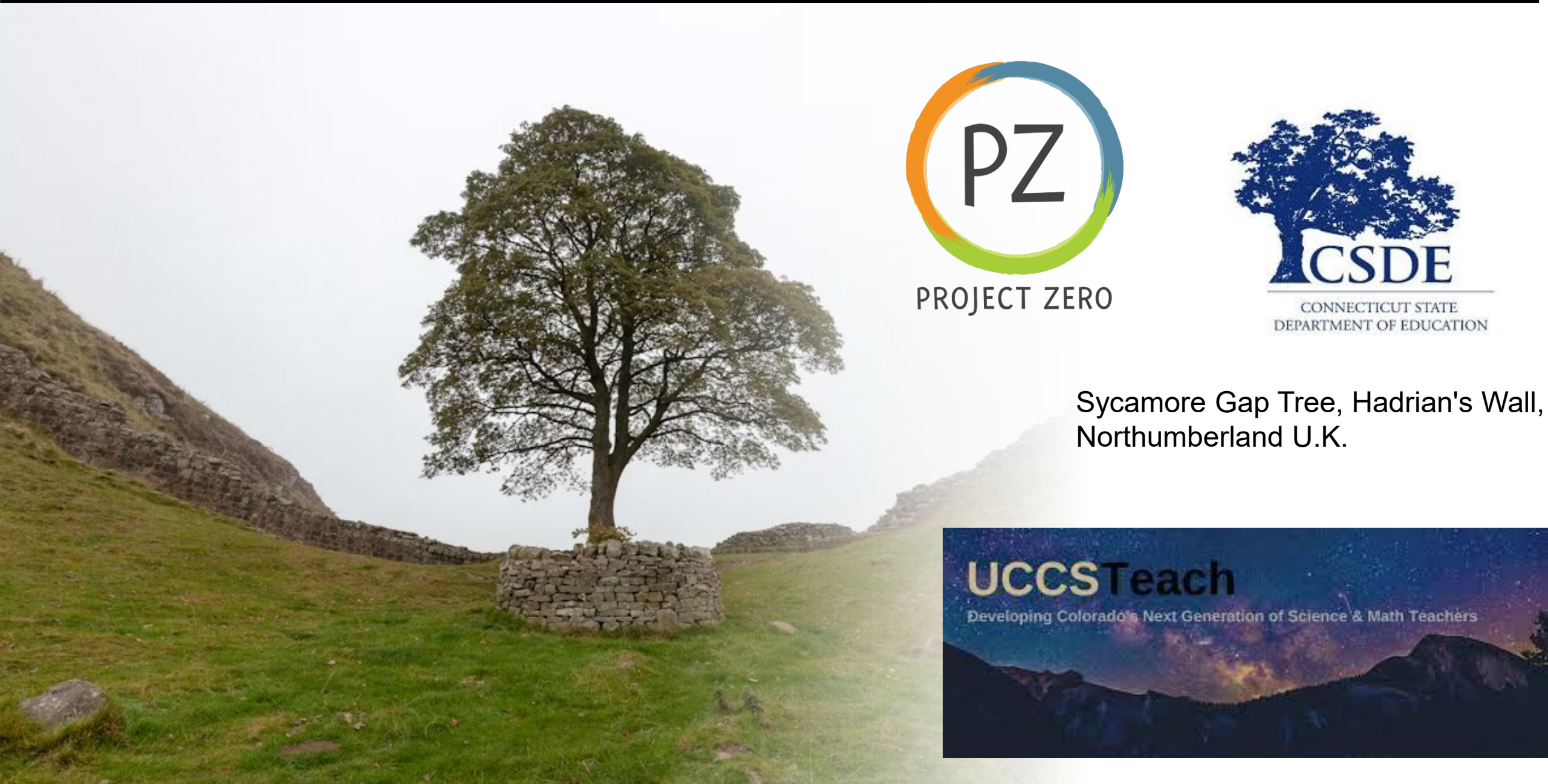Honor the rights, freedoms, views, and property of others

Rule of Law
Comply with the spirit and intent of laws and regulations

Viability
Create long-term value for all relevant stakeholders

Ethical and Professional Dilemmas for Educators

Sycamore Gap Tree, Hadrian's Wall, Northumberland U.K.

Free Samples;)

-Cross Professional [Conversations](#)

-Collaborative [ShadowBox](#)

-[Exploring](#) [Ramifications](#)

Key Take-Aways

Complexity-Craftsmanship-Authenticity

- **Integrity** -isn't always obvious and can be taught
- **Trust** -Ethical trust is different than normal trust, requires leaders to be vulnerable.
- **Accountability** -isn't about fear and definitely not just for subordinates

"I think maintaining an **open dialogue** of why I have the students do what I am asking them is important. For example, if I need them to take a quiz and an assessment all in one week because the **district wants to collect data** from it, I think being **honest** with the students about why they are being tested so much can go a long way. At the same time, treating them **fairly** in a scenario such as this also will **improve my relationships** with them and make classroom **management easier** in the long run.
Continuing with this scenario, I think finding **common ground** where they can recognize that my **hands are tied** but also talking with them about how to make the rest of the week or following week more enjoyable for them will **go a long way**." -DD

- **Transparency**
- **Fairness**
- **Respect**
- **Rule of Law**
- **Viability**

Call For Action

Lone Tree vs. Forest

Next Step (for me) – Ethics of Mandatory Reporting Module

Resources

- **https://cruciallearning.com/crucial-conversations-book/**
- **https://www.pspc.education.pa.gov/Promoting-Ethical-Practices-Resources/Ethics-Toolkit/Pages/default.aspx**
- **https://www.pspc.education.pa.gov/Educator-Discipline-System-and-Reporting/Search-Adjudications-Orders/Pages/default.aspx**
- **https://ccc.kognito.com/**
- **https://www.gary-klein.com/sb**
- **https://pz.harvard.edu/**

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