

CONFLICT MANAGEMENT IN SCHOOLS

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Conflict management in schools in the Philippines plays a crucial role in maintaining a harmonious and conducive learning environment for students. As with any educational institution, conflicts are bound to arise among students, teachers, and even parents. Effective conflict management strategies are necessary to address these conflicts promptly and constructively, ensuring that they do not disrupt the educational process and the overall well-being of the school community.

One of the primary goals of conflict management is to foster a culture of open communication and respect. Schools must encourage students to express their concerns, opinions, and grievances in a safe and non-threatening manner. By promoting dialogue and active listening, conflicts can be addressed before they escalate into more significant problems.

Schools can implement various conflict resolution techniques to manage conflicts effectively. Mediation is one such technique that involves a neutral third party facilitating a conversation between conflicting parties to reach a mutually agreeable solution. Trained staff members or even fellow students can serve as mediators, guiding the disputing parties towards a resolution that satisfies both sides.

Another valuable approach to conflict management is implementing peer mediation programs. These programs empower students to become mediators themselves, as they are trained to assist their peers in resolving conflicts. Peer mediators act as impartial facilitators, helping students understand each other's perspectives and find common

ground. Such programs not only address conflicts but also encourage empathy, communication skills, and conflict resolution abilities among students.

To address conflicts between teachers and students, it is important for schools to have clear policies and procedures in place. These policies should outline the rights and responsibilities of both parties and provide guidelines on how to handle conflicts. Teachers should be trained in conflict resolution techniques to effectively manage classroom conflicts and promote a positive learning environment.

In addition to student-student and teacher-student conflicts, conflicts can also arise between parents and teachers. Open and regular communication channels between parents and teachers are essential to address any concerns or misunderstandings promptly. Schools can organize parent-teacher conferences, workshops, or counseling sessions to facilitate effective communication and conflict resolution between these two important stakeholders.

Overall, conflict management in Philippine schools requires a proactive approach that emphasizes communication, empathy, and respect. By implementing mediation programs, training staff and students in conflict resolution techniques, and fostering open dialogue, schools can create a safe and supportive environment where conflicts are addressed constructively, promoting the overall well-being and success of the school community.

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