

Miami school district negotiation paper

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Miami School District Negotiation Paper MGT/ 445 Miami School District Negotiation Paper The Miami school board will address the importance of redrawing the school lines with the students and parents The Miami school district will show the value of redrawing school boundaries for students and Furthermore, parents concerns for quality of education, increased travel time, effects on property value, and social effects on children will be addressed. The impact of redrawing school boundaries will have an impact on teachers and students. The effect of not redrawing school boundaries will be addressed so that all stakeholders will understand the impact non-action will have. The negotiation strategy the Miami school district will use to convey the importance of redrawing school zones will be a win-win strategy so that all stakeholders will be satisfied with solutions for the increase in enrollment. An integrative strategy will be implemented because the outcomes will not be mutually exclusive. The board wants to find a solution and use a strategy that will alleviate overcrowding and address the concerns of parents, students, and teachers. The school district will create plans that will create an equal benefit for all parties involved and possible improve the learning environment overall. The purpose of the negotiation strategy and ultimately redrawing school boundaries is to do what is best for the students by reducing class size. The district must be able to show parents how redrawing school boundaries will allow teachers to have more impact upon students and how large class sizes will inhibit effective class instruction. It is the districts intention to provide quality education and establish lasting relationships within the community. Community and parent involvement will be paramount in negotiations. Negotiation strategy will convey the importance of redrawing school boundaries as the only outcome that is of

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importance is to maintain quality education within the classroom. Quality of Education Quality of education is and should be at the forefront of concern for parents. As such, parents have a concern that redrawing school boundaries will affect the quality of education for students if they have to attend another school. Adjustment is always particularly hard to make and by redrawing school boundaries students will need to make necessary adjustments to new school environments. These adjustments may possible have adverse effects on the learning environment as student may be uncomfortable and have long periods of acclimation. The school board will have counselors ready for any students who find acclimating to their new environment difficult. Teachers will be especially aware of any difficulties in learning due to the new school environment and have training to help find solutions to help struggling students. The Miami school district requires all teachers to be certified and due to redrawing requirements will undergo additional training on classroom management.

Increased Travel Time

Redrawing of school boundaries may have adverse effects on students and parents with increased travel time to and from school. Additional transportation challenges may arise as well as boundaries are redrawn. The board understands that many time management problems will arise from the changes. Parents may have to readjust family schedules due to the changes and students may be required to acclimate themselves to new communities that they may have never before visited. Due to changes in travel time, students may find the need to stay in school for longer periods of time due to extended day programs while parents adjust to transportation issues. However, according to Burgard (2009), teachers and after school programs have more time to cover curriculum and help students with homework and

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comprehension. Although increase in travel time will affect all stakeholders, allowing overcrowding in the classroom will have an adverse effect upon students and the learning environment. Ultimately, the increase in travel time will be minute in comparison to the benefits of allowing students to learn in a more intimate classroom where the teachers has more opportunity to interact with students and the quality of education will not suffer.

Crossing Economic and Cultural Boundaries

Economic and cultural issues will undoubtedly create concerns for both parents and students. The school board must make a strong effort to understand and appreciate the cultural differences and norms among stakeholders. Failure to understand the culture of a person or group that you are negotiating with can be a major mistake (Bauer, 2009). Students with different cultures and economic classes interacting together should be viewed as a positive aspect, however, some parents consider this a negative because of crime and other issues associated with ethical stereotypes. According to Lewicki, Saunders, and Barry (2006), the issue could possibly be unethical or morally inappropriate because students are being judged due to social class or culture. The school district should address the issue but remind parents of the positive implications that culture plays in a student's education.

Effect on Property Value

There is concern that property values will be affected when school boundaries are redrawn. When new schools are introduced into, the community property values normally rise. When school boundaries are redrawn those communities that will be tied to a particular school with a poor reputation, may experience property value issues. Additionally, parents may consider relocating if school that is now within their boundaries is not suitable for their needs. Schools within a particular location have a lot to do

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with families choosing where to live; thus, the school district will form community groups to address the issue. The school board will form relationships with real estate organizations to aid families in negotiation considerations who reside in areas where they do not wish to send their children. Social Effects The social effect of redrawing school boundaries can have a profound impact upon students and parents. Although younger children in elementary would typically have an easier time adjusting to any moves, the effect upon older children in middle and high school could be profound. Since social integration in middle and high school dynamics is how many students establish school relationships, redrawing boundaries could possibly effect student's district wide. For many students new friendship and alliances will need to be established and for some, trials and tribulations may be experienced. Social dynamics in school can follow an individual for most of their lives; therefore, the impact of redrawing school boundaries could potentially effect student lifestyles. Parents and students may also experience discrimination due to boundaries being drawn to allow students from different cultures whom not been previously experienced. Cultural difference exists and may vary from school to school and what may have been acceptable at one school may not be acceptable at another. The Miami public school district is an option and although the district would prefer to retain students and taxpayer funding, other schooling options exist. Home and private schooling is a viable option for parents and students who disagree with their school boundaries. In order for the school board to have an effective negotiation, student and parent concerns must be recognized and addressed. . In contrast, the school district should present their plan in such a way as to gain support and understanding of the necessity to rezone.

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The school board must prepare a solid plan and have concrete supportive initiatives to help stakeholders understand the issues. Preparation of successful redrawing of other communities will be examined and presented to show the benefits of such procurement. The school board will have town hall meetings to address concerns and answer questions of residents and to convey information pertaining to this redraw. Ultimately, ensuring a quality of education for students should remain the top priority. An integrative strategy allows both the stakeholders and school district the opportunity to present their cases while seeking a solution that everyone can appreciate and understand. Though there will be those on both sides that feel that they have come out on the losing end of the negotiation, proper planning and research by both parties will make the process smoother for everyone.

Finally, this negotiation plan examined the Miami school boards redrawing plan of school boundaries and established a sound negotiation strategy based on stakeholder concerns. Detailed plan answers have been addressed in relationship to negotiation strategy and parent and student concerns. Students and parents may need to make necessary adjustments should school boundaries be redrawn but the school board will take into consideration all questions and concerns. It is for this reason that the school board will use the win-win negotiation so that all parties involved may find the benefit in the redraw. Although the board recognizes there may be some inconveniences, it is important to understand that increasing classroom sizes will have an adverse effect upon learning. Negotiation is not easy but is necessary and the board will find the appropriate solution to benefit all those involved. References Bauer, T., (2009). Organizational Behavior. Retrieved from <http://www.flatworldknowledge.com/node/1450> Bugard, D. P. (2009, <https://assignbuster.com/miami-school-district-negotiation-paper/>

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