

Understanding Domination vs. Partnership Paradigms



Domination Paradigm in Schools

- Power is held by a few (administrators, teachers).
- Hierarchical structure with top-down decision-making.
- Emphasis on control, obedience, and discipline.
- Communication is often one-way from teacher to student.
- Conflict is resolved through punishment or authority.
- Marginalized voices are often excluded or suppressed.

Partnership Paradigm in Schools

- Power is shared among administrators, teachers, students, and parents.
- Collaborative decision-making involving all stakeholders.
- Emphasis on mutual respect, cooperation, and shared responsibility.
- Open, two-way communication between teachers and students.
- Conflict is addressed through dialogue and understanding.
- Marginalized voices are included and valued.

Using NVC to Shift Paradigms

- **Observation:** State what you observe without judgment.
- **Feeling:** Express how you feel about what you observed.
- **Need:** Identify the underlying needs related to your feelings.
- **Request:** Make a concrete and respectful request to address your needs.