

The Leader's Guide to Repairing Teacher Relationships

5 Steps to Rebuild Trust and Reset Collaboration After Conflict

When relationships between teachers fracture, tension can quietly spread through a team.

This guide gives school leaders practical language and structure to help staff repair trust, refocus on students, and move forward professionally.



1

Pause the Pattern

Acknowledge the tension without blame.

Leader Prompt:

🗣️ “I can sense this pattern isn’t helping either of you move forward. Let’s pause and look at what’s happening.”

2

Repair with Specificity

Generic reminders don’t rebuild trust—specific guidance does.

Leader Prompts:

🗣️ “I can tell there’s been frustration between you both. Let’s talk about what trust would look like going forward.”

🗣️ “This isn’t about blame, it’s about finding a healthier way to work together.”

3

Rebuild Reliability Before Relationship

Trust returns through consistency, not conversation.

Leader Prompt:

🗣️ “You don’t have to agree on everything. You just have to stay reliable for one another.”

4

Refocus on Shared Purpose

Bring the focus back to students and team outcomes.

Leader Prompt:

🗣️ “What outcome do you both want for your students in this situation?”

5

Reset in Public, Reconnect in Private

Professionalism in public. Honesty in private.

Leader Prompt:

🗣️ “Let’s make sure our interactions model respect in front of others, even as we work things out privately.”

Rebuilding trust takes leadership, not luck.

Lead the reset. Model the language. Strengthen the team.

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