



# Social Media Presentation Handout

## Typical Speech Analysis

- Was speech “pursuant to” or “in the scope of” employee’s duties?
- Was speech a “matter of public concern” or of personal interest?
- If speech is a matter of public concern, how does the District’s interest balance against the employee’s interest?

## Analysis of Social Media Speech

- Employee’s Duties
  - What are the duties?
  - What is the speech about?
  - Where is, the speech posted?
- Public or Private
  - What is the speech about?
  - Where is, the speech posted?
- Balancing Test
  - What and who is the speech about?
  - Who is the speech directed to?
  - What is the effect of the speech on the school or district?

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