Mary MacKillop Memorial School

“This is what God asks of you only this
To act justly,
To love tenderly,
And walk humbly with your God”

Micah 6:8

Adult Conflict Management Policy
MISSION STATEMENT

At Mary MacKillop Memorial School we, the parents, students and staff are committed to continuing the vision of our founders, Mary MacKillop and Julian Tenison Woods. We value and endeavour to provide an education of excellence and care in a family environment, being accessible to all while upholding the Catholic tradition based on the philosophy "In Omnibus Caritas... In all things love and kindness.

PREAMBLE

Mary MacKillop Memorial School seeks to work in partnership with parents/caregivers in the educational process of their children, based on the spirit and charism of Mary MacKillop. An integral part of this process is providing an environment where each community member is recognized as a unique individual with rights and responsibilities. Our Christian heritage provides the basis for our philosophy and process. As a school community, we recognize and we acknowledge the great support and co-operation already given and which exists between staff, students and families.

RATIONALE

The development of personal responsibility and behaviour management processes are formulated in the light of the Gospel, ensuring the rights of teachers to teach and students to learn in partnership with parents/caregivers in a safe and caring Christian environment. We will endeavour to achieve this by developing a system of rights, responsibilities and consequences for responsible and irresponsible behaviour in an atmosphere of love, hope, joy, compassion, empathy and faith. This development is fostered by co-operative negotiation between staff, students and families.


AIMS

• To create a school environment where a lived reality of the Gospel message 'to love your neighbour as yourself', is experienced.
• For all school members to recognize that reconciliation is an integral part of restoring relationships and building community.
• To ensure that a positive learning environment exists for students.
BEHAVIOUR RESPONSIBILITIES

• All adults are expected to abide by the school policies, rules and expectations while on the school premises and/or attending school functions or any other form of school representation.

• To act in a manner which is conducive to the building of relationships.

• To respect all school property.

• To ensure that problems/concerns are dealt with according to the structure outlined in the Guidelines for Problem Resolution section of this policy.

EXAMPLES OF INAPPROPRIATE BEHAVIOURS

• Offensive, abusive language.

• Harassment.

• Physical violence.

• Malicious gossip.

• Intimidating staff or parents/caregivers/students by verbal/non-verbal language.

GUIDELINES FOR PROBLEM RESOLUTION

In the freedom in which we live our choices and actions, we can either contribute to, or be in conflict with the new life which God offers in Jesus Christ.

We do our best to address and satisfactorily resolve problems which come to our attention. However, there may be occasions when it is felt that a problem has not been resolved in the most appropriate manner. In such situations the following procedure is used:

PROBLEM RESOLUTION PROCEDURE

On no account is any parent/caregiver to confront someone else’s child.

It is not appropriate for a parent/caregiver to confront a teacher while a class is in progress or while a teacher is supervising children.

a. If the problem relates to your child, then you are asked to -

   1. Arrange a time to speak with your child’s class teacher and/or the teacher concerned.

   2. Advise the teacher that you will speak with someone else, eg Principal, other members of staff or Member of the MMMS School Board, if the problem is not resolved.

   3. Arrange a time to speak with the Principal, or School Board member (as appropriate).

b. Other problems (i.e. between parents/caregivers, another adult)

1. Speak directly with the person concerned (if practicable and safe to do so).

   2. Use an appropriate manner in which to speak to others. Verbal and non-verbal communication should reflect dignity and respect by all relevant parties.

   3. Choose a suitable environment that is appropriate and conducive to carry out the
discussions regarding the particular issue(s), eg the classroom before and/or after school or available offices.

4. Refrain from using open areas as others may inadvertently and unnecessarily become aware of the issues.

5. Seek support by making an appointment with either the Principal or School Board member if the problem is not resolved. Refer to the FLOW CHART (page 5).

NB: If the problem relates to School Policy, persons concerned may wish to address the School Board in writing, detailing those concerns.

Implementation 2004

Reviewed & Ratified by Mary MacKillop Memorial School Board on 09/09/08

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