



California Republic Leadership Academy

PARENT CODE OF CONDUCT POLICY

Some of the most important principles upon which CRLA is founded and the basis for school rules that students are expected to follow, are founded on respect for others and personal responsibility. Parents/guardians play a formative role in the development of their child's sense of justice, equity, and the dignity and worth of all members of our school community. As one of the most influential role models in a child's life, one of the best ways for a parent/guardian to teach is to lead by example. CRLA expects the behavior of each staff member and parent/guardian to adhere to the standards of conduct set forth below.

This policy seeks to promote a school culture of respect and civility. Severe or persistent acts of uncivil conduct may, however, violate this policy. Violation of such policies may result in discipline, removal from Charter School facilities and events, or criminal charges as applicable. Nothing in this policy is intended to interfere with the ability of Charter School staff to maintain order and discipline in the school or to enforce school rules and applicable laws.

1. When visiting or volunteering at the school, parents/guardians shall observe all rules of the school, including checking in at the office and following check-in procedures.
2. If a parent/guardian feels that the actions of another child have infringed upon the rights of their child, under no circumstances shall the parent or guardian approach another child while at school to discuss or chastise them. The parents/guardians may schedule a time to speak to the classroom teacher to seek a peaceful resolution to the situation. An approach directly to the other child's parent or guardian may also be made, as appropriate.
3. If a parent/guardian has questions or issues relating to the classroom or a class, they should first be addressed directly to the staff member in question. Parents are requested to set up a private meeting where their concerns can be discussed and the actions giving rise to such concern explained. Parents/guardians may not come to the school and demand an unscheduled meeting or observation.
4. All communications regarding issues with other parents/guardians or staff at the Charter School or Charter School events shall remain respectful and address the issues at hand. Yelling, taunting, threatening, or abusive behavior, cursing, foul language, or derogatory remarks are not acceptable means of communication. Parents/guardians are expected to resolve issues through calm dialogue between the parties directly involved while respecting the dignity of others.
5. Parents/guardians shall protect the reputation and good name of people involved. Problems, differences of opinion and personality clashes are not resolved by involving

other people in a disagreement or by taking sides in the argument. Problems should not be casually discussed with other parents/guardians in the Charter School, but should be dealt with one on one with the person or persons whom the parent/guardian has an issue.

6. It is easy for opinion to be mistaken for fact and rumors to be perpetuated by inaccurate information. Parents/guardians are expected to approach the relevant personnel within the Charter School to verify the factual basis of a story should they have any question. This approach can quickly and simply clarify the events in question and the intent involved and will minimize inaccurate information being passed throughout the community.
7. Parents/guardians are expected and required to follow the Parent/Guardian Conflict Resolution Procedure(see below) in order to resolve an issue with a staff member at CRLA. This policy requires that the issue first be addressed with the staff member directly and an attempt be made to resolve the same. If the parent does not reach a satisfactory resolution, they shall proceed through the appropriate supervisory personnel, as necessary.

Parental Conflict Resolution Procedure

The Board of Directors and staff at CRLA recognize the desire of the parent body to have a voice in the educational process of their children. The following procedure is to help facilitate a positive learning environment in which good problem- solving skills are utilized and modeled for our students. When a conflict arises between a parent/guardian and a staff member of CRLA, the following steps should be taken; the issue must not be discussed with other parents or staff in the school, but should be dealt with one on one. Most problems can be resolved in this manner.

1. The parent/guardian should arrange a meeting with the staff member to discuss their concerns and attempt to come to a mutually agreed upon solution.
2. If mutually agreed closure is not reached, the parent may arrange a meeting with the Principal of CRLA. In this meeting the parent/guardian should discuss the attempts that have been made to resolve the issue with the staff member. The Principal, at her discretion, may invite the staff member to be present.
3. If there is still no closure, the parent/guardian may request a meeting with the Executive Director. The Principal, staff member and parent/guardian may be present at this meeting. This meeting is private.

Adopted: November 6, 2023

Amended: