



Discipline and Behavior Management Policy

Our Developmentally Based Rationale

Children will challenge authority and ground rules from time to time, yet Greensboro Montessori School, through its teachers and administrators, firmly believes that discipline is as much an inner process for children as an external one. We want children to believe their lives have meaning and purpose and are contributing members of the school community. We want our students to believe they can influence what they do in life and are accountable for their actions and choices. We want children to manage their personal emotions through self-assessment, self-control, and self-discipline. The administrators and teachers at Greensboro Montessori School believe that a discipline policy should be based upon moral and ethical principles, wisdom and understanding, and believe that through such a policy the children will come to respond to the limits and consequences of everyday life with responsibility, adaptability, flexibility, and integrity.

From time to time, however, some children do not act respectfully nor do they always remember to use words instead of action. To that end, the following is written.

Greensboro Montessori School serves the educational and developmental needs of children aged 18 months through 15 years (ninth grade). Given the range of ages, it is incumbent upon the School to treat infractions in various ways and on an individual basis. As a general rule, though, teachers are expected to deal with infractions on a teacher-to-student basis, but the School's response may expand to

include parents in a conversation to determine how best to deal with an individual child, and what action will best address the infraction. Disciplinary responses may be a reminder to the child of his or her responsibilities and the consequences of further violations of conduct or behavior, detention during or after-school hours, in-school or out-of-school suspension, or dismissal.

Children in Upper Elementary and Junior High are held to a higher level of expectation with regard to personal behavior. We expect them to be role models for the rest of the School, and most often they live up to our expectations. In light of the School's expectations of the students in Upper Elementary and Junior High, the faculty in those divisions hold daily forums to help their students understand the nature of personal interactions and how negative interactions effect the students, the faculty, and the School as a whole. Such forums are a way to be pro-active with regard to heading off serious conflicts among students and to help all of the students learn respect for each other and the faculty.

The forums help students develop a willingness to assist versus hinder their peers, and further helps students learn how to care for the environment, each other, and the faculty of the School. Inherent in these meetings is the teaching of responsibility for students' actions within the entire Greensboro Montessori School community. It is also the desire of the faculty to help the older students foster the same attributes in the younger students in the School.

Behaviors Subject to Disciplinary Response

The following acts of inappropriate personal behavior or misconduct are subject to disciplinary action.

1. No student or adult may physically or mentally abuse another person in any way.
2. No student is allowed to be disrespectful of faculty or staff, neither are students allowed to disobey a directive from faculty or staff.
3. No student or adult may damage the School's property or equipment.
4. Firearms or other dangerous weapons, either toy or real, are not permitted at Greensboro Montessori School or at school functions. Toys will be confiscated, but students found with real weapons will be immediately removed from the School and may face stronger disciplinary or legal action.
5. Harassment of a sexual nature by or of students, school employees, or any other person having business with the School is strictly prohibited and should be reported immediately to the appropriate school administrator. Sexual Harassment is defined to include unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct that is in any way intimidating or offensive.

(please see reverse)

Behaviors Subject to Disciplinary Response (continued)

7. Harassment regarding race, ethnicity, religion, or sexual orientation by demeaning or derogatory remarks or physical action is not tolerated and should be reported to the proper school administrator or faculty member, immediately. This applies to comments or behavior directed at students, employees of the School, or other third parties having business with the School.
8. Smoking or use of other tobacco products at the School or at school functions is prohibited.
9. Students or others may not engage in gambling activities at the School or at school functions.
10. Absences from any school function or obligations due to reasons other than illness must be cleared in advance with either the faculty or administration. A physician must document any illness that lasts over three days.
11. Excessive tardiness is grounds for disciplinary action as well as is a failure to meet school deadlines, particularly with regard to notes of excuse.
12. The use, sale, or possession of alcohol or other mind-altering drugs is prohibited by students at Greensboro Montessori School, whether on campus or at school-sponsored events.
13. Finally, behavior that is disorderly, disruptive, or otherwise inappropriate for a specific occasion will not be tolerated.

Levels of Disciplinary Response

The School relies upon several levels of discipline in order to give the School the flexibility it may need to deal effectively with inappropriate student personal conduct or behavior.

For minor infractions, a verbal warning may be all that is needed to correct behavior. By making most children aware of their misbehavior and why it is a problem, they change their way of acting. Often, children are given a choice of acceptable behaviors and there is immediate follow-through with whatever disciplinary action the teacher has discussed with the child, should the child continue to misbehave.

With younger children, distraction and redirection are common tools to use after a verbal warning is given. Time-out, or isolation from other children, may also be an appropriate action to take. The child is released from time-out after a discussion of the reasons for their being in time-out and what positive alternatives to misbehavior may be a better choice.

If a student has a repeated problem of misbehavior, the teacher will notify the head of school and will call a conference with the parents to discuss the problem. If the problem is not resolved after informal discussion, the parents will be notified that suspension from the School is a very real

consequence for continued misbehavior.

Suspension from the School, whether done in-school or out-of-school, carries with it the fact that all work must be made up immediately upon return from suspension or a zero will be imposed for all work not made up. The School expects that all suspended students are in an environment wherein a responsible adult is present.

In extreme cases, students may be dismissed from the School.

The School reserves the right to vary from this procedure, including taking action up to and including suspension or immediate dismissal, when in the judgment of the head of school such action is necessary to protect or serve the best interests of the School and its students.

Students in Upper Elementary and Junior High, yearly, develop a list of guidelines for behavior, beginning with "Be kind to one another." We anticipate that the practice of revisiting such guidelines, often, and in all divisions, will go far in deterring misbehavior and will continue to make the school environment one that is nurturing and safe for all of the Greensboro Montessori School community.

Acknowledgment and Signature(s)

I/We, the undersigned parent(s)/guardian(s) of _____, do hereby state that I/we have read and received a copy of the Greensboro Montessori School's Discipline and Behavior Management Policy.

Signature: _____

Signature: _____

Printed Name: _____

Printed Name: _____

Date: _____

Date: _____

Greensboro Montessori School is a nonsectarian independent school established to provide the best education for youth in programs for toddlers to teens without regard to race, color, religion, sexual orientation or identity, national origin, socioeconomic status or disability (to the extent that reasonable accommodations are possible).