(1) The Beehive Montessori School
Code of Conduct

“Establishing lasting peace is the work of education… this is acquired not by listening to words but by experiences in the environment.” Dr Maria Montessori

Purpose:
The purpose of the Code of Conduct is to remind ourselves of the commitment we make, as members of the Beehive Montessori School community, to providing a peaceful, tolerant and respectful environment for our children, an essential element of the Montessori philosophy.

General Conduct:
The School expects staff, parents/caregivers and students to behave in a manner that is consistent with our commitment to Montessori values of respect and tolerance within a peaceful and loving environment for our children.

We expect that everyone within the School community will practice grace and courtesy in their behaviour towards themselves, others and their environment and, in particular, adults will model this behaviour within the school in their interactions with one another.

Parents and Caregivers agree to:

• Educate themselves as much as possible in the Montessori philosophy so they may be able to more effectively communicate with teachers and better understand decisions that may be made at the school that are consistent with this philosophy.
• Give their full support to the Principal, staff and School Board in the development of the School as a best-practice model of Montessori education.
• Acknowledge that in not being Montessori educationalists, parents may not always initially understand decisions made but agree to openly discuss their thoughts or concerns with teachers first so that misunderstandings do not occur.
• Accept responsibility for their child’s progress and work collaboratively with teaching staff by dealing promptly with matters of concern and respecting the professional advice given by teachers and the Principal in regard to their child.
• Follow the School’s policies and practices that are either prescribed by Montessori philosophy or have been developed in consultation with the school community.
• Respect the often difficult decisions that sometimes need to be made, and support the School Board and the School Executive in making decisions on behalf of all parents in the school community.
• Adhere to the processes available to have issues raised and decisions reviewed.
• Participate in the school community in a constructive manner and with respect for the views of others. Conduct themselves in a respectful and courteous way at all times.
• Respect the rights of individuals and families to privacy about their personal situation and not discuss information that they may become aware of as members of the school community. This includes appropriate use of the Parent Contact List.
• Refrain from public criticism about the school.

Students of the School agree to:
• Behave in a way that promotes a peaceful environment, be respectful of others in the school community and be tolerant of individual differences.
• Follow the Beehive Behaviour Policy that outlines the process to be taken when inappropriate behaviour occurs.

Staff of the School agree to:
• Follow the Collegial Code of Ethics as outlined in the Beehive Staff Handbook.
• Demonstrate the highest standards of professional behaviour and integrity, and act in a courteous and sensitive manner when interacting with students, parents, caregivers, other staff and the public.
• Understand that parents are on a learning journey with their children. Be sensitive to their needs and provide support so that they can fully understand what might be required of them to ensure a successful parent-teacher partnership.
• Behave in a manner that protects and enhances the esteem and community respect for the School.
• Follow the conflict resolution procedure outlined in the Beehive Staff Handbook in the case of a disagreement or conflict.

Members of the School Board agree to:
• Act with honesty, integrity and diligence in making decisions in the best interests of the School.
• Ensure that the policies and procedures of the School are administered appropriately and fairly.
• Respect and maintain confidential information that is discussed in the In-Confidence section of board meetings, or that they may be given in the course of their work on Board. Ensure that any record of this information is appropriately secured.
Breath of this Code
If a member of the Beehive Montessori School community breaches this code they will, in the first instance, be reminded of their agreement to this code. If the breach continues, or is of a particularly serious nature, they will be informed in writing by the Beehive Montessori School Board. Further action may be taken, if the breach is not resolved, including a request or requirement to leave the School. Board will have the final say on whether a breach has occurred.

Where a breach is by a student they will be directed through the Behaviour Policy process as outlined in the Parent Handbook.

Where a breach is by a Staff Member they will be directed through the Conflict Resolution process as outlined in the Staff Handbook.

Where a breach is by a School Board member they will be advised by the Chair of the Board and if the breach continues they will be sanctioned by the Board which may include a requirement to leave the Board.