

Per our 2025-26 Student and Parent Handbook (page 40-41), our Policy for Communication with School Personnel is the following:

Policy for Communication with School Personnel

Here are some key points to remember when you are communicating with school personnel about your child's educational needs:

- Please schedule meetings with your child's teacher in advance. Please understand that a teacher's responsibilities may prevent accommodation of a request for an immediate meeting. Please request the meeting within one week of the concern, issue, or incident, so that the discussion may be timely.
- It would be helpful to be prepared for the meeting by writing down your issues, what you want to say, and questions you would like answered. Write down your solutions and recommendations as well.
- Your child's educational needs are best met when you and your child's teacher work together, and acknowledge each other's efforts toward your mutual goals.
- Stay positive and calm throughout the conversation. Avoid blaming or becoming defensive. All parties are expected to be respectful and courteous. Any teacher or school employee reserves the right to terminate a meeting in the event of inappropriate or abusive behavior.
- Listen to the staff's point of view and suggestions with an open mind.
- Ask the teacher to clarify any school "lingo" – language used by educators that you might not understand.
- Agree together on an appropriate, informal intervention plan or resolution. Share responsibility for the success of the plan. Make a note of this plan. Be clear about commitments and next steps – yours and the teacher's.
- If you feel a follow up meeting or phone call is necessary, and this has not already been scheduled as part of the plan you and the teacher created, you are welcome to initiate the meeting or call.
- If the situation is not resolved through meeting with the teacher, please use a Parent/Guardian Dispute Resolution Request Form available in the school office to provide information regarding the issue and to request a meeting with the Director.
- The Director is available to mediate issues between the parent/guardian and teacher. Any party may request mediation as part of the process. In case of the needs for a parent/guardian Director mediation, another mediator will be made available.
- If the situation is still not resolved through an in-person meeting with the Director, then and only then, request in writing to be placed on the Governing Council agenda. Individual personnel issues will be addressed in executive session only, rather than open session. Any Governing Council member approached by a parent will respectfully redirect the parent to this process.
- After the Governing Council has addressed the issue--and their recommendation has been followed by the school, director, or staff member--the issue will be considered resolved by the school. While the goal is to identify and execute a positive solution, if the parent/guardian is still in disagreement, reflection on school placement is the family's prerogative and responsibility