Knappa School District #4

Code: KC

Adopted: 6/22/2022

**Community Civility**

**Statement and Purpose**

The Knappa School Board (“Board”) and, in turn, the District recognize and value the free expression of ideas in a high-quality educational process. A need for a safe, civil environment that is characterized by mutual respect is essential. Conversely, uncivil conduct, like other forms of disruptive behavior, interferes with a student’s ability to learn and the District’s ability to educate its students.

This policy is designed to promote mutual respect and civility among and between all the stakeholder groups in the Knappa School District community. The following ideas were gathered from those listening sessions and the expectation is that all members of the school community (Board, District employees, parents, volunteers, students and the public) will:

* Keep the best interests of students first;
* Acknowledge that most people are acting with the best of intentions and we should assume goodwill at the outset of an interaction.
* Listen for understanding to other persons’ perspectives before forming a judgement;
* Go to the source of a concern or to someone in a position to address the concern;
* Value the voices of those responsible for the educational programs and enhance the partnership with the families whose children attend our schools;
* Be honest, patient and genuine;
* Suspend judgement until all points of view are heard, and all information is gathered; and
* Maintain composure and tone of voice when communicating problems and concerns

Social media is *discouraged* as a resource for solving complaints

People should avail themselves of the District’s complaint process, KL and KL-AR.

The Board intends to ask each stakeholder group to review and reaffirm its commitments and expectations to promote civility and mutual respect annually. The initial commitments and expectations affirmed by each stakeholder group are attached to this policy.

The Board directs the Superintendent to communicate and publish a flow-chart to be used by parents and community members for the purpose of resolving complaints and disputes in a timely manner. Such flowchart shall be in included with the AR associated with this Policy.

**Definitions**

“Uncivil Conduct” is defined as behavior in a discourteous or disrespectful manner when communicating or interacting with others whether it occurs in person or on social media.

“Uncivil Conduct” does not include the expression of controversial or differing viewpoint that may be offensive to some people.

End of Policy

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