



'O'ohie pau ka 'ike i ka hualau hio'okahi

Connections Public Charter School

A Community, Business & Education Learning 'Ohana

**Connections Public Charter School's
Conflict Resolution Policy**

**Connections Public Charter School's Approach to
Maintaining a Harmonious and Safe Learning Environment**

To fulfill our mission, Connections' Governing Board recognizes the necessity of maintaining an orderly and harmonious environment in the school. It is the school's intention to promote the 4 R's (*Respect, Relationship, Responsibility* and *Reasoning*) in student behavior.

Students are responsible for their own actions and must respect the rights of others. Opportunities will be provided for staff to develop skills in teaching decision-making (*Reasoning*), taking ownership of one's behavior (*Responsibility*), how to honor oneself and others (*Respect*), and how to work together to help each other (*Relationship*).

Our school community has committed to using conflict resolution to settle arguments and to prevent violence. We believe that effective conflict resolution can help us learn to disagree respectfully, to understand each other better, and to respect the minds, hearts and bodies of everyone in our community. In order to live and learn and grow together, we need to build trusting, positive relationships.

We expect all members of our community - young and old, teachers, parents, students and staff - to practice peaceful conflict resolution and ask for help when needed. We encourage families to reinforce this method at home and also to adapt it to meet family needs.

How and When to Use the Conflict Resolution Policy

We use our Conflict Resolution Policy for major disagreements as well as for minor misunderstandings. We encourage everyone to talk directly to each other when conflicts first arise. People can follow the steps on their own (without an outside manager), or ask someone (a trained or in-training teacher, other staff or parent) to help guide them through the steps.

Whenever possible, the process will be used during times other than instructional periods.

The Process:

- **Cool off (sit in a quiet place, take a walk, talk to a mediator)**
- **Agree on the ground rules (no interrupting, no put-downs, no yelling)**
- **Each person tells what happened and how he/she feels (use I-statements)**
- **Each person says what he/she needs to happen next**
- **Brainstorm solutions**
- **Choose one solution (write down the agreement, sign)**
- **Use the solution**
- **Agree on a time to check back, to see if the solution is working**

If the above process does not result in a solution:

For Students:

- A trained or in-training staff member will repeat the process *and/or*
- The classroom teacher or a class meeting will mediate *and/or*
- Parents (other than the parents of the students involved) may be asked to participate in the process

For Adults:

- A trained or in-training teacher will mediate *and/or*
- Two other trained or in-training adults (staff and/or parents) will mediate

A report of the conflict and process will be prepared and logged by mediator(s), for record-keeping by the school's Lead Mediator.

