PERSONAL RESPONSIBILITY POLICY

School Board Policy Number Eighteen
School Board Policy Number: Eighteen

Endorsed: _______________________

Review: _______________________

Signed: _______________________
  (Chairperson)

Signed: _______________________
  (Principal)
Policy aim:
This Personal Responsibility policy (formerly Behaviour Management) explains the expectations and procedures relating to the safety, health and wellbeing of St. Brigid’s Catholic School students.

The policy identifies required expectations with particular reference to positive behaviour and personal responsibility choices of students towards themselves, other students, staff, parents and visitors. The policy outlines consequences relating to such behaviour.

Philosophical Basis

In Jesus’ teaching, he taught continually about the experience of God in people’s lives. He reflected that God’s presence could be recognized where love, peace and justice were reflected in the relationships between people. At St. Brigid’s we strive to bring the freedom of Jesus’ teaching into the lives of the people who journey together by recognizing the inestimable value of each person as a reflection of the image of God. For each child to come to a knowledge of their uniqueness, they need to experience the love and reconciliation of God, as manifested in the person of Jesus Christ, through significant people in their lives, i.e. their parents and teachers.

St. Brigid’s Catholic School acknowledges that children learn and grow in a community that lives, loves and reconciles. This community is not immune to the influences of the values of a society that does not reflect the values of Jesus. This requires learning that is active. For students to learn responsibility, the school in partnership with parents need to provide opportunities for practising responsibility and collaboration. Through a Policy on Behaviour Management and Personal Responsibility students will be enabled to take risks in accepting responsibility for themselves and to understand that consequences lead to self discipline and independence.

At St. Brigid’s Catholic School it is the right of students to learn and of teachers to teach, free of prejudice and disruption in a safe, caring Christian learning environment.

At St. Brigid’s School we develop guidelines, strategies, programs and policies that enable students to manage personal self-discipline.

At St. Brigid’s School we aim to develop a success-oriented school in which all students are provided with support to grow intellectually, emotionally, physically, socially and spiritually.

At St. Brigid’s School we consult and involve the whole school community in the documentation, implementation and review of the Behaviour Management and Personal Responsibility Policy.

Consequently, it is the responsibility of St. Brigid’s school to:

- Empower students through personal skill development to accept the differences of others, to share power, accept others points of view and deal with situations where we don’t get our own way.
- Include processes that encourage collaboration and interdependence in decision-making for students and staff.
- Provide explicit teaching in the areas of harassment management, dealing with feelings, networking, accepting responsibility in order to guide students to personal responsibility.
- Provide staff professional development in behaviour management strategies for the classroom and the yard.
- Develop strategies that reflect justice, the developmental nature of students, the need for students to reflect on the choices they make and inform parents where required.
- Acknowledge that forgiveness and healing are intrinsic to personal development, hence the student must not get lost in the process.
- Actively seek a partnership approach with all participants, staff, parents, Principal and students in the area of personal development, particularly in relation to policy development, implementation and review and the resolution of any issues.
- Ensure the Gospel values of justice, reconciliation and respect for human dignity are modelled.
- Develop a success-oriented curriculum supporting specific student needs and reflecting the diversity of student learning styles.
- Implement strategies that do not lose sight of the child behind the behaviour.
- Inform new members of the school community and visiting teachers of the expectations.

Responsibility of Parents

- To model values consistent with those of the Christian ethos of the school.
- To participate in the documentation, implementation and review of the policy.
- To be loyal and supportive of the school’s policy.
- To recognize that behaviour management at the school is set within an alternate context to the home consequently an openness to dialogue over issues is important.
Responsibility of the Student
- To be involved in the construction, implementation and review of the school’s policy.
- To be aware of and take responsibility for their behavioural choices.
- To respect the right of others to learn and teachers to teach in a safe, caring learning environment.
- To be involved in the development of the classroom expectations and consequences in relation to behavioural choices.

Mandatory Provisions

In the implementation of the policy in the classroom, St. Brigid’s Catholic School is conscious that behaviour management is taught and consequently opportunities will need to be provided for children to practice making and following through appropriate choices.

St Brigid’s Catholic School has adopted the Personal Responsibility Expectations paradigm of

CARE FOR SELF
CARE FOR OTHERS
CARE FOR THE ENVIRONMENT


It is under each of these categories that all rules, expectations and consequences are developed.

Please refer to attachment “Consequence Document” which is presently under trial for use with this policy.

The Teacher or Leadership has the discretion to proceed to buddy class or Leadership if the behaviour warrants it.

The community, (children, staff and parents) need to be aware that where appropriate behaviour reflects good choices, this will be affirmed through:

- verbal recognition
- stamps and stickers
- Good notes
- newsletter acknowledgement
- recognition at assembly
- affirmation of the class
- special privilege
- certificates
- extra playtime
- visiting the Principal and/or another class
- physical contact
- peer support
- Using various intervention programs to support children in behaviour education – Including but not limited to “What’s the Buzz”,

On the other hand, the process for dealing with inappropriate behaviour reflecting inappropriate choices will be: in the form of a step a system

Escalation Process
(Procedural Fairness)

1. A warning - identifying what choice the child should be making.
2. Short time out in the classroom.
3. Time Out for 20 min. in a buddy class for child to reflect on behaviour and how it’s interfering in the teacher’s right to teach and the child’s right to learn. Child will complete a Reflection Sheet that is to go home for parental perusal.
4. Time Out (for a session) in interview room or Principal’s Office. Generally if the matter cannot be resolved at this point, parents will be contacted, as a concern requires addressing.
5. Counselling - involving parents, teacher, Principal, students, counsellor in the development of an action plan.
6. Suspension (Internal/external) - where staff and students are at risk physically, morally or emotionally, involving parents, students, Principal, Catholic Education Office, teacher.
7. Expulsion - As above, however it is clear that no remediation has occurred or parents are not willing to affect remediation.
8. In ongoing cases of a student displaying challenging behaviours, a Case Management approach will be undertaken where a team of people including parents, leadership team, CESA consultants and or other agencies will meet on a regular basis to support the child to make and adopt appropriate behaviour choices

9 Where a mutual agreement is not reached between parents and Leadership, parents and the school have the right to discuss matter with CESA personnel to reach a solution.

Principal’s or Delegate Discretion

At times, the behaviour choices of students will require the Leadership Team to make a decision which may be based on extenuating circumstances and the particular needs of students, staff and/or parents. In these situations the Leadership Team will seek advice from Catholic Education SA Principal Consultant.

Resources
- Catholic Education SA Personal Responsibility Policy
- Program Achieve
- Stop, Think, Do
- Kids Friendly Classroom
• Cool Under Pressure
• Rock and Water
• CESA Behaviour Education Team
• Specialist Agencies
• Student Personal Responsibility and Wellbeing POR Coordinator

Evaluation

It is expected that the Personal Responsibility Policy will be reviewed on a regular basis.

It is anticipated that this will occur every two years.