

An important goal of East Central Alberta Catholic Schools is to develop responsible, caring and respectful members of a just, peaceful and democratic society. A school must be a safe and caring place for students and staff. The Board of Trustees expects students and staff to model and reinforce socially responsible and respectful behaviors so that teaching and learning can take place in a safe and caring environment. The ultimate goal of a Catholic school is for students to move to self-discipline, living a life of discipleship, and following the spirit of Jesus Christ.

A positive school climate creates an environment in which each student is free to learn to the best of his or her ability and prevents or reduces misbehaviors in school. Discipline is an essential part of a positive school climate. School personnel, under the direction of the principal, have a duty to maintain order and discipline in the school, on school grounds and during activities sponsored or approved by the Board of Trustees. Teachers operate *in loco parentis*; that is, their actions in relation to students are those which would be undertaken by a responsible, caring parent. As well, in exercising their authority under the *School Act*, staff must always consider the best educational interests and fundamental rights of all students.

Procedures

1. The Superintendent shall:
 - 1.1 Ensure that all schools are safe and caring;
 - 1.2. Develop, implement, and continually evaluate programs and practices to prevent and respond to incidents that disrupt teaching and learning; and
 - 1.3. Ensure that the best educational interests of students are the paramount consideration in the exercise of authority.
2. The principal shall
 - 2.1 develop school policies and procedures, in consultation with students, staff, school council, police, and parents, that identify roles and responsibilities of students, school staff, parents and community agencies to support safe and caring schools;
 - 2.2 develop, implement and evaluate programs which promote appropriate behaviors and discourage or prevent inappropriate behaviors;
 - 2.3 provide crisis management (VTRA), develop school disaster plans and ensure staff are trained in these emergency measures; and
 - 2.4 maintain accurate and current student discipline records, to be shared where appropriate.
 - 2.5 Take into account the student's age, maturity and individual circumstances when determining consequences for inappropriate behaviours.

- 2.6 Provide support to students who are impacted by inappropriate behavior as well as for students who engage in inappropriate behaviour.
3. Teachers shall:
 - 3.1. Model the beliefs and values as outlined in the Board's foundation statements in *Policy 1* and the expectations of the *ATA Code of Professional Conduct*;
 - 3.2 Create and maintain environments that are conducive to student learning;
 - 3.3 Establish learning environments wherein students feel physically, psychologically, socially and culturally secure;
 - 3.4 Be respectful of students' human dignity;
 - 3.5 Seek to establish a positive professional relationship with student that is characterized by mutual respect, trust and harmony.
 - 3.6 Implement reasonable consequences for student misconduct such as withdrawing privileges, detaining a student, assigning alternative activities, removing a student from class on a temporary basis, or restraining a student from carrying out a destructive act; and
 - 3.7 Implement disciplinary programs as deemed appropriate by the District and school administration.
4. Principals and school staff shall refrain from using the following forms of discipline:
 - 4.1. Consequences directed at whole groups in an unspecified way, rather than at a specific individual or individuals;
 - 4.2. Consequences that involve the use of, or threats of, physical force, including corporal punishment, other than that which occurs in the context of restraint. When used, physical force must be reasonable in the circumstances and not intended as punishment; and
 - 4.3 Deliberate humiliation of students, e.g. through the use of sarcasm or injurious social/ personal references.
5. Parents shall have the opportunity to:
 - 5.1 Consult with the Principal to ensure that students in the school have the opportunity to meet expectations as established by the Board of Trustees;
 - 5.2. Advise and consult with the Principal on matters related to student conduct, discipline and consequences; and
 - 5.3. Exercise the right to be heard regarding the discipline of their child, notwithstanding that the school staff, in operating in *loco parentis* is not required to consult with parents in every disciplinary matter, as this would constitute an

unreasonable encumbrance on the school.

6. Students shall:

- 6.1 Demonstrate a commitment to maintain a safe and caring school;
- 6.2 Demonstrate desirable personal characteristics, such as respect, responsibility, fairness, honesty, caring, and democratic ideals;
- 6.3 Conduct themselves so as to reasonably comply with the following expectations:
 - 6.3.1 be diligent in pursuing their studies;
 - 6.3.2 attend school regularly and punctually;
 - 6.3.3 comply fully with everyone authorized by the Board of Trustees to provide education programs and other services;
 - 6.3.4 comply with the rules of the school;
 - 6.3.5 account to their teachers for their conduct; and
 - 6.3.6 respect the rights of others.
 - 6.3.7 Ensure that their conduct contributes to a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging.
 - 6.3.8 Refrain from, report and not tolerate bullying or bullying behavior directed toward others in the school, whether or not it occurs within the school building, during the school day or by electronic means;
 - 6.3.9 Positively contribute to their school and community.
- 6.4 Be answerable for their conduct to the Principal of their school, for their behaviour, whether or not the behaviour occurs within the school building, during the school day or by electronic means.
- 6.5 Be afforded information on the code of conduct with which they are expected to comply, with possible consequences for noncompliance; and
- 6.6 Have the right to fair treatment and due process, including the opportunity to account for behaviors in situations.

- 7. Subject to the right and responsibility of the District to provide education programs to students through separate schools in such a way that the rights guaranteed under the Constitution of Canada of separate school electors are preserved and maintained, the District affirms the rights of each student and employee as provided for in the *Alberta Human Rights Act* and the *Canadian Charter of Rights and Freedoms* and will not discriminate against students and employees as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms*.

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