

Philosophy of Discipline

In our school, as in our community, we work together. The code of conduct for our students is based on our philosophy of providing a quality education in the framework of our Catholic tradition. Each component of our school community, in conjunction with our families, is committed to the welfare of the children, their growth in our faith and their academic achievement.

The term “discipline” comes from the word “disciple,” which means “one who learns.” The purpose of discipline is to strengthen the school community through reconciliation and the creation of disciples who demonstrate strong virtues, especially self-discipline, love and mercy. Discipline in the school is to be considered as an aspect of moral guidance and not a form of punishment. It is a means of training the child to assume responsibility and be in more control of his/her conduct, helping the child to grow progressively in self-competency and maturity. Discipline promotes genuine character building.

St. Francis Xavier Catholic School students are expected to be responsible for their behavior at all times. They are to be a credit to themselves and their school. Each student must be familiar with all school rules and conform to them. Continued non-conformity to these rules may result in disciplinary action according to school guidelines.

It is the **responsibility of students** to demonstrate self-discipline, to be actively involved in the enforcement of the disciplinary steps, and to learn from his or her mistakes.

It is the **responsibility of parents** to support and encourage students in their development of virtues. It is also the responsibility of parents to support school staff in the enforcement of the discipline policy.

It is the **responsibility of teachers, staff and administration** to enforce the disciplinary policy in a developmentally appropriate manner, in order for all students to practice self-discipline, to protect the rights of all, and to encourage the development of virtues.

General Rules

The formal policy for proper conduct at St. Francis Xavier Catholic School is guided by Christian values. Each student understands that he/she shall:

- Be honest, courteous, attentive and respectful in all dealings with fellow students, teachers, school personnel and visitors.
- Always respect the rights and the value of each individual person on the school premises, on the way to and from school, or at school sponsored events.
- Respect and respond promptly to the directives of the teacher and school staff.
- Obtain permission from the proper authority for use of the school facilities, equipment or other materials.
- Be courteous, attentive and respectful when fellow students, teachers, administrators, visitors, or performers that address individual classes or the assembled student body.
- Be responsible for the care of books and all other materials loaned to the students for course of studies during the year.
- Keep the campus clean.

Inappropriate behavior for St. Francis Xavier Catholic School that may result in disciplinary consequences includes (but is not limited to):

- Fighting, provoking a fight between other individuals or participating in violent activities that include physical violence (such as hitting, kicking, pushing, biting, etc.). Possessing dangerous items such as: firearms, knives, or other dangerous weapons (as defined by MN State Law.
- Possession of illegal substances
- Verbal abuse, relational aggression, or causing of emotional harm of another student including threats of harm.
- Theft or damage to property of the school, another student, visitor or school staff.
- Using vulgar or unacceptable language verbally or in writing.
- Leaving the campus during the day without permission.
- Disturbing the classes in such a way that others are unjustly hindered from learning.

Discipline Procedures

Each teacher shall review the rules and regulation of the school and the classroom in order to clarify what is expected of students and staff. Non-conformity to the rules as set by the school may result in one or more of the following consequences to the discretion of the teacher and/or the Principal and Dean of Students.

Verbal Warning or Reprimand (for minor misbehavior)

The teacher or adult staff shall discuss the problem with the student in order to solicit his/her cooperation.

2nd / 3rd Verbal Warning or Reprimand (for ongoing minor misbehavior)

The teacher or adult staff shall discuss the ongoing problem with the student in order to solicit his/her cooperation. When a student is struggling with an inappropriate behavior and the student repeatedly disregards the rules, the teacher will make contact home to notify parents of the incident(s). There also may be consequence given or loss of privileges within classroom at the teacher's discretion.

Loss of Privileges/Behavior Contracts

When inappropriate behavior is more serious in nature or a student repeatedly disregards the rules, a loss of privileges (including recess, field trip attendance, lunch detention etc.) may be used as a consequence. Parents will be notified by the Dean of Students or Principal. Parents may be scheduled for conference in order to discuss the behavior, reconciliation, and strategies for student growth and development. Behavior contracts may also be used for repeated or serious inappropriate or disruptive behavior. These contracts allow for documented communication between the teacher, student, and parents to allow for meaningful reflection and at-home consequences to support improved behavior.