



## **DISCIPLINE CODE for Education Programs of Union UCC**

Union United Church of Christ attempts to model Christian community in its education programs. While this church appreciates diversity and encourages mutual respect among persons, a climate of reasonable order must exist among us for harmony and safety.

Our educational programs such as Children's Church, Sunday School, Confirmation, Breakfast Club, Youth Group, adult and various other programming, depend largely on volunteer teachers and helpers. They need the support and encouragement of the congregation as they seek to provide a safe, respectful, harmonious climate in their groups. When a person or persons continuously disrupt this climate, then the congregation must provide our volunteer teachers with a process for restoring an atmosphere conducive to Christian education.

These guidelines which provide a way of preserving our harmony, would be invoked when this harmony would be threatened and are adopted in order to support our teachers in their very important effort on behalf of Christ's church, and the Christian Education committee will implement these guidelines, and with the approval of the Consistory, revise these guidelines from time to time to meet the needs of learners and of the program.

### **EXPECTATIONS**

Those participating in the educational programs of this congregation should exhibit self-control. Within reason, learners should be able to listen to the teacher and respond appropriately to the teacher's verbal request to redirect behavior which is irresponsible and/or disruptive of the educational program.

The teachers in our programs should not be expected to physically redirect behavior.

Christian learners are expected to be quiet when someone else is talking, to remain seated, when instructed to do so by the teacher, and to refrain from violating another person's private space, when uninvited.

## WHEN THESE EXPECTATIONS ARE NOT MET

When learners do not fulfill the above expectations, teachers suffer disruptions and the harmony and joy in their groups is lost. Here follows a process for our congregation's teachers to follow when their teaching is disrupted.

1. **First Warning** – Appropriate firm and loving discipline is conducted by the individual teacher or aide.
2. **Second Warning** – The Christian Education Committee is consulted and the Director of Christian Education or a Pastor contacts the student's parent(s) or guardian(s), informing them of the behavior problem. The concern is that the parent reinforce behavior conducive to encouraging Christian community. The congregation supports rules that are fair and reasonable and that enhance the worship/learning environment.
3. **Third Warning** – If both steps one and two fail to correct the disruptive behavior as reported to the Christian Education Committee, the Director of Christian Education or a Pastor will request that the parent(s) or guardian(s) withdraw his/her child for a specified period of time. This conversation will be followed with a letter summarizing the discussion between the Director of Christian Education or the Pastors and the parent(s) or guardian(s).

After that time period in consultation with the parent or guardian, the student may again re-enter the program under a specified probationary period. Each week the behavior is monitored. After that period, the student is reinstated if full.

## SUMMATION

With this Consistory policy adopted, those who accept part of the responsibility for the educational ministry of this church will know that they are supported by the congregation that they serve.

Students will realize that they too have a responsibility to respect their teachers as these teachers seek to foster an atmosphere of excitement and concern in their Christian teaching and leading.

Parents will know that the congregation supports them in their efforts to instill in their children appropriate worship manners and attitudes.

Everyone appreciates that only in exceptional circumstances will student misbehavior necessitate invoking step three under the heading WHEN THESE EXPECTATIONS ARE NOT MET.