

Cornerstone Classical Christian Academy Grievance Policy

Questions and complaints inevitably arise even in a well-run school. Should you have a concern with or offense against any person that cannot be overlooked, Matthew 18 obligates you to discuss the situation directly with the person involved. While this may be difficult, resolution comes most quickly when we lovingly seek reconciliation with those directly involved. The principle in Scripture concerning conflict resolution is clear. Solve each complaint with the persons directly involved, moving the matter up the chain of authority to the level where it is finally resolved. All persons involved in any sort of conflict should make it a matter of personal integrity not to gossip or discuss a grievance with someone who is not directly involved or with someone who is unable to bring resolution.

In the case of conflict between students, it is our hope that parents will instruct their children at home as to the Biblical resolution of conflict. Students who have difficulty with one another should approach one another in the spirit of Christian love and seek to work together to bring resolution to their difficulty. Each student should be trained at home to lovingly confront someone who has caused offense, seek resolution of the offense and grant the offender forgiveness. Those who are confronted by another student are expected to receive the correction humbly, ask forgiveness and change their behavior. This is the standard that we will be keeping at school. If students are unable to bring about a peaceful conclusion to a conflict, the teacher will intervene. If the teacher deems necessary, the Headmaster will be asked to resolve the difficulty. Conflicts of a private nature that occur outside of the jurisdiction of the school should not be a matter of conflict within school. Difficulties that occur at school will be dealt with according to school rules. Every parent and student must understand that the staff and administration seek to be good stewards of the time that is entrusted to us. The main objective of Cornerstone is to ensure that students receive sound academic training from a Biblical perspective. The overall Christian atmosphere of the school will not be compromised because of unresolved conflict. Should this become an issue within the classroom, the teacher is instructed to discuss the matter with the Headmaster.

In the case of conflict between parents, it is our hope that parents will serve as a sound Biblical role model for their children. Resolve the conflict in private discussion and in a way that will promote the glory of God, the good of the families concerned, and the good of the school. Conflicts of a private nature that occur outside of the jurisdiction of the school still need to be Biblically resolved; however, these difficulties should not be a matter of conflict within school.

If there is a difficulty between student and/or parents and a teacher the resolution of conflict will proceed as follows:

1. Request a conference with the teacher and meet privately to seek to resolve the problem. Both parties want the good of the child and are not in an adversarial position. Conferences with teachers are generally held immediately prior to or

following the dismissal of school. Conferences of this nature are limited to thirty minutes.

2. If the difficulty is unresolved, the parent and teacher will meet with the Headmaster. Again, all parties involved are not in an adversarial position but are seeking to resolve the issue definitively and in a way that is honoring to Christ. All subsequent meetings between the teacher and parent will involve the Headmaster.
1. If still unresolved, the matter will be presented to the school Board's chairman. He will call upon the parties involved as warranted, in the spirit of reconciliation.
2. If still unresolved, the problem will be brought before the entire school Board. The Board will call upon the parties involved as seems warranted, still in the spirit of reconciliation. If reconciliation does not occur, the Board will make the judgment as to who is wrong and will take appropriate action.

In case of conflict between parents and the Headmaster, parents should make an appointment for a private conversation with the Headmaster. Should the issue not be resolved, the Headmaster will request the mediation of the school Board chairman. If still unresolved, the school Board chairman may request the matter be discussed with the entire school Board.

There is nothing that you as a parent can do outside of prayer that will bring about a more positive result in the day-to-day operation of the school than to abide by the grievance policy. Compliance with this policy is absolutely necessary to further the good of your child and to accomplish the mission of the school.