



Community Standards:

Hill View Montessori's Community Standards specify principles for how adult members of the community (parents, guardians, family members, faculty and staff) interact and treat each other both in person and online. The Community Standards are based on Montessori principles of grace, courtesy, mutual respect, and collective responsibility to create the most positive learning environment possible for students.

1. Students are the North Star:

Adult members of the HVM community share a common goal: to foster a safe, respectful, inclusive environment in which all students can learn, grow, and become their best selves. All decision-making should be guided by what is in the best interests of students.

2. Assume Positive Intent

We all want what is best for students. We are on the same side. When an incident occurs that puts you at odds with another member of the HVM community, begin with the belief that that person also wants the best outcomes for all children. Proceed from a place of common interests and collaboration.

3. Assume Thoughtful Decision-Making

Another thing we have in common as community members is that we put a lot of thought into the needs of students. We will approach any difference of opinion from a place of trust in each other's commitment to make thoughtful decisions based on our education, training, knowledge of the law, awareness of the full set of circumstances, familiarity with all of students involved, adherence to school policy, experiences, and the best interests of students.

4. Value Individual Differences and Common Ground

HVM is a diverse community made up of people from diverse backgrounds and experiences, with distinct needs. We aim to cultivate a climate of inclusivity, equity and justice and to foster understanding and respect among all.

5. Disagree in Person and without Arguing

We bring different perspectives, opinions, and emotions to this community. The diversity of our life experiences can be one of our greatest strengths. It also makes it inevitable that we will have disagreements on occasion. When this happens, we will resolve the issue through constructive dialogue rather than destructive arguing.

Social media posts, emails, and text messages don't always accurately convey tone, intention, emotion, facial expressions, or body language. For this reason, meaning can be easily misinterpreted or misunderstood, causing a problem to worsen. As a school community that is committed to resolving problems rather than intensifying them, all communication about issues in which community members are upset with one another should occur through a scheduled phone call or face to face conversation.

6. Talk to People, Not About People

When disagreements occur, HVM community members should seek to resolve them directly with one another, through solution-focused dialogue. Involving other members of the community or broadening the conflict by talking about it publicly or through social media is considered inflammatory to the problem and destructive to our community as a whole.

7. Keep Adult Conversations Among Adults

When a faculty member and parent disagree, they should avoid sharing that information in earshot of a student. When young people become aware of teacher-parent tensions, they may feel confused, torn, angry, stressed, disloyal or even empowered toward noncompliance with school rules—none of which is in the best interests of giving that student a positive learning environment.

8. Offer Grace

The average adult makes approximately 35,000 decisions each day! It is inevitable that each one of us is going to get some things wrong. In our community, let's make it a habit to offer grace to each other for mistakes and to work together toward positive outcomes.

9. Be Respectful

In all interactions, HVM community members should seek to honor the Montessori principles of grace and courtesy by using respectful language (both spoken and written via

email and texts), volume and tone of voice. Personal attacks are to be avoided. We all do better when we feel heard, respected, and understood.

10. Be Kind

“Be kind whenever possible. It is always possible.” — Dalai Lama

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