



BFA PTO Communication and Conflict Resolution Policy

The BFA PTO is committed to using conflict resolution to settle disagreements and to encourage harmony in our school. We believe that effective conflict resolution can help us learn to differ respectfully and to understand each other better. In order to build a strong school community, we need to build trusting, positive relationships.

How and When to Use the Conflict Resolution Policy:

We use our conflict resolution policy for major disagreements as well as for minor misunderstandings. We encourage everyone to talk directly to each other when conflicts first arise. People can follow the steps on their own or ask someone to help guide them through the process.

The BFA PTO Executive Board in conjunction with the acting school principal, reserves the right to deny or discontinue a person's membership and participation in the PTO based on behavior deemed unfit as defined and suggested in the school principles outlined in the parent handbook.

The Process:

1. Cool off (sit in a quiet place, take a walk)
2. Each person tells what happened and how s/he felt (use I-statements)
3. Each person says what s/he needs to happen next
4. Brainstorm solutions
5. Choose one solution (write down the agreement, plan to check if it is working)
6. Use the solution

Printed Name _____

Signature _____

PTO Position _____

Date Signed _____