East Granby Congregational Church Sunday School
Code of Conduct Covenant

Goal:
The Conduct Covenant focuses on developing Christian Character of loving God and loving others (Matthew 22:36-40[1]) by guiding and managing children's behavior during Sunday School through positive reinforcement, clear expectations, and redirection, while also addressing inappropriate behavior in a constructive manner. **Simply stated, this policy sets the expectation that all teachers/shepherds, children and parents/guardians will respect God and God's word (Deut. 10:12-13[2]), respect teachers and leaders (Hebrews 13:17[3]), and respect each other (Hebrews 10:24-25[4]).**

More broadly the covenant intends to encourage self-control, self-esteem, and respect for all children and adults while supporting children's social-emotional development. Additionally, this covenant encourages open communication between staff and parents/guardians to address concerns and develop collaborative solutions. This covenant is designed to provide opportunities for children to grow in Christian discipleship by developing social skills, learning to manage emotions, and resolve conflicts. To achieve this, it is essential to ensure that the emotional, social and general wellbeing of all of the children and teachers/shepherds attending the program are positively supported in a happy, safe, well-planned and controlled environment with appropriate and consistent boundaries.

This covenant will:

- Support children in making positive choices with cooperation and compassion, emphasizing the importance of respecting and caring for others as a way of showing love to others because God loves us.[5]

[1] Matt. 22:36-40 "Teacher, which is the greatest commandment in the Law?" Jesus replied: "'Love the Lord your God with all your heart and with all your soul and with all your mind. 'This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments."
[2] Deut 10:12-13 And now, Israel, what does the LORD your God ask of you but to fear the LORD your God, to walk in obedience to him, to love him, to serve the LORD your God with all your heart and with all your soul, and to observe the LORD's commands and decrees that I am giving you today for your own good?
[3] Hebrews 13:17 Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.
[4] Hebrew 10:24-25 And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.
[5] 1 John 4:19 We love because he first loved us.

- Support teachers/shepherds in taking everyday disciplinary issues and turning them into teachable moments that convey Christian values and the importance of impulse control, anger management, and respectful conflict resolution.
- Involve parents/guardians in support of the teacher/shepherd/child relationship, and increase collaboration between teacher and parent/guardian for the benefit of the child's development.

Expectations of EGCC Staff and Volunteers:

Teachers/Shepherds will model Christian Character through responses that are calm and respectful, demonstrating **respect for God and God's word, respect for other teachers and leaders, and respect for children and parents/guardians.** The teacher/shepherd will provide the child and parents/guardians with information regarding acceptable/unacceptable behavior.
Teachers/Shepherds will respond to challenging behavior in a manner that provides for the safety of the child and the safety of others in the classroom.

Expectations of EGCC Students:

EGCC Students are expected to respect God and God's word, respect teachers and leaders, and respect each other. At the beginning of the school year, each classroom will work together to set rules that emphasize respect, responsibility, care and safety. Some examples may include:

- Be respectful of self, others, and church/personal property
- Respect others' personal space
- Follow direction from the responsible Teacher/Shepherd
- Use an appropriate volume when participating in class activities
- Participate in classroom activities and engage classmates in a purposeful manner
- Respectfully transition from service to classroom setting within a reasonable time frame
- Obey directions and respond politely to adults
- Work without disturbing others
- Use appropriate language and/or gestures

Expectations of EGCC Parents/Guardians:

Throughout the school year parents/guardians will remind their children of the expectation that **all children, parents/guardians and teacher/shepherds will respect God and God's word, respect teachers and leaders, and respect each other.** In the event of behavioral issues, parents/guardians will work collaboratively with teachers/shepherds to ensure the safety of the child and the safety of all others in the classroom, promoting the emotional, social and general well-being of all children attending the program.

In order to decrease possible interference with classroom instruction, parents will ensure that neither food, nor personal items unnecessary to participate in class, are brought by the child into the Christian Education Center or classroom.

Behavior Redirection and Consequence Steps:

This section of the covenant outlines consistent and fair consequences in the event that a child engages in unacceptable behavior. The Teacher/Shepherd has discretion to determine the appropriate response based on the behavior requiring the correction. Options include:

1. The Teacher/Shepherd will explain that the behavior is unacceptable, ensuring the child understands the rules and boundaries. (How is the behavior failing to respect God and God's word, failing to respect the teacher/shepherd, or failing to respect each other?)
2. The Teacher/Shepherd will offer alternative activities or strategies to help children engage in more appropriate behaviors.
3. The Teacher/Shepherd will remove the child from the classroom for the remainder of the class and will have a discussion with the parent/guardian upon sign out at the end of the service, explaining how the behavior failed to respect God and God's word, respect the teacher/shepherd, or respect each other.
   a. Teacher-parent discussions regarding a child's behavior shall be held in private and shall focus on working as a team to develop and implement an individualized plan that supports the child's inclusion and success, focusing on how the child can exhibit behavior that respects God and God's word, respects the teacher/shepherd, and respects their classmates.
   b. The parent will be asked to sign a statement acknowledging the corrected behavior discussion.
4. Removal from the program with communication of expectations necessary to be fulfilled for future re-entry.

Mentoring and supporting the growth of Christian discipleship in children requires the whole body of Christ to work together. East Granby Congregational Church takes seriously the exhortation in Proverbs 22:6 to "Train the young in the way they should go; even when old, they will not swerve from it."

I, _____ (parent/guardian) acknowledge receipt of this policy.

___/____/____(Date)