



Innovations Academy

Powerfully creating our lives through self-expression, compassionate connection, and purposeful learning

Adult Effective Communication/Complaint Policy

What to do when something is working or not working for you at IA. This is our name for our Uniform Complaint Policy.

Modeling is essential in the learning process. If we want our children to learn how to communicate effectively it is of utmost importance that we model what this looks like. Here is a chart of specific actions that will support our children to learn effective communication.

Instead of:	Do:
Complaining about something that happened	Speak with the teacher or staff about your concern
Shutting down because you feel left out of some communication	Speak to the teacher about how to get all class info
Believing something someone tells you (aka participate in rumors)	Go to the source and get the information yourself
Sharing a frustration about the school, the teacher or the parent association with another parent	Speak directly with the director, the teacher or the Parent Association president
Harboring frustration, anger or hurt about something your child told you happened at school	Approach the teacher or director to inquire about the situation

Feedback is an essential part of communication that is very valuable to us as a community. If there is something you like, let us know (we can publish it in our gratitude book)! If there is something you do not understand, are confused by, or do not like, also let us know. Going directly to the source generally gives clarity and understanding.

The only way to get your needs met is to let us know what your needs are. If you have a complaint, frustration, question, concern, excitement or appreciation, please communicate with us. There are many ways to communicate: talk in person, write an email, send a note, or make a phone call. We want our families to get their questions answered. We want to be in



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communication with you. We need you to tell us when you need that to happen. All of your positive and negative feedback helps us improve our program and understand the needs of so many families.

Though giving feedback sounds good on paper it can truly be the most difficult thing you will do. Actually approaching a person when you have negative feelings is a huge challenge. Expect to feel uneasy and let the person with which you need to speak know you need their time. You can start with, "I'm confused; I'm hurt; I'm happy; or I'm excited; when I see (hear, notice...) _____.

Understand that we would rather have the information so that we can improve than to have rumors and negative information, like poison, spread through the school or community grapevine.

If you have a concern, here are the appropriate steps to take:

1. Start at the source:

- a. If you have a concern with something in the classroom, speak to the teacher.
- b. If you have a concern with something in the front office, speak with the co-director.
- c. If you have a concern with an IEP, speak with the Education Specialist/Case Manager.
- d. If you have a concern about the educational program, speak with the director.
- e. If you have a concern about an issue with another student, speak with the teacher or the director.

2. If you have completed step one and feel the concern is persisting, email the teacher (or other staff member) and copy the director. A meeting will be set up with all parties involved.

3. If you have completed step one and two and the concern is persisting, set up a private meeting with the director.

4. If you have completed steps one, two and three and do not feel that your concern has been fully addressed, email the director and copy the Innovations Academy Board of Directors (board@innovationsacademy.org).



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5. If you have communicated thoroughly using steps one through four and do not feel that the concern has been fully addressed, please get in touch with the IA Board of Directors in one of the following ways:

- a. Write a letter to the I.A. Board and send it to our school address, or
- b. Email our board at Board@InnovationsAcademy.org, or
- c. Attend a board meeting and present during community comments.

We have provided the form on the next page for providing feedback to the school.

Reviewed September 2014

Approved October 2014



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Feedback Form

(in place of a typical Uniform Complaint Policy Form)

To be turned into the front office

Name/Anonymous: _____

Date: _____

If you would like to provide feedback, we'd love to hear it. Please take your time and turn it in to the main office. Both children and adults are encouraged to use this form.

Summary of my issue/observation: _____

I would like to (check all that apply):

To talk to a particular staff member (name: _____)

To meet with the Director

To call a conference for my family with another family at IA.

Receipt of this form to be acknowledged

To thank the parties involved who are _____.

To express my appreciation for _____.

Other: _____

Any further comments: