



Safe Learning Environment Policy

Effective 9/1/2026

At the Chickadee Learning Collective, we are dedicated to providing a quality educational environment for learners of all kinds. Please review and take note of the following policies that enable us to do so. By enrolling in and attending our classes and events, you agree to adhere to these policies to the best of your ability.

Behavior

Before each class and event, we will set the expectation for etiquette, introduce the instructor, explain the appropriate use of tools and materials, and review our rules to set our learners up for success.

At the Chickadee Learning Collective, we have 3 simple, overarching rules:

1. Be safe: Things like climbing on non-climbing structures, using tools in a way that could hurt someone, or running in the parking lot, just to name a few.
2. Be kind: You don't always have to agree, but you do need to be kind.
3. Be respectful: We serve learners from every lifestyle and utilize community spaces; we must be respectful to our instructors, each other, and our classrooms.

Protocol for a student struggling with behavior:

1. Gentle Reminders: The student will receive 2-3 gentle reminders.
2. Warning: The student will be informed that if they are unable to follow our rules, they will have to leave for the day.
3. Dismissal: Contact will be made with the parent, and the student will be dismissed for the day. Developmentally inappropriate physical violence and persistent disrespect will forgo Gentle Reminders and Warnings and will warrant an immediate dismissal. Students who are dismissed for behavioral reasons will not be refunded.
4. Persistent Behavior: If a student is dismissed from three classes for behavioral reasons, there will be a meeting with Katie and the family, and they will determine a plan for the student's future involvement with the Chickadee Learning Collective, which may include a Suspension or Expulsion from the program.

Please note: Our three rules apply to the adults as well. We have a Zero-Tolerance Policy for negative behavior from adults and reserve the right to dismiss you and your student from class as a result.

Age Groups

Every event will have an age group assigned to it:

- Elementary (5-11 years old)
- Middle/High School (12-18 years old)
- Mixed Age

We ask that you observe and abide by these age groups, only enrolling your students in the classes that are appropriate for them. We understand that maturity and interest can vary - please feel free to contact Katie for an exception, as they will be made on a case-by-case basis.

Supervision & Student Ratios

The student-to-instructor ratio at the Chickadee Learning Collective will never be more than 10 to 1. Parents are always welcome to attend classes and events, but not all programs are drop-off programs. Please confirm whether or not the program your child is enrolled in is approved for drop-off when you register.

Background Checks

All employees, contractors, and instructors of the Chickadee Learning Collective are required to complete and pass a background check.

Online Safety

Online classrooms through the Chickadee Learning Collective will utilize the platform "Canvas", will not be open to students under 12 years of age, will not be open to anyone outside of the Chickadee Learning community, and will be proctored daily by an instructor. Parents are encouraged to play an active role in any online community that their child is a part of.

First Aid, CPR, & Allergens

First Aid kits will be available at all events. At least 1 CPR-certified adult will be on-site at each event.

Please keep common allergens in mind when packing snacks. Allergies like peanuts, tree nuts, and eggs are present in our student body.