



Policy Statement

Hisar School is committed to providing a safe, inclusive and supportive learning and working environment that values and promotes open communication, respect, transparency, fairness, and positive relationships. The communication principles document draws a framework in compliance with the Hisar Education Foundation Management Principles regarding the main principles and tools of communication to be established by Hisar School with all internal and external stakeholders in line with this purpose.

Goal

These principles aim to ensure effective communication within the school between students, teaching staff, staff, board, parents and the wider community to create a quality learning and working environment and a social and personal atmosphere. Thus, efficiency will be encouraged and the school will contribute to achieving its strategic goals.

Communication Principles

At Hisar School, communication will be planned and implemented in accordance with the following principles:

Truthfulness:

- Embracing truth and trust.
- Avoiding distorting the facts.
- Detecting and avoiding fake news.

Transparency:

- Integrity and transparency during communication to support meaningful and long-term engagement with all stakeholders.

Protection:

- Protection of privacy and personal data.
- Protecting confidential information in compliance with the community's expectations, professional standards, and regulatory obligations.

Impartiality:

- Being objective, impartial, and fair by standing at an equal distance from everyone.

Respect:

- Seeking equality and understanding.
- Showing due attention to the individual needs and qualifications of each party to the communication.
- Not using discrimination, bullying, harassment, or harassment in communication or in a way that offends any party.
- Avoiding disparaging comments on religion, ethnic identity, sexual preferences, look, and subjects unrelated to work.
- Establishing a decent and appropriate working environment.
- Complying with obligations imposed by the professional standards and the legislation.

Loyalty and friendship:

- Contributing to a positive, productive, and harmonious school environment.
- Aiming for the successful development of students and the school community.

Effective Communication

All stakeholders are informed of news and events related to our school in a timely and honest manner, as we aim for quality at Hisar School and strive to achieve excellence in every service provided. The accomplishments of Hisar staff, faculty, and students in and out of the classroom are acknowledged within the framework of Hisar's communication principles as both Hisar members' accomplishments as well as the quality that an exceptional educational institution brings to educational life in the wider community.

For this purpose, the communication system at Hisar is designed to ensure the following:

- Establishing effective, informative, and consistent communication across stakeholders both within the school and the wider community outside the school.
- Maintaining open and honest communication processes across all stakeholders within the school.
- Ensuring that all kinds of communication to be established are efficient, targeted, and timely.
- Setting clear, positive, and fair processes and guidelines enabling issues or concerns to be raised and resolved in a timely, productive, and respectful manner.
- Evaluating communication from a holistic perspective.



Hisar School adopts and applies the following values and principles in all kinds of communication and problem-solving without compromising the quality of education.

- Demonstrates care to establish and maintain effective communication with parents. The concerned parent is informed when an out-of-ordinary behavior is observed in the school. Parents are primarily expected to share and confirm the information with the school which is the most accurate resource.
- Protection of personal data is essential. Observation and assessments of the student's behavior are shared only with the student's family. Special emphasis is placed on not allowing any comments that could lead to the labeling of students.
- All students are presented with an equal and fair approach in social conflict situations. Issues should be resolved between the parties involved and no allegations should be made that would give third parties a right of defense.
- By paying attention to using proven statements, hurting children directly or indirectly with feelings and opinions is avoided.

We believe that a common attitude and inclusive interaction between parents and the school during the implementation of these principles is essential for the development of our students. With the effective cooperation we have established with our parents, we hope to further reinforce our learning environment based on love, respect, and trust, where our students can better themselves.

