



2026-2027 CCS PTO

Member Guidelines and Christian Code of Conduct

Serving Together • Supporting Our School • Honoring Christ

The purpose of our PTO is to help fulfill the mission of Calvary Christian School, “helping people fully become who God created them to be,” by using the gifts God has given each of us to come together and pour into our staff, students, and school. We strive to build community- to bring families, teachers, staff, and students together and create a school environment where everyone feels supported, connected, and valued. We will achieve this by investing in our students, encouraging our staff, strengthening our school, and building meaningful community among our families. As members of a Christian school community, we recognize that **how we serve is just as important as what we accomplish.**

*PTO members are expected to work together with grace, honesty, respect, and a shared commitment to **putting the best interests of our school and children first.***

“Whatever you do, do it all for the glory of God.” — 1 Corinthians 10:31

1. One Body, Many Parts

Just as our church and school follow the model of **Shared Leadership**, so will the PTO. We will not have traditional elected officers. All PTO members will function as **one team at all times**.

We may have different ideas, opinions, personalities, and perspectives, but we share the same purpose listed above. No individual member speaks for or makes decisions on behalf of the entire PTO unless specifically authorized by CCS Administrators. Decisions will be discussed openly within the group. Members will have an opportunity to ask questions, share concerns, and offer ideas.

When an agreement cannot be reached, decisions will be made by CCS Administrators. Once a decision has been made, members are expected to support that decision publicly—even when it was not their preferred choice.

“Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ.” -1 Corinthians 12:12

2. Our Words Matter

PTO members should communicate respectfully with one another, school employees, parents, students, and members of the community. Healthy discussion is welcome. However, division, gossip, personal agendas, and undermining one another are not. Comments intended to hurt, personal attacks, gossip, belittling comments, yelling, or intentionally embarrassing another person are inconsistent with the purpose of the PTO and the values of our school. **We will talk to each other, not about each other.**

“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up.” — Ephesians 4:29

3. Transparency Within the PTO

Trust requires transparency. Information that affects PTO activities, finances, events, commitments, or decisions should be shared with the group rather than held by individual members. Members should not make side agreements, commitments, purchases, promises, or decisions on behalf of the PTO without approval of CCS Administrators.

Psalms 139:23-24: "Search me, God, and know my heart; test me and know my anxious thoughts. See if there is any offensive way in me, and lead me in the way everlasting."

4. Confidentiality

Serving on the PTO may occasionally provide members with information that is not intended for public discussion. Members are expected to protect confidential information regarding students, families, employees, finances, PTO discussions, and school matters. Information shared in confidence should remain confidential unless permission has been given to share it or there is a legitimate safety or legal reason requiring disclosure.

Being trusted with information does not give us permission to repeat it.

5. Social Media Conduct

PTO members represent more than themselves when discussing the school, PTO, staff, families, or students online. Members should never use social media to:

- Publicly criticize or embarrass the school, administration, teachers, staff, students, families, or other PTO members.
- Post confidential or private PTO information.
- Continue PTO disagreements publicly.
- Share rumors, complaints, or information that has not been verified.
- Post photographs or identifying information about children without appropriate permission.
- Respond impulsively or negatively to criticism involving the school or PTO.

If there is a concern, **social media is not the place to resolve it**. Concerns should be handled privately, respectfully, and through the appropriate school or PTO channels. Before posting, commenting, or sharing, we should ask: **Is it true? Is it kind? Is it necessary? Does it represent Christ and our school well?**

“Let your conversation be always full of grace.” — Colossians 4:6

6. Supporting Our School Outside of School

Being a PTO member does not mean we will agree with every decision made by the school. It does mean that we agree to handle concerns appropriately. PTO members should be positive ambassadors for our school in the community.

If a member disagrees with a school decision, concerns should be taken to CCS administrators rather than discussed negatively with other parents, in the community, or on social media.

Supporting our school does not require pretending everything is perfect. It means addressing problems **with the people who can help solve them instead of with people who cannot.**

**“Make every effort to keep the unity of the Spirit through the bond of peace.”
— Ephesians 4:3**

7. Conflict and Disagreement

Conflict will happen. When it does, it should be resolved in a Christ-centered manner. When concerns arise, members should:

1. Speak directly and privately with the person involved.
2. Listen before assuming motives or intentions to seek understanding rather than just prove their point.
3. Avoid gossip and involving people who are not part of the issue.
4. Ask CCS Administrators for assistance when necessary.
5. Extend grace and be willing to forgive.

“If your brother or sister sins, go and point out their fault, just between the two of you.” — Matthew 18:15

8. Students Come Before Personal Agendas

The PTO exists to serve—not to provide influence, status, special treatment, or personal advantage. Our children should never become part of adult disagreements. PTO membership should not be used to seek preferential treatment for a member's child, influence school personnel decisions, or gain access to

information that other parents would not normally receive. When making decisions, we will consider the needs of **all students**, not simply our own children.

Our guiding question should always be: **“What is in the best interest of our students and our school?”**

9. We Lead by Example

As PTO members, we have voluntarily accepted a visible leadership role within our school community. We therefore agree to demonstrate:

Grace instead of gossip.
Unity instead of division.
Honesty instead of secrecy.
Service instead of recognition.
Respect instead of criticism.
Solutions instead of complaints.
Children before personal agendas.
Christ in the way we treat one another.

Through it all, we commit to remembering **why we are here**:

To serve and support our children, staff, administration, families and school.
To protect the unity of our school.
And to honor Christ through the way we serve one another.

“And over all these virtues put on love, which binds them all together in perfect unity.” -Colossians 3:14

10. The PTO is an official program of Calvary Christian School and operates under the oversight and direction of the school’s administration. All PTO activities, events, fundraising, and communications must align with the school’s mission, policies and administrative guidelines and be approved by its administrators.



PTO Member Commitment for 2026-2027

By serving as a member of the PTO, I agree to uphold these guidelines and conduct myself in a way that supports the mission and values of Calvary Christian School.

I understand that membership on the PTO is a position of trust and service. I agree to work cooperatively with other members, respect group decisions, maintain confidentiality, communicate responsibly, and place the best interests of our students and Calvary Christian School above personal preferences or agendas.

When disagreements occur, I will seek to resolve them directly, respectfully, and with grace. In the event of a disagreement that has not been resolved through following the guidelines in Matthew 18:15 and instituted by Calvary Christian School, the school administration may be asked to step in and make a decision regarding the issue. As a last resort, this may mean relief of volunteer duties serving on Calvary Christian School PTO.

Above all, I will strive for my words, actions, and service to reflect Christ.

I agree to follow the mission of Calvary Christian School to Help People Fully Become Who God Created Them To Be, which includes my fellow PTO members and myself.

Member Name: _____

Signature: _____

Date: _____