



**“Evolving” Seven Hills Employee Parent Affinity Group Guidelines for ALL Employees: Naming the Dilemmas inherent in this arrangement (updated June 2025)**

Our guiding principles for ourselves and our colleagues:

1. I am always my child's parent.
2. Having my child at school with me is a wonderful opportunity to be a professional in my school and have my child benefit from the same magical experiences that I am creating for other people's children.
3. Employee children should have access to the same opportunities as any other child, no more, no less (roles in plays or performances, services including speech/language, testing, XD, enrichment, etc). Likewise, Employee parents should have **some** of the same opportunities as other parents, so asking for ONE personal day per year to chaperone a field trip or volunteer in my child's room, when coordinated with my supervisor, is possible.
4. From time to time, issues will arise.
  - a. In an emergency, I am always available as my child's parent.
  - b. Barring an emergency, I will let my child's teacher know if I am the first one to call for an issue or my spouse/co-parent is; I will chat with my co-parent to clarify who takes the lead on school-related matters.
  - c. I would appreciate the same protocol given to non-employee parents; if a situation rises to the level of calling a parent, then call. If not, then do not.
  - d. My child has the right to share good news first with me; I ask that colleagues not divulge good news by sharing before my child can: e.g.: role in play, score on a quiz/test/activity, election results; conversely, I will not ask my colleague to divulge same kinds of information at work
5. At work I want to be treated as a professional. I will not interfere in my child's day and will not allow them to interfere in mine. (If your child has a hard time seeing you in the distance without having access, make sure you have a plan for how to avoid that whenever possible and that your team and your child's teachers know what the plan is).
6. I will not approach my colleagues as a parent without fair warning. e.g. email with subject line: From Alex's mother...Likewise, I would appreciate a private conversation about my child happening in private, with a warning from a colleague that I am being approached as a parent.
7. I usually follow my child's lead about when and where to make contact on campus. (Read: the older they get, the more complicated it is to have you casually wandering by them and their classmates).
8. Be aware of moments when other parents might corner you about a “hot topic.”
  - a. In person: Some parents will try and get information out of you. Using the **“I don't want to talk about work while I am here” or “I am off the clock right now”** has worked well for many of our colleagues.
  - b. Digital communications: be clear about whether you want to be in group text/chats with parents that could and often do devolve into gossip; some colleagues choose to remove themselves...
9. Comparisons to other families can be complicated, esp. re: socio-economic circumstances, vacations, etc. Be aware of what feels right for your family.

To add: Awareness from colleagues when speaking about classes/groups and “difficult classes”. Especially when an employee parent might be present. Plus comparing to other individuals and/or groups of students.