



Académie Lafayette

Agenda

2016 - 2017

Cherry Street Campus
Kindergarten 3rd Grade Student Handbook

3421 Cherry Street
Kansas City, MO
64109 Phone:
816-888-7400

www.academielifayette.org

NON-DISCRIMINATION STATEMENT: Académie Lafayette does not and will not discriminate, or in any way prefer any student over another student based on race, religion, gender, ethnicity, national origin, disability, income level, proficiency in English or athletic ability.

Notre mission: Notre mission est de rassembler une communauté diverse d'élèves et un personnel éducatif international afin de développer des penseurs critiques, des citoyens globaux et des étudiants engagés par le biais d'une immersion dans les langues et cultures mondiales.

Our mission: Our mission is to bring together a diverse community of students and an international teaching staff to develop critical thinkers, global citizens and engaged-learners through immersion in world languages and cultures.

Phone Numbers and Email Contacts

Cherry Street Campus – 3421 Cherry Street, Kansas City, Missouri
64109 Telephone: 816-888-7400, Fax 816-888-7410

Head of School	Elimane Mbengue	embengue@academielifayette.org
K-3 Grade Principal	Heather Royce	hroyce@academielifayette.org
Vice Principal (Grades K-3)	Jean-Claude Diatta	jdiatta@academielifayettte.org
Vice Principal (Grades 4-5)	Leslie Houfaïdi	lhoufaïdi@academielifayette.org
Vice Principal (Grades 6-8)	Eric Roskam	eroskam@academielifayette.org
Office Manager (Grades K-3)	Diane Balagna	dbalagna@academielifayette.org
Social Worker (Grades K-3)	Beth Walker	bwalker@academielifayette.org
Special Education/Section 504	Dr. Patty Smith	psmith@academielifayette.org
Special Education Teacher	Cathy Bird	cbird@academielifayette.org
Special Education Teacher	Nancy Deschler	ndeschler@academielifayette.org
Speech & Language Therapist	Joyce Whitted	jwhitted@academielifayette.org
IT Director	Roger Goudiaby	rgoudiaby@academielifayette.org
IT Assistant	Edem Addoh	eaddoh@academielifayette.org
Development Director	Sarah Guthrie	sguthrie@academielifayette.org
Nurse	Alyvia Elliott	aelliott@academielifayette.org
Special Education Teacher	Cindy Nance	cnance@academielifayette.org
Kindergarten Teachers Homeroom		
Homeroom	Yael Israel	yisrael@academielifayette.org
Homeroom	Valerie LeLetty	vleletty@academielifayette.org
Homeroom	Justin Jones	jjones@academielifayette.org
Homeroom	Kamel Retnani	kretnani@academielifayette.org
Homeroom	Amandine Brown	abrown@academielifayette.org
Homeroom	Berengere Mailloux	bmailloux@academielifayette.org
English	Ann Morrison	amorrison@academielifayette.org
1st Grade Teachers Homeroom		
Homeroom	Christelle Abgrall	cabgrall@academielifayette.org

Homeroom	Norman Carrer	ncarrer@academielifayette.org
Homeroom	Celine Cormerais	ccormerais@academielifayette.org
Homeroom	Catherine Defosse	cdefosse@academielifayette.org
Homeroom	Chloe Gaillot	cgaillot@academielifayette.org
Homeroom	Anne Marie Krull	akrull@academielifayette.org
English	Sara Hopewell	shopewell@academielifayette.org
2 nd Grade Teachers Homeroom		
Homeroom	Andre Fontcha	afontcha@academielifayette.org
Homeroom	Marie Catherine Marchand	cmarchand@academielifayette.org
Homeroom	Sandrine Molinengo	smolinengo@academielifayette.org
Homeroom	Yannis Taillason	ytaillason@academielifayette.org
Homeroom	Marie Charles	mcharles@academielifayette.org
Homeroom	Marie Louise Sock	msock@academielifayette.org
English	Vicki Swanson	vswanson@academielifayette.org
3 rd Grade Teachers		
Homeroom	Marie Clarist	mclarist@academielifayette.org
Homeroom	Amanda Lyons	alyons@academielifayette.org
Homeroom	Melanie Soeun	msoeun@academielifayette.org
Homeroom	Martine Kuevi	mkuevi@academielifayette.org
Homeroom	André Sockmack	asockmack@academielifayette.org
English	Stacia Milius	smilius@academielifayette.org
Cherry Support Teachers		
Library	Allison Crumley	acrumley@academielifayette.org
Art	Robin Talley	rtalley@academielifayette.org
Music	Zacharie Mejean	zmejean@academielifayette.org
P.E.	Edouard Djiba	edjiba@academielifayette.org
Computer	Yawo Ekpoh	yekpoh@academielifayette.org

SCHOOL PRIDE

Each student is encouraged to take pride in our school. Please use common courtesy by showing the proper respect for posters, bulletin boards, displays and signs placed throughout the building. Student assistance to the custodians is greatly appreciated. Students' desks are to be kept neat and clean at all times. Pick up papers and litter in the halls, classrooms, cafeteria, and on the grounds. Merci!

BEGINNING OF DAY - SCHEDULE

7:30 a.m.	Doors open – Students go to the cafeteria.
7:45 a.m.	Students leave the cafeteria and go to homeroom.
8:00a.m.	Classes begin.

Arrival time

Please plan to be at school by 7:45 a.m. Classroom instruction starts at 8:00 a.m., and having time to transition between home and school is important.

Please avoid being tardy. Students who arrive late miss critical classroom instruction time. Late arrival in the classroom disturbs other students and teachers, who are engaged in academic activities. Satisfactory school progress depends on regular attendance. Chronically late students receive poor training on the value of time and punctuality.

Chronic tardies represent a financial burden for our school, as we need staff members to monitor tardies and record them. Also, the state of Missouri reimburses the school based on the actual time each student spends at school.

If a student arrives at school after 8:00 a.m., he or she will need to get a pass prior to joining the class. Regular school attendance is a major factor contributing to student success in school. We expect that Académie Lafayette students will be punctual and will attend school regularly unless ill.

The Pledge of Allegiance

The Pledge of Allegiance will be recited once a week in the morning.

"I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all."

Safety Procedures

- Parents and visitors must use the main entrance on Cherry Street to enter the building during school hours (8:00 a.m.–3:30 p.m.). Please be prepared to show identification and state the reason for your visit. All visitors must report to the office immediately upon entering the building, sign in and receive a visitor's pass. Any visitor without a pass will be asked to go to the reception window to get one.
- In the mornings before school, parents may drop off students on Kenwood or Cherry, but they may not accompany children to the classroom. Students arriving after 8:00 a.m. should be signed in at the front reception window to get a pass to class. Students can then proceed to class.
- Please call ahead or send a note to the office and teacher if you are picking up your child early for an appointment, etc. Parents are asked to wait in the reception area when picking up their children early. The receptionist will call into the classroom for the student to come to the reception window.
- If you need to meet with a teacher, counselor or other staff member, please call ahead to schedule your visit.
- If you wish to drop off snacks, medication, classroom supplies, etc., please leave those at the reception window. A staff member will make sure they get to the correct person.

Attendance and Absences

Regular attendance is an important part of education. Class participation is one of the areas of student performance used to determine grades. Please schedule vacations and appointments for children when school is not in session. If excessive absences occur, parents may be (will be?) notified and asked to participate in a meeting. Absences are noted on report cards.

Please notify the office as quickly as possible if a student will be absent for the day at 816-888-7400.

Absences fall into two categories: excused and unexcused.

Excused absences include: personal illness (please send a signed note to teacher; at the school's discretion, a physician's statement may be required); serious illness or death of a member of the family or close relative; obligatory religious observance of the student's own faith (students will not be penalized for these absences); participation in a school-sponsored activity; emergency situation requiring immediate action; or an absence which has been requested and approved in writing in advance.

Unexcused absences include: family vacation during the school year or any undocumented absence.

After 20 unexcused absences in a school year, a student may be retained in the same grade.

If a student is absent, he/she is responsible for obtaining and completing all work missed in all classes. In general, previously assigned homework is due when the student returns. Students will have the same number of days absent to make up missed assignments, unless otherwise specified by the teacher.

Should a student need to leave school early, parents should send a **signed, written note** in advance. Students should show this to the homeroom teacher in the morning and give it to the teacher whose class they will need to leave (before class begins). Should an unforeseen need arise during school hours to withdraw a student, the parent/guardian must come to the office to request the student's release.

END OF THE DAY - SCHEDULE

3:30	Classes are dismissed. Students who use bus transportation are sent to busses or students are excused to the YMCA after-school program.
3:30-3:45	Kindergarten- Students are accompanied to the auditorium and dismissed to parents. 1st-3rd Grade- Students who are two campus families are accompanied to the gym and dismissed to parents Car Riders- Students are called by number and dismissed directly to cars on Kenwood.
3:45 p.m.	\$1 dollar fee is incurred every minute after 3:45 for remaining students.

CHANGE OF PLANS – EMERGENCIES

It's important for students to have a regular routine, but if a change of plan is absolutely necessary, please notify the school office (816-888-7400) by noon on that day. Changes called in after 12:00 p.m. cannot always be honored and emails are not always checked during the day by teachers.

Dress Code and Etiquette

Shirts and blouses

- Red, white or navy blue only. (Solid colors, no logos)
- Long or short-sleeved shirts must have collars.
- Long-sleeved t-shirts cannot be worn under uniform shirt.
- Only a small triangle of white t-shirt at the neckline should be visible under any school uniform polo-style shirt.
- Shirts are worn tucked in at all times.
- No t-shirts allowed.
- No logos (Polo, Izod, etc.) other than Académie Lafayette logo.

Pants, shorts, jumpers and skirts

- Khaki
- Académie Lafayette French Toast plaid only for girls in jumpers, skirts (must be no shorter than 4 inches above the knee) or shorts.
- Pants and shorts must not sag or be too loose.

Socks and tights

- Plain white, red, black or navy blue socks or leggings.

Shoes

- Appropriate school shoes including rubber-soled athletic shoes or oxfords that tie, buckle or slip on.
- No flip-flops, sandals, open-toed or backless shoes of any kind including clogs.
- Red or navy blue Crocs may be worn, but will not be considered appropriate gym shoes.

Belts

- All solid/plain in school colors.

Sweaters and sweatshirts

- Plain, solid navy blue with no logos or pattern (except navy blue, red or white Académie Lafayette sanctioned spirit wear)
- Cardigan, crew neck, V-neck, or zip up the front.
- Hoods must always remain off the head when indoors.
- Shirts under sweaters and sweatshirts must have a collar.

- Please label your student's name in their sweaters and jackets.

Jewelry, scarves and headwear

- No scarves or oversized jewelry worn outside the uniform shirt.
- No large bead necklaces or bracelets should be worn with the uniform.
- Inside the school building, no bandanas or headwear, including hats and sweatbands. (Exception: approved, hat-themed Spirit Days)
- All hair accessories such as headbands (to hold hair back), bows and barrettes should be red, white, navy blue or approved school plaid.

Hair style, color and makeup

- Unnatural hair colors (pink, red, blue, green, etc.) are strongly discouraged.
- No decorative wigs will be allowed (unless approved for a themed Spirit Day)
- If worn, make up should be minimal.

Casual Days

- Casual days usually fall on the first Friday of each month.
- Casual day clothing should be appropriate for the learning environment.
- Bare mid-drift, tank, or halter type shirts or dresses; shorts or skirts shorter than 4 inches above the knee and saggy pants are not acceptable.

Wearing the school uniform is a requirement of the program. Students will receive ONE warning and will be sent to the clothing closet to find replacement garments. Parents may be called and asked to bring clothing or take their child home to dress in the requisite uniform after the initial warning.

P.E. uniforms

- Gym uniforms are not required for K- 3rd, however, students may take off their uniform shirt if they are wearing a solid white t-shirt or a white t-shirt with an Académie Lafayette logo underneath. Or bring a shirt to change.
- Students must wear proper-fitting gym shoes.
- Students must wear shorts under skirts.
- Students must wear appropriate athletic shoes (no slip-on shoes) during P.E. class.
- P.E. will take place outside as weather permits, so please have your child dress accordingly.

Students must be in proper attire to participate in the P.E. class.

ELECTRONIC DEVICE, PHONE USE AND MESSAGE POLICY

Students will be allowed to use school phones for emergencies and with permission from their teacher and/or office staff.

Students may not use cell phones or other electronic devices during the school day on school grounds/property (including during recess or dismissal). If found, seen or heard, the cell phone/electronic device will be confiscated, and taken to the office. The cell phone/electronic device will only be returned to a parent during the school day.

Personal phones/electronic devices are to be kept out of sight and turned off during the school day. The school is not responsible for lost/stolen phones or electronic devices should students choose to bring them to school. Students are not to video or photograph anything on school property at any time.

The office will give messages to students during the school day only for emergency situations.

eSCHOOLCORE

Staying in touch with student progress

eSchoolCore access gives parents, guardians and students access to the Académie Lafayette Student Information System so that they can view grades, attendance, meal balances, and other school information. It is also possible to view teacher comments, and set e-mail preferences for communication.

Each parent/guardian has a unique Username and Password to access his/her account. The single sign-on feature allows a parent/guardian to add all students in the same household to the same account. If you have any questions about your Username and Password, please contact the eSchoolCore Assistant Edem Addoh by phone (816-361-7735), in person or by email (eaddoh@academielafayette.org).

Note: Passwords or Usernames cannot be delivered over the phone or by e-mail for security purposes. They can be mailed to a physical address or given in person after showing a proper photo ID.

ACADEMIC EXPECTATIONS

Homework

Each student is responsible for recording homework assignments in his/her Agenda. It is the responsibility of each student to complete the assignment. Parents are asked to check that the work is done and sign the Agenda each night. The expected time spent on homework for 1st graders is 15 minutes, 20 minutes for 2nd graders, and 30 minutes for 3rd graders. Kindergarten students do not have a student Agenda, and do not usually receive homework.

We invite parents to be part of the process by providing a quiet place for students to complete their homework and by assuring that the work is done to the best of the student's ability. Please do not do the work for your student. If your student has difficulty doing his/her homework, please let the teacher know by writing a note in the Agenda.

Support Classes: Physical Education/Computer Class

P.E.: Students must participate in P.E. (in appropriate footwear) and recess unless they have a written note from a parent or physician. A note from a parent will suffice for 1-2 days. A note from a physician is required for exemptions longer than two days.

Computer Class (2nd-3rd grade): All students are required to bring one pair of headphones or ear buds to use in computer class. Students will have a place to keep their headphone or ear buds in the classroom. Students who do not have their headphones will be given alternate assignments and be required to make up the work during their free time.

Weekly Memos

Each homeroom teacher or grade level team sends a weekly memo in English, either electronically or on paper, to let parents know the program of the week (lessons, planning of activities and tests). Reading this memo will help parents follow what is being done in class and help students when at home.

Agenda

Please check and sign the Agenda every night. Teachers check them in the morning in order to see the follow up at home and read notes from parents.

Academic Dishonesty

There will be no tolerance for cheating, plagiarism (copying someone else's work), or any other kind of academic dishonesty.

Textbooks/Library Books/Supplies

If a textbook or library book is lost or damaged, students/parents will be assessed a fine or charged the replaced cost of the book. When students are given supplies that are intended to be returned, they are responsible for those supplies and will be charged a replacement fee if supplies are lost or damaged.

Illness

Please do **NOT** send a child to school if he/she complains of **severe sore throat or headache**, has nausea or has been **vomiting**, has pink eye, a rash or has a **temperature of 99.6 degrees or higher**. Students must be fever-free and/or diarrhea-free (without the help of medication) for 24 hours before returning to school. Report absences due to contagious disease to the office so that precautionary measures may be taken for those exposed.

Communication

We all know that it takes teamwork to help students succeed - this includes parents, teachers, staff, and students. **Communication is the key**. We plan to keep in contact with parents on a regular basis via the Agenda, telephone, texts, e-mail, conferences, Facebook page and our website. Parents are welcome to contact teachers at school anytime via email with questions or concerns about a student's academic or social progress. Parents are also welcome to contact the school social worker or nurse for consultation and support.

Our goal is to work together. Communication is a part of everyone's responsibility towards the success of our students. Please let the school know if there are any issues or event at homes that may affect your student's participation or academic work at school. Teachers will do their best to clarify situations in the classroom and help with other issues. Team meetings will be regularly organized so all aspects of an issue can be discussed.

School Parties: Holiday and Birthday

Teachers will give instructions for class parties. Students are expected to follow the school policy on Snack and Party Food Policy.

Académie Lafayette Wellness Program Snack & Party Food Policy

This program was implemented following passage of the Child Nutrition and WIC Reauthorization Act of 2004. This act required that “all school districts with a federally-funded school meals program develop and implement wellness policies that address nutrition and physical activity by the start of the 2006-2007 school year.”(Section 204) These wellness policies promote a healthy school environment and work toward countering the increase in obesity and chronic diseases.

To increase and continue our compliance with this Act, please review the policy below. This is effective immediately and will be enforced by each classroom. We depend on your cooperation and compliance with this Federal Act and are grateful for your support. In addition to the party/snack policy, we would also like to stress the importance of physical activity and sports in the overall management of our student’s health.

In order to provide the safest environment for all our students, any shared foods or drinks must be free of all known classroom allergens. Known allergens will vary from class to class, however the most common are: Peanut, Tree nuts, Milk, Egg, Wheat, Soy, Fish, and Shellfish (www.foodallergy.org). Please check with the school nurse or the teacher to verify what the allergen concerns are for your student’s class. Any shared foods must be brought to school individually wrapped with a manufacturer’s label to refer to for a list of ingredients and food warnings. **Foods without labels and/or home-baked goods will not be served.**

- **Encouraged Foods:** Fresh fruit (cut pineapple, apple slices, grapes, bananas, strawberries, etc.,) vegetables (baby carrots, celery sticks, pepper strips, cucumber slices, etc.) & dip (ranch, hummus, salsa, etc.,) 100% fruit juice boxes, cheese, yogurt/gogurt, crackers, gold fish crackers, pretzels, lean meat sandwiches, bagels/cream cheese, popcorn, raisins, veggie straws. (Warehouse clubs are great places to find individually packaged cheeses, hummus, pita chips/pretzels, apple slices, baby carrots, etc.) When sending fruits and vegetables, please send them washed and cut while being careful to avoid contamination with allergens (wash cutting boards and knives thoroughly before using). Also, please send any utensils needed (spoons for yogurt, etc.)
- **Foods not allowed:** Home-baked goods or foods that do not have a manufacturer’s label. Foods that do not have a label or contain known allergens will not be served. Please do not send energy drinks such as Red Bull, Monster, etc. to be shared with the class.

Holiday Parties and Monthly Birthday Parties: Monthly Birthday Parties will be held on the last Friday of each month, with summer birthdays being celebrated in the month of May. Holiday Parties will be scheduled by Académie Lafayette and coordinated by room parents with the teachers. The coordination of snacks will be the responsibility of the room parent and the teacher. Any foods for parties should be brought to school before 10 am to give staff time to review the labels. During all parties healthy snack choices are strongly encouraged. All snacks must still follow the guidelines for food safety: individually wrapped, in the original packaging with the manufacturer’s label, and free of any known allergens. No home-baked goods.

Behavior Expectations

To be successful, students are expected to follow these guidelines at all times:

- ❖ Students will respect themselves and others.
- ❖ Students will respect the property of others, as well as school property.
- ❖ Students will arrive on time, in the proper uniform, sit down quickly and quietly, take out the proper materials and be ready to learn.
- ❖ Students will follow classroom rules and procedures.
- ❖ Students will speak only in French in classes (with the exception of English class) and remain quiet in the hallway.

Introduction to the Code of Conduct

The Code of Conduct is designed to encourage students to accept responsibility for their actions, teach students to respect the rights of others, facilitate learning and promote the orderly operation of Académie Lafayette. The Code of Conduct contains different “classes” of misconduct, which will result in disciplinary action. The behaviors described are representative of the misconduct, which most frequently causes disruption of the orderly educational process. The list does not include all types of misconduct for which discipline will be imposed. A student who commits an act of misconduct which is not listed in the Code of Conduct, but which is nonetheless disruptive to good order and discipline in the school or which tends to impair the morale or good conduct of students, will be subject to the authority of the classroom teacher, the Vice Principal, and/or the K-3 Principal.

Behavior Intervention Support System

COMMUNICATION	CONSEQUENCES	TYPE I VIOLATION	TYPE II VIOLATION	TYPE III VIOLATION
Communication should be done in a timely manner by teacher, Social worker or Principal	The teacher, the principal or the Citizenship Committee reserves the right to apply any or all of the following consequences	<ul style="list-style-type: none"> • Disruptive behavior • Not prepared for class • Uniform violation • Excessive tardies • Misuse of Computer • Lying/ false statement • Possession of personal electronic device • Language use violation • Minor truancy 	<ul style="list-style-type: none"> • Repeated Type I violation • Bullying / cyber bullying • Fighting • Profanity/ obscenity • Physical assault • Threats to a student / staff 	<ul style="list-style-type: none"> • Gambling • Vandalism • Stealing • False alarm • Major truancy • Sexual misconduct • Academic dishonesty • Disrespect / defiance
CONSEQUENCES (please circle the appropriate one)				
Conference with the student	Safe seat	X		
	Buddy Room	X		
Inform the parents	Written Warning (Principal)		X	
Conference with Parents	Saturday School		X	X
	In School Suspension		X	X
	Out of School Suspension		X	X
	Dismissal			X

Bullying and Reporting Bullying

Académie Lafayette is committed to maintaining a learning and working environment free of any form of bullying or intimidation by students toward school personnel or students on school grounds, or school time, at a school sponsored activity or in a school related context. Bullying is the intentional action by an individual or group of individuals to inflict physical, emotional or mental suffering on another individual or group of individuals. (AL Board Policy #2655)

As a school, we define bullying as aggressive or hurtful behavior that involves unwanted, negative actions, involves a pattern of behavior repeated over time, and involves an imbalance of power or strength.

Examples of bullying behavior include, but are not limited to:

- Punching, kicking, shoving and other acts that hurt people physically
- Spreading negative rumors about people
- Enlisting certain people to “gang up” on others
- Teasing in a mean way
- Name calling
- Exclusion
- Cyber bullying

Académie Lafayette does not tolerate bullying. When bullying is reported to a teacher or staff member, we do our best to resolve the problem immediately. First, we speak with the students involved to determine the severity of the situation and whether or not the behavior could be characterized as bullying. Next, we take the appropriate steps to stop the bullying behavior and counsel all parties involved.

If a student reports behavior that falls into the above definition of bullying, please follow these steps:

1. Inform the classroom teacher so that he/she may be vigilant so that immediate interventions can occur.
2. If the problem is not resolved, contact the school social worker so that everyone can partner to create a plan of action.
3. If the bullying continues, please contact the Head of School or Vice Principal.

Maintaining Professional Boundaries

Professional boundaries are parameters that describe the limits of a relationship where one person entrusts their welfare and safety to a professional and often in circumstances where a power imbalance might exist. The purpose of this procedure is to provide staff members, students, volunteers and community members with information that defines effective and appropriate interactions between Académie Lafayette staff members and the community the school serves.

In a professional staff/student relationship, school employees maintain boundaries that are consistent with the legal and ethical duty of care that school personnel have for students. A boundary invasion is an act or omission by a school employee that violates professional staff/student boundaries and has the potential to abuse the staff/student relationship. The act, omission, or pattern of behavior generally does not have an educational purpose; and often results in abuse of the professional relationship between staff and students.

When interacting with students, school staff must use good judgment and think very carefully about the implications and potential consequences of engaging in certain behaviors with students. The following include, but are not limited to, examples of unacceptable conduct and/or inappropriate boundary invasions by staff members:

- Any type of inappropriate physical contact with a student or any other conduct that might be considered harassment under the Board’s policy on Harassment and Sexual Harassment of Students;
- Showing pornography to a student;
- Singling out a particular student or students for personal attention and friendship beyond the professional staff-student relationship;
- Socializing where students are consuming alcohol, drugs or tobacco;

- For non-guidance/counseling staff, encouraging students to confide their personal or family problems and/or relationships. If a student initiates such discussions, staff members are expected to refer the student to appropriate guidance / counseling staff. In either case, staff involvement should be limited to a direct connection to the student's school performance;
- Sending students on personal errands unrelated to any educational purpose;
- Banter, allusions, jokes or innuendos of a sexual nature with students;
- Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;
- Addressing students, or permitting students to address staff members with personalized terms of endearment, pet names, or otherwise in an overly familiar manner;
- Maintaining personal contact with a student outside of school by phone, email, Instant Messenger or Internet chat rooms, social networking Websites, or letters (beyond homework or other legitimate school business) without including the parent/guardian;
- Exchanging personal gifts, cards or letters with an individual student;
- Socializing or spending time with students (including but not limited to activities such as going out for beverages, meals or movies, shopping, traveling, and recreational activities) outside of school-sponsored events, except as participants in organized community activities;
- Giving a student a ride alone in a vehicle in a non-emergency situation;
- Unnecessarily invading a student's privacy, (e.g. walking in on the student in the bathroom).

Appearances of Impropriety

Whenever possible, staff should avoid situations that give the appearance of impropriety or create an actual impropriety. The following activities are examples of, but not limited to, boundary invasions and can create an actual impropriety or the appearance of impropriety:

- Being alone with an individual student out of the view of others;
- Inviting or allowing individual students to visit the staff member's home;
- Visiting a student's home; and
- Social networking with students for non-educational purposes.

If the above activities are unavoidable, then written pre-approval should be obtained from your building administrator or his/her designee. If written pre-approval cannot be obtained the staff person must report the occurrence, to his/her building administrator or his/her designee, as soon as possible.

Reporting Violations

Students and their parents/guardians are strongly encouraged to notify the principal or the head of school if they believe a teacher or other staff member may be engaging in conduct that violates this procedure. Staff members are required to promptly notify the principal or the head of school if they become aware of a situation that may constitute a violation of this policy.

Disciplinary Action

Staff violations of this procedure may result in disciplinary action up to and including termination. The conduct may also be reported to a state agency for further investigation. Any conduct involving suspected abuse, sexual or otherwise will be reported to the Children's Division and/or law enforcement in accordance with the board's policy on Reporting Child Abuse and Neglect.

Suspected violations by School Volunteers will result in immediate suspension of his/her volunteer assignment until an investigation has been completed. If a violation has been committed, disciplinary action may be taken up and including the termination of his/her volunteer assignment. Any conduct involving suspected abuse, sexual or otherwise, will be reported to the Children's Division and/or law enforcement in accordance with the board's policy on Reporting Child Abuse and Neglect.

Training

New employees will receive training on appropriate staff /student boundaries within two (2) months of employment. Continuing employees will receive training every two (2) years. Volunteers will receive training prior to his/her first volunteer assignment for the school year and annually thereafter.

Dissemination of Procedure and Reporting Protocols

This policy and procedure shall be included on the district Website and in all employee, student and volunteer handbooks. Annually, administrators and staff will receive copies of the district's reporting protocol.

Please sign the following form to indicate that you have read the student handbook with your child.

Thank you!

We have read and discussed the above information. We understand and will adhere to these expectations.

Student's Signature: _____

Parent's/Guardian's Signature: _____

Date: _____