

Transformed by Great Love

"Therefore, if anyone is in Christ, the new creation has come:

The old has gone, the new is here!"

2 Corinthians 5:17



ST. JOHN'S FAMILY HANDBOOK AND POLICY MANUAL 2025-2026

**ST. JOHN'S LUTHERAN CHURCH AND SCHOOL
LCMS**

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Transformed by Great Love

"Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!"
2 Corinthians 5:17

Dear St. John's Lutheran School families,

We thank our Savior, Jesus Christ, for His mercies that are new each morning and his love that never fails. It is in this ultimate trusting relationship that we live daily.

As we enter into our 142nd academic year, this year's theme reminds us love comes from Jesus Christ, it completely covers our sins, and transforms us to be *little Christ's* (Christians) in the world, which transforms the world for Christ! "Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here!" 2 Corinthians 5:17 was written by the Apostle Paul to the people in Corinth, reminding them that while life as a Christ-follower is difficult, they are nothing without Him!

I am thrilled that you have chosen to send your children to St. John's! The handbook and policy manual is intended to provide you with vital information on the operations of the school. It is essential that it be read carefully and thoroughly. We ask you to share this information with your children so that school will be a benefit and joy for them. Should you have any questions, please contact any school faculty or administrator for clarification. **NEW information or CHANGES are highlighted in YELLOW.**

It is time to begin another year at St. John's where we deliver the restorative hope of Jesus! As a ministry that embraces the saving grace of Jesus, we are able, through faith in Him, to go out and Connect, Grow, and Share with the world!

Grace and peace be yours in Christ!

Dr. Jake Hollatz
Principal

MISSION STATEMENT

Delivering the restorative hope of Jesus.

VISION STATEMENT

St. John's Lutheran School is the premier Christian school in Orange County, California serving preschool through 8th grade.

Schoolwide Learner Outcomes

As life-long learners, students at St. John's Lutheran School are, use and believe:

Scholars

St. John's student scholars think critically, use creativity, collaborate and communicate effectively, throughout their academic learning and fine arts experiences.

- *Critical Thinking*
- *Creativity*
- *Collaboration*
- *Communication*

Technology

St. John's student scholars use technology and digital media responsibly and innovatively across subjects and 21st century themes to build life and learning skills.

- *Responsible*
- *Innovative*

Jesus

St. John's student scholars and staff, as faithful servants, receive and deliver the restorative hope of Jesus through connecting to God, growing together, and sharing Christ. They make responsible decisions to grow in understanding, empathy, and appreciation of God's diverse creation and people.

- *Faithful servants*
- *Responsible citizens*

Purpose Statement: St. John's student scholars communicate and collaborate effectively, think critically, and use creativity throughout their academic and fine arts learning. Scholars use technology and digital media responsibly and innovatively across subjects and 21st century themes to build life and learning skills. St. John's student scholars and staff receive and deliver the restorative hope of Jesus through connecting to God, growing together, and sharing Christ. They make responsible decisions to grow in understanding, empathy, and appreciation of God's diverse creation and people.

Vision: St. John's Lutheran School is the premier Christian school in Orange County, California serving preschool through 8th grade.

With Christ as our leader, St. John's student scholars will use the 4Cs to engage actively and deeply in learning and the arts, while using technology to augment and transform their learning outcomes. St. John's faculty will integrate Christian faith and use research-based teaching and innovative technology to bring core subjects and cross-curricular themes to life for deep student learning.

SECTION 1 – SCHOOL AND CHURCH INFORMATION

THE ROLE OF THE TEACHER

It is the objective of St. John's Lutheran School that the teachers will:

1. Daily teach the Christian faith by sharing God's Love and His plan of salvation as found in the Holy Scriptures and explained in the Lutheran Confessions.
 2. Nurture the development of students' faith by:
 - a. Encouraging students through instruction and by example to live a life of faith, prayer, and service to Christ.
 - b. Fostering compassionate and forgiving Christian relationships between students.
 - c. Modeling an acceptance of students, parents, and fellow staff members as unique, redeemed children of God.
 - d. Encouraging by example a life of regular worship.
 3. Pray regularly for self, student and parents.
 4. Foster attitudes of responsibility and self-discipline in students.
 5. Maintain high but realistic academic standards while being sensitive to individual differences.
 6. When appropriate refer children to specialized help and/or counseling.
 7. Provide a positive and stimulating learning environment.
 8. Inform parents of student progress and/or special needs.
 9. Through continued education, grow as educators.
-

THE ROLE OF THE PARENT

It is the objective of St. John's Lutheran School that the parents of students will:

1. Train their child in the way of the Lord.
2. Nurture the development of their child's faith by:
 - Encouraging their child through instruction and by example to live a life of faith, prayer, and service to Christ.
 - Fostering compassionate and forgiving Christian relationships between their child and others.
 - Modeling an acceptance of their child(ren), fellow parents, and staff members as unique, redeemed children of God.
 - Encouraging by example, a life of regular worship.
3. Pray regularly for self, family and school.
4. Take an active and involved interest in the education of their child by:
 - Supporting the policies of St. John's Lutheran School and the classroom teacher.
 - Reinforcing in the home what is taught at school.
 - Communicating with the teacher.
5. Treat all school employees and other parents with kindness and respect, even in difficult situations by:
 - assuming the best intent;
 - asking clarifying questions and not accusing;
 - accepting the final word or action of the school;
 - not engaging in gossip in any manner (electronic or otherwise).

THE ROLE OF THE STUDENT

It is the objective of St. John's Lutheran School that the students will:

1. Bear faithful witness, in word and action, to living a life committed to Christ.
2. Live out a life of faith by:
 - Displaying compassionate and forgiving Christian relationships with fellow students.
 - Modeling an acceptance of fellow students, parents and staff members as unique redeemed children of God.
 - Participating actively and regularly in worshiping the Lord in classroom devotions, weekly chapel services and Sunday worship services.
3. Pray regularly for self, family and school.
4. Display an attitude of responsible citizenship and patriotism.
5. Use God-given talents to the best of their abilities.

SCHOOL / HOME AGREEMENT

For and in consideration of enrollment at St. John's Lutheran School, I hereby agree as follows:

As parent or legal guardian of a student enrolled at St. John's Lutheran School, I promise to encourage him/her to obey the rules of St. John's Lutheran School and foster an attitude of respect for the Christian culture and life that are maintained at St. John's Lutheran School. I promise to abide by the school's attendance and disciplinary policies, as outlined in the Parent-Student Handbook. I will support the administration in maintaining the decorum of the school with respect to my children. I will promote unity between home and school. If I have a concern I will address the concern in the spirit of Matthew, Chapter 18, by going to the persons most directly involved in the conflict.

If after speaking to the person most directly involved with the conflict, an understanding is not reached, a conference may be needed with the two parties and the Principal, who may be able to propose a solution. If a dispute remains unresolved, the parent involved may contact the Council of Schools Chair who will attempt to settle the dispute according to Council of Schools Policy #320.00.

Concerns must be presented to those who are in a position to resolve them. Discussing concerns in an open forum with those who are not directly involved promotes misunderstanding, misrepresentation, and gossip. It easily leads to a situation where false witness may be accepted as truth. In Christian obedience to the commandment against bearing false witness, we should be sure that we are heeding Martin Luther's admonition to "put the best construction on everything."

The parties to this agreement believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of 1 Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20. Therefore, the parties agree that any claim or dispute arising out of, or related to, this agreement, including statutory claims, shall be settled by Biblically based arbitration.

If a parent does not consistently demonstrate support of the school/home agreement or otherwise disregards [1 Corinthians 6:1-8](#), [Matthew 5:23-24](#), and [Matthew 18:15-20](#) the school will seek to unenroll the student(s) and separate the family from the school.

AS A TEACHER / ADMINISTRATOR / SCHOOL BOARD MEMBER, WE PLEDGE TO PROVIDE:

- Fundamental Christian training on the basis of God's Word;
- Christian Training which leads toward a Christian life, serving God in Church and State;
- Opportunities for Christian pupil fellowship and school activities experienced in a Christian school environment;
- Training of the soul as well as the mind;
- Training in necessary fundamentals of secular knowledge, taught in the light of God's will and design.

ADMINISTRATION OF THE SCHOOL

St. John's Lutheran School is an extension of St. John's Lutheran Church and has been in existence since 1883. It is one of approximately 1,800 schools under the auspices of the Lutheran Church Missouri-Synod and is specifically a part of the Pacific Southwest District. These Lutheran Schools have offered an excellent Christian and academic education for over 150 years.

The Council of Schools (School Board) governs St. John's Lutheran School. The Council of Schools is comprised of members of St. John's Lutheran Church and selected by the congregational assembly to facilitate the operation of the school. The Council of Schools consists of six elected members and the following advisory people: The President of the School Auxiliary and the School Principal. They meet monthly to review and establish policy and monitor progress.

The school is under the general supervision of the Principal. The Principal is responsible for the day-to-day operation of St. John's Lutheran School, Preschool through 8th grade.

The school reserves the right to make or not to make exceptions, on a case-by-case basis, as the school deems fit in its sole and absolute discretion. At no time are the parent(s) of the student(s) promised any exception for any reason whatsoever, notwithstanding the fact that an exception may have been previously granted or subsequently granted to another parent or child under the same or similar circumstances.

FACULTY

The teachers are employed by St. John's Lutheran Church and accountable to the School Principal. They are teaching ministers of the church. Faculty members have earned degrees in education. Many have earned advanced degrees and/or continuing education credits.

Our teachers are the main strength of the school. Their Christian instruction and guidance is a ministry to children and parents. They teach and evaluate, plan and prepare, relate and counsel, pray and care. Their communication with parents is key to effective education. Pray for them, support their decisions, and give them respect, love and encouragement.

ACCREDITATION

St. John's Lutheran School has completed a rigorous accreditation process and has received accreditation from the Western Association of Schools and Colleges and National Lutheran School Accreditation from the Lutheran Church-Missouri Synod. Our accreditations are reviewed regularly and maintained as a significant endorsement of the high-quality educational program available at St. John's Lutheran School. Annual reports must be made on the school's progress on their school improvement plan. St. John's was awarded "Exemplary School" status by the National Lutheran School Accreditation in 2010.

THE HOME-SCHOOL PARTNERSHIP

The strong partnership between the school and the home is an essential element in educating the whole child. The school and home must work closely together for the welfare of the child. The spiritual, academic, emotional, physical and social growth of children begins in the home. Parents are the primary role models and educators for their children. The St. John's Lutheran staff is committed to working with families in helping to nurture the development of the whole child. It is the purpose of the school to be an extension of the home in Christian training. We wish to work with children and parents who are willing to walk with us in oneness of spirit and purpose. This oneness is based on a common value system, support for one another and cooperation. In the event that this oneness cannot be maintained due to differing value systems, non-support or non-cooperation, it may be necessary to dissolve the partnership. The parties to this agreement believe that the Bible commands them to make every effort to live at peace and to resolve disputes with each other in private or within the Christian community in conformity with the Biblical injunctions of 1 Corinthians 6:1-8, Matthew 5:23-24, and Matthew 18:15-20.

THE CHURCH-SCHOOL PARTNERSHIP

St. John's Lutheran School is a vital component of the ministry of St. John's Lutheran Church. The church plays an essential role in supporting the school children and parents. St. John's Lutheran Church funds a portion of the school budget. It also helps the partnership through Bible classes for all ages, youth ministries, care ministries, counseling, music, and men and women's ministries.

CHURCH ATTENDANCE

An integral part of Christian training is participating in worship services. Parents are encouraged to serve as role models for their child(ren) in worship attendance. Each classroom teacher keeps a record of student attendance at church services and Sunday School. Award certificates are presented to students at each quarter reporting period. Awards are given to students who faithfully attend (100%) church services, Sunday School or any combination of both. At the end of the year in the Awards Assembly, awards are given for the total year for perfect worship attendance (100%) and outstanding worship attendance (85%).

BAPTISM

In Matthew 28:19 our Lord tells us "to make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit." If your child has not been baptized, we would invite you to consider the possibility of having him/her baptized at St. John's Lutheran Church. If you would like to inquire further about the blessings of baptism, please contact your child's teacher, the school principal or the pastoral staff.

ADMISSIONS REQUIREMENTS

Our school is open to all that desire a Christian education for their children. The school admits students of any race, color, national, or ethnic origin to all the rights, privileges, programs and activities made available to students at the school. The school does not discriminate on the basis of race, color, racial, national, or ethnic origin, in the administration of its educational policies, scholarships, intramural programs and other school administered programs. First consideration is given to those who are members of St. John's Lutheran Church.

Transitional Kindergarten student eligibility is only available for students with birthdays between June 1 and September 30. To be eligible for TK and Kindergarten a child must show proof of age by presentation of a birth certificate prior to admission. Each Kindergarten student must be five years old before August 1. All students will be required to take a readiness test for screening purposes. Parents will be responsible for any required fees.

Prior to entrance, students transferring from other schools, along with their parents, must confer with the principal. Parents must present a copy of the child's latest report card and standardized test results. A

student recommendation form must be completed from the student's present school and returned before acceptance. Students applying may be assessed in math, reading, and writing.

St. John's Lutheran School requires that the academic information provided by the parents on the application be complete, factual, and without misleading content. In signing the application, the parents assert the truthfulness and completeness of the information and are in agreement with the enrollment requirements and the "Parent-Student Handbook". Violations of any of the above are conditions for non-acceptance or dismissal of the student any time during the school year.

PROBATION

As a general rule each and every student admitted to the school is on an academic and behavioral probation. For students with no known aberrant behavioral problems, this probationary period is one quarter, approximately nine weeks, in duration. Students with behavioral or academic problems may be admitted to the school with a longer period of probation. The probationary period will be discussed between the parent, student and principal, and specifically indicated in the enrollment form. If your child has behavioral or academic problems, we will work with and pray for you and your child. At the same time, it is specifically understood by you and your child that the school is not an institution that specializes in the correction of aberrant behavior or supporting students whose academic ability cannot be met through the Pathways to Learning department or standard teacher accommodations. At any time during this period, the school may rescind its acceptance of your child for any reason. This rescission will be effective immediately and the parent and child will be expected to peaceably abide by the decision of the school in this regard.

ENROLLMENT PROCEDURE FOR GRADES 1-8

Information about St. John's Lutheran School may be requested from the school office or at www.sjls.org. The school office will contact you to schedule an interview with the principal and a tour of the campus. A Student Recommendation form, completed by the student's current teacher, will be requested, along with your child's report card and standardized test results. Shortly after completion of an interview with administration, you will be notified of your child's acceptance. Upon acceptance registration fees are due and are non-refundable unless the family moves from the area normally serviced by the school, prior to the first day of school or if a child is denied admission the registration fee is returned in full.

RE-ENROLLMENT PROCEDURE

Children are accepted for enrollment at St. John's Lutheran School for one year. Re-enrollment procedures must be completed each year. Online re-enrollment instructions will be emailed in January for the next school year. Registration forms and fees are to be submitted online via FACTS to reserve a place for your child. Current students are registered prior to the acceptance of new students. St. John's reserves the right to deny re-enrollment to any student who has excessive, unexcused absences or tardies.

SCHOOL HOURS AND SCHOOL OFFICE HOURS

Kindergarten - Grade 8	8:15 a.m. – 3:00 p.m.
Before School Care	7:00 a.m. – 8:05 a.m.
After School Care	3:15 p.m. – 6:00 p.m.
School Office Hours	Monday – Friday 7:45 a.m. – 4:00 p.m.

The school grounds do not open and are not supervised until 7:50 a.m. Students brought to school prior to 7:50 a.m. must be checked into School Age Care Program. (SAC) Students not picked up 15 minutes after school dismissal will be checked into SAC. Parents will be charged for this supervision.

For all the reasons of liability and lack of supervision, students are not to be playing on any of the playgrounds before or after school. For the same reasons, students should not be playing on the playground equipment if there is no teacher supervision.

SCHOOL AGE CARE PROGRAM

Beginning at 7:00 a.m. until classrooms open at 8:05 a.m., care is available. After school dismissal care is available until 6:00 p.m. Our program is specifically designed to assist working parents desiring care for their children. Fees are available from the Director, 714-288-4408.

AUXILIARY

Parents or guardians of St. John's students are automatically members of the Auxiliary. Many hours are donated by the Auxiliary members toward making St. John's Lutheran School the best possible school for our children.

The Auxiliary is extensively involved in raising funds for school needs. They have provided equipment, furnishings, and supplies throughout the entire school.

SECTION 2 – FINANCIAL REQUIREMENTS

TUITION AND FEES: *All fees are non-refundable; however, registration fees will be refunded if a family moves out of the area normally serviced by the school, prior to the first day of school.* Tuition is refundable only after a two-week written notice of early withdrawal is received. Tuition will be refunded on a prorated basis calculated on the student's last day of school.

Application Fee	\$80.00 (Due with application-non-refundable)
Annual Registration Fee	\$475.00 (Due upon enrollment – paid through FACTS)
Kindergarten Readiness Testing Fee	\$50.00
Earthquake Preparedness Fee	\$25.00 (Due upon initial enrollment)
8th Grade Graduation Fee	\$125.00 (Due by Nov. 15 – paid through FACTS)
Athletic Fee	\$175.00 per sport in Fall/Winter (Volleyball, Flag Football, Basketball); \$80.00 in Spring (Track); Due prior to beginning of each season. Cheerleading requires additional fees. For any other sports when available, the fees will be determined and communicated. If applicable, Lacrosse equipment rentals require additional fees. All Athletic Fees are paid through FACTS.

ANNUAL TUITION RATES, PAYMENT PLANS, FEES, & DELINQUENCIES

	St. John's Lutheran Church Member			Non-Member		
	Annual	Semi-Annual	Monthly	Annual	Semi-Annual	Monthly
1 Child	\$8,660	\$8,840	\$9,020	\$9,690	\$9,890	\$10,090
2 Children	\$16,740	\$17,090	\$17,430	\$19,380	\$19,780	\$20,180
3 Children	\$24,400	\$24,910	\$25,400	\$29,070	\$29,670	\$30,270
4 Children	\$32,060	\$32,730	\$33,370	\$38,760	\$39,560	\$40,360

Approved Discounts – St. John's employees are eligible for a staff discount, administered according to the St. John's Employee Handbook. Additionally, full-time workers at other Lutheran ministries, may be eligible for a 30% discount, as approved by the principal.

Please be advised that FACTS Management Company will administer tuition payments and incidental fees

ANNUAL PAYMENT PLAN. Full payment of yearly tuition is payable on or before July 2, 2025. A \$35.00 late fee will apply and be payable to FACTS, a Nelnet Company after July 9, 2025 or if a check is returned by the bank for non-payment.

SEMI-ANNUAL PAYMENT PLAN. Payment of tuition paid twice a year. Half of the yearly tuition is payable on or before July 7, 2025. The second half is due on or before January 7, 2026. A \$35.00 late fee will apply and be payable to FACTS, a Nelnet Company for each semester tuition payment made after July 14, 2025 and January 14, 2026 or if a check is returned by the bank for non-payment.

*Families who chose the “Annual” or “Semi-Annual” Payment Plans are to make payments by the designated due date. If payment is not made within 7 days of the due date, a \$35 late fee will be assessed that month. Any family who has chosen the Annual or Semi-Annual Payment Plans and fails to make payment within 30 days of the due date will be required to enlist in the “10 Month EFT Payment Plan.”

MONTHLY EFT PAYMENT PLAN. Tuition is divided into 10 equal monthly payments or 20 equal bi-monthly payments to be paid by Electronic Funds Transfer (EFT) or by credit card payable to FACTS, a Nelnet Company which will begin in July 2025 and end in May, 2026. A \$35.00 service fee will apply to each monthly tuition payment returned by the bank for non-payment. **The EFT account will be removed, and full tuition will be due and payable when two (2) or more EFT’s are returned by the bank for non-payment.**

RETURNED PAYMENTS:

There will be a \$30.00 service fee for all returned items payable to FACTS, for either monthly EFT or checks. Each returned item will be re-cleared up to three times only. Items that do not clear the bank after the third time will be considered delinquent and the business office will be notified.

PLEASE NOTE: In addition to any late tuition payments, a \$35 late fee will apply and be payable to FACTS (a Nelnet Company), on a monthly basis for any late incidental fees and School Age Care (SAC) charges.

In order to attend overnight field trips/outdoor education, all tuition and fees must be paid in full at the time of the trip. No outstanding balances past 30 days or the student will not be able to attend the trip.

TUITION REFERRAL CREDIT

If a new family is accepted, enrolls, and attends during the 2025-2026 school year, and names one of our currently enrolled families, as the referral family on their Application for Admission, that family will receive a tuition referral credit equal to the registration fee of the new student. The newly enrolled family must have no affiliation with St. John’s Lutheran School, Preschool or Church. The referral credit will be issued directly to a family’s FACTS account after school begins in the Fall. The amount will not exceed the registration total paid by the referring family.

NECESSARY LEARNING MATERIALS

Some instructional materials may be charged to a family FACTS account as deemed necessary by school administration. At least a 30-day notice will be given to parents ahead of these charges.

DELINQUENCIES

Students may be withheld from class for non-payment of tuition and fees.

Seriously delinquent accounts are referred to the Tuition Review Committee. **A student whose family account is seriously delinquent may be withheld from class until payment is received.** This group has been organized to assist in collection of any delinquent fees and to award any grants in aid from the School Endowment Fund, Porter Memorial Scholarship Fund, Tuition Assistance Fund and undesignated gifts. **St. John's School Endowment Fund** has been established to help aid families who may need tuition assistance. Giving to this account allows us to provide assistance to those students who would otherwise not have a Christian education available to them. Please consider donating to this fund as we seek to extend the many blessings of our school to as many students and families who might require this aid. Applications for grants in aid are available in the school office.

The Tuition Review Committee was organized in November of 1994 by action of the St. John's Lutheran Church Congregational Assembly and functions under the supervision of the Council of Trustees. The Tuition Review Committee has been vested with the responsibility to discontinue any member or nonmember student for nonpayment of tuition and/or fees. Families can initiate contact with the Tuition Review Committee through the principal's office.

If all financial obligations are not completely fulfilled by the last regular day of school, neither a final report card nor diploma will be issued. Financial obligations include, but are not limited to, tuition, all fees, School Age Care payment, library fines, damage to textbooks, damage to or not returning athletic uniforms, etc. Grades will be released to the parents upon full payment of all tuition and fees. Students will not be allowed to re-enroll for the subsequent school year until all previous financial obligations are completed.

SECTION 3 – PARTNERSHIPS – FAMILY POLICIES

All students contribute to the spirit and environment of St. John's Lutheran School. Enrollment in the school implies that both parents and students are in agreement with the purpose of the school. Our purpose is carried out in an atmosphere of Christian love, forgiveness, and self-discipline. The environment necessary to foster academic success is one of respect for one's self, others, including all in authority, God and His Word, and the need for responsibility. A positive and cooperative school climate is free from disruption and reflects characteristics of honesty, perseverance, and Christian values.

EXPECTATIONS OF PARENTS

There are four times during the school year that are essential for the improvement of home - school communication that parents attend.

- *Open House:* This is a time in August when the teacher visits with their students and parents to share information and facilitate clear communication.
- *Parent Orientation:* These occur in the evening during the first weeks of school. Parents meet with the Principal and then proceed to their students' classroom for a presentation by the teacher.
- *Parent/Teacher Conferences:* These occur twice a year. The purpose is to discuss the progress of their student.
- *Volunteer Requirements:* To volunteer or interact with children during on-campus school events, volunteers must complete a background screening provided at no charge by St. John's Lutheran Church and School.

PARENT INVOLVEMENT PROGRAM (PIP)

Each family is required to donate a minimum of 20 service hours to St. John's Lutheran School. (More than 20 hours will be gladly accepted but cannot be carried over to the following school year!) Single parent families will be required to donate a minimum of 10 service hours per parent. One-half (1/2) of your required PIP hours may be from the Other Ministry Service Areas. At least one-half (1/2) must be from the school. Three (3) hours will be credited to any parent who completes the screening (see below) for the first time. The persons donating the hours may include parents, grandparents or any family member over the age of 18. Volunteer expectations: cell phone put away, child focused, no gossiping.

The person donating the hours will be responsible for having their service slips filled out and turned into either the individual teacher or to the school office. Parent Involvement Program (PIP) hours must be completed by the last, regularly scheduled day of the school year. Report cards and graduation diplomas will not be issued until hours are completed or funds for hours not completed have been received by the school office. Students are not allowed to enroll for subsequent school years until all financial obligations have been satisfied.

Service hours not completed will be billed at a rate of \$20.00 per hour.

The PIP program may be suspended, modified, or reinstated at any time at the discretion of the principal.

Any and all on-campus volunteer programs may be suspended, modified, or reinstated at any time at the discretion of the principal.

Overnight student trips where parents are asked to chaperone will receive 20 PIP hours automatically. Parents who are approved chaperones may not engage in drinking alcohol as a chaperone. If parent chaperones do engage in drinking alcohol during the trip, they may forfeit the PIP hours.

All school volunteers must be screened through Verkada (driver's license required); LiveScan (national database), and mandated reporter training. Individuals are approved for school volunteering at the discretion of the principal and at no cost to the volunteer. The school reserves the right to change these screening procedures at any time. Parents who complete the volunteer application process will receive 3 PIP hours for doing so (one time only).

PARENT / TEACHER CONFERENCES

At the end of the first quarter/mid first semester, Parent/Teacher conferences are held. Attendance at this conference is mandatory. At mid-second semester, time for optional Parent/Teacher conferences is allotted. Teachers or parents may request a conference. Conferences provide communication between the teacher and parents/guardians on current progress as well as areas where reinforcement at home would be helpful. Any time a parent, student, or teacher recognizes a need, parent-teacher conferences are recommended. While parents are in the conference, children should not be left unattended outside.

CLASS ASSIGNMENTS

Recommended class lists are submitted by the teachers to the principal. The lists include rationale for placement of students. The principal makes the final determination of student assignment to classes. Information that a parent believes is pertinent to the placement of their child is to be submitted to the principal in writing no later than June 1st. This request will be considered in the student's placement, but requests are not guaranteed. Informing a teacher verbally or in writing of needs and/or preference does not fulfill this requirement.

HEALTH OFFICE

A registered nurse is on duty from 8:00 a.m. – 3:30 p.m. during the regular school day for preschool through grade 8, and 8:00 a.m. to 4:30 p.m. if after school athletics are occurring on campus.

- A. ALL PRESCRIPTION MEDICATIONS must be administered by the school nurse or other designated school personnel.
- B. According to California Educational Code, medication can be given at school only under the following conditions:
 - 1. Medication must be prescribed by a physician.
 - 2. A written statement from the physician must be on file at school stating:
 - a. method of administration
 - b. amount of medication
 - c. time schedule for administration

3. Written statement from the parent/guardian requesting assistance in administering medications per doctor's orders.
 4. Medications will be kept in the nurse's office or nurse's station in the preschool - **no medications will be permitted to remain in a student's possession.**
 5. Physician/dentist forms are available in the school office.
 6. The above regulations apply to over-the-counter medications such as aspirin, Tylenol, cough syrup, etc.
- C. A student choosing to take NON-PRESCRIPTION medication by himself/herself with or without parent permission will be doing so at his /her own risk and the school assumes no liability for possible complications which may arise.
- D. AT NO TIME is a student or unauthorized faculty or staff member permitted to provide or administer prescription or non- prescription medication to a student.
- E. A student needing to leave the premises during the school day due to illness shall FIRST report to the nurse or school office, which will then contact the parent/guardian for clearance or permission to leave.
- F. If a student is sick with a fever, they must stay home until they are fever free for 24 hours or more. A temperature of 100.4° F or higher is considered a fever.
- G. If a student is absent for 3 or more days, a doctor's note must accompany them when they return for their absences to be excused.
- H. If a student contracts head lice, you must contact the school nurse or school office. A student must be nit free and checked by the school nurse before returning to class.

ALLERGY POLICY / PROCEDURES / GUIDELINES

St. John's Lutheran School makes every effort to provide all children with a safe learning environment and to accommodate within reason children with various types of allergies, like food, nuts, bee stings, and the like. Several students have severe and potentially life-threatening allergies to nuts, to the point that even the slightest skin exposure may cause a reaction. Reactions may range from stuffy nose or hives to anaphylactic shock and the throat swelling to the point of blocking the airway. In severe instances death can occur. For this reason, it is important that rules and guidelines are in place so that parents, students and school are working closely together.

FOOD ALLERGIES

St. John's Lutheran School is NOT a peanut and nut free campus. The faculty and staff are diligent with providing all children with a safe learning environment while considering the total school population. Please read the information below which outlines procedures and responsibilities. The cooperation of everyone is greatly appreciated and assists in ensuring the safety of all students.

Parent Responsibilities

- Parents must notify school, School Age Care staff, administration, and those teachers involved of medical conditions.
- Parents must provide emergency medications with written physician orders and parental consent, before the first day of school. This will include the medication form and allergy action plan form.
- Parents must inform the school of any changes in the medical condition.
- Parents must educate their child to prevent exposure to allergens:

- eat only food from home
- wash hands before eating
- keep hands away from mouth to prevent inadvertent exposure to allergens
- IMMEDIATELY report symptoms to teacher or adult
- Parents must provide all food for lunch and snacks, also keep snacks at school for parties.
- Prior to off-campus trips, parents will meet with teachers and staff to discuss what is needed for the trip.

Student Responsibilities

- Students must eat ONLY food sent from home.
- Students must wash hands before and after eating.
- Students must keep hands away from mouth to prevent exposure to allergens.
- Students must immediately report any symptoms to a teacher or staff member.
- There will be a designated nut free table for children to eat at.
- ALL students who have had any nut products at the lunch tables will wash hands after eating lunch.

School Responsibilities

- Once informed of student's allergy, teachers and designated staff will have training reviewed and procedures in place to care for the student.
- For projects and class activities, teachers will maintain a classroom free of nut products to the extent possible. We cannot and do not guarantee a peanut and nut free classroom or campus.
- Teachers will allow children to keep peanut products in the classroom for lunches as long as they are sealed in containers or their lunch box.
- When possible, teachers will not allow peanut products to be eaten in the classroom. On days when students eat lunch in the classrooms, the school will provide an alternate lunch area for students with severe allergies. At the conclusion of classroom eating, the teacher will ensure that all surfaces are washed with soap and water, and all children wash their hands
- A policy of not sharing food will be implemented in the affected child's classroom.
- Teachers and staff members will work to ensure that each student washes his/her hands with soap and water or hand sanitizer wipes when arriving at school, after eating snacks, and after eating lunch.
- ALL lunch tables will be washed thoroughly after each class has eaten.
- All staff members at St. Johns are current in CPR and First Aid training which does include recognizing symptoms of allergic reactions and administration of EpiPens. Affected classrooms will be routinely visited by the school nurse to ensure procedures are in place, and review medication usage.
- Affected classrooms may need to have their own set of medications on hand and carry with them to other places on campus as needed.
- Teachers, Nurse, or staff members will administer medication as ordered by the physician.
- Teachers, Nurse, or staff member will notify parents of allergic reactions at school.
- 911 will be called in the event that an EpiPen is given at school.
- On the day of an off-campus trip, the teacher will confirm with the parent that all necessary medications and forms are present, and take them along on the trip.

OTHER ALLERGIC CONDITIONS

For those situations in which a student is known to be allergic to such things as bees stings, etc. the responsibilities outlined above will be appropriately followed as they relate to the specific allergic condition.

HEALTHY FOOD GUIDELINES

Parties (Classroom parties, Holiday parties, and Birthday Parties, etc.)

School activities (Student store, after school class sales, classroom behavioral/performance awards, Star of the Week, sports play days & tournaments, 8th grade sales, etc.)

Keep portion small, ideally bite size)

Limit: ice cream, donuts, chips (i.e. potato, Cheetos, Doritos, Fritos, etc.), and candy

No Soda - only 100% juice drinks or water.

No caffeinated drinks

Suggested options:

Fresh Fruit

Fresh Veggies

Popcorn

Cheese and whole grain crackers

Fruit Leathers (natural kind)

Trail Mix (without candy pieces)

Pretzels

Dried Fruit

Edamame

Granola and yogurt

Healthy Chips- whole or multi grain

Frozen Fruit Pops

ALL fundraising food items must be approved by the administration.

Questions that arise regarding interpretations, inclusions, or exclusions of the points above, are to be presented to the classroom teacher or school administration.

SLICES NEWSLETTER

The primary communication publication of St. John's Lutheran School is a weekly newsletter posted on the school website, <https://sjlslearning.com/slices-weekly-newsletter/>, texted and emailed every Tuesday. It can also be accessed through FACTS SIS, the school online communication system, under Resource Documents.

SCHOOL DIRECTORY

Every family will have access to the school directory, the school calendar, and the names, addresses and phone numbers of school families and teachers on FACTS. This directory is not for business use. It is not the desire of our families to be approached for promotional or sales presentation through the use of this directory.

ARRIVAL AND DEPARTURE

Any student being picked up before the end of the regular school day must be signed out in the School Office. Any person not listed on a student's pick-up authorization form, will not be permitted to take a child without written consent from a child's parent or legal guardian. Identification verification will be required.

If it is believed by an employee of St. John's Lutheran Church and School, that a person picking up a student from our campus is under the influence of alcohol or a controlled substance, the employee will inform them that they believe they are not in a condition to drive and that the child's welfare is in danger. The employee will offer to call a taxi or someone listed on the child's emergency forms. If this person refuses, the staff member notifies this person that the police will be called and given the license number of their vehicle along with their belief that they are under the influence.

Every opportunity will be given for the parent / adult to cooperate and decide on their own not to operate the vehicle. Police will be called as a last resort.

The school grounds do NOT open and are not supervised until 7:55 am. Students brought to school prior to 7:55 a.m. must be checked into the School Age Care Program. Students not picked up within 15 minutes after school dismissal will be checked into the program. Parents will be charged for this supervision.

For the reasons of liability and lack of supervision, parents assume all liability when children play on the playground equipment before school starts (7:30-8:05) or after school ends (3:00-3:30).

Please be mindful of the basic rules of safety. These need to be taught to all children and modeled by all adults. Remember that a public street divides our campus. The crosswalk is to be used for crossing during arrival and pickup times. Children should never be allowed to jaywalk. **PARKING AND STOPPING IN A RED ZONE IS PROHIBITED.**

Avoid crossing Shaffer at Almond during pickup hours. Traffic is less congested if crossing Shaffer between campus buildings is confined to the crosswalk. Vehicle traffic does not back up into the crosswalk area if cars can proceed through the intersection without waiting for pedestrian traffic.

There is no parking on Shaffer or Center Streets from 7:30 a.m. – 8:30 a.m. and 2:30 p.m. – 3:30 p.m. This is a City of Orange regulation. Do not park and leave your cars on these streets during these times. These zones have been identified to expedite the flow of traffic around campus. Your cooperation will benefit both you and other parents, as well as, ensure the safety of our students.

Faculty is assigned various locations after school to help assure student pickup and safety. Please respect any directions these staff members offer in an effort to maintain a safe situation.

Lunches: Lunches may be dropped off at the school office. No fountain drinks or sodas or shakes are allowed. No drinks with plastic covers are allowed (due to spillage). Any drink delivered should have a screw top to prevent spilling.

Student Drop-Offs (homework, PE clothes, water bottles, etc) can go on the lunch carts, labeled with the student's name. iPads should be given to the office staff and not left on lunch carts.

Student Pick-Ups: Please email the homeroom teacher and office staff when you are picking up your child early. Students will not be called to the office until the parent is in the office. Office staff will go and get

your children (or call for them) when you arrive. If someone other than the parent is picking up, make sure the person is on your authorized pickup and bring their identification.

ATTENDANCE INFORMATION

Regular and punctual school attendance is expected and important for a student's success in school. Punctuality assists the classroom teacher in maintaining a daily routine. It is also a necessary lifetime habit of responsibility and courtesy.

ABSENCES

1. **Absences and tardies must be excused by telephoning the school attendance line at (714-288-4452) before 9:15 a.m. on the day the student is out.** Parents should phone the school each morning thereafter until the student returns to school. If no call is received the school will contact the parent to confirm the situation. Excused absences are generally limited to student illness, medical/dental appointments, bereavement, and court appearances. Even if the parent notifies the school ahead of time of an unexcused absence, it is still considered unexcused. A student who is absent from school without a valid excuse for three full days in one school year is a truant and will be reported to the principal. (California Ed. Code) For tardies and absences to be excused, parents must provide the appropriate doctor's note or appointment schedule/note.
 - Upon a pupil's initial classification as a truant the principal will notify the pupil's parent or guardian, by first-class mail or email of the following;
 - a. That the pupil is truant
 - b. That the parent or guardian is obligated to have their child in attendance at school
 - c. That parents or guardians who fail to meet this obligation may be in violation of California Education Codes
 - d. That the parent or guardian has the right to meet with the principal to discuss solutions to the pupil's truancy
 - e. That the student may be restricted from participating in school activities or co-curricular activities
 - f. That the student may be subject to detentions or school suspension
 - Any student who has once been reported as a truant and who is again absent from school without valid excuse one or more days will be reported to the principal. At this time the principal will call a meeting with the student's parents or guardian to discuss immediate corrections of the student's truancy.
 - A student is deemed a habitual truant if s/he has been reported to the principal as a truant three or more times per school year. The principal will report the absences to the District Supervisor of Attendance. The parents or guardians will appear before the School Board to discuss truancy and continued enrollment.
2. A student must be checked in by 12:00 p.m. to be considered present for that day in order to be eligible for perfect attendance awards.
 - a. Students picked up after 12 noon will be counted ½ day absent unless a doctor's note or excused appointment schedule/note is provided (approved or excused appointments are the same as excused absences, i.e. medical, legal, bereavement).
 - b. Early pick-ups and excessive tardies may impact: honors class placement, PIP hours granted, class attendance points, class assignment failure.

3. Parents who plan to be out of town should send a note to the school office which indicates the name, address, and telephone number(s) of the individual(s) responsible for the student during the time of their absence.
4. Homework – If a student is absent from school, parents may request homework through the student's teacher in grades K – 5 or the homeroom teacher in Middle School via e-mail or voice mail. For voicemail, phone the school office at 714-288-4406 and request the teachers' voice mail. Teacher's email addresses are located on FACTS SIS. **Parents are not to expect homework to be given in advance. Each teacher may or may not provide absent work. Homework missed due to absences will be provided to the student when they return, if not provided earlier.**
5. A suspension is considered an unexcused absence.
6. It is recognized that a parent has the right to withhold a student from school. However, the decision as to whether an absence is "excused" or "unexcused" is made by the Principal.
7. Excessive absences may warrant restricting a student from participating in school activities and extracurricular activities.
8. Excessive absenteeism is defined as being absent more than 20 days in one school year or more than 20% of the days in one quarter. Excessive absences can have a negative effect on grades as well as the benefits the student derives from the classroom. Once a student has been absent from school 20 days in a school year, for any reason, documentation will be required for all days absent thereafter. Further, St. John's is very concerned about students who are absent in excess of 20% of the days per quarter. Re-enrollment may be denied if it is determined by the administration that there is excessive student absence or a spirit of non-support and non-cooperation of the absentee policy. In the case of excessive absenteeism, it is the responsibility of the parent/guardian to arrange for instruction and/or tutoring to compensate for missed classroom instruction.
9. The principal will ultimately determine what is an excused or unexcused absence, or what is excessive absenteeism.
10. Middle school students who accumulate tardies during the school day (late to periods 1-8) per half semester: five unexcused tardies per class = detention.

SCHOOL HOURS 8:15 a.m. to 3:00 p.m.

Arrival after 8:15 a.m. is counted as tardy.

Arrival after 12:00 noon or departure before 12:00noon is counted as a full day absence.

Departure after 12:00 noon is counted as ½ day absent (unless doctor/appointment note is provided).

TARDIES

Classes begin at 8:15 am. Students are tardy if they are not in their classroom when class begins. Students arriving after this time must gain admittance by obtaining a pass from the school office. Parents are to accompany their child to the school office to obtain this pass before they will be admitted to their classroom. Five unexcused tardies per quarter make a student ineligible for the perfect attendance award, subject to the review of school administration. In Kindergarten - Grade 5 when a student reaches the 5th unexcused tardy, a warning letter or email is sent to parents notifying them to rectify the situation. In Middle School (Gr. 6-8) when a student reaches the 3rd unexcused tardy a warning or email is sent to the parents (see Middle School Handbook). Extreme tardiness, as determined by the school administration, may result in formal meetings, detentions or suspensions. For tardies and absences to be excused, parents must provide the appropriate doctor's note or appointment schedule/note. Further tardies may result in dismissal from St. John's. Re-enrollment may be denied if it is determined by the administration that there is a spirit of non-support and non-cooperation of the tardy policy.

LEAVING SCHOOL GROUNDS DURING SCHOOL HOURS

St. John's School maintains a closed campus. Unless prior arrangements are made, a student is not allowed to leave the school grounds during school hours. The parent, legal guardian, or their designate must present himself/herself to the office first (not the classroom). Only adults listed on the Authorization to Pick-up Sheet which is kept in the school office may sign a student out. If there is a court order prohibiting someone to see or pick up your child, a written copy of the order must be in the office.

All students in grades kindergarten through 8th must be first signed out in the school office. Please do not merely arrive at your student's classroom and signal your child to leave with you. Any alternate arrangements for release must be made with the principal.

The school assumes no liability in cases where students leave the premises in violation of the above policy.

VACATIONS AND EXTENDED HOLIDAYS

Parents who remove their children during the school session for vacations or extended holidays are NOT COMPLYING with California school attendance regulations and those of St. John's Lutheran School. Children, who are absent due to extended weekends and vacations, are expected, on their own initiative, to complete all missed assignments. Failure to do so will result in an automatic "F" for the work not completed. Parents are not to expect homework to be given in advance. It is the parent's responsibility to provide assistance to their children for "catching up" with classroom work and homework. If tutoring is necessary, that is the parent's responsibility.

CLASSROOM VISITATION

Parents are welcome in our classrooms as deemed necessary by the classroom teacher and school administration. Signing up prior to arriving is necessary to volunteer at the school. As a courtesy, however, to teachers and students, advance notification or arrangements need to be made through the school office. Students may not bring visitors to school without prior approval of the principal, teacher and parent. **All visitors** to the campus should report to the office. If you are going to spend time on campus, a visitor's badge should be obtained from the office. All school volunteers must be prescreened through the business office as well as use School Gate Guardian. Individuals are approved for school volunteering at the discretion of the principal and at no cost to the volunteer.

CARE OF SCHOOL AND PERSONAL PROPERTY

We are stewards of God's gifts and therefore strive to keep all school property neat, clean and in good repair. All books and furnishings, which belong to the school, are to be handled with respect. Loss or damage beyond normal wear will be charged to the student. These charges need to be cleared before the end of the school year. Any student who willfully damages, defaces, or destroys school property shall be liable for payment. Students may NOT: write with Sharpies on themselves, **their shoes**, or school property; touch another students' belongings; touch another students' iPad; take pictures that are not a school project; vandalize, in any way, school property. Students in 5-8th grades may receive detentions for these acts.

LOCKERS

Lockers are provided for most students to store their belongings. These lockers remain the property of the school. They may, at the discretion of the principal, be inspected without notice. Inappropriate pictures or personal items may not be displayed in lockers. Each student is responsible for the neat, clean organization of the locker issued for the year. Fellow students are NEVER permitted access to another's locker without the express permission of the student who was issued that locker. Entering another student's locker without permission is considered a criminal offense.

PERSONAL ITEMS

Personal items belonging to students, such as sweaters, jackets, and lunch boxes, are safest when labeled with the student's name. Please do not bring money to school unless it is to be turned in to a teacher or the office. Items of value to individual students are brought to school at the student's own risk. Teachers should be consulted for approval of toys or athletic equipment brought to school. Athletic equipment belonging to an individual student may become "lost" among school items. Parents are encouraged to not permit their child to bring such items to school. Also, space in lockers is limited. ANY item that becomes a distraction in the classroom may be confiscated. Classroom teachers require parental support for focused attention to the instruction being provided. Teachers may allow students to claim such an item at a later

date. Items which should not be brought to school include: stuffed animals, double wrapped chains, wallet chains, electronic toys, hard balls, yo-yos, tennis rackets, or non-educational toys.

GUM

Gum is not permitted at any time unless the teacher gives special permission. There should be no eating in the classroom unless the teacher has given special permission.

SEARCHES

The school takes the responsibility for your child's safety very seriously. The school reserves the right to search, at any time for any reason. This right includes but is not limited to: backpacks, purses, wallets, school bags, pockets, lockers, and desks on St. John's property. The school may search whether or not the child or parents are physically present. All searches will be directed solely by the school Principal.

BICYCLES / SKATEBOARDS / ROLLERBLADES / SCOOTERS

Children are required by law to wear a helmet when riding a bicycle. **No bicycle, skateboard, roller shoes, rollerblade or scooter riding is permitted on the school grounds. Skateboards are NOT allowed on campus.** Rollerbladers must observe all safety regulations including showing courtesy to sidewalk pedestrians and crosswalk rules. For this reason, we ask rollerbladers to wait to use their equipment until they have vacated the school and church campus. All bicycle riders must walk their bicycles across any crosswalk.

TELEPHONE USE

Telephones have been installed in all classrooms. Each teacher is responsible for their students' necessary phone calls to parents or guardians. Students should refrain from coming to the office to make telephone calls. Forgetting homework or PE clothes does not constitute a situation in which a teacher must allow students access to a phone. The student may not use his/her or other students' cell phones during school hours.

ELEVATOR USE

Students are not permitted to use the elevator in the Chapman Avenue building unless prior permission has been received from the Principal, Assistant Principal, Counselor, or Nurse.

LOST AND FOUND

When student possessions are marked with the student's name, the property is easily returned through the classroom teacher. Unmarked items found on school property are to be turned in to a teacher who places them in the Lost and Found cabinet by Building A, on the table next to room 206 in the Middle School Building or in the school office. Articles left in the Lost and Found are periodically displayed for owners to claim. If left unclaimed, they are donated to the Lutheran High Thrift Shop or other agencies.

FIELD TRIPS AND PERMISSION SLIPS

Field trips are considered an important addition to the overall program of St. John's School. These are scheduled at various times of the year. Many of the field trips are "yearly favorites" anticipated well in advance and integral to that grade's curriculum. A student's participation is expected on school-sponsored field trips but is dependent on written parental consent. Permission slips are sent home for signature in advance of each field trip. Students without written permission to participate in an off-campus activity must remain on campus. Permission given over the telephone is not acceptable. Drivers for field trips are not permitted to make any other stops along the way for snacks, personal errands, treats, etc. Permission slips do not allow for any stops between school and the field trip destination. No videos may be shown in vehicles when transporting students to or from school field trips. Only Approved Adult Chaperones who have completed the Volunteer Worker and/or Transportation Worker forms may accompany students on field trips. If a bus is used to transport students, parent and students must use that mode of transportation. For liability reasons, students must use the school-approved transportation, unless otherwise approved by the principal.

EXTENDED CLASSROOM EXPERIENCE

Students in grades 4, 5, 6, 7 and 8 participate in an Extended Classroom experience each year. Fourth-grade classes go to Sacramento and California Gold Country to learn about California history (this trip is optional). Fifth grade goes to Riley's Farm for an overnight Revolutionary War experience. The sixth-grade classes go for an outdoor education experience to Palomar Christian Conference Center. The seventh-grade classes go for an outdoor education experience to the Catalina Island Marine Institute. The eighth-grade classes go to Washington D.C., Gettysburg, and New York City. Generally, these trips are a weeklong. In addition to St. John's teachers, additional adult chaperones or other St. John's Lutheran staff may be needed for these experiences. Parents may volunteer to be a chaperone for some of the Extended Classroom trips. Forms for volunteering to be a chaperone for an Extended Classroom experience will be distributed to all parents in the respective grade. The teachers and school administration will determine which of the volunteers will be selected for the specific experience for that grade. The order in which the forms were received does not determine any priority or qualification for choosing the chaperones. Each individual grade will determine specific qualifications and expectations for their specific extended classroom experience. School administration will approve these qualifications and expectations.

NOTE: Administration, in consultation with parents, can deny any student the privilege of attending an off campus or on campus activity (outdoor education, field trip, dance etc.) based on a student's behavior, academic eligibility, or mental health status.

In order to attend overnight field trips/outdoor education, all tuition and fees must be paid in full at the time of the trip. No outstanding balances past 30 days or the student will not be able to attend the trip.

Overnight student trips where parents are asked to chaperone will receive 20 PIP hours automatically.

Parents who are attending any school trip as a chaperone may not drink alcoholic beverages. PIP hours for attending as a chaperone may be denied if this rule is violated.

PARTICIPATION IN SERVICE OR SCHOOL ACTIVITIES

All activities designed as part of the extended school curriculum (field trips, class trips, service activities, and scheduled worship participation) require student participation. Students unable to participate will be required to submit a written excuse to their classroom teacher. If it is required that a choir member must leave in the middle of the worship service, permission must be granted by the teacher in charge as to an appropriate time to leave.

EVENING ACTIVITIES

A parent, a responsible adult, or a designated counselor must accompany any St. John's student attending an evening activity sponsored by the school. It is not the teacher's or principal's responsibility to supervise children when the parent is in attendance at these activities.

HOME PARTY INVITATIONS

Invitations to home parties should be mailed. This is in consideration of every student's feelings.

DISTRIBUTION OF PROMOTIONAL LITERATURE

No one is permitted to distribute promotional literature, advertising, pamphlets, invitations or other material to classmates or other students without the direct knowledge and consent of the school principal.

NEIGHBORHOOD CONSIDERATIONS

We are part of a neighborhood and have responsibilities to those that live around us. As part of the community we have a responsibility to abide by the laws and demonstrate good manners and courtesy as representatives of St. John's School. We are significantly challenged with regard to parking space for arrival and pickup. St. John's parents need to represent well, the capacity for patience and cooperation. Safety is our primary concern, but we also need to be aware of the model we present to our children as well as to our community neighbors. Let Christian forbearance be our goal. Please park only in properly marked areas. Do not block neighborhood driveways. On the surrounding streets, be mindful of safety first and convenience last.

There is no parking on Shaffer or Center Streets from 7:30 a.m. - 8:30 a.m. and 2:30 p.m. – 3:30 p.m. This is a City of Orange regulation. Do not park and leave your cars on these streets during these times. These zones have been identified to expedite the flow of traffic around campus. Your cooperation will benefit both you and other parents, as well as, insure the safety of our students.

SCHOOL INSURANCE

As a courtesy to our students, the school has purchased Student Accident Insurance for the benefit of all students that are injured in a covered accident while participating in a covered school activity. Please go to FACTS SIS "Resource Documents" to view the basic policy and extension policy information.

EMERGENCY PROCEDURES

Fire and earthquake drills are held regularly. Teachers discuss exit procedures with their classes the first week of school. Students should know exit procedures for all parts of the building. Each student will purchase an earthquake kit through the school office. Should a community-wide disaster occur, which cause streets to be impassable or walking to be hazardous, all children will remain on the St. John's campus under the supervision of the staff. Only a parent or responsible adult may claim a child.

PARENT-INITIATED INQUIRIES

Teachers are willing to meet with parents at any time mutually agreed upon to discuss the progress of their children. Communications can take the form of notes between parent and teacher; telephone messages (voice mail is available for reaching teachers during school hours) e-mail messages or scheduled conferences. Parents who drop in before or after school, unannounced, need to be sensitive to the possibility of the teacher having made previous commitments.

PETS

Students and parents are not allowed to bring pets onto campus. This is a safety and health issue. Furthermore, students and parents are asked not to have pets present on the public sidewalk during school hours, particularly at arrival and dismissal.

EMERGENCY CARE INFORMATION

The principal shall have a readily accessible card file containing emergency care information for each student. Emergency care information shall be available to School Age Care personnel.

RELEASE OF DIRECTORY INFORMATION

Directory information includes: students' name, address, telephone listings and parents' names. Parents not wishing this information printed in the annual School Directory should notify the school office, in the month of August. The school is never permitted to furnish a list of student names and addresses to be used for commercial purpose nor shall the school allow photographs for publication without parental consent.

SECTION 4 – MUSTANG SCHOLARS – ACADEMIC POLICIES

CURRICULUM

The primary focus of each day is the study of God's Word. All subjects are taught in the light of His Word. Every child regularly participates in worship services, daily devotions, and other religious projects.

St. John's Lutheran School offers a balanced curriculum in compliance with guidelines of the California Department of Education. St. John's students are high achievers on nationally recognized achievement tests and are prepared for entrance into high school.

In addition, subjects are supplemented with a number of activities such as plays, musicals, musical concerts, athletic events and learning fairs, which provide students with a variety of rich learning experiences.

The greatest benefit at St. John's Lutheran School is the inherent Christ-centered nurturing given to our students as they work toward the academic success appropriate to their God-given abilities.

INSTRUCTIONAL AREAS BY GRADES

	K	1	2	3	4	5	6	7	8
Art	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
California History					<input type="checkbox"/>				
Computer Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Handwriting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>			
iPad Program (1:1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Library Skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mathematics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pre-Algebra/Algebra							<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Memory Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Music/Choirs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reading / Literature	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion/Bible/CFL	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Science / Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Studies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Spelling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
U.S. History/Constitution			<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Writing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Electives							<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

GRADING SCALE

At St. John's Lutheran School, we strive to measure total student performance by looking at the overall display of class work, homework, evaluative testing of performance, class participation, and special projects. To keep students and parents informed of student progress, written grades are given in grades 2-8. Kindergarten and Grade 1 use Skill Sets. Students are expected to do their best, using the talents God has given them.

Grade	Percent	GPA Points
A+	100-99%	4.0
A	98-93%	4.0
A-	92-90%	3.7
B+	89-88%	3.3
B	87-83%	3.0
B-	82-80%	2.7
C+	79-78%	2.3
C	77-73%	2.0
C-	72-70%	1.7
D+	69-68%	1.3
D	67-63%	1.0
D-	62-60%	0.7
F	59 - 0%	0

HOMEWORK POLICY

While St. John's Lutheran School realizes that homework is beneficial for learning, homework should not be busy work or disconnected from curricular standards. Homework is beneficial when it builds learning mastery and reinforces important skills and concepts connected to established learning standards.

The following acronym will guide homework at St. John's Lutheran School:

Applicable and age-appropriate

Meaningful...leading to mastery

Practice for proficiency

Evaluative

Differentiated for depth of learning

St. John's desires students that are **AMPED** for deep and meaningful learning, which is achieved through learning at school and at home.

Students in grades 3-5 complete a daily assignment notebook (students in grades 6-8 may be asked to keep an assignment notebook if they do not use Google Classroom effectively or at the teachers' discretion). A daily signature may be required from a parent/guardian. To avoid last minute rush efforts to complete long-range projects or assignments, students should carefully plan ahead. If a child is having excessive homework on a consistent basis, it is essential that the **parent immediately notify** the classroom teacher.

Students are provided 1 day for each day absent to make up missing work. This includes excused or unexcused absences. Every day an assignment is late 20% will be deducted from the final grade. After 5 days late, a zero will be entered into the gradebook.

RESOURCE (PATHWAYS TO LEARNING) PROGRAM

The Resource teachers will work with teachers and administration to identify and provide academic support for students with identified learning needs. Students will work with the resource teachers to improve study habits, academic performance, and provide accommodations when necessary. An Accommodation Success Plan or Home to School Success Plan will be written for some students and testing will be coordinated when necessary. The Resource teachers will function as student advocates when consultation or testing with public agencies is required.

PROGRESS REPORTS / REPORT CARDS

Mid-quarter or mid-semester progress is reported to parents halfway through each quarter (2-5) or semester (6-8) of the school term via access to FACTS SIS. Students in grades Kindergarten and First do not receive mid-quarter reports. However, students in grades 2 through 5 receive these progress updates. Students in grades 6-8 will receive progress notices halfway through each semester via FACTS SIS.

Report cards are distributed four times each year for Kindergarten through 5th grade. Report cards are distributed 2 times each year for 6th through 8th grade. At the end of quarters 1, 2, 3, and 4, (K-5) or semesters 1 and 2 (6-8) Electronic Report Cards are distributed to parents through FACTS SIS.

PROMOTION / RETENTION

Students advance to the next grade level at the end of the school year after satisfactorily completing the course of study required in their present grade. Students who do not demonstrate competence in their grade level standards as determined by St. John's Lutheran School curriculum are to be retained, repeat the grade. All areas of a student's development are taken into consideration including academic achievement level, social and emotional growth and physical development when making the decision for promotion or retention.

STANDARDIZED TESTING

The Measures of Academic Progress (MAP) is administered in the Fall, Winter and Spring (generally) to each student in grades 2-8 to determine scholastic progress as well as strengths and/or areas of growth. Parent reports will be sent home in the fall and spring.

On occasion the home - school partnership needs to be expanded to include other professionals. During the school year, further individualized or diagnostic testing may be required if an academic or psychological difficulty is experienced. Initial screenings have proven extremely valuable and provide a road map for students, teachers and parents in charting a course of positive action to further educate the whole child.

HONOR ROLL / MERIT ROLL

In order to recognize outstanding academic achievement in grades 6, 7 and 8, guidelines have been established for achieving Honor Roll or Merit Roll status.

Honor Roll and Merit Roll awards are based solely on the student's Grade Point Average (GPA) at the end of the 1st Semester.

Students earning a GPA of 3.50 or above (no rounding) and having only "A" and "B" range grades qualify for Honor Roll.

Students earning a GPA of 3.000 – 3.499 (no rounding) and having only "A", "B", or "C" range grades qualify for Merit Roll.

Each letter grade receives a number of GPA Points specified in the grading system earlier in this handbook. Academic subjects included in the calculation (along with their assigned weight) are listed below:

Subject	Weight	Subject	Weight
Christian Learning	1.0	Spanish	1.0
Language Arts	1.0	Exploratory Class	0.4
Mathematics	1.0	Elective Course	0.4
History	1.0	Honors Math (6-8)	1.5
Science	1.0	Honors Language Arts (7-8)	1.5
Physical Education	1.0		

NATIONAL JUNIOR HONOR SOCIETY

National Junior Honor Society (NJHS) is established for grades 6 (after 1st semester), 7 and 8 to recognize outstanding Christian role models in five areas: Scholarship, Leadership, Citizenship, Character, and Service. Induction into NJHS takes place in the 2nd semester.

Requirements for becoming a member in the National Junior Honor Society begin with an academic standard of earning a cumulative GPA of 3.75 or above (no rounding up) at the end of the first semester (second quarter). Eligible students must then go through a selection process directed by the NJHS Faculty Council in which the four aforementioned qualities will be evaluated. More information about this process can be found in the St. John's NJHS by-laws. Once a candidate becomes a member, he/she must complete a number of requirements which are fully explained in the NJHS by-laws. Members who do not maintain the requirements of the NJHS standards may receive probation or dismissal from NJHS.

NJHS Honors Day / 8th Grade Graduation

Only 8th graders who have maintained their membership in the NJHS since their induction from at least the 2nd semester of 7th grade will be given an Auxiliary-sponsored trip to Knott's Berry Farm and be recognized at graduation by wearing the NJHS cords. Certain exceptions may be made for transfer students with prior NJHS membership, pending confirmation of status from previous school.

GRADUATION

1. The student must pass each class in 8th grade with a D (1.000 GPA) or higher grade. This is determined by averaging the grades for the individual class for the two semesters. The cumulative GPA for all classes for 8th grade must be a C-average (1.700 GPA) or higher.
2. All detentions must be served.
3. All library books, textbooks, and other school property must be returned.
4. All financial obligations (eg. tuition, fines) must be fulfilled.

If these requirements are not satisfied, the student will not be eligible to graduate and attend the class celebration parties and the final report card and diploma will not be issued.

LIBRARY

The school library is available to students at specified times during the school day. Students may check out books for personal reading at home. Books not returned by the due date result in fines assessed at the rate of \$.10 cents per day. Students are responsible for damage beyond normal wear and book replacement cost for lost materials. Both teachers and students use the library to enrich instruction and reference topics being studied. Library hours are 8:00 a.m. to 3:30 p.m.

CHAPEL SERVICES

All students participate in regular morning devotions in the classrooms and in weekly, Wednesday chapel services. Parents are encouraged to attend these services. Weekly chapel services are not a substitute for regular family worship attendance. Chapel offerings are used for special projects throughout the school, church, community, and world.

MUSIC / CHOIRS

The music program at St. John's is made up of classroom choirs at all grade levels, and one auditioned choir for girls in grades 6-8. The choirs practice 1-2 times per week during school and sing in different church services several times per year. Attendance is required of all students.

ALLELUIA CHOIR: Alleluia is made up of all students in third grade. They rehearse once a week and sing six times during the school year

HOSANNA CHOIR: Hosanna is made up of all students in fourth grade. They rehearse once a week and sing six times during the school year.

KANTATE CHOIR: Kantate is made up of all students in fifth grade. They rehearse once or twice a week. This choir sings in church services and local programs. In the spring they perform a Christian musical complete with soloists, actors, costumes and choreography.

STUDENT RECORDS

Administrators shall take care to preserve both the integrity and the privacy of the required school records. These records should be retained permanently at the school site.

Each student's permanent cumulative record must include the minimum permanent personal data necessary for operation of the educational system such as: directory information, academic work completed, grade or level placement, enrollment and attendance data, standardized test results, discipline and permanent health record.

If applicable, a copy of any court orders relevant to custody rights **MUST** be submitted to the school office.

ACCESS TO STUDENT RECORDS

Parents of currently enrolled or former pupils have an absolute right to access any and all pupil records related to their children, which are maintained by school districts or private school. The editing or withholding of any such records, except as provided for in this chapter is prohibited. (Education Code 49069)

Via the Parent/Student Handbook the school shall fully inform parents of their right of access to their child's records and of the individual school's procedures for review of student records.

The school has 15 days to comply with requests to inspect student records but should make every reasonable effort to comply with dispatch.

School professional and certified personnel shall have access to student records for legitimate educational interests only. The student records may not leave the grounds and prudence must be exercised that the Family Educational Rights and Privacy Act of 1974 is not violated. Designated clerical staff shall have access to student records for the purpose of making entries or maintaining records, under the supervision of the principal.

PROCEDURES FOR CHALLENGING THE CONTENT OF THE RECORD

Challenges to the content of the record are concerned with the correction of data in the student record, not with substantive decisions on academic grades. These challenges are to be settled through proceedings at the local level.

1. The parent of a student may file a written request to the principal to correct or amend any information in his child's permanent records which he/she alleges to be: inaccurate, an unsubstantiated personal conclusion or inference, and/or a conclusion or inference outside of the observer's area of competence, or not based on personal observation.
2. If the request is denied, the parents shall be given an opportunity to present evidence relevant to the issue raised. This should be done in a meeting with the principal or designated school official. After the hearing is concluded, the principal or official shall inform the parents in writing concerning the conclusion reached.
3. If the decision is not to amend according to parental request, the parents shall be informed of their right to place in the student's records a statement commenting upon the information in the records and/or parental reason for disagreeing with the decision. If the contested portion of the record is released, the parental comment must also be released.

RELEASE OF STUDENT RECORD INFORMATION TO SCHOOLS

Student records shall be released as soon as possible to requesting schools. Parental signatures shall be required before records are sent to anyone. Typically, the requesting school has had the parent sign a consent form and St. John's receives an official request for transcripts.

RELEASE OF RECORDS TO PERSONS OR AGENCIES OTHER THAN SCHOOLS

Each school shall maintain a record with the education records of each student, which will indicate all parties who have obtained access to a student's records. It will indicate the legitimate interest that the eligible party had in seeking the information and it shall be available only to parents of the student and to school officials responsible for maintenance of the records.

The school must comply with a court order to release information concerning a student. However, the student's parent should be notified in advance of compliance if it is lawfully possible within the requirements of the judicial order.

The school may not, without the written authorization of the parents, permit access or release written transcripts to any person or agency. An authorization shall be in writing, signed and dated by the person giving consent. It must specify the records to be released, the reasons for the release, and the names of the parties to whom the records will be released.

SECTION 5 – WE ARE CHILDREN OF GOD – BEHAVIOR POLICIES

BEHAVIOR MINDSET

ASPIRE – SCHOOL-WIDE RULES

Accountability – So then, each of us will give an account of ourselves to God. Romans 14:12

Safety – God is our refuge and strength, an ever-present help in trouble. Psalm 46:1

Patience – Rejoice in hope, be patient in affliction, faithful in prayer. Romans 12:12

Integrity – Whoever walk in integrity walks securely, but whoever takes crooked paths will be found out. Proverbs 10:9

Respect – Show proper respect to everyone, love the family of believers, fear God, honor the emperor. 1 Peter 2:17

Empathy – Try to do what is good for others, not just what is good for yourselves. 1 Corinthians 10:24

Students will be recognized quarterly for behavioral traits that align with the positive ASPIRE Behavior Mindset.

Each classroom teacher presents their individual classroom procedures to their students and again, to parents, at Parent Orientation Night. Christian parents need to view the necessity for discipline as a Scriptural principle. Discipline is not punishment. It is a set of guidelines, rules and procedures, similar to those in every Christian home, which help shape the nature and character of the individual. There is room for the Law, rules and consequences, and there is the appropriate time for the Gospel - after repentance comes forgiveness. When we are motivated by the Gospel, we can then start anew.

Behavior that does not align with the ASPIRE mindset, or in any way disrupts the learning environment of any student or the teacher's instruction, is unacceptable. The classroom teacher will use professional discretion to employ appropriate consequences. The student should show an attitude of Christian cooperation and conscience by accepting without excuse or argumentation, the necessity for consequences to unacceptable behavior.

School staff seek to correct student behavior in ways that are dignified yet demonstrate the seriousness of the action being corrected. Some common corrections are: sitting out of recess, sitting "on the line" for a certain amount of time during recess, serving detention (grades 4-8) during lunch, visiting the office, calling home, being sent home from school, suspension. This is not an exhaustive list, but any corrective action will not involve corporal punishment and the corrective action will be shared with the parents as soon as the teacher is able. Expulsions are only enacted by the Council of Schools Board and are only used as a last resort.

Bullying, demeaning, taunting, intimidation, threats of violence and other disruptive behavior on our campus will not be tolerated; that is, all reports of incidents will be taken seriously and will be dealt with appropriately. Reports of incidents should be made to the supervisor in charge. Such behavior can include oral or written statements, gestures or expressions that communicate a direct or indirect threat of harm.

Note: In attempting to encourage high standards of Christian behavior and morality, no public display of affection is acceptable for students at St. John's Lutheran School.

“During their school careers many students are involved with teasing or aggressive behavior as either a perpetrator or a target. School staff must be aware of children’s taunts that occur from time to time and acknowledge injured feelings and issues in dispute. Taunting/teasing becomes a concern when hurtful or aggressive behavior toward an individual or a group appears to be unprovoked, intentional, and (usually) repeated.

Bullying among children may take place in a variety of hostile acts that are carried out repeatedly over time. The acts involve a real or perceived imbalance of power, with the more powerful child or group attacking those who are less powerful. Bullying may be “physical” (hitting, kicking, spitting, pushing), “verbal” (taunting, malicious teasing, name calling, threatening), or “psychological” (spreading rumors, manipulating, social relationships, or promoting social exclusion, extortion or intimidation,” and may be carried out in person or through electronic means.

To avoid confusion or doubt about what constitutes bullying behavior, researcher Ken Rigby proposes this definition of bullying.” (Source – “Bullying at School” Counseling and Student Support Office, California Department of Education.

DEFINITION

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What bullying is not:

- * single episodes of social rejection or dislike
- * single episode acts of nastiness or spite
- * random acts of aggression or intimidation
- * mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they’re not examples of bullying unless someone is deliberately and repeatedly doing them.

(Definition of Bullying. 2023.
[https://www.ncab.org.au/bullying-advice/bullying-for-parents/definition-of-bullying/.](https://www.ncab.org.au/bullying-advice/bullying-for-parents/definition-of-bullying/))

St. John’s Lutheran School believes that all students have the right to a safe and healthy school environment. Both the school and the St. John’s community have the privilege and responsibility to promote Christ like love, empathetic care, mutual respect, and general acceptance of others.

What Bullying is Not

When talking about bullying, it is very important for students, teachers, and parents to understand what bullying is not. Many times, a single act or behavior is hurtful, but it is not considered bullying.

The history between the individuals is also a consideration when determining if the behavior meets the definition of bullying. Have there been past conflicts? Are there “neighborhood issue”? Have these two individuals had a dating relationship? (These may not be considered bullying).

It is very important for the victim to know what bullying is not to make sure that when things seem hurtful, they will not fall immediately into the category of bullying, because the way to overcome bullying is different from the way to overcome other hurtful acts.

- Not liking someone – It is very natural that people do not like everyone around them and, as unpleasant as it may be to know someone does not like you, verbal and non-verbal messages of “I don’t like you” are not acts of bullying.
- Being Excluded – Again, it is very natural for people to gather around a group of friends and we cannot be friends with everyone, so it is acceptable that when kids have a party or play a game at the playground, they will include their friends and exclude others. It is very important to remind kids they do the same thing sometimes too and, although exclusion is unpleasant, it is not an act of bullying.
- Accidentally Bumping Into Someone – When people bump into others, the reaction depends mostly on the bumped person’s mood. If they have had a bad day, they think it was an act of aggressive behavior, but if they are in the good mood, they smile back and attract an apology. It is very important for teachers and parents to explain that some accidents happen without any bad intention and it is important not to create a big conflict, because it was NOT an act of bullying.
- Making Other Kids Play Things a Certain Way – Again, this is very natural behavior. Wanting things to be done our way is normal and is not an act of bullying. To make sure kids do not fall into considering it as an aggressive or “bossy” behavior, we need to teach them assertiveness. Again, although it is not fun or pleasant, this is NOT bullying.
- A Single Act of Telling a Joke About Someone – Making fun of other people is not fun for them, but the difference between having a sense of humor and making fun of someone is very fine. It is important to teach kids (and grownups) that things they say as jokes should also be amusing for the others. If not, they should stop. Unless it happens over and over again and done deliberately to hurt someone, telling jokes about people is NOT bullying.
- Arguments – Arguments are just heated disagreements between two (or more) people (or groups). It is natural that people have different interests and disagree on many things. Think about it, most of us have disagreements with ourselves, so it is very understandable to have disagreements with others. The argument itself is NOT a form of bullying, although some people turn arguments into bullying, because they want to win the arguments so much. They use every means to get what they want and find a weakness in the other person, abuse knowledge or trust they have gained and use it against the other person. It is very important to distinguish between natural disagreements and bullying during an argument.
- Expression of Unpleasant Thoughts or Feelings Regarding Others – Again, Communication requires at least two players. Although it may be unpleasant to hear what someone thinks about you, it is NOT a form of bullying but a very natural thing. In every communication, there are disagreements and some form of judgment about each others attitude and behavior. If

someone says to you, "I think this was not a nice gesture" or "You insulted me when you said this", this is NOT bullying but an expression of thoughts and feelings.

- Isolated Acts of Harassment, Aggressive Behavior, Intimidation or Meanness – The definition of bullying states that there is a repetition in the behavior. Bullying is a conscious, repeated, hostile, aggressive behavior of an individual or a group abusing their position with the intention to harm others or gain real or perceived power. Therefore, anything that happens once is NOT an act of bullying. As a parent, it is important that you pay attention to what your kids are telling you and find out if things are happening more than once.

(What Bullying is Not. n.d. <https://www.fccsc.k12.in.us/what-bullying-is-not/>.)

St. John's Lutheran School will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate or harass another student through words or actions. Such behavior includes; direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. St. John's Lutheran School expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff are expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity.

Furthermore, it is also the responsibility of parents to immediately report incidents of bullying to the teacher or principal. In this way the matter can receive attention at once.

STUDENT CODE OF CONDUCT

The following code includes but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or assistant principal. St. John's prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All staff, students and their parent will receive information of this policy prohibiting bullying, at the beginning of the school year, as part of the St. John's Parent\Student Handbook.
- St. John's will make reasonable efforts to keep a report of bullying and results of investigation confidential.
- Staff are expected to immediately intervene when they see a bullying incident occur.
- People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.
- Retaliation in any form by any parent/teacher/student involved will not be tolerated.

OFF CAMPUS CONDUCT

The Christian code of conduct applies to your child's behavior at school or anywhere else, at any time, associated with a school sponsored activity. Violations can cause your child to be disciplined, suspended, or expelled, as the school deems fit.

SECTION 6 – COURSE CORRECTION – DISCIPLINE POLICIES

CLASSROOM DISCIPLINE

Good behavior is an extension of God's grace to us through His Son Jesus. Adults and students' behavior well because of the love our Heaven Father has extended to us. As such, St. John's Lutheran School has adopted school-wide behavioral mindset to maintain high levels of physical conduct and academic standing.

BEHAVIORAL CHALLENGES

The following guidelines will shape the nature of disciplinary procedures.

- Teachers counsel with students in private conference.
- Teachers will call on the home-school partnership by meeting with parents and student.
- Teachers will call on the administration for a conference including a principal (may include teacher or be private with student). A principal conducts the conference with the parents, the student and the teacher (the school counselor may also be called on to attend).

SUSPENSION AND EXPULSION

Behaviors of the students that violate the Christian trust of the home-school partnership include:

- continued disobedience of school rules and policies
- language or actions which present an attitude of defiance of those in authority
- stealing
- cheating or allowing one to cheat from your work
- inappropriate or non-Christian language or gestures
- smoking or vaping on campus or at school sponsored activities
- forging or using forged material or signatures
- persistent truancy
- fighting
- drugs, firearms or any other weapon
- any form of harassment or bullying
- immoral behavior
- inappropriate use of technology (eg. Playing games without permission, messaging other students without permission)
- any behavior specifically prohibited by the California State Educational Code

Parental refusal to accept school-imposed consequences for their children signals a spirit of non-cooperation, breaking down the home-school partnership necessary to foster oneness of spirit and purpose.

Middle School students and their parents will be given a list of specific policies in regard to discipline of students in grades 6, 7, and 8. See the Middle School Handbook.

The privilege of attending school may be temporarily denied to a student who is in violation of school or classroom rules. The principal may suspend a student from the school for periods not to exceed three days. A suspended student may not attend classes or participate in any school activities until the suspension is

ended. Students are responsible for completing all work that was missed during the suspension. The principal will notify the parent/guardian in writing of the terms of the suspension. The parent/guardian of the suspended student must personally meet with the principal before the student may return to school.

When other methods of discipline and control do not result in improvement of behavior or in the case of severe misbehavior, the principal may recommend to the Council of Schools to expel a student from the school. Expulsions will be done at a Council of Schools meeting upon the recommendation of the principal. Prior to bringing any expulsion cases to the Board, the parent/guardian must receive at least three days advance notice that such termination action is possible. Expelled students may not return to classes or participate in any school activities.

Grounds for suspension and expulsion (CA Education Code): The following offenses constitute grounds for suspension and expulsion: a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person or (2) Willfully used force or violence upon the person of another, except in self-defense.

VAPING

WHAT SMOKE-FREE RESTRICTIONS EXIST FOR E-CIGARETTE USE?

Use of electronic cigarettes prohibited wherever smoking is prohibited: family day care facilities; within 25 feet of playgrounds or 250 feet of a youth sports events; in cars with minors.

Schools may not allow students to use tobacco products, including electronic cigarettes, on campus or while attending school-sponsored activities.

Cal. Educ. Code § 48901(a) (2023)

School districts, charter schools and county offices of education must adopt and enforce policy prohibiting use of electronic cigarettes.

Cal. Health & Safety Code § 104420(n)(2) (2023)

[\(Cal. Pub. Res. Code § 5008.10\(b\) \(2023\)\)](#).

For this reason St. John's has a zero-tolerance stance on vaping or possessing any vaping paraphernalia on campus. Any vaping or possession of vaping paraphernalia will result in an automatic suspension and recommended to the Council of Schools Board for expulsion.

THE PROCEDURES FOR INTERVENING IN BULLYING BEHAVIOR INCLUDE, BUT ARE NOT LIMITED, TO THE FOLLOWING:

- All staff, students and their parent will receive information of this policy prohibiting bullying, at the beginning of the school year, as part of the St. John's Parent\Student Handbook.
- St. John's will make reasonable efforts to keep a report of bullying and results of investigation confidential.
- Staff are expected to immediately intervene when they see a bullying incident occur.
- People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.
- Retaliation in any form by any parent/teacher/student involved will not be tolerated.

SECTION 7 – ONLINE BEHAVIOR – TECHNOLOGY POLICIES

ONLINE BEHAVIOR AGREEMENT

Let your online behavior be an example for others and reflect the values and beliefs we share as followers of Jesus. *Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable-if anything is excellent or praiseworthy-think about such things. Whatever you have learned or received or heard from me or seen in me-out it into practice. And the God of peace will be with you.* Phil 4:8-9.

Respect the rights and property of others.

- * If you use someone else's writing, video, images, or sounds be sure to get permission and/or give them credit.
- * Don't log on to someone else's account, even if they give you permission. Watch out for the safety of others.
- * If you discover someone else's password, let them know and encourage them to change it.
- * Never pretend to be someone else while online.
- * When communicating online using instant message (IM), e-mail, discussion boards, chat, or text message, remember to always be respectful. Use your words to build others up. Do not be mean, or hurtful.
- * Never engage in electronic harassment. Using electronic software and technology in a way that harasses or offends other people is prohibited and may be considered a form of bullying.
- * Do not touch another students' iPad, take pictures, or vandalize their device.
- * Do not impersonate another student online.

Protect yourself. Not everyone online shares our values and beliefs. There are people out there looking to take advantage of you or maybe even harm you, so protect yourself while online.

- * Protect your passwords. Do not share them with others.
- * When you are posting something that could be viewed publicly, never give out any personal information that could let someone you don't know be able to find you.
- * If inappropriate material should appear on your computer screen, tell an adult immediately.
- * If someone sends you inappropriate material, tell an adult immediately.
- * Do not send messages or photos containing sexual content.
- * Do not communicate with a stranger. If you are contacted by an unfamiliar user, tell an adult immediately.

CELL PHONES, SMART WATCHES, AND OTHER ELECTRONICS

Cell phones and **smart watches may not** be used on campus during the instructional school day under any circumstances. If a cell phone or smart watch is brought to school, it must stay in the student's **phone cubby (located in the homeroom classroom)** and be turned off. Electronic toys, I-pods, cell phones, smart watches, etc. will be confiscated if used or visible during the school day. The confiscated item can be picked up in the school office by the student's parent/guardian.

SECTION 8 – UNIFORM POLICIES

UNIFORM POLICY- THIS CODE WILL BE STRICTLY ENFORCED

1. PHILOSOPHY OF THE DRESS CODE

The School Board believes that a student's appearance has an impact on his/her attitude or behavior. Respect for the school community, for the students themselves, and for what the school is giving to the student is manifested by an attitude of "dressing up" rather than "dressing down" for school. The dress code is also designed to help students develop a sense of modesty and decorum as well as provide for the safety of students on school grounds. It should educate them in what is appropriate dress for the proper place and time.

2. DRESS CODE

The primary purpose of our school uniform code is to assure that the students of St. John's Lutheran School are neat, clean, and well-groomed for all school activities, thus advancing an organized, prepared approach to successful academic accomplishment. Uniforms provide uniformity, thus eliminating the distraction of competition and emphasis on dress. Students are expected to be in full uniform at all times, except on designated non-uniform days. Students who do not adhere to the school dress code will have their parent(s)/guardian(s) phoned by the classroom teacher and will be reminded of the school dress code and the expectation to adhere to the policy. In situations where there is need for the interpretation and enforcement of the dress code, the judgment and decision of the teacher and/or administration will be final. *Students and families who persistently do not follow the uniform dress code policy will be in violation of the school/home agreement.*

If there is an after-school athletic event or any school sponsored activity on campus, Monday through Friday, students who are spectators need to be in their school uniform. Students attending school dances must abide by the free dress code. The free dress code is required for all school functions when the uniform is not required. Parents are responsible to see that their children are dressed in accordance with this code. **Disregard for the uniform policy (including Free Dress/Spirit Days) will result in the student being sent home to dress according to the policy.**

3. OTHER UNIFORMS FOR BOYS AND GIRLS

Approved uniforms of groups affiliated with St. John's Lutheran School (i.e., Scouts, Choirs, and Cheerleaders) may be worn on appropriate days.

KINDERGARTEN-3RD UNIFORM GUIDELINES

K-3RD GIRLS UNIFORMS

TOPS

Colors: White, Light Blue, Yellow, Navy

- Regular Polo – Vicki Marsha Uniforms logo required
- Long-Sleeve Polo – Vicki Marsha Uniforms logo required
- Peter Pan Blouse (White, Light Blue)
- Oxford Blouse (White only)

All shirts and blouses must be tucked in. A plain white undershirt may be worn under a uniform shirt. Plain white turtlenecks may be worn on cold days. An approved uniform shirt must be worn under all sweatshirts or jackets. Uniform Plaid Ties are available.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Plaid, Navy, Khaki

- Skirt
- Skorts
- Shorts
- Capris
- Slacks
- Stretch Ponte Tapered Leg Pant in Dark Navy

All bottoms must be worn at the natural waistline. No sagging pants, shorts, skirts or skorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle.

DRESS/JUMPERS-

- Jumper – (Plaid only)
- Polo Dress – Dennis Uniforms ONLY (navy, gray, and lt. blue)

Length Requirement: All bottoms must be no shorter than 3 inches above the kneecap or student arm length at the finger tips (whichever makes the bottom (hem line) longer). Faculty and staff will reserve the right to measure student skirt/bottom length.

Modesty Shorts must be worn under skirts/jumpers/dresses, not exceeding the length of the skirt/jumper/dress.

Leggings/Tights (white, black or navy) may be worn on cold days under skirt/jumper/dress.

K-3RD BOYS UNIFORMS

TOPS – Vicki Marsha Uniforms Logo Required

Colors: White, Light Blue, Yellow, Navy

- Polo
- Long-Sleeve Polo (White, Light Blue, Navy)
- Oxford Shirt (White, Light Blue)

All shirts must be tucked in. A plain white undershirt may be worn under a uniform shirt. An approved uniform shirt must be worn under all sweatshirts or jackets.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Navy and Khaki

- Shorts
- Slacks

Pants and shorts must be worn at the natural waistline. No sagging pants or shorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle. (Belt exception for Kindergarten: children may not wear a belt if they have a difficult time unbuckling in time for the bathroom.)

K-3RD BOYS AND GIRLS

OUTERWEAR – SJLS THEME or LOGO REQUIRED on ALL

- Sweatshirts
- Sweaters
- Vests
- Jackets

A student's first initial and last name ONLY may be embroidered on uniform sweaters and sweatshirts in block or script. No symbols or emoticons allowed. **No cutting or altering of the sweatshirt is allowed.** ONLY Vicki Marsha Uniforms and St. John's Auxiliary produced outerwear can be worn on campus during school hours.

Underwear should not be seen under the uniform clothing (this includes compression shorts).

Socks and Shoes (purchased from any store)

- Tennis, athletic, slip-on or oxford (Girls: also T-strap or Mary Jane style) may be worn. Shoes **may not have lights**, characters, or wheels of any kind on them.
- No Croc or Native brand shoes or any shoe similar to them.
- No open-toes, backless shoes or boots (a boot is footwear that covers not only the feet but also the ankles and sometimes even the lower leg).
- Shoes must be laced and tied tightly outside the shoe.
- Shoes – Athletic shoes are required for PE as defined by the PE teacher. It is the parents' and students' responsibility to wear appropriate shoes for PE. Participation in PE may be denied, or grades reduced based on this.
- Students may not write, draw or color on their shoes, **including using Sharpie on the shoes.**
- SOCKS: White, black, blue, yellow, gray, or a mixed combination of these color socks may be worn at all times. The name brand emblem manufactured on the sock must match the aforementioned colors. This includes no-show socks. Socks that are distracting, as deemed appropriate by school staff, are not allowed.

Hats/Caps are not allowed to be worn in the classroom. ONLY SJLS theme hats are allowed on campus. Hoods on hoodies are not to be worn on campus.

NO BODY PIERCINGS (other than ears for girls) are allowed.

GIRLS Hair/Makeup/Accessories/Jewelry

Hair Accessories, including kerchiefs must be coordinated with the school uniform. Hair must be the students' natural color. Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR.** Students with altered hair color **(BEYOND NATURAL HIGHLIGHTS)** will not be able to attend school or school functions until the hair has been returned to its natural color.

Headbands that are distracting will not be allowed (animal ears).

Makeup: No makeup of any kind is permissible for students. **NO staining or tinted lip gloss.**

Wrist accessories – no more than 2 items (excluding a watch) per wrist.

Jewelry – no excessive or dangling items; earrings – no more than 2 in each ear

Fingernails - girls with fake fingernails or natural that are too long and are distracting from school work will be required to remove or clip them.

BOYS Hair/Jewelry/Accessories

Hair- Boys hair must not be gathered with rubber bands or other devices, may not cover the eyes, and may not exceed the top of the collar. Hair may not have any inscriptions or designs cut into it. Mohawk-style haircuts are not allowed. Hair must be the students' natural color. Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR.** Students with altered hair color **(BEYOND NATURAL HIGHLIGHTS)** will not be able to attend school or school functions until the hair has been returned to its natural color.

Boys may not wear earrings. No excessive necklaces, bracelets or rings. Jewelry must be tasteful, no symbols that would be disruptive, and not hanging over the polo shirt front.

Gang-related apparel (i.e. metal neck chains and wallet chains) may not be worn.

SUSTAINED NON-COMPLIANCE OF THE UNIFORM POLICY WILL RESULT IN STUDENT AND/OR PARENTS MEETING WITH THE SCHOOL PRINCIPAL.

4TH-8TH UNIFORM GUIDELINES

4TH-8TH GIRLS UNIFORMS

TOPS-

Colors: White, Light Blue, Yellow, Navy

- Regular Polo – Vicki Marsha Uniforms logo required
- Long-Sleeve Polo – Vicki Marsha Uniforms logo required
- Peter Pan Blouse (White, Light Blue)
- Oxford Blouse (White only)

All shirts and blouses must be tucked in. A plain white undershirt may be worn under a uniform shirt. An approved uniform shirt must be worn under all sweatshirts or jackets. Plain white turtlenecks may be worn on cold days. Uniform Plaid Ties are available.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Plaid, Navy, Khaki

- Skirt
- Skorts/culottes
- Shorts
- Capris
- Slacks

All bottoms must be worn at the natural waistline. No sagging pants, shorts, skirts or skorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle.

DRESS/JUMPERS-

- Jumper- (Plaid only)
- Polo Dress – Vicki Marsha Uniforms ONLY (navy, gray, and lt. blue) **for 4th and 5th graders**

Length Requirement: All bottoms must be no shorter than 3 inches above the kneecap or student arm length at the finger tips (whichever makes the bottom (hem line) longer). Faculty and staff will reserve the right to measure student skirt/bottom length.

Modesty Shorts must be worn under shirts/jumpers/dresses, not exceeding the length of the shirt/jumper/dress.

Leggings/Tights (white, black or navy) may be worn on cold days under skirt/jumper/dress.

4TH-8TH BOYS UNIFORMS

TOPS – Vicki Marsha Uniforms Logo Required

Colors: White, Light Blue, Yellow, Navy

- Polo
- Long-Sleeve Polo (White, Light Blue, Navy)
- Oxford Shirt (White, Light Blue)

All shirts must be tucked in. A plain white undershirt may be worn under a uniform shirt.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Navy and Khaki

- Shorts
- Slacks

Pants and shorts must be worn at the natural waistline. No sagging pants or shorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle.

4TH-8TH BOYS AND GIRLS

OUTERWEAR – SJLS THEME or LOGO REQUIRED on ALL

- Sweatshirts
- Sweaters
- Vest
- Jackets

A student's first initial and last name **ONLY** may be embroidered on uniform sweaters and sweatshirts in block or script. No symbols or emoticons allowed. **No cutting or altering of the sweatshirt is allowed.**

ONLY Vicki Marsha and St. John's Auxiliary produced outerwear can be worn on campus during school hours.

Underwear should not be seen under the uniform clothing (this includes compression shorts).

Socks and Shoes (purchased from any store)

- Tennis, athletic, slip-on or oxford (Girls: also T-strap or Mary Jane style) may be worn. Shoes **may not have lights**, characters, or wheels of any kind on them.
- No Croc or Native brand shoes or any shoe similar to them.
- No open-toes, backless shoes or boots (a boot is footwear that covers not only the feet but also the ankles and sometimes even the lower leg).
- Shoes must be laced and tied tightly outside the shoe.
- Shoes – Athletic shoes are required for PE as defined by the PE teacher. It is the parents' and students' responsibility to wear appropriate shoes for PE. Participation in PE may be denied, or grades reduced based on this.
- Students may not write, draw or color on their shoes, **including using Sharpie on the shoes.**
- SOCKS: White, black, blue yellow, gray, or a mixed combination of these color socks may be worn at all times. The name brand emblem manufactured on the sock must match the aforementioned colors. This includes no-show socks. Socks that are distracting, as deemed appropriate by school staff, are not allowed.

Hats/Caps are not allowed to be worn in the classroom. ONLY SJLS theme hats are allowed on campus. Hoods on hoodies are not to be worn on campus.

NO BODY PIERCINGS (other than ears for girls) are allowed.

GIRLS Hair/Makeup/Accessories/Jewelry

Hair accessories, including kerchiefs must be coordinated with the school uniform. Hair must be the students' natural color. Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR.** Students with altered hair color (**BEYOND NATURAL HIGHLIGHTS**) will not be able to attend school or school functions until the hair has been returned to its natural color.

Headbands that are distracting will not be allowed (animal ears).

Makeup: No makeup of any kind is permissible for students. **NO staining or tinted lip gloss.**

Wrist accessories – no more than 2 items (excluding a watch) per wrist.

Jewelry – no excessive or dangling items; earrings – no more than 2 in each ear

Fingernails - girls with fake fingernails or natural that are too long and are distracting from school work will be required to remove or clip them.

BOYS Hair/Jewelry/Accessories

Hair- Boys hair must not be gathered with rubber bands or other devices, may not cover the eyes, and may not exceed the top of the collar. Hair may not have any inscriptions or designs cut into it. Mohawk-style haircuts are not allowed. Hair must be the students' natural color. Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR**. Students with altered hair color (**BEYOND NATURAL HIGHLIGHTS**) will not be able to attend school or school functions until the hair has been returned to its natural color.

Boys may not wear earrings. No excessive necklaces, bracelets or rings. Jewelry must be tasteful, no symbols that would be disruptive, and not hanging over the polo shirt front. Gang-related apparel (i.e. metal neck chains and wallet chains) may not be worn.

SUSTAINED NON-COMPLIANCE OF THE UNIFORM POLICY WILL RESULT WITH STUDENT AND/OR PARENTS MEETING WITH THE SCHOOL PRINCIPAL.

ANY ITEM FROM THE USED UNIFORM SALE IS GRANDFATHERED IN.
ALL UNIFORM PURCHASES ARE TO BE MADE FROM VICKI MARSHA OR THE USED UNIFORM SALES SPONSORED THROUGHOUT THE YEAR BY THE SCHOOL AUXILIARY.

Vicki Marsha Uniforms - 5292 Production Drive, Huntington Beach, CA 92649
(714) 895-6371, contact@vickimarsha.com, www.vickimarsha.com

FREE DRESS, SPIRIT, AND SERVICE DAYS – THIS CODE WILL BE STRICTLY ENFORCED.

Free dress is allowed on certain designated days. The Principal will determine the schedule for these days. Students are expected to come to school dressed appropriately. Parents are to assist the school in having their children adhere to the regulations in order that Free Dress, Spirit, and Service Days may continue. Any student that the teacher feels is improperly dressed will receive a detention, change in appropriate clothing, or call a parent/guardian for a change of clothing. The specifics of what is to be worn for Free Dress, Spirit, and Service Days will be determined by the Principal.

RULES:

In keeping with the school Uniform Policy, the following rules will apply to free dress/spirit days:

- No** sleeveless or off-the-shoulder shirts, dresses, or outfits; short crop tops, mini-skirts, short shorts, flannels or pajama bottoms, compression shorts (unless worn under other clothing) or other tight-fitting leggings worn as pants/shorts, cut-offs, frayed clothing, or beach-type shorts are permitted. Modest yoga pants and sweatpants are ok.
- The only type of collar-less shirt permitted will be of a T-shirt style.
- Shirts for boys and girls must be properly sized.
- Pants, shorts and skorts must be fitted and worn at the natural waistline, and may only be solid color or have a simple pattern.
- Length of pants, dresses, skirts, skorts and shorts for all boys and girls will be consistent with the uniform regulations.
- Colored socks that coordinate with the student's outfit may be worn.
- Shoe guidelines will be consistent with the uniform regulations.
- Any item of clothing with inappropriate representations or pictures, symbols or words may not be worn (this includes inappropriate bands, music or political groups). This includes tobacco products and political statements.
- Basic Rules applying to jackets will be enforced. Non-logo sweatshirts and jackets may be worn, but rules regarding symbols and themes will be enforced.

SECTION 9 – ATHLETIC AND CO-CURRICULAR ACTIVITIES AND POLICIES

Extra-curricular activities are defined as athletics, clubs, yearbook, Student Leadership and its sponsored activities such as school dances.

ELIGIBILITY FOR GRADES 5, 6, 7, & 8

The School Board has adopted a policy that requires a student to earn the minimum of a “C” average [2.0 Grade Point Average (GPA)] in order to participate in extracurricular activities. The intent of this policy is to encourage high academic achievement and not to discourage participation in extracurricular activities. The parent(s)/guardian(s) can track student’s eligibility by checking FACTS SIS on a regular basis.

To Be Declared Ineligible (determined weekly):

- A student has a GPA below 2.0.
- A student receiving an “F” in any subject.
- A student receiving a “U” (Unsatisfactory) for conduct or an “Effort is Unsatisfactory” in the comment section for any subject.
- A student receiving an “N” (Needs Improvement) for conduct or an “Effort Needs Improvement” in the comment section for two or more subjects.

Students declared ineligible from the Middle School weekly report have one week to show substantial improvement in deficient areas. [One week is defined as five school days.] During the week of ineligibility the student must clear all of the deficient marks that made the student ineligible. By the next weekly report, if deficiencies have not been corrected, the student will remain ineligible until the next reporting period indicates these deficiencies have been corrected, and no new problems have surfaced. A notice of ineligibility will be sent home by the Assistant Principal/departments chair/or homeroom teacher.

ATHLETICS

A student who is not in attendance at school for at least half of the school day due to illness or unexcused absence is not allowed to participate in extra-curricular activities and any games or practices that day or on the weekend if the absence was on Friday. 12:00 noon is considered to be the halfway point for the school day or 10:30 A.M. on a half day. Students are also not allowed to participate in games and practices if they did not participate in P.E. that day due to a written excuse from the parent/guardian/doctor/or nurse. All students participating in the interscholastic athletic program are required to undergo a pre-participation physical evaluation. Athletic Participation Packets are available on the website or in the School Office. Please see the Athletic Handbook for complete information regarding St. John’s interscholastic athletic program. Boys and girls in grades 5 through 8 have many opportunities to participate in after-school sports

FALL

Boys-Flag football grades 5-8
Girls-Volleyball grades 5-8
Girls-Cheerleading grades 6-8
Boys – Lacrosse grades 5-8
Girls – Lacrosse grades 5-8

WINTER

Boys-Basketball grades 5-8
Girls - Basketball grades 5-8
Girls - Cheerleading grades 6-8

SPRING

Boys-Volleyball grades 7-8
Girls - Flag football grade 8
Boys/Girls - Track grades 5-8

The Athletic Director will communicate if other sports opportunities become available.

STUDENT LEADERSHIP

Students in grades 7 & 8 can be elected to the Executive Board of the Student Leadership Team (President, Vice President, Secretary, and Treasurer). Executive Board members must have a cumulative grade point average of 3.0 or above and be in good standing in conduct and citizenship.

Grades 6, 7 and 8 will each elect two male and two female representatives. Students wishing to run for Representative must be in compliance with the school Eligibility Policy prior to being placed on the ballot. The Eligibility Policy applies to all students elected to the Student Leadership Team in order for them to retain their elected offices during the school year.

APPENDICES

HARASSMENT POLICY

THE PHILOSOPHY OF ST. JOHN'S LUTHERAN CHURCH AND SCHOOL

St. John's Lutheran Church and School are committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to an atmosphere that promotes equality and is free from discriminatory practices. We are so committed because God views our bodies, souls and all that makes us up as sacred to Him. He calls us "Temples of the Holy Spirit" and people who belong to God (1 Cor 6:19-20). We have been purchased with the blood of Jesus, and set aside to honor the Lord in word and deed. Most particularly as people who now love the Lord and desire by His Spirit to honor His will, there is not to be even "a hint of sexual immorality or any kind of impurity" among God's people (Eph. 5:3). This is to include "obscenity, foolish talk- or coarse joking which is out of place." Further, because we are God's possession and His holy ones (1 Peter 2:9- 10) we are rather to live as children of the light (Eph. 5:9) who show the fruit of 'goodness, righteousness and truth.'" Therefore, the Church strongly condemns, opposes and prohibits sexual harassment of individuals, whether verbal, physical or environmental by anyone. Anyone who violates this policy will be subject to discipline, up to and including termination.

The church encourages the prompt reporting of all incidents of sexual harassment, regardless of who the offender may be or the offender's relationship to the Church. Individuals should be aware of the time limits imposed by local state and national governmental agencies for the filing of complaints of harassment of discrimination; these time limits are posted on the official notices which are prominently displayed at the church office, the school office and in the faculty workroom. The Church assures that an individual who reports an incident of sexual harassment will not be retaliated against and that the Church will keep the matter as confidential as possible.

The Church recognizes the degree of complexity and emotional turmoil often involved in the confrontation between a harasser and a victim of sexual harassment. Thus, if possible, the Church encourages individuals who believe they are being harassed to firmly and promptly notify the offender that his or her behavior is unwelcome. Consider Matt. 18:15-20 as you inform the offender. However, if such a confrontation is impossible or ineffective for any reason, individuals should promptly follow the steps below.

CONFIDENTIALITY

Every effort shall be made to protect the privacy of parties involved in any complaint. Files pertaining to complaints are confidential and will only be discussed when necessary for the investigation and/or resolution of the matter.

RETALIATION

The Church forbids retaliation against anyone who reports sexual harassment or who participates in the investigation of such a report.

DEFINITION OF SEXUAL HARASSMENT

For purposes of this policy, sexual harassment is defined as including but not limited to, unwelcome sexual advances, requests for sexual favors, repeated derogatory sexist remarks, and other verbal, visual or physical conduct of a sexual nature directed toward a student under any of the following conditions:

1. Submission to or toleration of sexual harassment is an explicit or implicit term or condition of any services, benefits or programs sponsored by the Church.
2. Submission to or rejection of such conduct is used as a basis for an academic evaluation affecting students.
3. The conduct has the purpose or effect of unreasonably interfering with a student's academic performance, or of creating an intimidating, hostile or offensive learning environment.

EXAMPLES OF SEXUAL HARASSMENT

Sexual harassment includes, but is not limited to:

1. Verbal: Sexual demeaning comments, sexually explicit statements, questions, slurs, jokes, anecdotes or epithets.
2. Written: Suggestive or obscene letters, notes or invitations.
3. Physical: Sexual assault, touching, impeding or blocking movement.
4. Visual: Leering, gestures, display of sexually suggestive objects or pictures, cartoons or posters.
5. Continuing to express sexual interest after being informed that the interest is unwelcome.
6. Making reprisals, or threats of reprisal following a negative response to sexual advances, or following a sexual harassment complaint.

A single incident of sufficient severity may constitute sexual harassment. In determining whether a specific act or pattern of behavior violates this policy, the circumstances surrounding the conduct shall be considered together with the above definition "reasonable person" of the same sex as the victim.

EMPLOYEE TO STUDENT SEXUAL HARASSMENT

1. Employee to student harassment is prohibited at all times whether or not the incidents of harassment occur on school property or at school sponsored events.
2. To prevent sexual harassment, amorous relationships between a student and an agent or employee of the Church are strictly prohibited.
3. Any employee or agent of the Church who participates in the sexual harassment of a student is subject to disciplinary action including but not limited to verbal warnings, letters of reprimand, transfer, reassignment, suspension without pay and dismissal

STUDENT TO STUDENT SEXUAL HARASSMENT

1. This policy prohibits student to student sexual harassment whenever it is related to school activity or attendance, and occurs at any time including but not limited to any of the following:
 - a. While on school grounds.
 - b. While going to or coming from school
 - c. During the lunch period whether on or off campus.
 - d. During or while going to or coming from a school sponsored activity.
2. Any student who engages in the sexual harassment of another student is subject to disciplinary action including verbal warnings and reprimands, counseling, suspension and expulsion.

COMPLAINT PROCEDURE

Step One: Students who feel aggrieved because of conduct that may constitute sexual harassment should directly inform the person engaging in such conduct that such conduct is offensive and must stop. If students do not feel comfortable doing this or are unable to do so, they shall direct their complaint to the school principal or assistant principal. These persons have been designated to assist in resolving sexual harassment complaints and are bound by the highest degree of confidentiality. They are required to complete a training program prior to serving as a designee. The person receiving the complaint will inform the alleged harasser that the offensive behavior must stop.

Step Two: If the complaint is not resolved by actions taken in Step One, students may appeal to the Director of Business Administration or designee by filing a written complaint. Complaint forms are available to students at the principal's office and at the office of the Director of Business Administration. The student must file the complaint in the principal's office or the office of the Director of Business Administration or designee shall hear the appeal within ten (10) working days. Both parties shall be afforded a full and fair opportunity to present their side of the issue in a hearing before the Director of Business Administration or designee. Within five (5) working days after the hearing, the Director of Business Administration or designee shall render a decision in writing, which shall be sent to both parties. The decision shall include the findings and disposition of the complaint, the rationale for the decision, and a recommended course of action, if any.

Step Three: Both parties shall have the right to appeal the Director of Business Administration or designee decision to the Chairman of the Council of Elders by filing a written notice thereof. Appeal forms are available to students at the offices of the Principal or Director of Business Administration. The appeal shall be directed to the Chairperson of the Council of Elders and must be filed with the Council of Elders within twenty (20) days of the date upon which the Director of Business Administration or designee issued a written decision.

The Council shall, upon receipt of the appeal notice, review the prior proceedings and the action taken. The Council may, within its discretion, conduct further investigation. The Council may, upon completion of such review, make its determination and shall have the right to:

- a. Affirm the action reviewed; or
- b. Reverse the action reviewed; and/or
- c. Modify the action taken; and/or
- d. Modify the penalties imposed, if any.

The decision of the Council shall be made within twenty (20) working days from receipt of the appeal and shall be in writing and sent to each of the parties. The decision shall include the findings, disposition of the complaint, the rationale for the disposition and collective action, if any.

CHILD ABUSE REPORTING OBLIGATIONS

In accord with California law, school staff is obligated under penalty of fine and jail term to report the reasonable suspicion of physical abuse, emotional abuse, emotional deprivation, physical neglect, inadequate supervision, or sexual abuse and exploitation. In this very serious and legally narrow area, the school will not contact parents in advance of making a report to legal authorities that would be the procedure followed in most other legal matters. The clear intent of the law, based on the seriousness of the crimes listed above, is to mandate that a report of reasonable suspicion of abuse be made. School staff will make such reports in the best interests of the affected child and do not, once reasonable suspicion is established, have any legal alternative except to make the report to the proper authorities for their investigation and review.

A teacher is not required to first consult with the school administrator prior to making such a report.

St. John's Lutheran School

Middle School Handbook Pullout



TRUST

"I Trust in the Lord with all your heart and lean not on your own understanding;" Proverbs 3:5

2024-2025

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School-wide Learner Outcomes

As life-long learners, students at St. John's Lutheran School are, use and believe:

Scholars

St. John's student scholars think critically, use creativity, collaborate and communicate effectively, throughout their academic learning and fine arts experiences.

- Critical Thinking
- Creativity
- Collaboration
- Communication

Technology

St. John's student scholars use technology and digital media responsibly and innovatively across subjects and 21st century themes to build life and learning skills.

- Responsible
- Innovative

Jesus

St. John's student scholars and staff, as faithful servants, receive and deliver the restorative hope of Jesus through connecting to God, growing together, and sharing Christ. They make responsible decisions to grow in understanding, empathy, and appreciation of God's diverse creation and people.

- Faithful servants
- Responsible citizens

Purpose: St. John's student scholars communicate and collaborate effectively, think critically, and use creativity throughout their academic and fine arts learning. Scholars use technology and digital media responsibly and innovatively across subjects and 21st century themes to build life and learning skills. St. John's student scholars and staff receive and deliver the restorative hope of Jesus through connecting to God, growing together, and sharing Christ. They make responsible decisions to grow in understanding, empathy, and appreciation of God's diverse creation and people.

Vision: With Christ as our leader, St. John's student scholars will use the 4Cs to engage actively and deeply in learning and the arts, while using technology to augment and transform their learning outcomes. St. John's faculty will integrate Christian faith and use research-based teaching and innovative technology to bring core subjects and cross-curricular themes to life for deep student learning. Through demonstrated exceptionalism, the school will consistently be at 95% of capacity or more.

St. John's Criteria Cards

Criteria Cards describe some of the required expectations for assignments in all Middle School classes.

MLA In-Text Citation

- Author's Name in Sentence
 - Wordsworth stated that Romantic poetry was marked by a "spontaneous overflow of powerful feelings" (265).
- Author's Name in Parenthesis
 - Romantic poetry is characterized by the "spontaneous overflow of powerful feelings" (Wordsworth 265).
- Paraphrase
 - Wordsworth extensively explored the role of emotion in the creative process (265).



MLA Heading

- Located in the Upper Left
- Double Spaced
- Last Name, First Name
- Teacher's Name
- Class
- Date



MLA Works Cited

- Include a MLA Works Cited Page/Slide When Using Outside Sources.
 - This includes information and images.
- Alphabetical Order
- All Outside Sources Must be Cited in MLA Format.



MLA Format

- 12 pt. Times New Roman Font
- Heading in the Upper Left Corner
- Double Spaced
- Indent Paragraphs



ADMINISTRATION NOTE: THE ADMINISTRATION OF ST. JOHN'S LUTHERAN SCHOOL HAS FULL AUTHORITY TO HAVE ALL FINAL SAY IN HANDBOOK INTERPRETATION AND ENFORCEMENT.

Section 1 – We are Children of God

Follow God's example, therefore, as dearly loved children and walk in the way of love, just as Christ loved us and gave himself up for us as a fragrant offering and sacrifice to God. Ephesians 5:1-2

God has made you His child by sending His Son Jesus Christ to the cross for your sins. Just as your parents love you, God loves you! May everything you do and all of who you are be a reflection of that love. Whether at school, home or on the playing field, being a middle school student who is redeemed through Christ and mirroring His love, is not easy, but your parents and teachers are all here to help. May this handbook be a guide for you this year!

Good behavior is an extension of God's grace to us through His Son Jesus. Adults and students' behavior **must be of highest purpose** because of the love our Heaven Father has extended to us. As such, St. John's Lutheran School has adopted school-wide behavioral mindset to maintain high levels of physical conduct and academic standing.

MODELING A BEHAVIOR MINDSET

ASPIRE

- ★ Accountability – So then, each of us will give an account of ourselves to God. Romans 14:12
- ★ Safety – God is our refuge and strength, an ever-present help in trouble. Psalm 46:1
- ★ Patience – Rejoice in hope, be patient in affliction, faithful in prayer. Romans 12:12
- ★ Integrity – Whoever walks in integrity walks securely, but whoever takes crooked paths will be found out. Proverbs 10:9
- ★ Respect – Show proper respect to everyone, love the family of believers, fear God, honor the emperor. 1 Peter 2:17
- ★ Empathy – Try to do what is good for others, not just what is good for yourselves. 1 Corinthians 10:24

Students will be recognized per semester for behavioral traits that align with the positive ASPIRE Behavior Mindset.

MUSTANG STAR STUDENT

Two girls and **two boys** from each grade level (6th, 7th, and 8th) are selected by the Middle School teachers after the end of **each** semester to be the Middle School Mustang Star Students.

These students receive a certificate, have their pictures posted, and are taken out to lunch by the Principal.

Students are chosen based on the following criteria:

- **follow ASPIRE traits**
- exhibit positive attitudes towards classmates, teachers, and those in authority
- have faithful church attendance (70%)
- are good stewards of their spiritual gifts
- demonstrate responsibility

MUSTANG PRIDE POINTS

St. John's Lutheran School rewards student service and achievement in the areas of Academics, Citizenship, Talents, and Service (ACTS). The points accumulate throughout 6-8th grades

Mustang Pride points can be given for, but are not limited to:

Categories:	Points:
Academics (Sem. 1)	A=4, B=3, C=2
Citizenship (Sem. 1)	E=5, S=3, N=-3, U=-5
Boys' Sports	20 points per season
Girls' Sports	20 points per season
Cheerleading	40 points
Audio/Video	10 points
Ball duty	10 points
Shepherding	1 point/day
Scorekeeping	2 points/game; 5 points/tournament game

Students may receive points when participating in a St. John's school activity from an elective course that occurs outside of day school hours or off-campus. The amount of points to be given from such activities could be 20 points.

Award Levels:

Certificate = 100 points

School Letter = 200 points

School Pin = Each Additional 100 points

Section 2 – Academic Resolve

HOMEWORK POLICY

While St. John's Lutheran School realizes that homework is beneficial for learning, homework should not be busy work or disconnected from curricular standards. Homework is beneficial when it builds learning mastery and reinforces important skills and concepts connected to established learning standards.

The following acronym will guide homework at St. John's Lutheran School:

Applicable and age-appropriate

Meaningful...leading to mastery

Practice for proficiency

Evaluative

Differentiated for depth of learning

St. John's desires students that are **AMPED** for deep and meaningful learning, which is achieved through learning at school and at home.

Students in grades 6-8 may be asked to purchase and keep an assignment notebook if they do not use Google Classroom effectively. To avoid last minute rush efforts to complete long-range projects or assignments, students should carefully plan ahead.

- All homework and late/absent work are due at the beginning of each class period.

If a child is having excessive homework on a consistent basis, it is essential that the **parent immediately notify** the classroom teacher.

ELECTIVES

St. John's Lutheran Middle School offers elective courses during the school day. The elective courses will be scheduled on Mondays/Thursdays. Students will select their elective choices before each semester. Some of the elective courses will require a prerequisite. Students may need to supply materials (depending on the elective requirements) or may have an additional fee. The elective courses will have grades that will be included on the progress reports and report cards. They will be included in the GPA calculation.

HONOR/MERIT ROLL

In order to recognize outstanding academic achievement in grades 6, 7 and 8, guidelines have been established for achieving Honor Roll or Merit Roll status. Honor Roll and Merit Roll awards are based on the student's Grade Point Average (GPA) and required letter grades at the end of the 1st Semester.

Students earning a GPA of 3.500 or above (no rounding) and having only "A" and "B" range grades qualify for Honor Roll.

Students earning a GPA of 3.000-3.499 (no rounding) and having only "A", "B", or "C" range grades qualify for Merit Roll.

St. John's Lutheran School Grading System:

Grade Percent GPA Points

A+	100-99	4
A	98-93	4
A-	92-90	3.7
B+	89-88	3.3
B	87-83	3.0
B-	82-80	2.7
C+	79-78	2.3
C	77-73	2.0
C-	72-70	1.7
D+	69-68	1.3
D	67-63	1.0
D-	62-60	0.7
F	59-0	0

Academic subjects included in the calculation are listed below:

Subject	Grade Weight
Christian Faith & Life (CFL)	1.0
Language Arts	1.0
Mathematics	1.0
History	1.0
Science	1.0
Physical Education	1.0
Spanish	1.0
Exploratory class	0.4
Elective course	0.4
Honors (math and ELA)	1.5

NATIONAL JUNIOR HONOR SOCIETY

National Junior Honor Society (NJHS) is established for grades 6 (after 1st semester), 7 and 8 to recognize outstanding Christian role models in five areas: Scholarship, Leadership, Citizenship, Character, and Service. Induction into NJHS takes place in the 2nd semester.

Requirements for becoming a member in the National Junior Honor Society begin with an academic standard of earning a cumulative GPA of 3.75 or above (no rounding up) at the end of the first semester. Eligible students must then go through a selection process directed by the NJHS Faculty Council in which the four aforementioned qualities will be evaluated. More information about this process can be found in the St. John's NJHS by-laws.

Once a candidate becomes a member he/she must complete a number of requirements which are fully explained in the NJHS by-laws. Members who do not maintain the requirements of the NJHS standards may receive probation or dismissal from NJHS.

NJHS Honors Day / 8th grade graduation

Only 8th graders who have maintained their membership in the NJHS since their induction from at least the 2nd semester of 7th grade will be given an Auxiliary-sponsored trip to Knott's Berry Farm and be recognized at graduation by wearing the NJHS cords. Certain exceptions may be made for transfer students with prior NJHS membership, pending confirmation of status from previous school.

SUCCESS IN THE CLASSROOM

SOME TIPS TO HELP YOU READ YOUR TEXT:

- Warm up – Look at headings, titles, charts, graphs, diagrams, and pictures. Read the introduction. Read the questions at the end of the section. Read the chapter summary. State to yourself, "This chapter will be about"
- Question – Turn each boldfaced heading into a question then read each section for the answer. This is called chunk reading.
- Recite – After reading, close the book and ask, "What did the author just tell me?" If you can't answer that, go back and re-read.
- Record – Make notes about what you've just read. Use these notes as you review later on for a test or class.

TIPS TO HELP YOU DURING CLASS:

- Get ready to listen.
- Have a positive attitude.
- Ask questions and take notes.
- Don't watch the clock and ignore distractions. Only you can ignore them. Sit in front and watch the teacher.
- Be self-disciplined.
- Talk to other students about the work or reading.

- Ask for help. Stay after class and ask.
- Humanize the subject. Find something you can relate to. Learning is much more exciting when you make a connection to the particular subject.

ACADEMIC INTEGRITY

Why St. John's cares about cheating and plagiarism

Middle School plays an important role as a stepping stone for furthering the students' educational vocation. With this in mind, St. John's has created this policy to respect and value the works of others. Cheating and plagiarism is unacceptable and does not promote the lifestyle that God has called us to lead.

The Bible directly addresses the importance of integrity: "I know, my God, that you test the heart and are pleased with integrity. All these things have I given willingly and with honest intent. And now I have seen with joy how willingly your people who are here have given to you. Keep this desire in hearts of your young people forever and keep them loyal to you." 1 Chronicles 29: 17-18

In addition to being called by God to lead a life of integrity, it is also important to understand and realize that the goal of this policy is to educate the students of St. John's about academic integrity.

Guidelines for Maintaining Academic Integrity

Student Responsibilities: Each student is called to uphold academic integrity by:

1. Not sharing answers, or information, with others (homework, tests, or quizzes);
2. Not plagiarizing or cheating;
3. Taking a stand by encouraging academic integrity in others;
4. Reporting any circumstance to a teacher/administrator where academic integrity is not in good standing;
5. Ensuring that anything you submit is an accurate representation of your learning and capability.

Faculty Responsibilities: Each teacher is called to uphold academic integrity by:

1. Informing and educating the students of St. John's about this policy regarding cheating and plagiarism, and the consequences of breaking the policy;
2. Utilizing instructional strategies for prevention and education regarding cheating, plagiarism, and ChatGPT usage;
3. Meeting with students when questions arise;
4. Monitoring the homework and testing environment.

CHEATING/PLAGIARISM

- 1st offense – student will receive a zero on the assignment and a detention.
- 2nd offense – student is referred to administration for detention or suspension.
- 3rd and repeated offenses – student is suspended

Cheating and plagiarism offenses will be reported, recorded and tracked cumulatively throughout Middle School. Increasing penalties for continuing offenses will be in effect year to year.

Use of AI - Use of AI to complete homework assignments, look up answers, or otherwise cheat/plagiarize is forbidden. Any AI use will be strictly guided and monitored by the classroom teachers.

STUDY SKILLS

Study Area

Choose a place away from distractions. No distractions means away from the T.V., the radio, the phone, or the computer (email, chat lines). Work at a table or desk, not on the bed or couch. You should do your homework in the same place at the same time each day. Make a “Do Not Disturb” sign to put out while you are working.

Parents should be an out of the room resource; they can check with you every 15 minutes or so to see how you are doing but should not be constantly looking over your shoulder or giving you answers.

Notebook

Keep it simple but organized. Use dividers between subjects. Have folders with pockets for each class to keep handouts.

Homework

“Warm up” to your homework. Look over an assignment. State the purpose of the assignments. Make sure you have everything you need to complete the assignment.

Make a schedule

Number your assignments in an order and stick to the order. Do the most difficult and the most boring assignments FIRST. Check off completed work. Work straight through an assignment. On a weekly list, check off work for that day.

Time Management

- Write down how long an assignment SHOULD take and how long it DOES take. Are you using your time wisely?
- Sticking to a schedule will discourage procrastination, help you complete tasks on time, help you feel more prepared and less stressed, and you will accomplish more.

- Do homework in DAYLIGHT hours. You will be more efficient. Your attention span is shorter during dark hours.
- Take short breaks between assignments. Don't leave an assignment in the middle. Keep breaks to about 10 minutes.
- Set priorities. Save your "want to's" for later, do your "have to's" now.
- Study for tests AHEAD OF TIME. Plan to study for tests in short segments over a 1-week period. Study 10 minutes four times a week instead of 40 minutes at once.
- Think about the order in which you complete your homework. Organize either by due date or by difficulty. Remember, do the difficult or most boring first. Save the easy ones for last.

Section 3 – Course Corrections

ELIGIBILITY FOR GRADES 6, 7 AND 8

The School Board has adopted a policy that requires a student to earn the minimum of a “C” average [2.0 Grade Point Average (GPA)] in order to participate in co-curricular activities.

The intent of this policy is to encourage high academic achievement and not to discourage participation in extra-curricular/co-curricular activities.

A Student Will Be Declared Ineligible if Any of the Following Occur (determined weekly):

- A student has a GPA below 2.0
- A student receives an “F” in any subject.
- A student receives a “U” (Unsatisfactory) for conduct or an “Effort is Unsatisfactory” in the comment section for any subject.
- A student receives an “N” (Needs Improvement) for conduct or an “Effort Needs Improvement” in the comment section for two or more subjects.

The Following Process Will Be Followed to Communicate a Student’s Ineligible Status

- An Academic Report will be generated at the end of the day every **Tuesday** during the academic year.
- Ineligible students will be informed of their ineligible status by their homeroom teacher on **Wednesday**.
- Parents will be informed of their student’s ineligible status by the homeroom teacher or school administration on **Wednesday. Ineligibility is from Wednesday to Wednesday.**

INELIGIBILITY IS IMMEDIATE AND WILL NOT CHANGE (EVEN IF THE GRADE IMPROVES) UNTIL THE NEXT ACADEMIC REPORT IS GENERATED THE FOLLOWING WEEK.

ACADEMIC SUPPORT FOR INELIGIBLE STUDENTS

- If a student’s GPA falls below a 2.0 or becomes ineligible for FIVE weeks in a row, an Academic Support meeting will be called **with the student’s teachers and the school counselor.**
- Such a student becomes ineligible for extra-curricular and co-curricular activities for a total of TWO school weeks.
- Clearance from academic support is also contingent upon having a Grade Point Average (GPA) of 2.0 or higher and removal of failing grades.
- Academic support may be extended.

Absences and Non-Participation can affect eligibility

An athlete who is not in attendance at school for at least half of the school day due to illness or unexcused absence is not allowed to participate in extracurricular activities and any games or practices that day. 12:00 noon is considered to be the halfway point for the school day or 10:30 A.M. on a half day. Students are also not allowed to participate in games and practices if they did not participate in P.E. that day due to a written excuse from the parent/guardian/doctor/or nurse.

Parents whose children are absent 20% or more during a half semester will be contacted by the administration. Excessive absences will warrant restricting a student from participating in school activities and extracurricular activities.

LATE POLICY FOR ALL ASSIGNMENTS & PROJECTS

LATE POLICY

Parent(s)/Guardian(s) will be notified through FACTS SIS communication about late assignments.

- All assignments not completed by the due date will receive a 20% reduction in grade.
- Once the late assignment is turned in, the student could get up to 80%.
- If the late assignment is not completed by the next class's period, the assignment receives a 0% and the assignment cannot be made up.

ABSENT WORK POLICY

A student who is absent from school without a valid excuse three full days in one school year is a truant and will be reported to the principal (CA Ed. Code). Refer to the Parent/Student Handbook for further details regarding absences and truancy.

Parents are not to expect homework to be given in advance.

Excessive absenteeism is defined as being more than 20 days in one school year or more than 20% of the days in a quarter. Excessive absences can have a negative effect on grades as well as the benefits the student derives from the classroom. Once a student has been absent from school 20 days in a school year, for any reason, documentation will be required for all days absent thereafter. Further, St. John's is very concerned about students who are absent in excess of 20% of the days per quarter. Re-enrollment may be denied if it is determined by the administration that there is excessive student absence or a spirit of non-support and non-cooperation of the absentee policy. **In the case of excessive absenteeism, it is the responsibility of the parent/guardian to arrange for instruction and/or tutoring to compensate for missed classroom instruction.**

- Students need to make up missing home-work in all subjects. It is the student's responsibility to get his/her homework from the teacher and through Google Classroom so that he/she doesn't get further behind.
- Students are provided 1 day for each day absent to make up missing work. This includes excused or unexcused absences. Every day an assignment is late 20% will be deducted from the final grade. After 5 days late, a zero will be entered into the gradebook.
- Absences do not excuse incomplete work (late). All incomplete work at the end of a marking period will result in 0% in the grade book.
- If the student leaves school early (other than emergency), the student is responsible for turning in any assignments originally due that school day and getting assignments that are given that day.

- If a student returns back to class or back on to campus from being absent during that school day, the student is responsible for handing in any assignments already due and for any new assignments given.
- Being absent from school does not excuse the student for being responsible for information given for a future test.
- On the day the student returns to school, it is the student's responsibility to arrange with the teacher(s) a time to make up tests, in-class work, labs, etc.
- Make up test sessions are held on Tuesdays and Thursdays during lunch/recess.

INCOMPLETES

Students will have two (2) weeks to clear any incompletes that are recorded on report card.

DETENTION POLICY

(FACTS SIS Behavioral Demerits)

The purpose and goal of the Middle School discipline policy is to promote responsible behavior. When students work together with the teacher, learning is maximized. There are times when students need a reminder that the focus of the school environment is to encourage learning.

School staff seek to correct student behavior in ways that are dignified yet demonstrate the seriousness of the action being corrected. Some common corrections are: sitting out of recess, sitting "on the line" for a certain amount of time during recess, serving detention (grades 4-8) during lunch, visiting the office, calling home, being sent home from school, suspension. This is not an exhaustive list, but any corrective action will not involve corporal punishment and the corrective action will be shared with the parents as soon as the teacher is able. Expulsions are only enacted by the Council of Schools Board and are only used as a last resort.

A Behavioral Detention consists of a consequence of student handbook policy violation. The seriousness of the behavioral offense can result in a suspension.

Only detentions that are reported in the suspension report and unserved detentions at the end of the school year are entered into the student's files.

Detentions can be given for, but are not limited to:

- Disrespect for teachers or students
- Dress code violations: on the 3rd violation per semester and any other subsequent violations. (untucked shirt, no belt, etc.) Each additional violation could constitute a detention.
- Cheating or allowing one to cheat from your work (an "F" may be issued)
- Plagiarism (an "F" may be issued)
- Forging or using forged materials or signatures

- Not following classroom management guidelines, including unprepared for class. 5X unprepared to class per semester = a detention. Each additional unprepared could constitute a detention.
- Chewing gum
- Eating/drinking in the school building at times other than break, lunch, parties, or teacher discretion (which includes eating candy in classrooms)
- Inappropriate lunch time behavior
- Leaving lunch area or traveling throughout the campus without permission
- Throwing food at the lunch tables
- Writing with permanent marker on yourself, someone else, or school property
- Touching another student's belongings

Inappropriate technology usage

(e.g. playing games during the lesson without permission, messaging with another student in class without permission, touching another student's iPad, taking pictures that are not a school project, vandalism)

More serious offenses, such as harassment or abusive behavior will be referred to the principal for more serious consequences. The student demonstrating that the rules of the school are not going to be respected jeopardizes his/her privilege to continue in attendance.

Parental/guardian refusal to accept school-imposed consequences for his/her child signals a spirit of non-cooperation, breaking down the home-school partnership necessary to foster oneness of spirit and purpose.

A letter will be put in the student's file stating a parental/guardian refusal to complete a school-imposed consequence.

Receiving a Detention

If a student receives a detention, they are required to serve that detention at the next available lunch/recess time. The middle school teachers will rotate supervision of detention, and it will be held in the supervising teacher's classroom. A penalty detention can be issued if the first detention is not served within 2 weeks (penalty detentions do not count towards a behavioral detention but must be served by the end of the school year).

1. If a student receives 2 behavioral detentions, the parent(s)/guardian(s) will be notified by the homeroom teacher and given the following information:
 - What happens next according to policy.
 - How to contact the teacher(s) if additional information is desired.
2. If a student accumulates 3 behavioral detentions in a semester, the student may appear before an administrator for an ASPIRE Success Meeting. The student's behavior will be addressed, as well as steps the student will take to improve his/her attitude and behavior. This ASPIRE Success Meeting NOT a required step before a suspension meeting.
3. If a student accumulates 4 behavioral detentions in a semester, the homeroom teacher will notify the parent/guardian stating that the student has received a 4th detention in the semester, and one more detention will result in suspension.

4. If a student accumulates 5 detentions in a semester, the Principal or Assistant Principal will notify the parent/guardian and arrange a suspension meeting with the parent(s)/guardian(s), student, teachers and administration. The school administration will impose a probationary status for a period of four school weeks. The probation will be administered, and the requirements of the probation explained at the meeting.
 - a. **First suspension in a school year:**
 - A one-day parent/guardian supervised suspension from school. The student is responsible for completing all work missed during the suspension.
 - Restriction from participating in interscholastic sports, school dances, student leadership, and etc. for the remaining school year. ** see Special Note of Grace
 - Restriction from field trips, off-campus class parties, and extended classroom program trips for the remaining school year. ** see Special Note of Grace
 - The student will be off campus by 3:15 pm each day.
 - b. **Second suspension in a school year:**

In addition to first suspension guidelines, the student and parent(s)/guardian(s) will meet with the Principal and will be required to seek counseling.
 - c. **Third suspension in a school year:** The student has demonstrated an obvious defiance to the rules for the school. Student and parent(s)/guardian(s) will appear before the Council of Schools (School Board) and be subject to expulsion.
5. If a student accumulates 8 behavioral detentions in a semester, the student's probation will continue, a two-day parent-supervised suspension from school will be administered, and the student and parent(s)/guardian(s) will be required to seek counseling.
6. If a student accumulates 10 behavioral detentions in a semester, the student has demonstrated an obvious defiance to the rules of the school, will appear with his/her parent(s)/guardian(s) before the Council of Schools (School Board) and be subject to expulsion.
7. All Behavioral and Penalty detentions (in the last semester for the school year) need to be completed before the student's class party at the end of the school year or the student becomes ineligible for the class party. **Unserved detentions may prohibit you from participating in extracurricular activities.**
8. Any detentions not served by the end of the school year must be completed the week following school dismissal. If a student did not serve all of his/her detentions, a letter will be put in the student's file noting this.

Smoking and Vaping

WHAT SMOKE-FREE RESTRICTIONS EXIST FOR E-CIGARETTE USE?

Use of electronic cigarettes prohibited wherever smoking is prohibited: family day care facilities; within 25 feet of playgrounds or 250 feet of a youth sports events; in cars with minors.

Schools may not allow students to use tobacco products, including electronic cigarettes, on campus or while attending school-sponsored activities.

Cal. Educ. Code § 48901(a) (2023)

School districts, charter schools and county offices of education must adopt and enforce policy prohibiting use of electronic cigarettes.

Cal. Health & Safety Code § 104420(n)(2) (2023) ([Cal. Pub. Res. Code § 5008.10\(b\) \(2023\)](#)).

For this reason St. John's has a zero-tolerance stance on vaping or possessing any vaping paraphernalia on campus. Any vaping or possession of vaping paraphernalia will result in an automatic suspension and recommended to the Council of Schools Board for expulsion.

Special Note of Grace

A student having received a suspension (either from 5 behavioral detentions or an immediate suspension) will be given one opportunity during the school year to preserve the privilege of co-curricular/extra-curricular activities (i.e. field trips, class parties, extended classroom programs, athletics and other extracurricular activities) by completing 14 hours of work time before the four-week probation period is over. These work hours can only be done once during the school year and cannot be done in advance of receiving the 5th detention. This does not eliminate the other consequences of receiving the 5th detention. These work hours cannot be fulfilled during regular class time.

Upon satisfactory completion of work hours within the four-week probation period, co-curricular/extra-curricular privileges may be reinstated. If this same student receives an additional behavioral detention in the quarter (during the probation period), co-curricular/extra-curricular privileges are again lost and cannot be returned. If the same student receives a fifth behavioral detention at another time during the school year, there is no second opportunity to complete work time. Refunds of advance payments for extended classroom program costs will NOT be returned. If the payments were for the Wash. DC trip, then any refund will be handled according to the tour company policies.

MIDDLE SCHOOL TARDY POLICY

Students are expected to be in class on time. If they are not in their classroom when the bell rings, they will be marked tardy. **Five unexcused tardies per half-semester make a student ineligible for the perfect attendance award, subject to the review of school administration. Extreme tardiness, as determined by the school administration, may result in formal meetings or suspensions. Further tardies may result in dismissal from St. John's.**

Consequences for accumulation of tardies per class (periods 1-8) per half-semester:

Middle school students who accumulate tardies during the school day (late to periods 1-8 and advisory) per half semester: five unexcused tardies per class = detention.

After a detention (from five tardies) or the end of a half semester, the student begins the process over.

YEAR-END AND GRADUATION

- The student must pass each class in 8th grade with a D (1.000 GPA) or higher grade. This is determined by averaging the grades for the individual class for the two semesters. The cumulative GPA for all classes for 8th grade must be a C-average (1.700 GPA) or higher.
- All possible detentions that can be served must be completed.
- All library books, textbooks, school tech items, and other school property must be returned.
- All financial obligations (eg. tuition, fees, fines) must be fulfilled.

If these requirements are not satisfied, the final report card (all students) will not be issued until the specific issue is resolved. If these requirements are not satisfied for 8th grade students, then the student will not be eligible to graduate (or receive the diploma) and attend the Graduation Celebration party.

Section 4 – Uniform Guidelines

4TH-8TH GIRLS UNIFORMS

TOPS-

Colors: White, Light Blue, Yellow, Navy

- Regular Polo – Vicki Marsha Uniforms logo required
- Long-Sleeve Polo – Vicki Marsha Uniforms logo required
- Peter Pan Blouse (White, Light Blue)
- Oxford Blouse (White only)

All shirts and blouses must be tucked in. A plain white undershirt may be worn under uniform shirt. An approved uniform shirt must be worn under all sweatshirts or jackets. Plain white turtlenecks may be worn on cold days. Uniform Plaid Ties are available.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Plaid, Navy, Khaki

- Skirt
- Skorts/culottes
- Shorts
- Capris
- Slacks

All bottoms must be worn at the natural waistline. No sagging pants, shorts, skirts or skorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle.

DRESS/JUMPERS-

- Jumper- (Plaid only)
- Polo Dress – Vicki Marsha Uniforms ONLY (navy, gray, and lt. blue) **for 4th and 5th graders**

Length Requirement: All bottoms must be no shorter than 3 inches above the kneecap or student arm length at the finger tips (whichever makes the bottom (hem line) longer). Faculty and staff will reserve the right to measure student skirt/bottom length.

Modesty Shorts must be worn under skirts/jumpers/dresses, not exceeding the length of the skirt/jumper/dress.

Leggings/Tights (white, black or navy) may be worn on cold days under skirt/jumper/dress.

4TH-8TH BOYS UNIFORMS

TOPS – Vicki Marsha Uniforms Logo Required

Colors: White, Light Blue, Yellow, Navy

- Polo
- Long-Sleeve Polo (White, Light Blue, Navy)
- Oxford Shirt (White, Light Blue)

All shirts must be tucked in. A plain white undershirt may be worn under uniform shirt.

BOTTOMS – Vicki Marsha Uniforms ONLY

Colors: Navy and Khaki

- Shorts
- Slacks

Pants and shorts must be worn at the natural waistline. No sagging pants or shorts. Belts must be worn with pants and shorts that have belt loops. Belts must be plain black, brown, navy or khaki with a plain buckle.

4TH-8TH BOYS AND GIRLS

OUTERWEAR – SJLS THEME or LOGO REQUIRED on ALL

- Sweatshirts
- Sweaters
- Vest
- Jackets

A student's first initial and last name ONLY may be embroidered on uniform sweaters and sweatshirts in block or script. No symbols or emoticons allowed. **No cutting or altering of the sweatshirt is allowed.**

ONLY Vicki Marsha and St. John's Auxiliary produced outerwear can be worn on campus during school hours.

Underwear should not be seen under the uniform clothing (this includes compression shorts.

Socks and Shoes (purchased from any store)

- Tennis, athletic, slip-on or oxford (Girls: also T-strap or Mary Jane style) may be worn. Shoes **may not have lights**, characters, or wheels of any kind on them.
- No Croc or Native brand shoes or any shoe similar to them.
- No open-toes, backless shoes or boots (a boot is footwear that covers not only the feet but also the ankles and sometimes even the lower leg).
- Shoes must be laced and tied tightly outside the shoe.
- Shoes – Athletic shoes are required for PE as defined by the PE teacher. It is the parents' and students' responsibility to wear appropriate shoes for PE. Participation in PE may be denied, or grades reduced based on this.
- Students may not write, draw or color on their shoes, **including using Sharpie on the shoes.**
- SOCKS: White, black, blue yellow, gray, or a mixed combination of these color socks may be worn at all times. The name brand emblem manufactured on the sock must match the aforementioned colors. This includes no-show socks. Socks that are distracting, as deemed appropriate by school staff, are not allowed.

Hats/Caps are not allowed to be worn in the classroom. ONLY SJLS theme hats are allowed on campus. Hoods on hoodies are not to be worn on campus.

NO BODY PIERCINGS (other than ears for girls) are allowed.

GIRLS Hair/Makeup/Accessories/Jewelry

Hair Accessories, including kerchiefs must be coordinated with the school uniform. Hair must be the students' natural color. Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR.**

Students with altered hair color **(BEYOND NATURAL HIGHLIGHTS)** will not be able to attend school or school functions until the hair has been returned to its natural color.

Headbands that are distracting will not be allowed (animal ears).

Makeup: No makeup of any kind is permissible for students. **NO staining or tinted lip gloss.**

Wrist accessories – no more than 2 items (excluding a watch) per wrist.

Jewelry – no excessive or dangling items; earrings – no more than 2 in each ear

Fingernails - girls with fake fingernails or natural that are too long and are distracting from school work will be required to remove or clip them.

BOYS Hair/Jewelry/Accessories

Hair- Boys hair must not be gathered with rubber bands or other devices, may not cover the eyes, and may not exceed the top of the collar. Hair may not have any inscriptions or designs cut into it. Mohawk-style haircuts are not allowed. Hair must be the students' natural color.

Lightening, highlighting, coloring, accenting of the hair or plumes **MUST LOOK IN ITS NATURAL STATE, AS COMPARED TO THE STUDENT'S NATURAL HAIR COLOR.** Students with altered hair color **(BEYOND NATURAL HIGHLIGHTS)** will not be able to attend school or school functions until the hair has been returned to its natural color.

Boys may not wear earrings. No excessive necklaces, bracelets or rings. Jewelry must be tasteful, no symbols that would be disruptive, and not hanging over the polo shirt front. Gang-related apparel (i.e. metal neck chains and wallet chains) may not be worn.

SUSTAINED NON-COMPLIANCE OF THE UNIFORM POLICY WILL RESULT WITH STUDENT AND/OR PARENTS MEETING WITH THE SCHOOL PRINCIPAL.

ANY ITEM FROM THE USED UNIFORM SALE IS GRANDFATHERED IN.

ALL UNIFORM PURCHASES ARE TO BE MADE FROM VICKI MARSHA OR THE USED UNIFORM SALES SPONSORED THROUGHOUT THE YEAR BY THE SCHOOL AUXILIARY.

**Vicki Marsha Unforms - 5292 Production Drive, Huntington Beach, CA 92649
(714) 895-6371, contact@vickimarsha.com, www.vickimarsha.com**

*FREE DRESS, SPIRIT, AND SERVICE DAYS – THIS CODE WILL BE STRICTLY
ENFORCED.*

Free dress is allowed on certain designated days. The Principal will determine the schedule for these days. Students are expected to come to school dressed appropriately. Parents are to assist the school in having their children adhere to the regulations in order that Free Dress, Spirit, and Service Days may continue. Any student that the teacher feels is improperly dressed will receive a detention, change in appropriate clothing, or call a parent/guardian for a change of clothing. The specifics of what is to be worn for Free Dress, Spirit, and Service Days will be determined by the Principal.

RULES:

In keeping with the school Uniform Policy, the following rules will apply to free dress/spirit days:

- a. **No** sleeveless or off-the-shoulder shirts, dresses, or outfits; short crop tops, mini-skirts, short shorts, flannels or pajama bottoms, compression shorts (unless worn under other clothing) or other tight-fitting leggings worn as pants/shorts, cut-offs, frayed clothing, or beach-type shorts are permitted. Modest yoga pants and sweatpants are ok.
- b. The only type of collar-less shirt permitted will be of a T-shirt style.
- c. Shirts for boys and girls must be properly sized.
- d. Pants, shorts and skorts must be fitted and worn at the natural waistline, and may only be solid color or have a simple pattern.
- e. Length of pants, dresses, skirts, skorts and shorts for all boys and girls will be consistent with the uniform regulations.
- f. Colored socks that coordinate with the student's outfit may be worn.
- g. Shoe guidelines will be consistent with the uniform regulations.
- h. Any item of clothing with inappropriate representations or pictures, symbols or words may not be worn (this includes inappropriate bands, music or political groups). This includes tobacco products and political statements.
- i. Basic Rules applying to jackets will be enforced. Non-logo sweatshirts and jackets may be worn, but rules regarding symbols and themes will be enforced.

Section 5 – Online Behavior

CELL PHONES / SMART WATCHES/ ELECTRONICS / TOYS/ LAPTOPS / SKATEBOARDS

Electronic toys, iPods, **smart watches**, cell phones, non-educational toys, etc. will be confiscated if used or visible during the school day, unless the device is needed for a school project/assignment (teacher discretion). The confiscated item can be picked up from the school office by the student's parent/guardian.

Cell phones must be TURNED OFF and placed in the designated classroom location as soon as a student enters the building.

No ear buds or AirPods are allowed. Each class has a set of headphones.

For the 1:1 iPad program, refer to the 1:1 iPad a Policy Guidelines.

Skateboards are not permitted on school campus.

ONLINE BEHAVIOR AGREEMENT

Let your online behavior be an example for others and reflect the values and beliefs we share as followers of Jesus.

Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable-if anything is excellent or praiseworthy-think about such things. Whatever you have learned or received or heard from me or seen in me-out it into practice. And the God of peace will be with you. Phil 4:8-9.

Respect the rights and property of others.

- If you use someone else's writing, video, images, or sounds be sure to get permission and/or give them credit.
- Don't log on to someone else's account, even if they give you permission. Watch out for the safety of others.
- If you discover someone else's password, let them know and encourage them to change it.
- Never pretend to be someone else while online.
- When communicating online using instant message (IM), e-mail, discussion boards, chat, or text message, remember to always be respectful. Use your words to build others up. Do not be mean, or hurtful.
- Never engage in electronic harassment. Using electronic software and technology in a way that harasses or offends other people is prohibited and may be considered a form of bullying.

Protect yourself. Not everyone online shares our values and beliefs. There are people out there looking to take advantage of you or maybe even harm you, so protect yourself while online.

- Protect your passwords. Do not share them with others.

- When you are posting something that could be viewed publicly, never give out any personal information that could let someone you don't know be able to find you.
- If inappropriate material should appear on your computer screen, tell an adult immediately.
- If someone sends you inappropriate material, tell an adult immediately.
- Do not send messages or photos containing sexual content.
- Do not communicate with a stranger. If you are contacted by an unfamiliar user, tell an adult immediately.

Section 6 – Bullying

BULLYING

“During their school careers many students are involved with teasing or aggressive behavior as either a perpetrator or a target. School staff must be aware of children’s taunts that occur from time to time and acknowledge injured feelings and issues in dispute. Taunting/teasing becomes a concern when hurtful or aggressive behavior toward an individual or a group appears to be unprovoked, intentional, and (usually) repeated.

Bullying among children may take place in a variety of hostile acts that are carried out repeatedly over time. The acts involve a real or perceived imbalance of power, with the more powerful child or group attacking those who are less powerful. Bullying may be “physical” (hitting, kicking, spitting, pushing), “verbal” (taunting, malicious teasing, name calling, threatening), or “psychological” (spreading rumors, manipulating, social relationships, or promoting social exclusion, extortion or intimidation and may be carried out in person or through electronic means.”

To avoid confusion or doubt about what constitutes bullying behavior, researcher Ken Rigby proposes this definition of bullying.” (Source – “Bullying at School” Counseling and Student Support Office, California Department of Education.

DEFINITION

Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behaviour that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious (overt) or hidden (covert). Bullying behaviour is repeated, or has the potential to be repeated, over time (for example, through sharing of digital records).

Bullying of any form or for any reason can have immediate, medium and long-term effects on those involved, including bystanders.

Single incidents and conflict or fights between equals, whether in person or online, are not defined as bullying.

What bullying is not:

- * single episodes of social rejection or dislike
- * single episode acts of nastiness or spite
- * random acts of aggression or intimidation
- * mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying and they’re not examples of bullying unless someone is deliberately and repeatedly doing them.

(Definition of Bullying. 2023.

[https://www.ncab.org.au/bullying-advice/bullying-for-parents/definition-of-bullying/.](https://www.ncab.org.au/bullying-advice/bullying-for-parents/definition-of-bullying/))

St. John's Lutheran School believes that all students have the right to a safe and healthy school environment. Both the school and the St. John's community have the privilege and responsibility to promote Christ like love, empathetic care, mutual respect, and general acceptance of others.

What Bullying is Not

When talking about bullying, it is very important for students, teachers, and parents to understand what bullying is not. Many times, a single act or behavior is hurtful, but it is not considered bullying.

The history between the individuals is also a consideration when determining if the behavior meets the definition of bullying. Have there been past conflicts? Are there "neighborhood issue"? Have these two individuals had a dating relationship? (These may not be considered bullying).

It is very important for the victim to know what bullying is not to make sure that when things seem hurtful, they will not fall immediately into the category of bullying, because the way to overcome bullying is different from the way to overcome other hurtful acts.

Not liking someone – It is very natural that people do not like everyone around them and, as unpleasant as it may be to know someone does not like you, verbal and non-verbal messages of "I don't like you" are not acts of bullying.

Being Excluded – Again, it is very natural for people to gather around a group of friends and we cannot be friends with everyone, so it is acceptable that when kids have a party or play a game at the playground, they will include their friends and exclude others. It is very important to remind kids they do the same thing sometimes too and, although exclusion is unpleasant, it is not an act of bullying.

Accidentally Bumping Into Someone – When people bump into others, the reaction depends mostly on the bumped person's mood. If they have had a bad day, they think it was an act of aggressive behavior, but if they are in the good mood, they smile back and attract an apology. It is very important for teachers and parents to explain that some accidents happen without any bad intention and it is important not to create a big conflict, because it was NOT an act of bullying.

Making Other Kids Play Things a Certain Way – Again, this is very natural behavior. Wanting things to be done our way is normal and is not an act of bullying. To make sure kids do not fall into considering it as an aggressive or "bossy" behavior, we need to teach them assertiveness. Again, although it is not fun or pleasant, this is NOT bullying.

A Single Act of Telling a Joke About Someone – Making fun of other people is not fun for them, but the difference between having a sense of humor and making fun of someone is very fine. It is important to teach kids (and grownups) that things they say as jokes should also be amusing for the others. If not, they should stop. Unless it happens over and over again and done deliberately to hurt someone, telling jokes about people is NOT bullying.

Arguments – Arguments are just heated disagreements between two (or more) people (or groups). It is natural that people have different interests and disagree on many things. Think about it, most of us have disagreements with ourselves, so it is very understandable to have disagreements with others. The argument itself is NOT a form of bullying, although some people turn arguments into bullying, because they want to win the arguments so much. They use every means to get what they want and find a weakness in the other person, abuse

knowledge or trust they have gained and use it against the other person. It is very important to distinguish between natural disagreements and bullying during an argument.

Expression of Unpleasant Thoughts or Feelings Regarding Others – Again, Communication requires at least two players. Although it may be unpleasant to hear what someone thinks about you, it is NOT a form of bullying but a very natural thing. In every communication, there are disagreements and some form of judgment about each others attitude and behavior. If someone says to you, “I think this was not a nice gesture” or You insulted me when you said this”, this is NOT bullying but an expression of thoughts and feelings.

Isolated Acts of Harassment, Aggressive Behavior, Intimidation or Meanness – The definition of bullying states that there is a repetition in the behavior. Bullying is a conscious, repeated, hostile, aggressive behavior of an individual or a group abusing their position with the intention to harm others or gain real or perceived power. Therefore, anything that happens once is NOT an act of bullying. As a parent, it is important that you pay attention to what your kids are telling you and find out if things are happening more than once.

hat Bullying is Not. n.d. [https://www.fccsc.k12.in.us/what-bullying-is-not/.](https://www.fccsc.k12.in.us/what-bullying-is-not/))

St. John’s Lutheran School will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate or harass another student through words or actions. Such behavior includes; direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. St. John’s Lutheran School expects students and/or staff to immediately report incidents of bullying to the principal or designee. Staff are expected to immediately intervene when they see a bullying incident occur. Each complaint of bullying should be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity.

Furthermore, it is also the responsibility of parents to immediately report incidents of bullying to the teacher or principal. In this way the matter can receive attention at once.

STUDENT CODE OF CONDUCT

The following code includes but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the principal or designee.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or assistant principal. St. John’s prohibits retaliatory behavior against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behavior include, but are not limited, to the following:

- All staff, students and their parent will receive information of this policy prohibiting bullying; at the beginning of the school year, as part of the St. John's Parent\Student Handbook.
- St. John's will make reasonable efforts to keep a report of bullying and results of investigation confidential.
- Staff are expected to immediately intervene when they see a bullying incident occur.
- People witnessing or experiencing bullying are encouraged to report the incident; such reporting will not reflect on the victim or witnesses in any way.

10

PLUS 15

Needs/Characteristics of Young Adolescents

PHYSICAL NEEDS/CHARACTERISTICS

- Experience irregular growth spurts in physical development
- Experience fluctuations in basal metabolism causing restlessness and listlessness.
- Have ravenous appetites.
- Mature at varying rates of speed.
- Highly disturbed by body changes.

INTELLECTUAL NEEDS/CHARACTERISTICS

- Are highly curious.
- Prefer active, over passive learning experiences.
- Relate to real-life problems and situations.
- Are egocentric.
- Experience metacognition (the ability to analyze complex thought processes).

PSYCHOLOGICAL NEEDS/CHARACTERISTICS

- Are often erratic and inconsistent in behavior.
- Are highly sensitive to criticism.
- Are moody, restless, and self-conscious.
- Are optimistic and hopeful.
- Are searching for identity and acceptance from peers.

SOCIAL NEEDS/CHARACTERISTICS

- Are rebellious toward parents and authority figures.
- Are confused and frightened by new school/social settings.
- Are fiercely loyal to peer-group values.
- Are often aggressive and argumentative.
- Need frequent affirmation of love from adults.

MORAL AND ETHICAL NEEDS/ CHARACTERISTICS

- Are idealistic.
- Have strong sense of fairness.
- Are reflective and introspective in thoughts and feelings.
- Confront moral and ethical questions head-on.
- Ask large, ambiguous questions about the meaning of life.

Adapted from Advisory Middle Grades Advisee/Advisor Program by Imogene Forte and Sandra Schurr.
Nashville, TN: Incentive Publications, 1991. Used by permission.

ONLINE TECHNOLOGY BEHAVIOR AGREEMENT

Let your online behavior be an example for others and reflect the values and beliefs we share as followers of Jesus.

Finally, brothers, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable-if anything is excellent or praiseworthy-think about such things. Whatever you have learned or received or heard from me or seen in me-out it into practice. And the God of peace will be with you. (Phil 4:8-9)

Respect the rights and property of others.

- If you use someone else's writing, video, images, or sounds be sure to get permission and/or give them credit.
- Don't log on to someone else's account, even if they give you permission. Watch out for the safety of others.
- If you discover someone else's password, let them know and encourage them to change it.
- Never pretend to be someone else while online.
- When communicating online using instant message (IM), e-mail, discussion boards, chat, or text message, remember to always be respectful. Use your words to build others up. Do not be mean, or hurtful.
- Never engage in electronic harassment. Using electronic software and technology in a way that harasses or offends other people is prohibited and may be considered a form of bullying.

Protect yourself. Not everyone online shares our values and beliefs. There are people out there looking to take advantage of you or maybe even harm you, so protect yourself while online.

- Protect your passwords. Do not share them with others.
- When you are posting something that could be viewed publicly, never give out any personal information that could let someone you don't know be able to find you.
- If inappropriate material should appear on your computer screen, tell an adult immediately.
- If someone sends you inappropriate material, tell an adult immediately.
- Do not send messages or photos containing sexual content.
- Do not communicate with a stranger. If you are contacted by an unfamiliar user, tell an adult immediately.

I am acknowledging that I have read, understand, and agree to follow these rules for online behavior both at school and away from school. If I choose to break any of these rules I understand that I may receive disciplinary action as outlined in the school handbook.

STUDENT/PARENT COMMITMENT

TO ST. JOHN'S LUTHERAN MIDDLE SCHOOL

STUDENT COMMITMENT

As a student, I have read and agree to cooperate with St. John's Lutheran Middle School and abide by its policies, rules and regulations. If I choose any of the behaviors mentioned, I understand the consequences that go with each policy. I agree to strive to be a supportive part of the Christian community of students and teachers as we work together in God's name.

PARENT COMMITMENT

As a parent, I have read and agree to support and cooperate with St. John's Lutheran Middle School in its program of Christian education. If my child chooses any of the behaviors mentioned, I understand the consequences that go with each policy. I agree to be a supportive part of the Christian community of students, teachers and parents as we work together in God's name for the Christian education of my child.

ACKNOWLEDGEMENT PAGE

PARENT ACKNOWLEDGEMENT

As a condition of your Child's enrollment in the School the Parent and Child are committed to adhere to the rules, regulations, policies and procedures of the St. John's Family Handbook and Policy Manual ("**Handbook**"). Although as a practical matter it is impossible to provide clear concise and complete guidance on each and every issue that may arise during your Child's attendance at the School. The Handbook has been created so that the goals and the Christian culture of the School are communicated to each Parent/Guardian. By deciding to enroll your child in the School you have made several commitments. First, you have made a commitment to God to educate your Child in accordance with Biblical principles. Second, you have made a commitment to your Child's education. Third, you have made a financial commitment. It is in the spirit of these commitments that you the Parent/Guardian will familiarize yourself with the contents of the complete Handbook. Next you must also familiarize your Child with the principles set forth in the Handbook that pertain to your Child. By your signature below you and your Child are making a commitment to read the complete Handbook and to discuss it with one another. In the event that any portion of the Handbook is found by the court of competent jurisdiction to be in violation of the law the remainder of the Handbook shall remain in full force and effect modified only to the extent necessary to comply with the court's ruling and or the law.

THE SCHOOL RESERVES THE RIGHT TO MODIFY, AMEND, CHANGE, ADDEND, APPEND ALL OR PART OF THE HANDBOOK, IN ANY FASHION WHATSOEVER, AT ANY TIME IN ITS SOLE AND ABSOLUTE DISCRETION.

I hereby acknowledge the receipt of the 2025-2026 Parent/Student Handbook and agree to the commitments set forth above and in the complete Parent/Student Handbook for the current school year. In addition to receiving an emailed copy, the complete 2025-2026 Parent/Student Handbook can be found on FACTS SIS under "Resource Documents".