

# St. James Lutheran School Handbook

## Welcome

This handbook explains the philosophy, curriculum, activities, and policies of St. James Lutheran School. The staff, faculty, and school board members are dedicated to your child's spiritual and academic growth. We are eager to discuss any questions or observations you might have.

## The St. James Lutheran Approach

### Mission & Vision

With God as our foundation, we educate and equip for service, for Christ, the mind, heart, and spirit of the 21st century learner.

This vision statement also serves as our mission statement as we strive daily to share our Christian faith and love toward one another through Matthew 28:19-20, "Go therefore, and make disciples of all nations, baptizing them in the name of the Father, and the Son, and the Holy Spirit; teaching them to observe all that I have commanded you, and lo, I AM with you always, to the end of the age."

### Christian Values

St. James Lutheran School is dedicated to fostering respect, faith, character, and compassion among our students. By prioritizing these Christian values, we seek to create a transformative educational experience that equips students with the skills and values necessary to navigate the complexities of the world with integrity and grace. We strive to empower our students to become compassionate leaders, faithful disciples of Christ, and individuals of strong character who make a positive difference in their communities and beyond.

### Our Philosophy

At St. James Lutheran School, we embrace a distinctive philosophy rooted in our Lutheran faith, which guides our approach to education and shapes the experiences we provide for our students. We believe in the transformative power of faith, the importance of strong family connections, the boundless possibilities of the future, and the significance of a solid foundation. Together, we strive to empower our students to become compassionate, courageous, and Christ-centered leaders who positively impact their communities and shape a better world. Our philosophy statement is built upon these pillars: Faith, Family, Future, and Foundation.

**Faith:** Our Lutheran school is dedicated to nurturing and deepening the faith of our students. We believe that faith in Jesus Christ is the cornerstone of a purposeful life. Through prayer, biblical teachings, and worship, we foster a personal and authentic relationship with God. We strive to instill in our students the values of love, compassion, forgiveness, and service, enabling them to live out their faith in their daily lives and make a positive impact on the world around them.

**Family:** We recognize the importance of strong family partnerships in the development of our students. We strive to create a supportive and welcoming community that embraces and

values the involvement of families. By nurturing open lines of communication, fostering collaboration, and promoting mutual respect, we build a bridge between home and school. Together, we work as a unified team, celebrating achievements, navigating challenges, and providing a nurturing environment for the growth and flourishing of our students.

***Future:*** As a Lutheran school, we embrace a forward-looking perspective that recognizes the infinite possibilities and potential of each student's future. We strive to empower our students with the knowledge, skills, and confidence to pursue their dreams and make a meaningful impact in their chosen paths. By fostering a love of learning, promoting innovation, and nurturing resilience, we prepare our students for the challenges and opportunities that lie ahead. We encourage them to embrace their unique gifts and talents, to explore new horizons, and to live with a sense of purpose and hope for the future.

***Foundation:*** We believe that a solid foundation is essential for a lifetime of learning and personal growth. Academically, we provide a rigorous and comprehensive curriculum that challenges students to reach their full potential. We emphasize critical thinking, creativity, and problem-solving skills, equipping students with the tools they need to excel in a rapidly changing world. Moreover, we cultivate a foundation of moral values, ethical behavior, and character development, ensuring that our students become responsible and principled leaders who contribute positively to society.

## **Statement of Faith & Belief**

### ***The Holy Trinity***

With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man in the person of Jesus Christ to suffer, die, and rise again for the world's redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

### ***The Bible***

LCMS congregations voluntarily choose to belong to the Synod, and, although diverse in many ways, all hold to a shared confession of Jesus Christ as taught in Holy Scripture. We believe and teach without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, the Synod accepts without reservation the writings contained in the Book of Concord: The Confessions of the Evangelical Lutheran Church.

Believing in the authority of Holy Scripture and that the Lutheran Confessions are a correct interpretation and presentation of biblical doctrine, our congregations agree to conform all their teaching and practice to the Scriptures and the Confessions.

### ***The Lutheran Church—Missouri Synod***

The Synod "is not an ecclesiastical government, exercising legislative or coercive powers" (LCMS Constitution, Article VII) concerning its member congregations and ministers. However, the voluntary association of member congregations and ministers includes their agreement to respect and honor and uphold (Bylaw 1.7.2, 1.8.1) decisions (resolutions) made by the Synod in its national conventions regarding the understanding of the teachings of Scripture and the Lutheran Confessions and practices that are consistent with such teaching. The Synod in convention is the "principle legislative assembly" of the LCMS (Bylaw 3.1.1) and its resolutions and

statements are the position of the Synod in matters of doctrine and life. The Constitution and Bylaws of the LCMS provide specific guidance for the implementation and supervision of the teaching and practice of its members (congregations and rostered church workers).

Congregations of the LCMS, while upholding teachings and practices that are consistent with Scripture and the Lutheran Confessions and while honoring Synod convention resolutions, are self-governed and establish policies based on local circumstance and expediency. An LCMS congregation or ministry operates according to its own constitution and bylaws – which are required by the Synod Bylaws to be reviewed by the District through which the congregation holds membership in the Synod – and therein establishes an orderly way of making decisions and determines which individuals or entities in the congregation (e.g., the pastor, church council, board of elders) will have authority to act on behalf of the congregation in specific circumstances. The Constitution and bylaws of St. James Lutheran Church and School govern our decision-making and policies. A copy is available upon request.

### ***Statement on Marriage, Gender and Sexuality***

We believe and teach that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe and teach that the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe and teach that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe and teach that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe and teach that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

We believe and teach that in order to preserve the function and integrity of St. James Lutheran Church and School as the local Body of Christ, and to provide a biblical role model to the St. James Lutheran Church and School members and the community, it is imperative that all persons employed by St. James Lutheran Church and School in any capacity, or who serve as volunteers, agree to and abide by the above Statement on Marriage, Gender, and Sexuality (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22).

We believe and teach that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

We believe and teach that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of St. James Lutheran Church and School.

### ***Sanctity of Human Life***

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).

# Code of Mutual Respect

We believe in fostering a community of mutual respect, where parents, students, teachers, principals, and coaches collaborate to create a nurturing and inclusive environment. This Code of Mutual Respect outlines the roles and responsibilities of each stakeholder in maintaining a culture of respect, understanding, and cooperation.

## **Parents' Role:**

Respect for the School: Parents will uphold the values and mission of the school, supporting its policies and programs.

Partnership: Parents will actively engage in open and constructive communication with teachers, principals, and coaches, working together to support the academic and personal growth of their children.

Volunteering and Involvement: Parents will contribute their time, skills, and resources to actively participate in school activities, events, and volunteer opportunities.

## **Students' Role:**

Respect for Others: Students will treat all members of the school community with kindness, respect, and empathy, valuing diversity and differences.

Respect for Learning: Students will actively engage in their education, demonstrating attentiveness, preparedness, and a willingness to learn.

Responsible Behavior: Students will adhere to the school's code of conduct, displaying honesty, integrity, respect, and responsibility in their actions.

## **Teachers' Role:**

Respectful Classroom Environment: Teachers will create a safe and inclusive classroom where students feel valued, listened to, and supported while modeling behavior that reflects our Christian values.

Fair Assessment: Teachers will provide timely and constructive feedback to students, promoting growth and improvement.

Collaboration and Professionalism: Teachers will collaborate with colleagues, parents, and students, fostering an environment of mutual respect and effective communication.

## **Principal's Role:**

Supportive Leadership: The principal will provide guidance, encouragement, and support to teachers, parents, and students, promoting a positive school culture.

Fairness and Equity: The principal will ensure that all policies, decisions, and disciplinary actions are implemented fairly and with respect for individual rights.

Effective Communication: The principal will maintain open lines of communication, listening to concerns and suggestions from all stakeholders, and providing transparent and timely information.

## **Coaches' Role:**

Respectful Coaching Environment: Coaches will create a supportive and inclusive environment for athletes, emphasizing sportsmanship, teamwork, and respect for opponents.

Skill Development: Coaches will provide appropriate training and guidance, fostering the growth and development of each athlete's abilities.

Fair Play: Coaches will promote fair competition, integrity, and respect for officials, ensuring that athletes understand and adhere to the rules and regulations of their respective sports.

## **Guiding Principles**

1. **Respect:** In Restorative Practices, respect is fundamental to building healthy relationships and creating a positive school, church, and community environment. It involves recognizing the inherent worth and dignity of each individual and treating them with kindness, empathy, and fairness. Respect in restorative contexts includes actively listening to others, valuing diverse perspectives, and fostering an inclusive and non-judgmental atmosphere.
2. **Responsibility:** Restorative Practices places a strong emphasis on personal responsibility. It encourages individuals to take ownership of their actions and their impact on others. Instead of focusing solely on punishment, the restorative practice approach seeks to help individuals understand the consequences of their behavior and take active steps towards repairing harm caused. Taking responsibility involves acknowledging wrongdoing, expressing genuine remorse, and making amends to the affected parties.
3. **Restore:** The concept of restoration lies at the heart of Restorative Practices. When harm occurs, whether it is a conflict between individuals or a breach of community values, the focus is on repairing the harm and rebuilding relationships. Restorative processes aim to provide opportunities for dialogue, empathy, and understanding among all parties involved. With prayer as a guiding force during facilitated discussions, mediation, or circles, individuals have the chance to share their experiences, express their needs, and collaboratively develop solutions that promote healing and reconciliation.

By embracing the 3 R's of Restorative Practices, St. James Lutheran fosters a culture of empathy, accountability, and growth. Restorative approaches help build strong relationships, create a sense of belonging, and empower individuals to learn from their mistakes, repair harm, and contribute positively to their community's well-being.

## **Grievance Resolution Procedures**

In seeking a God-pleasing solution to conflicts that may arise at St. James Lutheran School, we endeavor to emulate the formula ascribed to us in Matthew 18:15-17. For these procedures, no one is thought to be in the right or wrong. Our intent is to find a peaceful, God-pleasing solution to our differences. We encourage parents, students, teachers, and staff to make use of the following procedures whenever an issue does arise.

1. Restorative practices are to be utilized at the discretion of teachers and principal when conflict arises.
2. If you have a grievance with someone at St. James Lutheran School, arrange a meeting between that person and yourself. Explain your grievance and seek mutual agreement. If an agreement is reached, conflict has been resolved in a manner pleasing to God.
3. If upon meeting, an agreement is not reached, request another meeting together with one or two independent witnesses so that everything can be brought out in the open. Remember that the goal is to seek agreement and resolution to the conflict. If agreement is reached at this meeting, again, the conflict has been resolved in a God-pleasing way.

4. If after these two meetings, a resolution or an agreement still cannot be reached, request a meeting with the school Principal and the other party. At this meeting, the principal will advise and guide both parties to seek agreement and resolve the issue amicably. If agreement is reached all parties' benefit and God is credited and pleased.
5. If, however, agreement still cannot be reached, the principal will render a decision. The decision of the principal is binding on all parties.
6. When these procedures have been followed and the decision of the principal is not satisfactory, the matter may now be brought to the School Board. Anyone seeking the board's intervention in such a manner may request a meeting to address the board by contacting the chairperson. The matter may be addressed at an upcoming scheduled board meeting unless the chairperson calls a special board meeting.
7. When called upon to resolve a conflict, the School Board will listen to the grievance and hear both sides of the issue or problem. The Board will not in most circumstances render an immediate decision. Upon completion of the meeting, the Board will adjourn into executive session. The board will seek a God- pleasing resolution. The Board's decision is the final word on the issue except in the matters requiring Voters Assembly approval. This, too, is pleasing to God because it puts an end to the conflicts with all parties abiding by the board's ruling.

## **Faculty**

Synodically trained and state certified teachers are called to provide students of St. James a quality Christian education, training them in the fundamental teachings of Scripture. Secular subjects are taught from a Christian viewpoint permeated by the Word of God. We strive to present a changeless Christ to a changing world.

## **Administration**

The administration of St. James Lutheran School rests primarily with the voting membership of St. James Lutheran Church of the Lutheran Church – Missouri Synod. The congregation executes its authority through an elected School Board. The principal, who works with the pastors and the staff, is the chief administrator of the school. He/She is directly responsible to the School Board, which in turn, is accountable to the Voters Assembly of St. James Lutheran Church. However, the final authority in all matters is Christ as revealed through God's Word.

## **School Board**

The School Board of St. James Lutheran School is responsible for policymaking in all matters pertaining to St. James Lutheran School. Regular meetings are held on the 2<sup>rd</sup> Wednesday of the month at 4:30 PM. Board members serve two-year terms. The board reviews all key decisions, such as calling teachers or approving the course of study. The Pastors, Principal, and Early Childhood Director act in an advisory capacity. Parents, staff, faculty, and parish members may attend (but those not on the Board will be asked to leave when addressing subjects requiring confidentiality), and you can contact the board at any time through its chairperson. The board chairperson must approve any new items placed on the agenda. A list of board members may be found on the St. James website: [www.stjameslaf.org](http://www.stjameslaf.org)

## **Discipline Committee**

The Discipline Committee shall be composed of the following:

1. Principal (Chairperson)
2. Two (2) faculty members with at least two (2) years teaching experience
3. Pastor
4. One (1) Board of Education member

## **Enrollment Procedures**

1. All current students must enroll for admission every year.
2. Enrollment forms for current students must be submitted by March 1.
3. The enrollment fee must accompany a student's enrollment form.
4. Students enrolling for the first time are requested, along with their parents, to have an interview with the principal.
5. Prior to admission the parents of students enrolling in grades K-8 will provide the principal or admissions director with:
  - A copy of birth certificate
  - A teacher referral form completed by their previous school
  - A copy of students report card for the current year
  - The last two years of achievement test scores, if applicable
6. All new students are admitted on a nine-week probationary basis.
  - Principal has authority to request student withdrawal during the probationary period of the first 9 weeks of attendance.
  - After the probationary period, the Principal may request student withdrawal in conjunction with the discipline committee.
7. State law requires that a certificate of immunization (obtained from a doctor or health clinic) must be provided for the child's records prior to the beginning of each year. **ALL IMMUNIZATIONS** must be current within 20 days of the student's first school attendance, or the student cannot attend classes.
  - Immunization Requirements: Students entering St. James Lutheran School for the first time are required to have the following immunizations up-to-date. Please see the handbook section on immunizations.
8. Age Requirements:
  - Kindergarten: Children who have reached their fifth birthday by August 1 may be admitted to kindergarten.
  - First Grade: All children who have reached their sixth birthday before August 1 may be admitted to first grade.
  - Under age children will not be admitted to St. James Lutheran School. A copy of the child's birth certificate must be presented prior to admission.
9. **Admission Testing:** Students seeking admission to St. James Lutheran School may be asked to take an admissions test to verify growth and grade benchmarks. This is at the discretion of the Principal. Testing fee will apply and be paid by the parent. Test to be completed prior to the start of school.
10. **Enrollment Priorities:** If space is available new students will generally be accepted according to the following priority:
  - Students currently enrolled at St. James Lutheran school,
  - Members of St. James Lutheran Church,
  - Siblings of currently enrolled students,
  - Members of other Lutheran congregations,
  - All other families according to the date of paid registration,
  - At the principal's discretion.

## **Tuition and Payment Policy**

St. James Lutheran Church, in keeping with its mission to provide a quality, Christian education accessible to all, provides for a portion of each student's tuition cost. Through the consistent, Christ-minded tithes of each member at St. James, we provide a quality education for all children.

The Board of Christian Education (BoCE) uses FACTS to process tuition payments. Tuition and incidental expense payments are paid through automatic deduction.

1. Families select their due date.
2. Facts will charge a late fee of \$40 for late payments.
3. Families may change payment dates with 72 hours notice (business days), by contacting the Finance Director.

At the end of the first semester, all tuition and incidental expenses must be current to return to school for the second semester. If arrears occur in the second semester, then fees must be current for the beginning of the next school year. If necessary, a meeting will occur to discuss a payment plan to bring accounts up to date.

## **Financial Aid**

St. James Lutheran School provides financial aid through various programs to families who qualify based on income guidelines and specific requirements. The following scholarship opportunities are available to families:

- Choice Scholarship
- Lutheran Scholarship Granting Organization (LSGO)
- Crusader Fund Scholarship
- Church Partner Scholarship
- St. James Financial Aid
- Helping Hands Fund Scholarship
- Kathleen R. Bishop Memorial Scholarship

To apply for these scholarships, a family will complete a Grant & Aid application, which is accessible on their tuition payment plan account. Your tax return is required to complete the application. Once complete, an estimated financial aid letter will be sent to the family. To learn more about these opportunities, contact the Director of Financial Aid.



# **School Hours**

## **Drop-Off Options**

### 1. Early Room - 7:30-7:45 am

- Enter through the paved alley alongside the gymnasium. Stop at the stop sign, take a slight right turn and follow the route along the Safety Zone stopping by the cafeteria.
- Children will exit the car themselves on the passenger side only and enter the Safety Zone area.
- Children will enter door 12 to the cafeteria where staff members will greet them.

### 2. Drop & Go - 7:45-8:00 am

- From Cincinnati Street only, turn north onto 8th street and park on the east side of the street between the gymnasium and door 2. A school leader will be there to greet you.
- Children will exit the car themselves on the passenger side only.
- Children in grades K, 1 and 5 will enter door 2 of the 1964 building and proceed to their classrooms.
- Children in grades 2-4 and 6-8 will enter door 1 of the historic building and proceed to their classrooms.

### 3. Park and Walk - 7:30-8:00 am

- Enter through the paved alley alongside the gymnasium. Stop at the stop sign, take a slight left turn and pull through the parking spots.
- Parents will walk their children down one of the alleys to door 2 (grades K, 1 and 5) or door 1 (grades 2-4, 6-8)
- Parents may enter the building with their student but are expected to check in at the office if staying beyond the 8:00 am bell.
- Parents will then exit the parking lot by pulling forward from their parking spot and merging with traffic toward the ramp to 9th street. This ramp is exit and right turn only from 7:30 am - 3:30 pm.

## **Pick-Up**

- All parents/guardians will enter the back parking lot through the paved alley alongside the gymnasium, stop at the stop line, take a slight right turn and park their car in any available spot.
- Each K-8 teacher will dismiss their classes from the safety zone at 3:00 pm.
- Teachers will dismiss individual students once their parent/guardian comes to get their child from the Safety Zone.
- Alternatively, using caution, students in grades 6-8 may walk out to their parent/guardian's car. 6th-8th grade teachers must be notified by the student that they are leaving.
- Two 8th grade crossing guards will be present in the parking lot to assist families.
- Parents will then exit the parking lot and make a right turn only onto 9th Street.

## **Attendance**

To receive the maximum benefits of Christian education, regular school attendance is vital. Regular attendance develops dependability and responsibility in the student and significantly contributes to his or her academic achievement. To maintain state accreditation, St James Lutheran School must maintain a high attendance level.

### **Absences/Tardy Policies**

- Parents are to call the school office by 8:30 am if a child is absent/tardy.
- Teachers will report absences to the school office upon the start of school.
- If the school has not been notified of the child's absence, the secretary will contact the parent's home/work to verify the child's absence.
- Students arriving after or leaving before 11 am will be counted as half-day absences.
- Student(s) arriving at school after 8:30 am must have an excused absence to be eligible to participate in extracurricular activities that school day.

Excused Absence(s)/Tardy include illness requiring doctor's care, doctor/dental appointments, a death in the family, a family emergency, and unique educational opportunities as approved by the principal prior to the absence. Excused absence(s)/tardy must include appropriate documentation provided to the school.

Vacations during school days are discouraged. Parents should consider the current number of absences and understand that if a student exceeds the number of days absent permitted as outlined below under Absences/Truancy. These absences may be approved as excused or unexcused.

Under certain circumstances, the law requires the school to authorize the absence and excuse of a student. According to the Indiana Department of Education these are as follows: Under the following circumstances a student will be marked as exempt from school: serving as a page or honoree of the General Assembly (IC 20-33-2-14 ); serving on the precinct election board or as a helper to a political candidate or party on the day of a municipal, primary or general election (IC 20-33-2-15); when subpoenaed to testify in court (IC 20-33-2-16); serving with the National Guard for no more than 10 days (IC 20-33-2-17); or serving with the Civil Air Patrol for up to 5 days (IC 20-33-2-17.2), the student is approved for an educationally related non-classroom activity (I.C. 20-33-2-17.5); the student or a member of the student's household exhibits or participates in the Indiana State Fair for educational purposes (IC 20-33-2-17.7). In each of these circumstances, the student is excused from school and is not to be recorded as absent, and is not to be penalized in any way by the school.

Unexcused absences include any absence that does not fit into the above circumstances. Family vacations are not considered excused absences and may count toward your unexcused days.

### **Makeup Schoolwork**

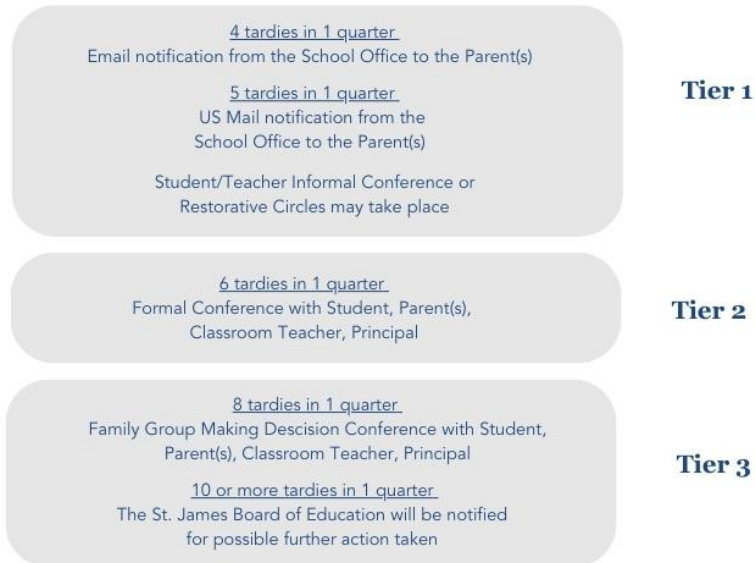
- Student/Parent are responsible to contact the teacher for makeup work.
- Students will have an equal number of days as absent to make up work.
- Student/Parent and teacher may agree to an extension of days or revision of assignments for makeup schoolwork.
- 1 day of school work requested in the morning usually can be ready by the end of the day.

- Homework requested for a longer period must be given at least 72-hour notice prior to the start of the absence.

## Tardy

- Students are expected to be in the classroom ready to start the day at 8:00 am.
- Students arriving at the classroom after 8:00 am will be marked as tardy by the teacher.
- Students who arrive after the doors are locked at 8:00 must visit the school office for a late slip.

## Unexcused Tardy Intervention Tiers



## Absence/Truancy

- After 4 total unexcused absences, parent(s) will be notified by e-mail and mail of the dates of the unexcused absences.
- After 6 total unexcused absences, a formal conference will be held with student, parent(s), classroom teacher, and principal
- After 8 total unexcused absences, a family group making decision conference will be held with student, parent(s), classroom teacher, and principal
- After 10 or more total unexcused absences, the student is determined to be truant.
  - Truancy means being absent from school without being excused or notification to school by the parent.
  - Students with excessive absences (10 or more unexcused days) can be referred to the intake officer of the juvenile court or Department of child services.
  - The St. James Board of Education will be notified for possible further action taken
- Students who have attended less than 90% of the school year (i.e. missed 18 per year / 9 per semester or more school days combined excused and unexcused) could face possible retention in the current grade, and will be required to meet for a formal conference with student, parent(s), classroom teacher, principal and a member of the Board of Education

- Excessive excused or unexcused absences, defined as 11 or more absences per semester, will result in a required conference with parent(s), classroom teacher, principal and a member of the Board of Education. The principal will decide on a case by case basis on the type of excused absences.

## **Appearance Guidelines**

### **Purpose and Guidelines**

St. James Lutheran School seeks to achieve several purposes with our student standard of dress. While we realize there are likely different opinions regarding dress, we have determined to be mission-minded in our dress code. There are certain preferences and guidelines we have chosen to follow, and it is our hope that our dress code helps provide a modest and positive school environment. We believe our dress code can help students learn and understand the importance of presenting themselves neatly, professionally, and appropriately both at school events and in preparing for real world experiences.

Accordingly, the following guidelines will provide a basis for the dress code:

#### **Tops:**

- Solid-colored, striped or plaid polo shirts or button-down dress shirts are permissible.
- Dresses in the color of your choice, including those with floral prints, are permissible.
- No other objects or images are permissible on dresses.
- Dresses must have at least a cap sleeve.
- Tops must not be too revealing.
- Solid-colored, striped or plaid sweaters or sweatshirts may be worn.
- No hooded sweatshirts are permitted.
- Full-zip, half-zip, quarter-zip or button-up styles are permitted as long as they do not have a hood or side pockets.

#### **Bottoms:**

- Solid-colored pants, shorts, skirts, or jumpers that are school uniform in style and khaki, navy, gray, black, or plaid in color are permissible.
- Skirts may have a floral print, but contain no other objects or images.
- Solid-colored leggings or shorts are required under skirts and dresses.
- Skirts, dresses, jumpers and shorts need to be mid-thigh or longer.
- Jeans without holes, rips and/or tears may be worn on Fridays with St. James Lutheran School spirit-wear, St. James Lutheran School t-shirt, or other approved tops listed above in Section 1.
- Solid-colored, striped or plaid sweaters or sweatshirts may be worn. No hooded sweatshirts are permitted.
- Shoes must include a heel or heel strap.
- No flip-flops, slippers, or slides are permitted.
- K-5 students should wear shoes that are suitable for playing.
- All student dress should follow Christian modesty.
- If you have any questions, speak with a teacher or the principal before purchasing or wearing to school.

#### **Consequences and Enforcement:**

- Upon entry into the classroom, teachers will conduct an initial observation of compliance and report any potential violation(s) to the principal. The principal will determine if the student is in compliance.
- A written warning will be issued to parents if a student does not follow the dress code. On the third warning, the parent will be contacted to bring a change of clothes or pick up the student for the remainder of the day.
- A dress code slip will be completed by the teacher and the offense recorded in Harmony.
- Further offenses may lead to detentions, suspensions, and possible expulsion.

#### **Frequently asked questions:**

- Do dresses have to be collared?  
*No, dresses do not have to be collared.*
- Are other patterns allowed for dresses and skirts?  
*In addition to solid, striped, and plaid patterns, floral patterns only are permissible. No other patterns, objects, or images are permitted.*
- What is considered "too revealing"?  
Please use the width of the student's hand from the pit of the neck as a guideline. Anything lower than the width of the student's hand is too low.
- How do you define "mid-thigh"?  
*Mid-thigh is defined as the point of the leg beyond the fingertip with the arms and fingers fully extended at the sides.*

## Student Behavior

### **Guidelines for Behavior**

All students are expected to behave in a manner that reflects the perfect example of Christ's love. Specific guidelines of respect, responsibility and restoration foster an atmosphere where students link their Christian faith and own choices. Reflection of choices, past and future, help all students grow and mature as disciples of Christ and future leaders in the community.

Christian discipline is restorative in nature and future focused. It also recognizes there are consequences for behaviors. St. James Lutheran School staff are dedicated to creating appropriate consequences for student behavior that does not meet community expectations. In doing so, the dignity of the student is maintained, the classroom order is upheld, the student acknowledges their wrong and learns from it, and the learning environment is not disrupted.

It is expected that all students reflect favorably on the school, not only during school hours, but also at any out-of-school activity connected with the school, including but not limited to school activities, field trips, and athletic games.

### **Restorative Practices**

In the event that students misbehave and do not abide by the principles outlined in the Guidelines for Behavior, St. James Lutheran School will use the "Restorative Practices" approach to discipline, pioneered by Ted Wachtel at the International Institute for Restorative Practices (IIRP). Restorative practices are grounded in "restorative justice," a new way of looking at wrongdoing that focuses on repairing the harm done to people and the relationships rather than on punishing offenders. Restorative practices are based on the belief that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them. The most critical function of restorative practices is restoring and building relationships by exploring what happened, and making necessary amends.

The philosophy behind Restorative Practices revolves around three guiding principles, often referred to as the 3 R's: Respect, Responsibility, and Restore.

### **Restorative Discipline**

1. Acknowledges that relationships are central to the building of the school community.

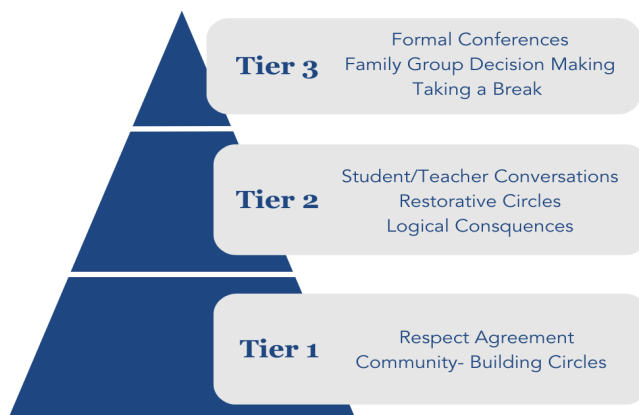
2. Must establish policies and procedures that address harm and misbehavior in a way that strengthens relationships.
3. Focuses on harms done rather than rules broken.
4. Gives voice to the person who has been harmed.
5. Engages in collaborative problem solving.
6. Empowers change and growth for all involved.
7. Enhances responsibility for actions and attitudes for all involved.<sup>2</sup>

1 Amstutz and Mullet (2005). Restorative Discipline for Schools, pp. 25-26

2 Amstutz and Mullet, pp. 26-29

## Restorative Practice Process

The Restorative Practice Process (RPP) is designed to incorporate the principles, concepts and goals of restorative practices in practicing discipline at St. James Lutheran School. While the process outlined below is designed to provide a “map” for how administrators, teachers, students and staff should correct misbehavior, address harm done, and provide an opportunity for offenders to be reincorporated into the school community, all are advised to use their discretion in each individual instance as to what is restorative, respectful and appropriate in each individual instance. Thus, the RPP outlined below is a guide for decision-making, not a hard and fast set of rules.



**Tier 1: Building Community and Relationships** - The foundation where teachers and classes develop compassion and understanding through intentional conversation, sharing and listening.

**The Respect Agreement:** At the beginning of the school year, each teacher will lead his/her class in the development of a “Respect Agreement” for the class. The Respect Agreement’s purpose is to have students and teachers agree as to the guidelines for behavior that will create a safe, cooperative and constructive classroom setting.

The Respect Agreement will address the following four areas of behavior:

- Students respecting themselves and other students
- Students respecting teachers, staff and other adults in the school

- Teachers respecting Students
- Students and Teachers respecting school facilities and equipment.

Once it is developed, Respect agreements are posted in a place in the classroom that is visible to all in the room.

**Community- Building Circles:** Teachers lead weekly circle meetings designed to develop healthy, Christ-like relationships while promoting and strengthening the sense of belonging and ownership in the class.

**Tier 2: Repair Harm and Restore Relationships** - Identify harm and needs and then develop a plan to repair and address them at the classroom level.

**Student/Teacher Conversations:** Teachers will demonstrate respect for the students by separating the deed from the doer. These conversations will focus on leading the student to reflect on a situation and steps to repair harm or restore relationships.

**Restorative Circles:** To address conflict and harm, the teacher may bring together all relevant members of a group to collectively address issues that have an impact on their safety, learning, or productivity.

**Restorative Questions:** In conferences and conversations, the following restorative questions will be discussed:

1. What happened?
2. What were you thinking at the time?
3. Who has been affected by what you have done?
4. What do you think you need to do to make things right?

When the incident in question inflicted harm on another person, four additional questions will be asked on behalf of the of the person(s) harmed

1. What did you think when you realized what had happened?
2. What impact has this incident had on you and others?
3. What has been the hardest thing for you?
4. What do you think needs to happen to make things right?

**Logical Consequences:** In addition to the steps outlined above, when a student(s) engages in behavior that varies from the St. James Lutheran School Guidelines for Behavior, staff may implement logical consequences with the student(s).

*Characteristics of Logical Consequences:*

- **Respectful:** Staff are respectful in their tone and language and conferencing with a student. They direct conversation that focuses on the behavior, not aspects of the student and their character.
- **Relevant:** The consequence should be directly related to the student's actions.
- **Realistic:** The consequences must be able to be implemented in a reasonable amount of time and resources for both the student and staff.

*Three overarching types of logical consequences are outlined below.*

**1. Reparations:** You break it, you fix it

- This type of logical consequence is used in situations when something has been broken or a mess has been made—whether accidentally or intentionally. The consequence is that those responsible for the problem take responsibility for fixing it. Teachers use this type of logical consequence when they see an opportunity for a student to solve a problem he or she has caused.
- Examples: Apologizing (only if sincere) in person or in a letter to the victim(s); physically repairing the damage

**2. Loss of Privilege**

- This type of logical consequence is used when a student's behavior does not meet pre-established expectations. The consequence is that the student loses the privilege of participating in an activity or using materials for a brief time, usually a class period or a day. What's taken away must be directly related to the misbehavior, and the teacher must make sure that the student truly understands and can live up to expectations. Teachers use this type of logical consequence when students defy, test, or simply forget the rules.
- Examples: losing extracurricular or social privileges; revoked computer privileges

**3. Positive Time Out**

- This type of logical consequence is used when a teacher believes that a student needs a way to calm down and recover self-control. The consequence is that the student moves to a pre-established place in the classroom, takes time to regroup, and then rejoins the class once he or she has calmed down. Teachers use take a break to keep minor misbehaviors—intentional and accidental—from escalating and becoming disruptive, and to give students opportunities to practice strategies they've learned for regaining self-control. Because many students have experienced punitive uses of time-out, it's important for teachers to explain that "in this class, time-out simply gives us the time and space we all sometimes need to get ourselves in check when we begin to lose our cool."

**Tier 3: Restoring Community** - The community gathers to create additional, specific support structures.

**Formal Conferences:** All involved and affected by an incident come together with the principal or other trained facilitator to explore what happened, who was affected and what needs to be done to make things right. Often parents of the participants will be included. Common formal conferences will be called for the following:

**Family Group Decision Making:** At this level, families will be involved in a specialized meeting to develop a plan for a student to remain a part of the community. Additional professionals will be included as necessary (school safety specialists, school discipline committee, counselor, etc.). After group discussion, the family and others in the student's community such as neighbors, friends and pastors will



discuss and develop a written plan. The family will then explain the plan to the professionals. The plan may be accepted immediately or additional discussions may be needed.

**Taking a Break from the Community:** In those instances where the person(s) committing the misconduct or inflicting the harm does not agree to be restored, he or she will be asked to take a temporary break from the community, and not come to school for a period of one to three days. Prior to being asked to take a break, the student will be asked to think about the reasons for his temporary suspension from the community, and to write a 1-3 page paper addressing the four restorative questions (above). When the break time is over, the principal will meet with the student and his/her parent(s) to review what the student has written, and to discuss appropriate measures for restoring the offending student to the community. Depending on the nature of the misconduct or harm done, the student may be asked to take additional actions in order to be fully restored. Once those actions are completed, the student will be formally welcomed back into his/her classroom as a full participant. During the time away from school, the student is also responsible to complete any assignments that would be due during his/her time away.

If the student's misconduct continues, and he/she does not appear in the principal's and/or teacher's judgment to be acting in good faith to change offending behavior, the principal may recommend to the Board of Education to expel the student.

### **The goals of these restorative practices are that...**

1. St. James Lutheran School will be a safe, friendly and enjoyable learning environment.
2. St. James Lutheran School will foster an environment where everyone feels valued, respected, and included.
3. St. James Lutheran School will be a school where students are motivated to learn and faculty and staff enjoy meaningful and fulfilling work.

## **General School Rules**

A violation of any of the following rules will be handled within the school's discipline policy.

1. Students will demonstrate proper respect to all teachers or the adults in charge.
2. No one's behavior should violate another person's or the community's basic needs of security, safety, and peace of mind. There is to be no divisive or destructive behavior, including:
  - Fighting,
  - Vandalism,
  - Spreading misinformation to be divisive or disruptive to the school community,
  - Verbal attacks,
  - Instigating others to be disruptive in words or actions,
  - Disruption of the security, safety, or peace of mind through written, verbal, electronic means, or

social networking online.

3. If anyone is knowingly present in the context of a violation and fails to confront those who are in violation, one's presence will be considered passive approval and participation, making the observer guilty of the violation as well.
4. Plagiarism or cheating is not allowed. Disciplinary action will include detention for first offense to in-school and possible school suspension for further offenses.
5. Students are not permitted to chew gum on the school grounds. If, due to dental or medical conditions gum chewing is prescribed, a written statement from the dentist or doctor must be on file in the school office. These students will dispose of the gum properly.
6. Students are not permitted to sell anything during school hours, except certain St. James sponsored sales.
7. All students are allowed a regular snack break each morning, as allowed by the teacher. Children are strongly encouraged to bring a healthy snack to eat during break and only water is allowed. Water bottles are encouraged. Other drinks will be allowed at discretion of the teacher during lunch however, no sodas and other beverages containing caffeine are permitted by students. Power energy drinks are not allowed for student consumption.
8. Good stewardship requires that we take care of the gifts and materials that God has given us. Students will respect the property of others, and of the school and church. Students and their parents will be held responsible for any damage to books or any other church or school property or to the property of others.
9. Nuisance Items: Such as stuffed animals, laser pointers, handheld games, other toys, paraphernalia, and the like are not to be brought to school. If any toys or similar items are needed for coursework, the teacher will give special permission for them to be brought to school. A student may have small items or toys attached to backpacks as decorations, but such items can never be removed from the backpack for use while on school grounds. Nuisance items will be taken from the student and are subject to permanent confiscation unless the student's parents retrieve them from the school office.
10. Cell Phones: Student cell phones are to be turned off upon entering the building (including early room & after-school care) and must be turned into the teacher at the beginning of the school day. Students needing to make an emergency call home will be allowed (with teacher approval) to call using the school office phone. Any student phone that is not turned into the teacher at the beginning of school and is found in a school locker, in their backpack, on their person, etc., will be confiscated and a parent communication will be made by the principal. A parent, student, and principal meeting may take place in order to have the phone returned. A cell phone is a privilege, not a right. Students may use their phone after school as a way to contact parents. Any student found using a phone or any of its capabilities in an inappropriate way (through use of apps, camera, social media, and the like) will be disciplined. Any unauthorized use of these devices (i.e. school, before & after-school, sports, social use, and the like) will result in a phone call to parent, confiscation of device, and/or meeting. Please see the Acceptable Use Policy for further clarification.
11. Personal Electronics: laptops, iPads, notebooks, e-readers or other personal electronics may only be brought to school with permission of the classroom teacher. They are only to be used during the class and should be stored in the student's backpack or given to the teacher for safekeeping at all other times. Violation of this rule will result in the item being taken from the student. The parents will need to pick up the item in the principal's office. St. James Lutheran School will not be responsible for any personal electronics that are damaged or stolen while on school grounds.
12. Student electronic devices may not be used for online activities, social media, or any other activity deemed inappropriate during school time, arrival and dismissal times, or during school activities after hours. Classroom educational use as allowed by the teacher will occur within the guidelines of any 1:1 technology initiative at St. James Lutheran School.
13. Public Displays of Affection: such as hugging, kissing, and holding hands, and other overt displays of affection are unacceptable behavior for St. James students. The first violation of this rule will result in parent notification and a 45 minute behavioral detention after school; A second offense will result in a one day in school suspension; A third offense will result in the students involved and their parents

meeting with the St. James Lutheran School Board for further suspension or possible expulsion.

## **PLAYGROUND RULES**

**To keep you safe on the playground, please follow the following rules.**

1. Equipment/games are for everyone to share.
2. Pushing and roughhousing is not allowed.
3. Swing only forward and backward on the swings.
4. Only one child at a time is allowed on a swing.
5. Slide paths should be clear before you go down the slide.
6. You should go down the slide sitting forwards.
7. Jumping off the top of the slide is not safe.
8. Climbing on the slide and blocking a path is not safe.
9. Rocks, sticks and other objects should stay on the ground.
10. On the climbing equipment, use both hands and stay well behind the person in front of you, and beware of swinging feet.
11. Stay away from cars on the parking lot area.
12. When cars are moving from the parking lot area, stop all play and wait.
13. During the winter months, sliding on ice is not allowed.
14. During the winter months, you are allowed to play in snow if you have snow pants or extra pants and snow boots.
15. The Principal is the final authority and will address and monitor all rules to ensure student safety.

**Violation of any of the following rules may result in immediate suspension and possible expulsion at the discretion of the St. James Lutheran School Board.**

1. Weapons Policy: A weapon is defined as any device or object primarily designed to injure, incapacitate, or kill including, but not limited to any firearm whether loaded or unloaded, firearm parts or accessories including live firearm ammunition; A device that propels a projectile through the use of compressed air or other gas; any sling, bow, or other device that expels or propels a projectile through the use of mechanical or kinetic force; any metal, plastic, or wood- tipped arrow, dart, or bolt; any device that expels or propels noxious, poisonous, or incapacitating liquid; any club, baton, nightstick, nunchucks or similar martial arts device; or any knife with a sharpened or pointed blade. Students may not have a weapon in their possession at school or bring it to a school function. Nothing in this section shall be construed to forbid any student from possessing or using a tool or utensil for a legitimate purpose at school or bringing it with him to a school function.
2. Students may not possess at school any simulated, toy, or inert weapon or bring any such item to a school function. If a simulated or toy weapon is needed for some educational purposes or for use in a dramatic production, the principal must give special permission.
3. Students may not possess at school any dangerous, explosive, incendiary, or poisonous device, object, or substance or bring any such item to a school function. No student may possess at school any device, object or substance that is illegal to have or purchase or bring any such item to a school function.
4. Students may not use any device, object, or substance in an aggressive, threatening, dangerous, or destructive manner.
5. Drug Policy: alcoholic beverages, tobacco products, marijuana, drugs, controlled substances or drug paraphernalia are not allowed to be used, distributed, or possessed on school property or at school functions.
6. Students may not possess and use prescription and nonprescription drugs unless following the guidelines of the school's medical policy. Students will not give any drugs to other students.
7. Sexual Harassment: students will not harass any student in a sexual way or participate in any immoral

sexual conduct. This type of behavior includes but is not limited to sexual innuendos, jokes, games, and talk.

8. Extreme Disruptive Behavior: No student will display flagrant, harmful, or excessive behavior such as fighting, lying, stealing, malicious acts, harassment, show disrespect of teachers (or other persons in charge) or other students, and use foul language.

## Anti-Bullying

St. James Lutheran School is committed to providing a safe and caring environment that fosters respect for others and does not tolerate bullying.

### **1. Our Definition of Bullying**

Bullying is defined as repeatedly hurting another person by physically, verbally and/or psychologically means. Jesus said, "A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another." Bullying goes against God's Word and will be dealt with according to age-appropriate procedures.

Any student who overtly or covertly participates in repeated acts or gestures, including verbal or written communications transmitted; physical act committed; or any other behaviors committed by student or group of students against another student with the intent to harass, ridicule, humiliate, intimidate, or harm the other student will be considered to be extreme misconduct by the student or group of students who committed or participated in the act. This includes cyber-bullying and/or harassment and or sexual harassment. Disciplinary action may include loss of recess privileges, detention, suspension, or expulsion dependent upon the severity of the offense.

- These rules apply on school grounds before, during, or after school hours or at any time during a school event or activity; or if a student is using property or equipment of the school.
- The use of Internet or electronic means to carry out such acts or gestures will also be considered against school rules. This includes the use of the electronic communication or Internet while on campus or off campus activities that cause or threaten to cause a substantial disruption at school.
- Students who are being treated in such a manner or who witnessed such behaviors are to immediately report to school authorities any incident of the above described acts or gestures.
- This section may not be construed to give rise to a cause of action against a person or school based on allegation of noncompliance. Noncompliance with this rule may not be used as evidence against a school in a cause of action. (IC 20-33-8-13.5)
- Reports will be investigated by school authorities, where appropriate interventions and/or disciplinary action will be put into place, will be documented at school, and reported to the parent.

### **Bullying can take many forms. We consider the following to be unacceptable behaviors:**

- Physical:
  - Hitting, kicking, punching, biting, or any unwanted physical contact among students
  - Pushing, shoving, spitting
  - Taking or damaging something which belongs to someone else
  - Forcing others to hand over food, money or something which belongs to them
  - Undo coercion among students
- Verbal:
  - Belittling

- o Taunting
- o Threatening
- Indirect:
  - o Excluding others from the game or group
  - o Gossip

## **2. Strategies Used to Deal with Bullying**

- Openly talk about bullying – what it is, how it affects us and what we can do.
  - o Pray for others, including teachers, classmates, and families.
  - o Teach our children the skills of self-control.
  - o Work together with parents to create a Christ-like climate.
  - o Follow Restorative Practices approach

### 2.1 Responsibilities of Staff:

- To maintain appropriate documentation.
- To model Christian behaviors at all times.
- To deal with all reported & observed incidences of bullying as set out in this policy.
- To ensure that there is adequate supervision.
- To report incidences of bullying to the principal.
- To ensure that appropriate communication is ongoing

### 2.2 Responsibilities of Children:

Students at St. James Lutheran School will do the following things to prevent bullying:

- Treat each other respectfully.
- Refuse to bully others.
- Refuse to let others be bullied.
- Refuse to watch, laugh, or join in when someone is being bullied.
- Try to include everyone in play, especially those who are often left out.
- Promptly report bullying to an adult at school.
- To encourage others to act positively.

### 2.3 Responsibilities of Parents:

- To model Christian behaviors at all times.
- To watch for signs that their child may be being bullied.
- Watch for signs that their child may be a bully.
- To speak to their child's teacher when they suspect that bullying is occurring.
- To encourage their children to report to their teacher if they are bullied.
- To ensure that communication is ongoing (if bullying persists).
- To support and encourage their children to act in a Christ-like manner.
- To respect and support the school in its policies and procedures.

Parents will discuss the policy with students and will sign and return the covenant form.

## **3. Documenting and Referring**

- Significant incidents will be documented.
- Repeated or serious offenders will be referred to the principal.

## **4. Parent Education / Information for Students**

- Parents will be kept informed through the newsletter and other educational materials.
- This policy will be sent home for parents/students to read and sign together.

## **5. Review**

- We will review the behavior code at the beginning of each year by:
  - o Reminding students and teachers of our policies.
  - o Send a copy of the policies to all parents and students.

## **Academic Detention**

Homework is assigned to support and supplement each subject's instruction. As such, it is important that it is completed by the expected due date. Students who turn in incomplete homework at due date will receive the grade they earn for the work they have done. If a student does not have an assignment completed by the class time on the due date, he/she will receive one punch on his/her homework card (three punches =one demerit) with the expectation that the homework will be turned in the next school day. When the late assignment is turned in the next day, it will automatically receive a 10% grade reduction. If the assignment is not completed by the next day, the student may still hand in the assignment the following day for a 50% reduction. After that, the assignment may not be completed and the student will receive a 0 in points for that assignment.

## **Cheating**

Cheating is defined as any intentional deception by which students pass someone else's academic work as their own. Students are expected to complete their own work, use their own words and provide their own understanding for all projects and assignments. Merely copying items from the text, changing a few words here or there, or downloading information (including pictures and graphics) from the Internet is not considered original work and WILL NOT be acceptable. A student giving or receiving any academic information will automatically receive a 'zero' for that material. The classroom teacher in whose class the infraction occurs will notify the student's parents/guardians and inform them of this academic violation. At the beginning of the school year, individual classroom teachers will also specify any other instances of behavior (cheating) they will not allow. To emphasize the severity of cheating, the consequences of cheating are as follows and are cumulative during a student's school year.

### *First Offense:*

- a. Teacher documents the cheating episode in Harmony and speaks with the student, and notifies parents/guardians.
- b. Student receives a 'zero' for the work.
- c. Principal is informed of cheating incident.

### *Second Offense:*

A second offense will result in a meeting with the Discipline Committee.

## **Behavioral Detention Policy & Guidelines**

1. Staff person will discuss with the student the seriousness of the incident and review the policy with the student so that it is understood what steps will be followed if the behavior continues. The parents/guardians will be made aware of the situation.
2. The student will serve a behavior detention. The parents/guardians will be made aware of the situation.
  - o Detentions are issued to students who receive four demerits (one full demerit card [grades 6-8]).
  - o Detentions may also be given for specific offenses as deemed necessary by the

- principal or classroom teacher.
  - o Detentions are served on Friday afternoons for 45 minutes at the end of the school day. Students sit in silence and no work may be done.
  - o Students participating in any athletic activity forfeit one game.
  - o Students who represent their school and class by serving on the student government (Representatives of Christ [ROC]) and/or the St. James Honor Society are suspended from meetings and activities for a four week period with a third detention resulting in dismissal from the group or society.
3. The student, upon receiving the fourth behavioral detention (cumulative), will be taken to the principal for consultation and/or notification of parent/guardian. The student may be placed on a one day out-of-school or in-school suspension at the discretion of the principal.
    - o In-School Suspension: issued one to five days. They are the result of either receiving multiple detentions or other offenses. Once suspended, students may no longer participate in sports for the remainder of the school year, school-sponsored field trips or maintain membership in student government and St. James Honor Society.
    - o Term (Out of School) Suspension—Emergency Removal: removal of the student by the principal from school for a period of time not to exceed ten days.
  4. The student, receiving more than three behavioral detentions from any one teacher during any one grading period, or subsequent demerit card, shall be placed on a three-day suspension. A meeting with the Disciplinary Committee will be arranged within thirty-six hours. A meeting with the parent(s)-principal- teacher/pastor will be arranged within thirty-six hours.
  5. The principal, parent and other involved staff will develop a mutually acceptable and workable plan to "curb" such behavior. This will involve in-house or outside professional help.
  6. Indefinite suspension will be in effect until the situation is rectified so that normal educational processes may continue. A meeting within thirty-six hours will be conducted with all parties involved.
  7. Possession of alcohol, drugs, or weapons will result in an immediate out of school (OSS) suspension with review for expulsion.
  8. The St. James Board of Christian Education will have the final word pertaining to permanent dismissal of a student from school.

## **SUSPENSION POLICY & GUIDELINES**

Suspension is the exclusion from school or classes for a specified length of time. Suspension may be served at home under parental supervision. In some cases, the suspension may be served at school (In-School Suspension) under proper supervision. Students who are suspended are also excluded from all extra-curricular activities and events during the course of the suspension. The suspension would include holiday, weekend, and vacation activities should suspension be imposed during such a time.

**In-School Suspension:** the student will spend the suspension day in an isolated but supervised area.

1. The student will be given a list of assignments that are due which they will do for no credit. This counts as attendance for the day.
2. The student will not be allowed to participate in any extracurricular activities or attend any school events on the days of suspension.
3. Parents will be notified of in school suspension by personal notification and a written letter that must be signed and returned.

**Out-of-School Suspension:** the student will spend a designated period at home with the loss of all school privileges.

1. The student will not be allowed to participate in any extracurricular activities, or attend any school events beginning on the day they out of school detention decision was made and lasting through the end of the day in which the suspension was served.

2. The student is not to be on property until the suspension is complete.
3. All days that a student is on out of school suspension are counted as excused absences.
4. Teachers will complete an assignment sheet of all the work to be completed during the suspension period. This is to be picked up by the parent at the beginning of the suspension. All assignments must be handed in the morning the student returns to class. If the assignments are not satisfactorily completed, an "incomplete" will be given in that subject. Report cards and promotion will be withheld pending the satisfactory completion of the assignments.
5. Out of school suspension days are unexcused, so all work completed during the out of school suspension will be recorded as zeros.
6. Parents will be notified of the out of school suspension by personal notification and a written letter that must be signed and returned.

A student may be suspended and/or expelled in a given case for a single offense, depending upon the seriousness of the offense and attending circumstances. In other cases, students may be suspended and/or expelled for cumulative acts, or habitual failure to serve consequences, absences, trancies, and deteriorated attitude or behavior.

Criteria for Suspension—Students may be suspended, but are not limited to, for the following offenses:

- Unexcused tardiness to school or class (excessive)
- Truancy
- Deliberate disruption of class or other school function
- Fighting
- Intimidation or interference with other students or staff
- Insubordination
- Vandalism/Theft
- Profanity
- Smoking
- Three or more detentions (cumulative)

In addition, the following serious offenses shall result in term suspensions of ten school days and do not preclude either expulsion or other legal remedies:

1. Premeditated false fire alarms, bomb or other threats to the safety of the school community.
2. Possession, use, sale or distribution of drugs, alcohol, fireworks, firearms, knives, or other dangerous weapons or substances.

## **Expulsion Policy & Guidelines**

Extreme, habitual, or inappropriate behavior may result in a student being expelled. Expulsion from school will be upon the recommendation of the Disciplinary Committee and approval of the Board of Education. The parents/guardians will be offered the opportunity to make a presentation of their perspective and concerns to the Board of Education. Following expulsion the student may be considered for readmission by the Board of Education for the next school year upon the recommendation of the principal. The school will maintain records of disciplinary actions taken so that an effective review of a student's disciplinary history may be made.

### **Due Process**

A student who is suspended and/or expelled from St. James Lutheran School will have the right to a due process hearing before the Discipline Committee with his/her parents/guardians. The due process procedure will include, but not be limited to, the following:

1. A thorough investigation of the student's misconduct.
2. Notice in writing or by telephone to the student and the parents/guardians listing the charges and possible penalty (i.e./expulsion).



3. An offering of the opportunity of a hearing on the charges within a reasonable time.
4. A hearing process that allows for:
  - a. A detailed recitation of the charges and evidence,
  - b. An opportunity for the student and parents/guardians to tell their side of the story, present new evidence and to ask questions,
  - c. An opportunity for assessment of the student's total academic, social, disciplinary progress at school,
  - d. A complete record of the statements made at the hearing,
  - e. A determination of fact and decision on the intended action after the hearing,
  - f. Written notification to the student and parents/guardians detailing the findings of the hearing and the final determination.

Parents/guardians may appeal the recommendation of the Discipline Committee to the members of the Board of Education if, and only if, the proper steps in due process were violated.

After hearing all evidence and studying any documentation of the evidence the School Board will render a decision to:

1. Expel the student.
2. Restore the student to a position of good standing.
3. Restore the student but on a probationary basis.

All decisions rendered by the School Board are final and will be communicated to the parents in writing.

The Discipline Committee:

1. Will review disciplinary policies and programs and seek ways of improving their effectiveness.
2. Consider persistent disciplinary cases as the need arises.
3. Considers disciplinary infractions for which suspension and/or expulsion is a possible course of actions, in the following manner:
  - A. Interview the student and parents/guardians.
  - B. Call in for consultation persons who might give additional insight into the student's character or situation involved or who the student may wish to appear in his/her behalf.
  - C. Recommend to the Principal action to be taken.
  - D. Consider all discipline appeals for situations brought before the Committee (i.e., teacher-student discipline conflicts, review of consequences given as stated in the School Handbook, etc.)

Addendum A

Indiana Code (IC) 20-33-8-8; P.L. 1-2005, Sec. 17, "in all matters relating to the discipline and conduct of students, school personnel is legally authorized to stand in the relation of parents to students of the school and may take disciplinary action necessary to promote student conduct that conforms with an orderly a fact of educational system. Students must follow responsible directions of school personnel in all educational settings; and refrain from disruptive behavior that interferes with the educational environment."

Indiana Code (IC) 20-33-8-9; P.L. 1-2005, Sec. 17, "A teacher or other school staff member who has students under their charge me take any action that is reasonably necessary to carry out or to prevent an interference with an educational function that the individual supervises."

Severity Clause: the faculty reserves the right to skip the warning procedures and the "lesser" punishments for items such as lying, stealing, fighting, malicious acts, harassment, disrespect to teachers or persons in charge, and the use of foul language.

## **Locker Policy**

All lockers made available for student use on the school premises are the property of St. James Lutheran School. These lockers are made available for student use in storing school supplies and personal items necessary for use at school, but the lockers are not to be used to store items which cause, or can reasonably be foreseen to cause, an interference with school purposes or an educational function, or which are forbidden by law or school rules. A student who uses a locker that is the property of the school is presumed to have no expectations of privacy in that locker or the locker's content. The student's use of the locker does not diminish the school's ownership or control of the locker. The school retains the right to inspect the locker and its contents to insure that the locker is being used in accordance with its intended purpose, and to eliminate fire or other hazards, maintain sanitary conditions, attempt to locate lost or stolen materials, weapons, illegal drugs, alcohol, or any other material forbidden by school rules.

## Christian Growth

### **Daily Devotion**

Each day at St. James students will participate in daily classroom devotions and in the study of God's word as found in the Bible.

### **Chapel**

Every day except Wednesdays all students assemble for a daily chapel. The services are led by the pastors of St. James Lutheran Church, called staff or guest clergy. Parents are always encouraged to attend these chapel services. Services last approximately 10-15 minutes. The children learn from experience how to conduct themselves in the house of God. Efforts are made to have the children take an active part in chapel. The message endeavors to emphasize practical lessons in Christianity, which the children can apply to their daily lives. Wednesdays have an extended service which is split into two groups, kindergarten to third grade and fourth to eighth grade.

### **Chapel Offerings**

A chapel offering is received and sent directly to chosen missions. This is an excellent time for children to learn about giving cheerfully and regularly to their Lord.

### **Christmas Service**

Students are involved annually in presenting the Christmas story to friends and relatives.

### **Church & Sunday School Attendance**

Religious training at Sunday school and Sunday worship services is a vital part of a child's total upbringing in the nurture and admonition of the Lord. Church attendance is an extension of each family's walk of faith. (Hebrews 10:25) Parents are encouraged to set a good example by regularly attending Sunday worship services with their children as well as adults Bible study. Weekly records of church and Sunday school attendance are recorded on the students' report cards.

## Academics & Curriculum

St. James Lutheran School is based on the firm foundation of God's word. A Christ centered curriculum

enables us to fulfill our objectives. All education achieves its highest purpose only if its aim is service to God and all creation. The curriculum is prepared in accordance with the *Integrating the Curriculum* for Lutheran schools and the Indiana curriculum guidelines. Curriculum materials are continuously evaluated to ensure that they meet these guidelines.

The Kindergarten through eighth grade curriculum at St. James Lutheran School includes the opportunity for worship and instruction in Lutheran theology, language arts, mathematics, science, social studies, Spanish, music, art, band, choir, computers, and physical education. Our curriculum meets and exceeds the requirements of the state of Indiana.

Textbooks: Textbooks are the property of St. James Lutheran School. In the event that a book is damaged, destroyed, or lost, parents will be responsible for the replacement cost of the textbook. Workbooks are the property of the student and the cost is included in the book and registration fee. The cost of replacing a workbook will be an additional charge.

#### Areas of Instruction:

- Religion—Bible study, doctrine, church history, worship, memory work, mission outreach
- Language Arts—reading, phonics, grammar, usage, spelling, creative writing, oral language development, and writing
- Mathematics—number theory, problem-solving, application, computation, geometry, Algebra
- Social Studies—geography, history, family/community relationships, current events
- Science—biological, life, physical, earth, general science, health and safety
- Music—singing, music appreciation, rhythm, chimes, hand bells, recorder, band
- Computer—computer literacy, word-processing, drill and practice, Internet usage
- Physical Education—physical fitness, locomotor skills, perceptual – motor skills, cooperative skills, team games, with activities, fine and gross motor development
- Health—general health, dangers of drug and alcohol abuse, sex education
- Art—aesthetics, art appreciation, history, production

Physical Education: It is a philosophy of St. James Lutheran School that the student's body is a temple of God. Through a well-directed program of physical education, the students will learn an awareness of this fact and can develop to the fullest as an individual member of their family, their school, their community, and their church. In order to carry on this learning, the students must follow certain rules and guidelines:

1. Physical education classes are regularly scheduled for grades Kindergarten through eighth grade and required by the State of Indiana.
2. All children must participate in these activities unless a written excuse from the doctor is presented to the teacher.
3. It is recommended that every child have a physical check up prior to the beginning of school.
4. In the event of a prolonged illness or injury, the child must have a release from the doctor stating that he or she may resume participation.
5. If physical activity is limited due to a medical condition, injury, or illness, it is the parent's responsibility to notify the school in writing and include a doctor's note.
6. In order to participate in PE activities for grades five through eight, the children must have proper gym uniforms.
  - a. These gym uniforms will be purchased from the school.
  - b. Both girls and boys should have their gym uniforms laundered regularly.
  - c. Gym uniforms that are written or drawn on, tattered.
  - d. Specially designated PE tennis shoes and socks are required for all students.
  - e. Failure to dress out is an unexcused absence and the student's final grade will be penalized
7. All students in grades five through eight will be issued lockers in gym class. Students must provide their locks.

## Grading, Monitoring Progress and Performance

It is the policy of St. James to think of the education of a child in terms of a cooperative venture by home and school. For this reason, grades are provided electronically through our Harmony SIS for Kindergarten through 8th grade. Parent/Teacher Conferences are held once in the fall semester, and once in the spring semester. Teachers and parents are encouraged to contact one another at any time throughout the school year should any issues arise with their children and the school life. Please see the School Calendar for report card issue dates. If a student would benefit from tutoring or other training, the staff can assist the parent in locating outside help.

### Grading Scale

<b>Grades K-2</b>		<b>Grades 3-8</b>					
95-100	=O	>100	=A+	77-79	=C+	0-59	=F
90-94	=O-	93-100	=A	73-76	=C		
85-89	=S+	90-92	=A-	70-72	=C-		
80-84	=S	87-89	=B+	67-69	=D+		
75-79	=S-	83-86	=B	63-66	=D		
0-69	=N	80-82	=B-	60-62	=D-		

### Awards

- **Honor Roll**—Students in grades 3-8 have the opportunity to be placed on the ACADEMIC Honor Roll. Students placed on the Academic Honor Roll have earned nothing lower than a B- in ALL subjects and electives.
- **Valedictorian**—The O.M. Schnaible Valedictorian Award is awarded to a student who has attended St. James from grades 5-8. All students in grades 5-8 receive grade points based on a twelve point system, A+ through D-. During the student's 5th, 6th, 7th grades years, four quarters are totaled for each year. During the 8th grade year, only the 1st, 2nd and 3rd quarter points are used. The highest cumulative GPA determines the Valedictorian over 15 quarters.
- **Salutatorian**—The Salutatorian Award is awarded to a student who has attended St. James from grades 5-8. This award is awarded to the 2nd highest achieving student in the 8th grade. This award is determined by the same criteria as the O.M. Schnaible Valedictorian Award.
- **St. James Award**—The St. James Award is presented to an 8th grader who participated in an interscholastic sport. The recipient is chosen by the faculty. The award is based on three areas:
  1. Christian character: as reflected in his/her association with schoolmates and teachers in school and with their teammates and opponents in athletics.
  2. Athletic achievement: accepting his/her physical abilities as God's gifts and using these gifts to His glory in the field of athletics.
  3. Scholastic achievement: accepting his/her mental abilities as God's gifts and using these gifts by achieving a high academic rating.
- **Karen Blettner Award**—The award is presented annually in memory of former student and St. James Award winner – Karen Blettner. It is given to an 8th grade student and is based on the following two criteria:
  - 1) Christian character
  - 2) Accomplishment in school in relation to one's ability.
- **Marguerite Helmreich Award**—The Marguerite Helmreich Award is given in memory of Mrs. Helmreich, long- time faithful teacher at St. James. It is given to a graduating 8th grader who has shown outstanding ability in the area of fine arts. The student must repeatedly show outstanding creativity in at least one of the

following areas: Musical performance/ Art/ Creative writing/ Oral interpretation of prose, poetry, or drama/ Public speaking

- Noon Optimist Club Robert Ryder Citizenship Award—The citizenship award is based on the following character traits: honesty, courtesy, dependability, responsibility, cooperation, perseverance and industry, obedience to school rules, academic performance and a willingness to volunteer and be of service to others.

## **Homework/School Work**

Students are normally given sufficient opportunity to work on their assignments during designated study time. Those who take advantage of the time will benefit from the teacher's assistance if problems should arise. You can help by urging your child to do the work at school and checking for neatness and accuracy. This will encourage students to be diligent during study time and not create unnecessary disturbances. Students in the upper grades should expect to do more work outside of the classroom than students in the lower grades.

## **Library Checkout Policies and Procedures**

Students may have the following books checked out for a 2 week period:

Preschool - Kindergarten: 1 Book

Grades 1 - 8: 2 Books

### Library Overdue Policy

If a student has an overdue book, the student may not check out.

Parents may elect to receive notifications on overdue books via Harmony. Teachers may also communicate overdue books with parents.

The student with an overdue book may check out when one of the following occurs:

- The student pays the replacement cost of \$15 for the book. \*
- The student starts a payment plan. Contact Mrs. Goodspeed.
- The student returns the book.

*\*Purchasing a book as replacement must be approved in advance by Mrs. Goodspeed and a \$5 processing fee will be charged.*

Payment for overdue books may be made by cash, check or at the request of a parent, added to incidental fees on FACTS.

## **Student Progress Reports and Conferences**

Student daily progress may be seen at any time "live" using the Harmony SIS data system. Report cards are issued at the end of each quarter. In addition to the written reports, parent/teacher conferences are held for all parents at the end of the first quarter and a second conference is held midway through the third quarter. Additional conferences may be scheduled anytime during the year as needed.

## **Standardized Testing Program**

All students in grades K-8 are given 3 NWEA benchmark assessments to allow teachers to monitor their progress towards the grade-level standards. Additionally, students in grades 2 and 3 (who have not already passed it) will take the IREAD test. Students in grades 3-8 will take the standardized achievement test offered by the State of Indiana called ILEARN. This test is just one of several diagnostic tools used by the faculty to assess student progress, identify areas of academic weakness for both individual students and the school as a whole, and to develop a plan for improvement. We encourage parents to be careful not to view this test as the only indicator of student success. The results are shared with the parents as soon as they are made available to the school. Parents are encouraged to request a meeting with the teacher or principal if they have further questions.

## **Retention & Remediation Policies**

Introduction: Students at St. James Lutheran School are expected to demonstrate a level of competency for all curriculum objectives by earning passing grades in all subjects in order to be promoted to the next grade level. Students that do not achieve at the expected level may be considered for retention, or remedial summer tutoring. Remediation—Guidelines for remediation are as follows:

1. Students who earned failing grades in any subject area during the school year may be recommended to the school's administration for remedial summer school.
2. Students who are not achieving average grades and who do not demonstrate a level of competency in any course subject area (i.e. reading, math, language arts, etc.) may be recommended to the school's administration for remedial summer school or possible retention.
3. Teachers recommending a student for remediation should prepare a contract that identifies the skills that the student should address through remediation. The contract is to be signed by the teacher, student, and parents with the understanding that if the student does not achieve these goals that they may not be promoted to the next grade level.
4. Prior to the registration for the next school year the family must provide documentation that the student received tutoring or attended summer school sessions that address the needed skills. Failure to provide documentation may result in the student not being promoted to the next grade.

Retention—Guidelines for retention are as follows:

1. The teacher or parents of the student should submit a request for retention in writing to the administrator identifying the factors, which lead to this request.
2. Teacher recommendations for retention should be submitted to the administrator no later than the end of the third-quarter.
3. Prior to the recommendation for retention, the teacher should have been in contact with parents through conferences, phone calls, and written communication. They should have identified the areas of concern and discussed strategies they are using at school and ways the parents can help at home. Teachers are strongly encouraged to document their contact with parents.
4. Parents will be informed of the teacher recommendation for retention, and be allowed an opportunity to meet with the team prior to a final decision.
5. Following the recommendation for retention, a faculty team consisting of the principal, the current grade level teacher and the teacher a grade level above will be assembled to evaluate the request.
6. The team will consider academic, behavioral, emotional, and social factors when reviewing the recommendation.
7. The parents have the right to appeal the decision of the faculty team to the School Board.
8. During the appeal process, the School Board will meet with the faculty team and/or principal and the parents before issuing a decision. The decision of the School Board is final.

## **Graduation Policy**

Any eighth-grade student enrolled at St. James Lutheran School who does not meet the standards for academic achievement as established by St. James Lutheran School Board will not be allowed to participate in

the graduation ceremony.

## **Background Checks**

Per the St. James Lutheran School Board, anyone volunteering for field trips, activities with children, driving, and the like, are to submit their name and birthdate for a criminal background check.

## **Volunteer Policy**

Any school is only as successful as the number of people involved. We encourage all parents, grandparents, congregation members, and alumni to share their time and talents with us whenever possible. To assure the safety of our students, the following policy statements have been adopted:

Volunteer Workers: All volunteers working directly with children on a regular basis while unsupervised by a St. James Lutheran School teacher or teacher aide will be subject to the following guidelines:

1. All volunteer workers must be members of St. James Lutheran Church, legal guardians of or family members of students, or alumni of St. James Lutheran School.
2. Volunteers with criminal, sexual abuse or physical abuse convictions will not be permitted to work with children or youth under any conditions.
3. Volunteers working directly with children while unsupervised by a St. James Lutheran teacher or teacher aide will be required to complete an application and agree to follow school policies and guidelines with respect to working with children.
4. Volunteers working directly with children on a regular basis while being supervised by a St. James preschool teacher or teacher will be subject to a criminal record and background check prior to working with the children. St. James Lutheran School will cover the cost of the background check.
5. All parents who are driving for a field trip will be required every school year to provide a copy of their license and their insurance card prior to the first field trip. Copies of this information will be kept on file in the office. Anyone convicted of a DWI or DUI offense will not be allowed to drive for a field trip.

## **Volunteer Requirements**

1. Criminal background check must be on file before serving
2. Seek teacher's directions
3. Discipline children in a caring Christian manner.
4. Report discipline problem immediately to the cooperating teacher
5. Use appropriate language
6. Know procedures for tornado, fire, and stranger/danger emergencies
7. Tobacco, alcohol, and illegal substances are not permitted at anytime
8. Children (younger siblings) outside of the classroom of volunteer are not permitted
9. Follow playground rules when supervising outside

## **THE PARENT CHAPERONE'S RESPONSIBILITIES**

The role of the chaperone is vital on field trips because it allows the teacher to focus on the whole group and the overall plan. While teachers are often each in charge of one of the small groups, they are also responsible for running the trip as a whole. With your help, the field trip will be a safe, stimulating experience for everyone.

When you become a parent chaperone on a field trip, you will probably be asked to be in charge of a small group.

As a chaperone, you will be responsible for ensuring the safety, good behavior and overall well-being of the children in your group. This responsibility begins when the teacher turns the group of students over to

you and ends when the field trip is over and you turn the children back over to the teacher.

Some guidelines for taking charge of your group:

1. Know the number and names of children in your group. *Count often.*
2. Have an understanding of where you are going and what the expectations are for the trip. The homeroom teacher will inform you before you leave. If you are unclear about anything, please ask the teacher.

Here are some specifics you should find out:

- a. What time to be at school, and what time the class will be departing from school
  - b. Lunch procedures
  - c. Are there any maps or literature about the trip?
  - d. Are there any specific behavioral rules that you will be expected to enforce?
  - e. Are there any educational goals you are encouraged to promote?
3. If you are traveling by private vehicle, make sure that seat belts are fastened and that children remain seated.
  4. Keep your small group with the larger group at all times unless a specific plan is made otherwise.
  5. Do not let children go to the bathroom alone. An adult must always accompany students to the bathroom. If there is no male adult on the trip to accompany boys right into the men's room, a teacher or parent must stand at the door of the facility. Of course, it is also fine for boys to be accompanied by female adults to use the ladies room.
  6. Treat your own child as a member of the group. If you think this will be a problem for your child or you, consider asking the teacher to place your child in a different small group. Your child should not receive special treatment, snacks or souvenirs. Nor should special treats be purchased for individual groups. The teacher in charge will determine if anything needs to be purchased for the whole group.
  7. Be sure your small group stays together and follows directions given to the whole class.
  8. In case of an emergency, the teachers may rely on you to direct the group while they manage the crisis. (The teachers have a set of protocols to follow in emergencies.)
  9. Formally return your group to the teacher's charge when the trip is over.

Some common behavioral expectations teachers have for children on field trips:

1. Younger children are asked to hold hands while walking in a group, especially when crossing streets.
2. When children are inside (a bus, a museum, etc.) they should use inside voices (not shouting.)
3. Unless given specific permission to do so, children should not run or climb. Walking is the safe way to go.

## **Field Trips**

Throughout the year, field trips are scheduled to enrich the classroom learning experience. The primary reason to incorporate field trips is to improve and enhance the academic program at St. James. A field trip generally must be an activity that relates to a unit being taught.

Transportation consists of parent drivers, City Bus, and/or use of Lafayette School Corporation buses. Drivers must be licensed and currently insured. Permission slips are distributed several days prior to the trip. The permission slip must be signed by the parent or guardian and returned to the teacher before the child will be permitted on the trip. Children without signed permission slips will remain at school.

All students deserve to work and play in a safe environment. Steps to ensure the safety of all children attending field trips must be followed.

Procedure

1. Field trips must be planned at least one week in advance except for special occasions that cannot be predicted.
2. The principal must give prior approval.
3. The event must be placed on the school calendar in the school office with location and time.



4. Parents must sign a blanket permission slip at school registration.
5. Teachers must send notification to parents 7 days before the planned event.
6. If a parent opposes his/her child from attending a field trip, he/she must notify the teacher a day prior.
7. Students in grade five and below must have at least one chaperone for every ten students.
8. Students in grades 6-8 must have one teacher and one other adult chaperone in attendance to all field trips
9. All day or overnight trips must have a concise itinerary with phone numbers.
10. Walking field trips must have prior principal approval to ensure students follow the safest route.
11. Parents who bring younger siblings will not be classified as a class chaperone.
12. Chaperones must be able to give full attention to the students in their care.
13. Students that do not receive parental permission will remain at school under the care of a trained supervisor such as a teacher of another class.

## **St. James Lutheran School Field Trip Expectations**

The faculty and staff at St. James Lutheran School believe that field trips offer our students an opportunity to examine and experience learning outside the classroom. We believe that field trip experiences are directly connected to grade level curriculum as well as the development of citizen and social skills. Further, we also believe that all participants on a school-sponsored trip will act as Christian ambassadors for our school. While representing our school community, all participants will behave courteously and responsibly, demonstrating respect for themselves and others, and for property.

Field trip activities will provide a safe environment and continual protection and will be guided by sound objectives for social and academic learning.

### Behavioral Expectations:

- Respect for all rules and regulations.
- Cooperation with those in authority.
- Respectful attention to instructions, to information, guided tours and visual presentations.
- Care for the safety of self and others.
- Dress neatly and appropriately, following the school dress code, with good hygiene.

Any student who fails to meet these expectations, or who demonstrates any dangerous, illegal, or antisocial behavior, will be sent home immediately at their parents' expense.

### Additional Guidelines:

A student who is not participating in a field trip is expected to attend school. The student will be provided with appropriate instruction within an appropriate alternative environment.

A field trip is a privilege and students whose behavior indicates that they may not well represent the school while on the field trip or not permit others to gain the most benefit from the field trip will lose the privilege of attending.

A student whose academic performance is not meeting expectations may lose the privilege of participating in a field trip.

Field trip expectations for overnight or extended field trips may have additional rules and regulations as set forth by the faculty for the safety, security, and wellbeing of the students while supporting the curricular objectives.

## Child Car-Safety Policy

When traveling on field trips, the safety of St. James Lutheran School students is our first priority. St. James Lutheran School abides by the Indiana Child Restraint Law when riding in a vehicle.

Indiana Child Restraint Law effective 7/1/2005

- Children are required to ride properly restrained in a child restraint, which can include a belt positioning booster seat, until they reach their 8<sup>th</sup> birthday or 80 lb. weight limit. (This does not include shoulder belt harnesses.)
- Exemptions: A motor vehicle having a seating capacity greater than nine (9) individuals that is owned or leased and operated by a religious or not-for-profit youth organization.
- Children at least 8 years old until their 16<sup>th</sup> birthday are required to ride properly restrained in a child restraint system or seat belt in all seating positions in all vehicles.
- Children 16 and older (& adults) are required to ride properly restrained in a seat belt in the front seat in passenger vehicles.
- Drivers are responsible for children being properly restrained in the vehicle

### 2023 – 2024 School Year Indiana State Department of Health School Immunization Requirements

GRADE	REQUIRED	RECOMMENDED
<b>Pre-K</b>	<ul style="list-style-type: none"> <li>• 3 Hepatitis B</li> <li>• 4 DTaP (Diphtheria, Tetanus &amp; Pertussis)</li> <li>• 3 Polio</li> </ul>	<ul style="list-style-type: none"> <li>• 1 Varicella (Chickenpox)</li> <li>• 1 MMR (Measles, Mumps &amp; Rubella)</li> <li>• 2 Hepatitis A</li> </ul>
<b>K–5<sup>th</sup> grade</b>	<ul style="list-style-type: none"> <li>• 3 Hepatitis B</li> <li>• 5 DTaP</li> <li>• 4 Polio</li> </ul>	<ul style="list-style-type: none"> <li>• 2 Varicella</li> <li>• 2 MMR</li> <li>• 2 Hepatitis A</li> </ul>
<b>6<sup>th</sup>–7<sup>th</sup> grade</b>	<ul style="list-style-type: none"> <li>• 3 Hepatitis B</li> <li>• 5 DTaP</li> <li>• 4 Polio</li> <li>• 2 Varicella</li> </ul>	<ul style="list-style-type: none"> <li>• 2 MMR</li> <li>• 2 Hepatitis A</li> <li>• 1 MCV4 (Meningococcal)</li> <li>• 1 Tdap (Tetanus, Diphtheria &amp; Pertussis)</li> </ul>
<b>8<sup>th</sup>–11<sup>th</sup> grade</b>	<ul style="list-style-type: none"> <li>• 3 Hepatitis B</li> <li>• 5 DTaP</li> <li>• 4 Polio</li> <li>• 2 Varicella</li> </ul>	<ul style="list-style-type: none"> <li>• 2 MMR</li> <li>• 2 Hepatitis A</li> <li>• 1 MCV4</li> <li>• 1 Tdap</li> </ul>

**Hep B:** The minimum age for the 3rd dose of Hepatitis B is 24 weeks of age.

**DTaP:** 4 doses of DTaP/DTP/DT are acceptable if the 4th dose was administered on or after the child's 4th birthday.

**Polio\*:** 3 doses of Polio are acceptable for all grade levels if the 3rd dose was given on or after the 4th birthday and at least 6 months after the previous dose.

\*For students in grades K-12, the final dose must be administered on or after the 4th birthday and be administered at least 6 months after the previous dose.

**Varicella:** Physician documentation of disease history, including month and year, is proof of immunity for children entering preschool through 12th grade. Parental report of disease history is not acceptable.

**Tdap:** There is no minimum interval from the last Td dose.

**MCV4:** Individuals who receive dose 1 on or after the 16th birthday only need 1 dose of MCV4.

**Hep A:** The minimum interval between 1st and 2nd dose is 6 calendar months. 2 doses are required for all grades Pre-K through 12.

**COVID-19:** COVID-19 vaccine is recommended for all students five years of age and older per CDC and FDA's Emergency Use Authorization.

### **Indiana State Department of Health, Immunization Division | (800) 701-0704**

For children who have delayed immunizations, please refer to the 2019 CDC "Catch-up Immunization Schedule" to determine adequately immunizing doses. All minimum intervals and ages for each vaccination as specified per 2019 CDC guidelines must be met for a dose to be valid. A copy of these guidelines can be found at <http://www.cdc.gov/vaccines/schedules/>

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Before admittance to kindergarten, a completed health examination must be submitted. Also, physical examinations must be submitted before competitive sports participation.

Health screening given at St. James include:

- Snellen eye test-Grades 1, 3, 5, and 8
- Hearing Screening-Grades K, 1, 4, and 7

Everything possible will be done to safeguard your child's health while at school. If your child becomes ill, you will be notified by phone.

## **Hand Hygiene Program**

A culture of good hand hygiene will again be promoted to help our school community stay healthy and prevent missed school days.

- Time will be built into daily routines for students and staff to wash hands
- Hand sanitizer will be readily available for teachers, staff and students. Hand sanitizer will be placed near frequently touched surfaces (e.g., water fountains, doors, shared equipment) and areas where soap and water are not readily available (e.g., cafeteria, classrooms, gyms).
- SJS will promote hand hygiene throughout the school by placing visual cues in highly visible areas.

Students are NOT TO SHARE COMBS, HATS OR OTHER CLOTHING that might cause a spreading of head lice. PLEASE KEEP THE HAIR OF YOUR CHILD CLEAN AND INSPECT THE SCALP OFTEN. Report any unusual looking scalp to the office or call your family doctor.

For the protection of your child and other children, we ask that you keep your child at home if they show any sign of illness. The period of exclusion from school for the child diseases are as follows:

- Fever
  - Students must have a temperature below 100° without analgesic and must be fever free for 24 hours.
- Chickenpox
  - Per student's healthcare provider written recommendations

- Bacterial Infections (i.e. impetigo, strep throat, etc.)
  - Treated appropriately per student's healthcare provider and written letter indicating okay to return to school.
- Ringworm
  - Appropriate topical application with anti-fungal cream 2-3 times per day for 24 hrs after clear diagnosis has been made.
- COVID-19
  - Individuals who test positive for COVID-19 should notify the school and shall isolate at least 5 days following onset of symptoms. To return to school a person must be at least 24 hours fever-free without fever-reducing medications and symptom improvement. On return to school, the individual will need to wear a mask for the next 5 days.

### **Academics and Virtual Learning**

SJS believes onsite instruction of students is important to their academic success and social emotional, spiritual well-being. Virtual learning opportunities will be available for students who are required to quarantine due to illness. 24 hr business day is a reasonable accommodation for teachers to be able to prepare virtual learning opportunities.

## **Head Lice Protocol**

Best practices regarding the management of pediculosis should not disrupt the education process. Children found with live head lice should be referred to parents for treatment. Research data does not support school exclusion for nits. Because no disease process is associated with head lice, schools are not advised to exclude students when nits remain after appropriate lice treatment, although further monitoring for signs of re-infestation is appropriate.

The school's goals are to contain infestation, provide appropriate health information for treatment and prevention, prevent overexposure to potentially hazardous chemicals, and minimize school absence.

*(Position Statement of the National Association of School Nurses)*

With this information in mind, the following is the protocol for St. James Lutheran School health services:

- A student referred to the school office for possible head lice will be assessed by a trained staff member.
- If live bugs or nits are found, the parent will be called. The school office will provide information to the parent on treatment and prevention.
- Parent must treat according to treatment guidelines.
- The student and parent should report to the school office the following morning for the trained staff member to evaluate the student's scalp for head lice. If live head lice are still found, parent must retreat according to guidelines OR contact healthcare provider for further guidance.
- If nits only remain, the student may return to class and the parent will be advised to continue nit removal after school hours.
- Parents who are non-compliant with recommended treatment must then have student evaluated by a healthcare professional with written note stating student can return to school.
- A student may only miss two school days for head lice treatment to receive an excused absence for this condition.

Please see the following article on the CDC website for further information.

## **Protocol for Sending a Student Home Due to Illness and/or Readmission**

This protocol reflects IC 20-8.1-7-8. Additionally this protocol is to be used in conjunction with Indiana State Department of Health Communicable Disease Reference Guide for School Personnel. According to IC 20-8.1-7-8 Section 8 (a): If a child is ill, has a communicable disease, or is infested with parasites, the School Principal may send the child home with a note to the child's parent or guardian.

The following symptoms may warrant a student being sent home from school:

- Fever – greater than or equal to 100° F
- Uncontrolled Cough
- Diarrhea and/or vomiting
- Pain
- Rash with or without fever
- Drainage from eyes and/or nose
- Difficulty breathing

Criteria to determine if a student may be readmitted include:

- Fever free for 24 hours without the use of fever reducing medications.
- Free of vomiting and diarrhea for 24 hours and able to tolerate his/her normal diet.
- If the illness is communicable and requires medication intervention, the student has been on the medication for 24 hours before returning to school.
- It is apparent to the Administrator that the student is no longer ill, no longer has a communicable disease or is no longer infested with parasites.
- The student is able to participate in normal school activities without fatigue, pain, headache, fever or relapse of symptoms.
- If the physician writes a note verifying the student is no longer ill or that the illness is not communicable through normal school activities, the student may be readmitted.

## **Medical Treatment Policy**

The Emergency Contact and Treatment Information and Authorization form must be filled out for each child. This form provides space to inform the teachers and the office as to prescription medications to be given, permission for such medication to be dispensed, and provides a list of emergency contacts. This form also gives permission for emergency medical treatment should the need arise.

All medications, prescription or non-prescription must be brought to the school office where it will be kept in a locked space designated for this purpose. Any medication, prescription or non-prescription must come in the original container, and be accompanied by a form indicating the dosage and time it should be dispensed. If you notify your pharmacist, he or she will be able to split the dosage in two marked bottles (one for school, and one for home). This is for the safety of all children.

Regarding AIDS Communicable  
Disease Control  
Adapted from Lafayette School Corporation

- The St. James Lutheran School will work cooperatively with the Tippecanoe County Health Department to enforce and adhere to the Indiana Public Health Code requirements for public schools for the prevention and control of communicable diseases that are a danger to health.

- Students are expected to be in compliance with the immunization schedule required by the State Board of Health. Except as provided by I.C. 20-34-4-5, no child shall be permitted to attend school after the first day without a written statement that the child has received the required immunizations.
- When it is established that a student or staff member has a communicable disease, which is known not to be transmissible through normal school contacts, it is the policy of the St. James Lutheran School to allow the student or staff member to remain in the school setting.
- If it is established that a student or staff member has a dangerous communicable disease or infection or an infestation, which is known to spread through normal school contacts, the student or staff member shall be excluded from school. A student or staff member who is excluded from school may return when in the view of the school physician sufficient medical evidence exists that s/he no longer has the condition or the condition is no longer transmissible in the school setting.
- The county health official will determine whether a student with a communicable disease should be excluded from school. The health official's decision may be appealed to the State Board of Health by the parents of the infected student. The county health official should also be requested to render an opinion in the case of an appeal by an infected staff member.
- As per I.C. 16-10-7-4, St. James Lutheran School will provide required training and equipment to each employee who has duties that require the employee to have contact with blood or body fluids in the scope of the employee's duties. The Corporation requires the use of universal precautions when an individual has reasonable anticipation of direct contact with blood or other body fluids and provides sanctions for failure to use universal precautions. Employees are required to participate in applicable training upon appropriate notification.

### **Emergency Notification**

- In the event of student injury or illness, priority shall be given to the immediate care of the student, and the following actions shall be taken:
- The classroom teacher or principal designee shall provide first aid. First aid guidelines as outlined in the first aide manual shall be followed.
- An attempt shall be made to verbally notify the parents/legal guardians of a student accident or illness. School secretary shall keep emergency information cards on file for each student.

In any situation requiring medical care beyond first aid:

- The emergency medical service or paramedics, 911 shall be called immediately for such conditions as profuse bleeding, cessation or obstruction of breathing, head injury with the unconsciousness, electric shock, heart attack or any other life-threatening condition.
- Parents/legal guardians shall be responsible for ambulance and emergency room fees.
- Students may be transported by car if a medical condition is not life threatening, yet beyond simple first aid treatment. The vehicle owner shall carry insurance in compliance with Indiana state statute.
- Any urgent situation resulting from an accident or requiring emergency medical care services shall be reported on a student accident report. The form shall be submitted to the school office to be placed in the student's permanent file.

A student requiring additional medical care shall not be sent home until a parent/legal guardian has been verbally contacted and a responsible adult can personally supervise the student. Appropriate personnel shall document all calls and parent/legal guardian contacts.

### **Enrichment Opportunities**

With the changes in school population over the years, the faculty and staff at St. James recognize that a number of children who seek their education at St. James may come into our learning community with highly exceptional skills in academics, arts or other areas. Although the ability to address the needs of all these learners may be beyond the scope of the general curriculum at St. James, the faculty and staff will strive to meet the needs of all students, using tools such as supplemental programs, differentiated instruction and

accelerated learning. Currently St. James offers high school level classes of Honors English 9 and Algebra I.

## **Hot Lunch Program**

The Hot Lunch program is operated under the direction of the school and the Parent-Teacher League. Wholesome food is served at the lowest possible price. The Hot Lunch Committee directly supervises the operation of the lunch program. Lunch period: Students receive their hot lunch between 11:00 and 12:30 daily.

Five meals, including milk, for children in grades K-8 is \$3.25 per meal. An adult can purchase a meal for \$4.60 and students can purchase a 2<sup>nd</sup> entree for \$2.50. Milk may be purchased separately at \$.50 per carton, and an additional side item is \$1.00. Confidential Free/Reduced Lunch Applications are available on Harmony. Lunch and milk prices are subject to change. All students by law must be provided with a lunch from school or home.

THE BORROWING OF LUNCH IS DISCOURAGED. Student accounts that are negative \$5.00 or more will receive an alternate lunch. The family will receive a notification when they need to replenish their lunch account. If lunch payment is not received to return the lunch account to a positive amount, the next hot lunch purchase will result in an alternate lunch that may be charged a nominal charge. Fast food lunches provided by parents are discouraged.

## **Eighth Grade Class Trip**

The eighth grade class trip is a long-standing tradition at St. James Lutheran School that affords our graduating class an opportunity to accommodate their time at St. James with a time of fun and Christian fellowship. The St. James Lutheran School Board strongly supports this activity however they view it as a privilege and not a right of

graduation. The board feels that in order to earn this privilege students must demonstrate appropriate academic growth, Christian leadership, and behavior that is in line with the expectations of the board and faculty of St. James Lutheran School. To that end, the board has passed the following policy statement that outlines the student behavior that is necessary in order to earn the privilege of accompanying the class on the class trip. Students that violate the following policy will not be allowed to accompany the class on the annual eighth grade trip. The guidelines are as follows:

1. All eighth-grade students will need to maintain a 2.0 or C average to accompany the class on the annual class trip. A student not maintaining a 2.0 average through the parent teacher conference midway through the third quarter will not be allowed to attend.
2. All tuition and fees applicable for eighth-grade students must be paid in full by May 1 in order for the student to attend the class trip. An exception will be made for parents who have made a contract for payment and submitted a good-faith payment prior to May 1.
3. All eighth-grade students are required to demonstrate good Christian behavior. Students who violated school rules and have received more than one in school suspension for behavior will not be allowed to attend the class trip.
4. All monies raised through fundraisers by a student who has been ruled ineligible for the class trip will be distributed evenly to the other students. All deposits made by the family of the students toward his or her class trip will be refunded.

## **St. James Lutheran School Athletics**

St. James Lutheran School students in grades five through eight (basketball and volleyball for fourth) are eligible to participate in our interscholastic sports program. St. James competes against other private,

parochial, and public schools in the Lafayette area. The St. James sports program include: girls volleyball, soccer for both girls and boys, basketball for both girls and boys, track, cheerleading. Football and wrestling is also offered as a co-op sport with area public schools.

Eligibility: To participate in athletic activities at St. James, a student must:

1. Be enrolled at St. James or recognized homeschooler who is a member of St. James Lutheran Church.
2. Be in grade (4), 5, 6, 7, or 8,
3. Be academically eligible,
4. Not be 15 years old before August 1 of the current school year.

### **Athletic and Extracurricular Activities Probation Policy:**

Because participation in extracurricular activities is an honor and privilege, each student must demonstrate daily that he/she should have or can handle the extra demands placed upon the student in such participation. The School Board, staff and congregation set high standards of achievement and effort, based upon the blessings God has given to each individual student. The subjective judgment of the teaching staff is very important as a decision is made for each person's participation. Therefore the athletic eligibility includes the following:

Weekly progress reports will be given to the Athletic Director on Tuesdays starting after the 3<sup>rd</sup> week of each quarter. Any student receiving an "F" average in any subject on weekly progress reports for the specific quarter will be ineligible to practice or play until the next progress report. The student will remain ineligible until the grade has improved from an "F".

Students participating in co-op athletic events with other schools will also follow the same rules of eligibility. Notification of ineligibility will be made to the co-op school.

The principal and/or Athletic Director shall notify the coach, the student, and the parent as to the situation.

The parent shall be kept informed at all times. The teacher/s and parent shall work together, so the student has the opportunity to be successful. If a student must be removed from practice and dressing for a contest, the parent

shall be informed in written form. The parents shall also be informed, in writing, if the student is removed from the team.

Any student who receives a behavior detention during the season will sit out the next game. If any additional detentions are received, the student will be referred to the principal for further action.

Coaches shall have the option of making athletes stay at practice and games during ineligibility or not attend practices or games at all. Ineligible athletes that stay at practices and games will wear school clothes and work on homework during practice.

An extra-curricular activity is defined as an after school activity that does not affect the academic grade in a particular subject. Choir students are expected to attend functions that affect the performance grade. This would also include ISSMA choir and band performance. If participation in ISSMA is part of the academic performance grade, the eligibility rule will not apply.

Students that wish to try out for a drama or musical are to be carefully screened. Students that have been placed on academic probation in the past will not be eligible for lead parts until further evaluation by the music director, principal, athletic director, and teachers.

Philosophy: The purpose for the sports program at St. James Lutheran School is to provide opportunities for our students to participate in, enjoy, and grow from, athletic competition. Participants should strive to win, but the objectives listed below are more important than winning.



### Objectives:

1. Teach the fundamentals and skills necessary to complete any sport.
2. Develop Christian attitudes of good sportsmanship in fair play.
3. Encourage athletes to do their best regardless of the outcome of the competition.
4. Teach the importance of teamwork where members cooperate, support each other, and work together.
5. Teach the importance of respecting teammates, coaches, opponents, and officials.
6. Build self-confidence and a positive self-concept.
7. Encourage and promote school spirit.

Sportsmanship: As Christians we are taught to treat others with love and respect in response to the way Christ has shown us. This teaching is relevant whether in the classroom or on the playfield and with that in mind the following guidelines should be followed:

1. Athletes are expected to be gracious and conscious of the feelings of others both in victory and defeat.
2. Athletes, coaches, parents and fans are expected to show respect for all St. James players, the opposing team and fans.
3. Any type of derogatory remark or action is inappropriate and unacceptable.
4. Athletes, coaches, parents and fans are also expected to show respect for all officials. Officials do the best they can; sometimes they make mistakes. It is not appropriate to repeatedly question calls of referees or to harass them in any way.
5. Anyone who exhibits inappropriate behavior may be asked to leave.

Playing Time: It is our goal to try to give equal playing time to all athletes, however students move from lower levels of play to higher levels, playing time will be based more on attitude, effort, and ability. In tournament games, playing time is at the discretion of the coach.

Uniforms: St. James provides uniforms to the athletes. Each athlete is responsible for the care in washing his/her uniform during the season (please do not put uniforms in the dryer). Uniforms will not be handed out until all requirements for participation are met. Uniforms must be returned to the school office within one week of the end

of each season. Athletes will be required to pay for lost uniforms.

Absence from School: In order to practice or play in a game, a student must have attended school at least for 1/2 of the day of the practice or game.

## **After School Activities**

Those students who are participating in a school activity (e.g., Athletics, Music, Drama, Clubs) directly after school will be permitted to remain after school. Students will not be allowed to be unsupervised in the gym, cafeteria, and playground or anywhere in the buildings. Students who are not picked up by 3:15 P.M. will be sent to the school office.

As a parent, it will be your responsibility to make arrangements for your children since they WILL NOT be permitted to remain at school. Non-compliance will result in the student being dropped from the activity. The students who are waiting after activities must wait INSIDE the building until they are picked up. No students will be allowed to sit on the steps in front of the school building or to wander around outside. Insurance does not permit us to allow students to be unsupervised. Students participating in games, practice, or other after school activities are the responsibility of the school until the time the activity is ended. Children to remain for games as spectators must be accompanied by a parent or an adult who is serving as their chaperone.

## **St. James School Song**

Hail to the yellow, Hail to the blue!  
Hail to our school with hearts stout and true!  
Hail to our team to thee we pledge our loyalty! Rah, Rah, Rah!  
Shoulder to Shoulder, forward to win!  
Onward to victory, never give in.  
Fight on tonight, oh St. James Fight for victory! Rah,  
Rah, Rah C-C-C-R-U, S-A-D-E-R  
C-R-U-S-A-D-E-R  
Crusaders,  
woot-woot  
Crusaders,  
woot-woot  
Crusaders!!

## **Fire Drills, Tornado Drills, Lockdown**

Fire drills are conducted on a monthly basis as mandated by the state of Indiana. Lockdown drills in school evaluations will be conducted at least once a semester. We are especially proud of our St. James Lutheran School students conduct during these drills and will continue to insist on complete silence during each drill for your child's protection and safety.

## **St. James Lutheran Church, School & Early Childhood Crisis Plan**

The St. James Lutheran School crisis plan has been developed to address emergency situations such as natural disasters or security issues on campus. Copies of the crisis plan are available in every classroom, computer lab, school and church office, gym and music room.

## **Emergency Closing**

St. James Lutheran School strives to stay open every single day of the school year, especially during times of inclement weather. With this in mind, parents are asked to decide if and when the roads are safe to bring their children to school. Students will not be marked tardy on days that there is a weather delay. Parents will be contacted about delayed openings or cancellations through the use of WLFI – TV 18, our website ([www.stjameslaf.org](http://www.stjameslaf.org)),

Facebook, and Twitter. Parents are encouraged to keep their contact numbers up-to-date in our Harmony SIS to ensure the information is correct.

## **School Telephone**

The office telephone is for school business purposes only. The following guidelines are in place to ensure that it is available for school use.

1. Children may use the office phone while supervised for school business or for an emergency.
2. Non-school related telephone calls are not permitted during school or after school hours. To instill responsibility, children will not be permitted to use the phone to obtain forgotten items left at home (lunches, band instruments, gym uniforms, books, homework, etc.)
3. Children will not be allowed to use the telephone after school to make social arrangements. These plans should be finalized at home.
4. Parents are to use good judgment when making an urgent call to school. This is a convenience

to be used only in cases of emergency. Students will not be called to the phone unless it is deemed an emergency. Parents may leave a message for their child, if necessary.

## **School Supplies**

List of required school supplies will be communicated to parents in July and will be posted on the St. James website. Teachers may also ask for additional supplies throughout the year. Please check periodically through the school year to see that your child still has an adequate amount of the needed classroom supplies.

## **Lost & Found**

All lost and found articles of value are to be turned into the school secretary. The lost and found box for clothing, lunchboxes, etc. can be found in the hallway outside of the principal's office and in the preschool hallway. Any items that do not find their rightful owner within a designated time will be donated to the local charity at the end of each quarter.

## **Pictures and Yearbook**

A picture of each student and a class picture are taken every school year. The family has the option of choosing from a variety of packages to buy or may elect not to purchase any pictures. The school pictures are also used in our school yearbook. School yearbooks are added to registration fees. Yearbooks will be distributed to the students in May.

## **Home/School Communications**

Crusader Connection (St. James Newsletter) is published each Friday in an effort to provide parents information about what is going on at St. James Lutheran School. E-copies are emailed every Friday. Links with individual classroom schedules/routines can be found in this e-mail as well. Information pertaining to St. James Lutheran School can be found at [www.mysjls.org](http://www.mysjls.org) . If you encounter any problem with the website, please contact us.

## **Parent Teacher League (PTL)**

St. James Lutheran School Parent Teacher League meets on a regular basis. All parents are encouraged to be active in this organization. The purpose and function of the PTL is to provide educational opportunities for parents, to support the school through fundraisers for school supplies and equipment, and to improve teacher appreciation and communication between the parent and teacher.

## **Special Gifts**

Parents, alumni and friends of St. James Lutheran School may desire to give a financial gift or specific item to the school. Gifts such as these are deeply appreciated, because it is through these generous gifts that we are able to further enhance the quality Christian education St. James Lutheran School provides for our students. St. James Lutheran School is a nonprofit organization and all gifts are tax deductible. For further details, please contact the school office, principal, or business manager of St. James Lutheran Church & School.

## **Worship Opportunities**

St. James Lutheran Church offers a variety of times of worship each week. If you do not have a church home, please feel free to join us for any of the following services. In addition throughout the year, Pastor French &

Pastor Heckert offer adult education courses that provide an in-depth look at Lutheran theology. You can contact the church office at 765-423-1616. During Advent and Lenten season, midweek services are available in the evening.

Traditional Worship Services at St. James Lutheran Church

Sunday Service	9:30 AM
Sunday School/Adult Bible Study Hour	10:45 AM
Saturday Service	6:00 PM

## **Non-Discriminatory Policy**

St. James Lutheran School admits students of any race, color, national and ethnic origin, to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, admission policies, scholarship programs, and athletic and other school administered programs.

## **Notice of Privacy of Records**

St. James Lutheran School Board hereby gives public notice, as required by the amended family educational rights and privacy act of 1974, to all parents of students under the age of 18 and students 18 or older that:

1. St. James Lutheran school maintains the following educational records directly related to students:
  - Academic Records
  - Personal Information records
  - Disciplinary Records
  - Attendance Records
  - Health Records
  - Progress records
  - Standardized testing records
2. Access to education records is limited to the following individuals or organizations during regular school hours in the school office:
  - Parents of students under 18
  - Students
  - Officials of the Indiana District—LCMS who have a legitimate educational interest
  - State and local officials to whom information is required to be reported
  - Certain testing organizations
  - Accrediting organizations
  - Appropriate persons in connection with an emergency
  - Pursuant to subpoena or court order
  - To any person with the written consent of the parent of students under 18 or the student over 18
  - To a school or schools in which a student seeks or intends to enroll
3. St. James Lutheran School policy requires that education records be kept to an essential and relevant minimum. Records are reviewed at the end of each school year and non-essential or irrelevant materials are deleted.
4. St. James Lutheran School policy limits the right of access to education records to the persons and under the circumstances indicated in paragraph 2 above. St. James Lutheran School policy provides that explanations and interpretations of records are available upon reasonable advance notice. Some records, such as standardized test scores and other material of a typical nature may only be reviewed with the person qualified to interpret or explain such material and records. St. James Lutheran School policy provides the right to challenge the contents of records. If records contain information on more

than one student, the right to inspect relates only to that portion of the records concerning the particular student in question.

5. Student directory information may be released without prior consent unless the parent or student informed the principal or school secretary within a reasonable period of time that any or all of the information should not be released without prior consent. Directory information includes: parents and students name, students address, telephone listing.

## **Conclusion**

Our vision and mission at St. James Lutheran School is "With God as our foundation, we educate and equip for service, for Christ, the mind, heart, and spirit of the 21st Century learner." That is something we cannot do by ourselves, it takes congregation members, parents, teachers, and students working together to develop a loving, caring, safe environment where students can grow in their faith and knowledge each and every day. As one Christian family, we should strive to do all that is necessary to provide a proper Christian atmosphere. The greatest benefits for each St. James Lutheran School student can be achieved through our mutual cooperation and prayer. Christ answers the prayers of His faithful people. May we join in fervent prayer that our Lord will grant us His wisdom and blessings in our effort to bring our children up in the nurture and admonition of the Lord!

This Handbook was  
Approved & Adopted by St. James Lutheran School Board of Education  
August 16, 2016; Updated July 2023

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### **This Handbook**

It should be noted that this handbook, while it consists of the major issues and operations of St. James Lutheran School, does not encompass all issues and circumstances that may come up during the course of a school year. While a policy or rule portrays the "black & white" nature of an issue, there may be circumstances that create a "gray" issue (one that does not fully meet the policy) or an issue that simply is not listed in this handbook. When these circumstances arise, the Principal will determine the best policy to implement.