



Student-Parent Handbook
Grades 5-8
2022-2023



Dear Students and Parents,

Welcome to the 2022-2023 school year! Whether you are returning to Baymonte or new this year, we are so excited to see you.

As we start the school year, we are looking forward to all the good God has in store for us. Our focus verse for this year is Matthew 22:37-39: "Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself." Our prayer is that we will learn to love God and each other more deeply this year.

The Baymonte community is a special place. Our desire is to be a community of grace, to support and encourage one another, and to come together to promote God's Kingdom. We hope to do this by establishing and maintaining a great partnership between home and school.

This handbook is our playbook. It sets forth practical information about schedules, policies and procedures, dress code, behavior expectations, and consequences. We hope you find it a helpful resource.

Thank you for partnering with us this year!

In Christ,
Rachel Hofmann

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1. Mission, Vision and Core Values

1.1 Mission Statement

Baymonte Christian School offers a distinctively Christian and highly academic education in a loving and supportive environment.

1.2 Vision

Baymonte Christian School, believing a strong “today” builds a strong “tomorrow”, endeavors to educate students in a distinctively Christian environment, equipping them spiritually, intellectually, and physically to apply a Christian worldview as they meet life’s challenges and opportunities.

1.3 Core Values

We value:

- Challenging students to grow in their relationship with Christ.
- Guidance of positive social interaction and relationship building.
- Appropriate biblical integration in all subject areas.
- A structured environment where discipline is motivated by love for the students.
- A qualified, Christian staff committed to the children.
- A commitment to meeting the academic needs of students with a variety of abilities, challenging them to meet their full potential.
- Parent participation and open communication between the school and the home.
- An authentic, interdenominational community serving our greater community.
- Opportunities for students to develop extracurricular interests such as music, athletics, and art.

2. School Routine

2.1 Start and Dismissal Times

Grades 5-8 will start at 8:15 A.M. each day. Regular dismissal is at 3:15 P.M. Wednesday dismissal is a 2:00 P.M. and minimum day dismissal is at 12:00 P.M.

2.2 Arrival Procedure

Students should be dropped off at the picnic tables behind the Wallace Building. Students should not arrive earlier than 7:45 A.M.

2.3 Tardy Policy

Students who arrive on campus after 8:20 A.M. must report to the office for a tardy slip. If a student accrues more than 10 tardies in a semester, the administration will schedule a meeting with the student and parents to develop a plan to better support on-time arrival.

2.4 Bicycles

All students riding bicycles to school are to be well versed in and follow basic safety rules. Bicycles should be locked and parked in a bicycle rack only. Students should check in with the office if they need to store scooters, skateboards, onewheels, or similar devices during the school day.

2.5 Class Schedules

Grades 5-8 students will start each day with homeroom. The homeroom teacher will share schedules for each day with his or her class. Schedules will also be available for parents at Back-to-School night.

2.6 Departure Procedure

Grades 5-8 students will be picked up from the picnic tables. Students in Grades 5-8 may walk off campus at the end of the school day. Walkers should cross the parking lot on the sidewalk in front of the office.

2.7 Lost and Found

Each year, many articles of clothing, lunch boxes, and water bottles accumulate in the lost and found. To help prevent loss, it is recommended that all articles be

marked with the student's name. The lost and found items are located in a bin at the end of the lower hallway of the Wallace Building. Any items not claimed by the end of each month will be donated to charity.

3. Academics and Special Classes

3.1 Homework

Homework is a valuable component in a student's education as it extends and reinforces the concepts taught during the school day. Homework also helps the student develop a disciplined schedule and good study habits. Students in grades 5-8 should expect math and reading homework will be assigned four nights/week. In addition, students may need to complete projects, essays, or study for tests in academic classes.

3.2 Grades

Grades indicate the student's standing with respect to what is expected for the grade he/she is in. It is expected that assessment scores will be considered in determining grades as appropriate for the student's age and the subject area. Students in Grades 3-8 receive academic grades on a traditional A - F scale.

3.3 Report Cards and Conferences

Report cards are issued every quarter. At the end of the first quarter each teacher will schedule a conference with the parents to discuss the child's progress. Conferences allow the teacher and the parents to get acquainted, to inform the parents of the progress of their child and to provide an opportunity for any special circumstances to be discussed. Additional conferences may be scheduled throughout the year as deemed necessary.

3.4 Attendance

3.4.1 Absences

Uninterrupted daily attendance is extremely important to the total development of the child. Therefore, regular, daily, punctual attendance is required. There are four reasons for excused absences. They are (1) illness, (2) bereavement, (3) medical/dental appointments, and (4) planned family activity with advanced notice. Baymonte Christian School defines excessive absences as more than ten (10) per semester. If students will be away from school for an extended period

OR if a student's cumulative absences exceed ten per semester, the administration will schedule a conference to develop a student support plan.

3.4.2 Prearranged Absences

A pre-arranged absence is an absence in which it becomes a matter of convenience for the parents to keep the student out of school. It is essential that the school be notified at least one day in advance. If the student will be out for more than one day, please notify the school office well in advance to give the teacher the opportunity to prepare the work he/she will miss. If a student is going to be out a week or more at least a week's notice is needed. The work should be turned in on the day the student returns to class to ensure he/she does not fall behind. Work turned in after this day may not receive full credit.

3.4.3 Makeup Work

When a student has been absent, the student should work carefully with the teacher to get any missed work made up as soon as possible. Beginning in Grades 5-8, it is appropriate for students to email requests to teachers. Parents are encouraged to support students as they navigate this process.

In most circumstances, the maximum amount of time to receive credit for work missed is two school days for each day absent. The purpose of this policy is to limit the time students spend on making up back assignments at the expense of learning current material. Teachers may modify assignments, excuse assignments, or adjust the timeline for completing makeup work as needed to best support students.

If assignments are not made up by the end of a quarter or semester, and if at the discretion of the teacher there is just cause to allow further time for the student to make up back assignments, then the teacher may issue an incomplete grade for that grading period. When all assignments have been completed, a grade will be issued. The timeline for completion of remaining assignments shall be no more than three weeks. Failure to complete the missing assignments will result in the grade of 'F' being averaged in for those assignments. The subsequent grade will then be assigned for the preceding grading period.

3.5 Academic Awards

Certificates are awarded each semester during an honor's assembly to students in grades 3-4 who achieve the requirements for Special Recognition, Honor Roll and Honorable Mention. Special Recognition award is given to any student receiving a grade point average of 4.0. To be on the Honor Roll, a student must

receive a 3.5 to 3.9 grade point average. Honorable Mention is awarded to students with a grade point average of 3.0 to 3.5.

3.6 Academic Probation

Students who earn a GPA of 1.8 or less for a semester will be placed on academic probation for the following semester. The student, parents, teachers, and administration will develop a student support plan and set specific academic goals. Progress toward meeting those goals may be condition of continued enrollment.

3.7 Music

All Grade 5 students will continue in Intermediate Band. Beginning in Grade 6, students may opt to play in the advanced band. Students may also choose to participate in the Worship Team.

3.8 Physical Education

Students in Grades 5-6 will participate in PE 2-3 times each week. Instruction will emphasize the importance of physical activity for lifelong health and fitness. Students should wear athletic shoes and be prepared to participate fully in each activity. Students in Grades 7-8 will have PE four times a week and are expected to dress in the BCS PE uniform for each class.

3.9 Library

The Baymonte Christian School Library exists to provide students with books for independent learning, to supplement course work and serve as research material and to encourage lifelong reading habits. The library contains books that are written from a Christian perspective as well as secular selections. All books are evaluated by the librarian or designated teaching staff before they are deemed appropriate for inclusion in the library collection. The librarian will encourage students to select books that are age appropriate. Parents are also encouraged to be involved in book choices and to discuss all reading materials with their children since parents may adhere to different standards and have different sensibilities concerning the appropriateness of any given book.

Student may visit the library and check out books to read at home. If books are not returned, replacement costs will be charged to student accounts in June.

4. Spiritual Development

Baymonte Christian School admits students from a variety of Christian denominations, as well as students from families who do not attend faith. Bible instruction will focus on communicating the core tenets of the Christian faith in a developmentally-appropriate manner for each grade level. In the event of questions regarding interdenominational differences in doctrine, teachers will refer students to their parents and church leaders.

4.1 Bible Classes

Students receive daily Bible instruction, which aims to develop Bible knowledge and help students form a Biblical worldview. Students in elementary school may be asked to study or memorize one verse each week. Teachers also integrate Bible instruction into other content instruction as appropriate.

4.2 Chapel

Once a week, our classes join together for a time of singing and hearing God's Word. Typically, teachers or special speakers present a message. Parents are always welcome to join us for chapel.

4.3 Missions Projects

Throughout the year, classes may organize to support local and international aid and evangelism projects. Students and families are encouraged to learn about the various ways the body of Christ can support those in need in our community and around the world. Some projects may involve raising small sums of money. Financial participation in these projects is always voluntary.

4.4 Character Awards

At the end of the year, Grades 5-6 teachers will present Character awards to recognize and encourage the development of godly character. Students in Grades 7-8 will receive peer character recognition awards.

5. Citizenship and Conduct

Baymonte Christian School exists to develop young people who know, serve, and love God and their neighbor. In all activities, Baymonte students and staff are expected to hold to the following ideals:

- Developing Christian virtues such as love, honesty, courtesy, obedience, respect, and the discipline of mind and body in accordance with Scripture.
- Developing Christian citizenship and leadership in the school, one's chosen occupation, and in the community.
- Developing Christian scholarship according to God-given ability.

By virtue of their enrollment, students agree to live within the framework of the school's standards of conduct. While some may not have personal convictions in accord with these standards, enrollment at Baymonte obligates the student to adhere to them at all times. Students are to show respect for adults, each other, school property and school rules. Students are to respond appropriately to directions given by adults and are to use appropriate language while on the school grounds.

5.1 Items not allowed at School

In order for the Baymonte campus to be a safe and productive environment we require that students refrain from bringing distracting and unsafe items to school. This would include: electronic devices, toys, gum etc. Items prohibited by law such as weapons, prescription medications or other drugs should not be in the possession of students at any time on school grounds. Improper items will be confiscated and returned to parents.

5.2 Phones and Smart Watches

Middle School students have a variety of reasons to call home, some of which are necessary. A telephone is available in the school office for students to use. Students need permission from a teacher or office staff to use the school phone. Parents may also call the school to leave messages or speak to students in case of an emergency during school hours. Students are not allowed to use cell phones, smart watches, or similar devices during school hours, 8:00-3:15. Student cell phones are to be turned off and kept in the student's backpack.

5.3 Technology Policy

Students at Baymonte Christian School will be provided with access to technology, including iPads and/or Chromebooks, for educational purposes. Students must follow established guidelines for acceptable use of technology in order to maintain the privilege of access to technology. The following guidelines have been established for all elementary students:

- Good digital citizenship is good citizenship. Students should accept and use technology as a gift from God and should honor God in all communication.
- Students should protect themselves and others by following teachers' instructions regarding appropriate sites when conducting research. Students should refrain from sharing any personal information while online.
- Students are expected to be careful when using technology and follow all directions for proper use. Students who deliberately damage computer equipment will receive consequences determined by the teacher or administration.

Students who misuse technology will receive consequences according to the nature and severity of misuse. Consequences will be similar to those imposed for violating other school rules and may include being given limited or no access to technology for a specified period of time.

5.4 Lunch and Playground Rules

1. The designated eating areas are the picnic tables and the grass area behind the tables. On days when it is wet or very hot, the lunch supervisor may give permission to eat in the courtyard. All trash should be disposed of before leaving the table area. No food items should be taken onto the field or blacktop.
2. Students should stay in designated areas during recess times. Students should not be near the classrooms unless accompanied by a teacher. If there is a problem on the playground it should be reported to the teacher or playground supervisor on duty. Students may not go to the school office without permission.
3. Rough games are not allowed. No pushing, tackling, shoving, hitting, or throwing wood chips. No clothing is to be pulled on during games.
4. Games such as tag, football, kickball, or soccer should be played on the field.
5. Games should be open to all classmates. No "locking or closing" of games. Be inclusive and friendly.
6. The backstop and field up to the halfway point, and the basketball court nearest the middle school have been designated for students in Grades 5-8. Students should not be on the elementary blacktop or playground during morning break or lunch. Afternoon playground time will be provided to students in Grades 5 and 6.

7. Playground equipment is to be used for its designed purpose and in a safe manner. This implies that students should slide down on their rear end only when using the slides and not climb up the slides, and that when using the swings students should not jump off swings, twist the swings, or run under the swings.

5.5 Discipline Procedure

Behavioral infractions at lunch and on the playground will be addressed as follows:

- Level 1- mild infraction. Consequences: brief verbal interaction and apology
- Level 2 - moderate infraction. Consequences: brief verbal interaction and apology, reflection sheet or brief time out as appropriate, contact parents, infraction recorded in Gradelink.
- Level 3 - severe infraction. Consequences: discussion with administrator, reflection sheet and/or loss of recess, contact parents, infraction recorded in Gradelink.

If a student fails to follow classroom rules, he or she will receive a warning from the teacher in accordance with the teacher's classroom management plan. Should the behavior continue, the student will be referred for discipline outside the classroom. The student will forfeit participation in electives that week. An administrator may also impose additional consequences (e.g. restitution for a damaged item) as appropriate. Parents will be notified of the referral and any actions taken via Gradelink.

If a student receives three disciplinary referrals in a single quarter, they will be required to serve a detention. Detention will be held Wednesday from 7:30-8:15 A.M. or Thursday from 3:15-4:00 P.M.

If a student receives a second detention in the same quarter, the student, parent, and administration will meet to develop a behavior plan. Progress in meeting behavioral goals may be a condition of continued enrollment. Students on a behavior management plan may not be eligible to attend special social events or overnight trips.

5.6 Student Dress Code

The dress code is designed to contribute to a distinctive Christian education and promote an effective learning environment. Dress should be modest and appro-

priate for a school environment; it should not cause disruption or draw undue attention to individuals. The dress code is not designed to support or encourage the latest fashion trends or fads. This means that clothing bought at some popular clothing stores may not meet Baymonte guidelines.

Baymonte recognizes that families, and sometimes school personnel, interpret the dress code in different ways. We know consistency is a must, and to that end we have identified specific guidelines for what is and what is not acceptable. We ask that parents take responsibility for making sure their child complies with the dress code. If necessary, the student may be asked to call home for a change of clothes.

The following guidelines are applicable to all K-8 students:

- Shoes must be worn at all times. Sandals which cover the toe and have a heel strap are permitted.
- Boys may wear pants or shorts of fingertip length or longer.
- Girls may wear pants, shorts, skirts or dresses of fingertip length or longer.
- Ripped clothing (e.g. ripped jeans) should not have rips above the mid-thigh.
- Clothing should not expose students' undergarments.
- Tops must be long enough to extend well over the waist of the skirt or pants from both front and back. Students should be able to lift arms above head with no midriff showing.
- Spaghetti straps and strapless tops are not allowed.
- Clothing should not have inappropriate messages or advertisements. The administration reserves the right to interpret what is appropriate.
- Hats must be removed during Chapel, prayer, and pledges. If students wear hats during class, their eyes and ears should be visible and unobstructed at all times. Hoods should not be worn indoors.
- Students may wear earrings. No other piercings are permitted.
- Use of jewelry, cosmetics, etc. shall be handled at the discretion of the administration. Students should not bring make-up or nail polish to school.

6. Athletics

Students have the opportunity to participate in a bay area interscholastic sports program. Baymonte is a member of the Christian Schools Athletic League. The following sports are offered: softball (girls), flag football (boys), basketball, volleyball, cross-country, golf and soccer. Students in Grades 6-8 are invited to try out for all teams. Students in Grade 5 may participate as space allows.

6.1 Academic Qualifications

A grade of F in any academic class or an effort or conduct rating of unsatisfactory will constitute grounds for disqualification. Students who are on academic probation must have a waiver signed by an administrator before trying out for a team.

6.2 Tryouts and Cuts

It is the goal of Baymonte Christian school to provide athletic opportunities for every student who desires such an experience. However, due to a variety of factors, we are not always able to allow every student interested to make a given team. When cuts are to be made, parents will be notified of the process in advance. A two or three day tryout will be conducted. Selection will be based on the talent and potential of the players and with consideration to the positions each athlete may play.

Whenever possible, 'B' teams will be formed to accommodate all interested students.

6.3 Philosophy and Playing Time

The Christian Schools Athletic League is primarily developmental in nature. It is important that athletes learn the game not only through time spent practicing but actual athletic contests. With rare exceptions, student athletes can expect to play some time in every regular season game. Playing time may be affected by absences from school or missed practices, grade ineligibility, or attitude during practices or games.

7. Additional Information for Parents

7.1 Communication

7.1.1 School Newsletter

A schoolwide email newsletter is published weekly during the school year. Be sure to check the newsletter for information about upcoming events and school calendar updates.

7.1.2 Class Newsletters

Elementary teachers send home regular newsletters with information about assignments and class events. Typically these are sent on Friday or Monday. Classroom teachers will provide more information about the schedule and information they provide at Back-to-School night.

7.1.3 Email

All classroom teachers have a Baymonte email address. Teachers routinely check email. Please be sensitive to teacher working hours; in the event of an emergency or urgent request please contact the school office. Email is great for routine questions or briefly sharing concerns. In some situations, teachers may respond by requesting a phone conversation or in-person meeting to discuss concerns of a complex or confidential nature.

7.1.4 Parental Concerns

If your child has difficulty with social or academic adjustments, please contact his or her teacher first. After you have spoken with the teacher and you feel you need further assistance, please feel free to contact the school principal. The administration welcomes your input regarding the general operation of the school.

7.2 Health and Safety

7.2.1 Illness at School

Students who become ill in class will be sent to the school office and a phone call will be made to the parents to make arrangements for the child to be picked up from school. We do not have the facilities to care for a child who is not feeling well for any extended period of time. It is very important that we have current emergency phone numbers for every student in case of illness or injury. (Please

be sure to inform the office staff if any information on your child's Emergency Form changes.) If your child has a fever or has been vomiting or diarrhea, please keep them home. The child should be fever free for 24 hours before returning to school and 72 hours vomiting and diarrhea free. Please consult our website for the latest policies related to COVID-19.

7.2.2 Medication Policy

In compliance with state law, Baymonte has no medication other than acetaminophen (Tylenol) to give your child. If any other medication needs to be administered, the medication and a note signed by the parent and doctor must be sent with the child to the school office.

7.2.3 Appointments

Whenever possible, it is advisable that off campus appointments be scheduled outside of school hours so that students do not miss valuable instructional time. Students are allowed to leave school during school hours for medical, dental or emergency appointments. Please send a note to your child's teacher and the school office informing him/her of the appointment and pick-up time. Students must be signed out in the office by a parent or an authorized adult before leaving the campus.

7.2.4 Campus Visitation

During school hours, all campus visitors must obtain a Visitor's Pass from the school office prior to visiting the campus or a classroom, unless attending a scheduled event such as a class play or awards chapel.

7.3 Support Services

7.3.1 Extended Care

Extended care is available beginning at 7:30am and after school until 5:30pm, Monday through Friday, for students in Kindergarten - 5th grade. 6th grade students may be accepted at the director's discretion. Our extended care room is located directly across the parking lot from the school office. Extended care is a drop-in service.

If you have multiple students, you may drop them all off as early as 15 minutes before the first student's class begins at no charge. The current published rate will be assessed for care outside those hours. The hourly rate (\$9 per hour) is

calculated to the quarter-hour each time your child is in the program. Extended care charges will be included on your monthly Gradelink account the following month. Students not picked up during the 15 minute period after release from class will be automatically checked into daycare and must be signed out by a parent or authorized caregiver.

7.3.2 Lunch Program

Lunch is available to purchase through Boonli. A link is provided in the school newsletter and school website. Daily menus are available in the office and will also be published on the school website. In the event of an unplanned absence, please be sure to cancel student lunch orders before 9 AM.

7.3.3 Reading Intervention (IPI) Academic Support

Baymonte offers an Individualized Program of Instruction (IPI) for students needing individualized instruction in identified areas that are beyond the scope of normal classroom structure. Baymonte also cooperates with, and refers to, outside professional specialists as deemed necessary.

7.4 Special Events and Opportunities for Involvement

7.4.1 Field Trips

Field trips are planned at each grade level to enhance the educational program. Baymonte relies on parent volunteer drivers and chaperones for most field trips. Volunteers must register insurance and license information annually. Office staff can provide the necessary forms, which must be completed prior to transporting children.

In addition, students in Grades 5-8 participate in overnight trips each year. Grade 5 students attend an outdoor science school at Mt. Hermon. Grade 6 students attend a marine science program on Catalina Island. Grade 7 8 students participate in a service trip to Rancho de sus Ninos, which is located just outside Tecate, Mexico. Parents are invited to serve as chaperones on each of these trips.

7.4.2 Class Parties and Treats

Students may bring a treat to share on their birthday. The homeroom teacher will determine the best time to distribute treats. Please check with the homeroom teacher regarding any food allergies or dietary restrictions. Special parties and events are planned to celebrate holidays throughout the year.

7.4.3 PTF

Baymonte has an active parent-teacher fellowship program open to all Baymonte parents. The purpose of the PTF is to stimulate open communication, closer partnership, and broadened community between parents, teachers, and the administration; to raise support for and through community-building activities that fall outside the school budget, and to generally support the vision and mission of Baymonte Christian School. Last year's PTF-sponsored events included the Ice Cream Social, Drive for Schools fundraiser, Puttin' on the Ritz Auction, Color Fun Run fundraiser, Teacher Appreciation Week, Retirement Playground Party and much more. PTF meetings are scheduled monthly and announced in the school newsletter.

Appendix A:

Baymonte Christian School Anti-Bullying Policy

Introduction

Biblical illustration of relationships: John 15:12- "My command is this: Love each other as I have loved you." Matthew 22:39 – "Love your neighbor as yourself." Matthew 7:12 – "Do for others what you would like them to do for you."

Bullying is prohibited at Baymonte Christian School. It will not be tolerated during the school day nor during any school sponsored activities on or off the school grounds. Bullying and intimidation are actions that are contrary to the teachings of Jesus Christ. This behavior is against the fundamental tenant of "love your neighbor as yourself" and destroys respect for the dignity of the student, undermines the Christian atmosphere of the school, and deprives the student of a safe and caring learning environment.

Definition

Bullying occurs when a person or group is intimidated, frightened, excluded or hurt by a pattern of behaviors directed at them by others. (Greg Griffiths, "Bullying in Schools - The Hidden Curriculum" 2003)

The following actions in an ongoing form may be forms of bullying and are included in all references to "bullying" herein:

- Physical aggression - including hitting, punching, kicking
- Teasing or verbal abuse - including insults, name calling or racial/sexual remarks
- Intentional exclusion from activities or friendship groups
- The setting up of humiliating experiences
- Damaging a person's property/possessions or taking them without permission
- Threatening gestures, actions, looks or words
- Written/verbal/electronic messages that contain threats, putdowns, gossip or slander
- Cyber bullying through Facebook, texting, tweeting, Instagram or other electronic means

In accordance with this definition, the following factors should be considered before identifying conduct by a student or group of students as bullying in violation of school policy. The determination that conduct does not constitute bullying under state law and school policy, however, does not restrict the right of the administration to impose appropriate disciplinary consequences for student misconduct.

Location

Bullying in violation of school policy must occur on school grounds, or at a school sponsored activity (which includes transportation services). Conduct that occurs off-campus, e.g. harassment over the internet, physical intimidation in the community, is not bullying under this policy unless it has a direct and negative impact on a student's academic performance or safety in school.

Repeated misconduct

Bullying in violation of school policy must be "repeated against the same student over time." An isolated incident, however egregious, is not "bullying" under state law and school policy. Similarly, numerous acts of misconduct against different students do not constitute "bullying" under state law and school policy. While serious, both isolated incidences of bullying behavior and numerous acts of misconduct against different students will be appropriately addressed under the school's discipline policy and will be entered in a log to ensure a pattern of bullying behavior does not develop.

Ridicule, harassment, humiliation, and/or intimidation

Bullying is more than misconduct. Bullying is marked by the intent to ridicule, harass, humiliate or intimidate the victim. In evaluating whether conduct constitutes bullying, special attention should be paid to the words chosen or actions taken, whether such conduct occurred in front of others or was communicated to others, how the student accused of bullying interacted with the victim, and the motivation, either admitted or appropriately inferred, of the alleged violator.

Scope of Policy

This bullying policy is to be applied to kindergarten through grade eight. It addresses bullying and does not replace any policies that deal with individual student misconduct or behavior. Student behavior is already addressed in the Elementary Handbook and Middle School Handbook. This policy will not apply to the Preschool and Preschool programs. It is recognized that these children are very young and are learning social skills. Unkind acts that occur at the preschool level will be handled by the child's teacher. The teacher will work with the student, family and preschool director (as needed) to address these situations.

Complaint Process

Formal Complaints

Students and/or their parents or guardians may file written reports of conduct they consider to be bullying. These written reports shall be reasonably specific as to the actions giving rise to the suspicion of bullying, including time and place of the conduct alleged, the number of such incidents, the target of such suspected bullying, and the names of any potential student or staff witnesses. These reports can be filed with any teacher, who will forward them to the principal, or directly to the principal, for review and action.

- It is the responsibility of all students (victims and witnesses) to report all occurrences of bullying behaviors as outlined in this policy whether or not directed at them or others. Students who have knowledge of such behaviors are required to report this information and may do so without fear of consequences.
- The filing of a false or fabricated complaint of bullying, cyber-bullying, or retaliation is strictly prohibited and shall result in disciplinary action.
- Parents need to understand that the whole story may be quite complex and trust the school to resolve bullying matters.

Informal Complaints

Students may make informal complaints of conduct that they consider to be bullying by verbal report to a teacher or administrator. Such informal complaints shall be reasonably specific as to the actions giving rise to the suspicion of bullying, including time and place of the conduct alleged, the number of such incidents, the target of the suspected bullying, and the names of any potential student or staff witnesses. The individual who receives the informal complaint shall promptly forward a written complaint, including the information provided to the principal for review and action. Non-teaching staff should refer all allegations of bullying to a teacher of the school or the school principal.

Anonymous Complaints

Students who make an informal complaint as set forth above, may request that their name be maintained in confidence by the teacher(s), administrator(s) who receive the complaint. Should anonymity be

requested, the principal or his/her designee shall meet with the student to review the request for anonymity and the impact that maintain anonymity of the complainant may have on the investigation of the complaint and/or possible remedial action. At such meeting, the student shall be given the choice as to whether to maintain the anonymity of the complaint. Anonymous complaints shall be reviewed and reasonable action will be taken to address the situation, to the extent such action may be taken that does not disclose the source of the complaint and is consistent with the due process rights of the student(s) alleged to have committed acts of bullying.

Staff Responsibilities and Intervention

Teachers, administrators and other professional staff such as teacher's aides, and librarian who witness bullying, as defined above, shall promptly notify the principal of the events observed, and shall promptly file a written incident report concerning the events witnesses.

Teachers and other professional staff members are encouraged to address the issue of bullying in other interactions with students. They may find opportunities to educate students about bullying and help eliminate bullying behavior through class discussions, counseling, and reinforcement of socially appropriate behavior. Teachers and other professional employees should intervene promptly (unless intervention would be a threat to the staff member's safety) whenever they observe student conduct that has the purpose or effect of ridiculing, harassing, humiliating, or intimidating another student, even if such conduct does not meet the formal definition of "bullying".

Investigation of Complaint

Once a complaint has been reported, the principal shall promptly investigate to determine if bullying has occurred. The principal will review the log referred to above to also see if there is a pattern of bullying behavior and will use that as a tool of investigation. Investigation of alleged bullying may also include interviews and conversations with students (including witnesses, the victim(s), and the student(s) accused of bullying), parents, faculty, staff and school records. Parents of children filing a complaint and named in the complaint will be made aware of the investigation.

An investigation of an anonymous complaint shall be limited as appropriate. Such limitation of the investigation may include restricting action to a simple review of the complaint, discussing the complaint (with or without discussing it with the alleged violator), subject to further receipt of information, and/or the withdrawal by the complaining student of the condition that his/her report be anonymous.

A written report of the investigation shall be prepared when the investigation is complete. Such report shall include findings of fact, determination of whether acts of bullying were verified, and a recommendation for intervention, including disciplinary action and/or professional counseling.

Consequences of Actions

Once the investigation is complete, the school principal shall determine the consequences for the individual(s) on a case-by-case, age appropriate basis. Bullying can take many forms and can vary dramatically in how serious it is, and what impact it has on the victim and other students. Accordingly, there is no one prescribed response to verified acts of bullying. While conduct that rises to the level of "bullying", as defined above, will generally warrant disciplinary action against the student responsible for bullying, whether and to what extent to impose disciplinary action is a matter for the professional discretion of the principal. It is the goal of the administration, faculty, and staff to have the child achieve redemption, learn, and stop bullying.

Non-disciplinary interventions

When verified acts of bullying are identified early and/or when acts do not reasonably require disciplinary response, students may be counseled as to the definition of bullying, its prohibition, and their duty to avoid any conduct that could be considered bullying.

Disciplinary Interventions

When acts of bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Children who participate in bullying acts may be asked to perform some type of community service within our school, make amends with the child(ren) that are victims of the bullying acts, and will be issued an age appropriate consequence. Community service may include, but not limited to, tasks in the classroom, cleaning up grounds or the building. Making amends shall include, but not limited to, making a card or writing a letter to the child, apologizing to the child, performing an act of kindness. Punitive action may include the loss of recess, detention, in-school suspension, and expulsion. Parents of all disciplined children will be notified of the consequences.

Depending upon the severity of the situation, the administrator may also take steps to ensure student safety. These may include implementing a safety plan, separating and supervising students involved, providing staff support for students as necessary, requesting a parent conference, requiring that a student/family obtain professional counseling, developing a supervision plan with parents, and notifying law enforcement in the most severe cases.

Educational Measures

The faculty at Baymonte Christian School will include education about the harm, culture and injustice caused by bullying into their curriculum where it is possible and appropriate. The Bible study in grades kindergarten through eighth will integrate issues about bullying behavior into the classes.

Reporting Obligations

Report to the parent or guardian of student involved in acts of bullying

If after investigation, acts of bullying by a specific student are verified, the principal shall notify the parent or guardian of the student in writing of that finding. If disciplinary consequences are imposed against the student, a description of the discipline shall be included in the notification.

Reports to the victim and his/her parents or guardian

If after investigation, acts of bullying against a specific student are verified, the principal shall notify the parent or guardian of the victim of such finding. In providing notification, the statutory privacy rights of the person responsible for bullying must be respected. The specific disciplinary consequences imposed on the violator, as reflected in the students educational records, shall not be disclosed to the parents or guardian of the victim, except as provided by law.