



**MULTICULTURAL
ACADEMY**

"Building Diversity and Great Minds"

**Elementary and Middle School
Parent/Teacher/Student Handbook**

2014-2015

ADDRESS

5550 Platt Road
Ann Arbor, Michigan 48108

CONTACT INFORMATION

School Phone #	734-677-0732
School Fax #	734-677-0740
School Email	ewmacademy@gmail.com
School Website	ewmacademyK12.org

SCHOOL HOURS

Monday – Friday:
Elementary/Middle School 8:20 a.m. – 3:30 p.m.
Breakfast is served 8:00 a.m. – 8:15 a.m.

ADMINISTRATION

Principal
Ms. Patricia Eggleston..... peggleston@macdemyk8.com

Assistant Principal - Student Affairs
Mrs. LaTasha Mitchell.....lmitchell@macdemyk8.com

Administrative Assistant
Ms. Roxann Morcom..... rmorcom@macdemyk8.com

CHARTERING AGENCY

Bay Mills Community College

SCHOOL COLORS

Blue & Gold

MASCOT

Chargers

Welcome to the **Multicultural Academy (MA)** 2014-2015 school year! The administration and staff are looking forward to a productive and fulfilling year with our students and their families. This handbook was created as a guide to help families maneuver through the school year and to ensure student success. We hope that you will take the time to read it over, and that you will refer to it throughout the year.

ACADEMY HISTORY

MA is a public charter school that serves students from pre-K through grade 8th. The school opened as a K-8 academy in September 2004, with 87 students and 6 teachers. One year after its establishment the school moved to a newly constructed building on Platt Road, and enrollment grew to approximately 180 students. Soon after, in 2008, parent demand for preschool education initiated the addition of the early childhood program, and 16 more students were added to the roster. Anticipated enrollment for MA for the 2013-2014 school year is 200 students.

MISSION

The mission of Multicultural Academy is to recognize that each child is an individual who needs to experience success to develop a love for learning. We celebrate the pursuit of lifelong learning and are committed to nurturing high self-esteem, respect for diversity and an appreciation for differences. We believe that everyone can learn and experience success given the opportunity to develop confidence and independence.

ACADEMIC INFORMATION

ELEMENTARY SCHOOL VISION

Elementary School can be characterized as the foundation years in a child's education. Students acquire the basic skills necessary to move easily through the grades. At MA, we also want to harness the wonder and enthusiasm young children bring to their school day, and to foster their innate love for learning. Therefore, our elementary school is a place where students can use their active imaginations to ask questions about the world, their sense of wonder to discover fundamental truths, and their developing skills to pursue their dreams.

MIDDLE SCHOOL VISION

Middle School students look at the world differently than they did before. They see injustice, heroism, freedom, and responsibility in a new way. They are also developing an interest in the world around them and ask questions that challenge the status quo. MA seeks to nurture the qualities of respect for self and for others, and to cultivate the desire to serve the community in our students. Middle School students are encouraged to take responsibility for their thoughts, words and actions, to act with honor and purpose, and to make a difference in our diverse, complex global society.

Students of MA will:

- Acquire an academic foundation which promotes continuing scholastic success and personal growth
- Feel confidence in their learning ability
- Develop problem solving and higher order thinking skills
- Communicate effectively and develop an environmental and global awareness
- Have opportunity to experience foreign language and culture study
- Understand and practice sound personal physical health
- Recognize the relevance of current schooling to future learning and living
- Explore a variety of educational, social and personal experiences, and/or interests
- Contribute to the development of an honest and trusting school environment
- Acquire an awareness of technology's role in their future and develop the skill to utilize and expand that awareness

A student completing any one of our programs will be fully prepared for success at the next level of academic pursuit and be well on the way to a lifetime of learning. In addition, they will have become a good citizen aware of the rights, responsibilities and privileges of citizenship, exhibit a desire to serve the community, demonstrate open-mindedness to other cultures, and be caring and ethical individuals.

ALL SCHOOL GRADING POLICY

Kindergarten through Second Grade

Grade Scale for Academic Achievement, Behavior and Citizenship:

- 4 = Exceeds Expectations
- 3 = Meets Expectations
- 2 = Progressing Toward Expectations
- 1 = Area of Concern
- ☐ = Not Assessed

Third Grade through Eighth Grade

Letter Grade	Percentage	GPA
A+	101	4.100
A	95-100	4.000
A-	90-94	3.667
B+	86-89	3.333
B	83-85	3.000
B-	80-82	2.667
C+	76-79	2.333
C	73-75	2.000
C-	70-72	1.667
D+	66-69	1.333
D	63-65	1.000
D-	60-62	.667
E	0-59	0.000
Cr	0	0
NC	0	0

- High Honors (Gold Honor Role) is a Grade Point Average of 95% and above
- Honors (Blue Honor Role) is a GPA of 90-95%
- Grades are a statement of a student's mastery of material
- Letter grades are issued four times per year at the conclusion of each quarter
- Semester grades are recorded on a school report card
- A student who has an E for a semester in a required course may be required to make up the credit
- A student who has an E for the year in a required course must make up the credit
- Conduct grades are issued for every student. It is an assessment of the student's classroom behavior and effort put forth, and is not connected to the academic grade

PROGRESS REPORTS AND REPORT CARDS

Report cards will be given four times a year with parent/teacher conferences being held in the spring and fall. Report cards will be handed out at conference time in November and April. Conferences are a very important part of your child's learning process. It is vital that you attend conferences. Report cards will not be given out to students on the 1st and 3rd card marking until parental contact is made with

the teacher. Progress reports are given approximately every 4-5 weeks (at the mid-quarter point) for elementary and middle school, and bi-monthly for .

PROMOTION AND RETENTION

Promotion to the next grade level requires that students master a minimum of 65% of current grade level material in core subjects, show continued progress on mid-year NWEA assessments, score in the 35th percentile or higher on the MEAP, and have no more than 15 excused absences and/or 7 unexcused absences. Cases of retention are decided by the principal, with input from the student's teacher and parents/guardians, and are made on a case-by-case basis.

AWARDS

At the end of each quarter, Multicultural Academy shows its appreciation for outstanding students in an awards celebration. Awards are presented at the discretion of the class teacher and the principal. Parents/guardians are welcome to attend these events.

HOMEWORK

Homework is necessary for complete mastery of all academic subjects, and is mandatory for every grade. Students must know what their assignments are before they leave the building each day. Parents/guardians should provide a quiet place at home where students can work and must check its completion. MA's homework schedule is:

Kindergarten and First Grade: 15-25 minutes every night

Second and Third Grade: 20-35 minutes every night

Fourth and Fifth Grade: 30-45 minutes every night

Sixth and Seventh Grade: 40-60 minutes every night

Eighth Grade: 60-90 minutes every night

ACADEMIC INTEGRITY

Academic integrity is the foundation of an effective school. The core premise of academic integrity is that the work a student turns in is the product of his or her own thinking. Academic dishonesty infractions are cumulative throughout a student's school enrollment and each infraction will be documented and placed in their permanent file. Academic integrity violations occur, primarily, in two areas:

- **Cheating** or the use or attempt to use unauthorized materials, assistance and/or aids in an effort to gain an unfair advantage. Cheating also refers to actions that compromise a teacher's ability to get accurate assessment information. Examples include, but are not limited to, the following:
 - Copying and presenting the work of another student as one's own
 - Stealing test materials
 - Providing answers (allowing another student to copy homework, test, quiz, project, presentation notes, math problems, portfolio entries)
 - Receiving answers
 - Fabrication of data in a lab setting
 - Using concealed notes on a test
- **Plagiarism** or the presentation, in whole or in part, of another person's words or ideas as one's own without giving proper acknowledgment of sources.
- The first time a student is caught cheating he/she will receive a zero for the work in question and a parent will be notified.

- A second incident, the student will be referred to the principal for discipline measures that are left to the principal's discretion. Possible consequences are: in-school suspension, failure of class or unit, detention, etc.
- After the second incident, student will be ineligible for leadership roles in any clubs, sport, or school activity that year or other honors for that year.

ACADEMIC LEARNING AND IMPROVEMENT PLANS

At the beginning of the year each student will develop a personalized learning plan to facilitate personal and academic growth. Students will develop an improvement plan when he/she receives an average of C- or below in any subject. A team meeting will occur between teacher(s), student, and/or parents/guardians to establish a proactive plan that articulates the steps necessary for the student to be successful. The improvement plan will be signed by the student, teacher(s), and parent/guardian.

ASSESSMENT GUIDELINES

Assessment is an integral part of the school's curriculum, providing information to improve teaching and learning. Assessments measure each student's academic development over time. They also evaluate subject mastery through a variety of methods, which are applied in a consistent and uniform fashion. Collaboration between student and teacher serves to clarify assessment criteria and outcomes, fosters accountability on both parts, and enhances self-evaluation by the student. MA maintains the following grading protocols:

- Report card academic grades are based only on achievement and participation. Class participation points counts towards 20% of the overall grade.
- Attendance is related to achievement. Students must be present on a daily basis for instruction to maintain a fundamental knowledge base. Students will be allowed to make up work from excused absences only. Students will not be allowed to make up work from unexcused absences, or class expulsions.
- Effort/participation will be recorded separately or will be counted as part of the academic grade. Attendance and tardiness will affect the participation grade.
- A failing grade is to be recorded as a zero (0).
- Work handed in late for legitimate reasons (**illness, hospitalization, school sponsored trip, family emergency,**) is to be considered as such:
 - The work must be turned in according to the new time-line established by the teacher
 - If work is not completed an E (0) is recorded in grade book
 - Extended legitimate absences of more than five days will be treated on a case-by-case basis
- Work submitted late for reasons that are not legitimate (see above), will be considered as such:
 - A full grade penalty per day up to 3 consecutive days from due date
 - Work handed after the 4th day from due date will receive an E (0)
- Individual extra credit work, corrective instruction, and enrichment opportunities for all students can be given when warranted, at the discretion of the class teacher.

FIELD TRIPS

Field trips are carefully planned by teachers to supplement classroom curriculum. They offer unique opportunities to learn outside of the classroom, and therefore attendance is not optional. Students should plan on attending all class trips because they will be responsible for

any material covered/presented. Permission slips must be signed by parents/guardians prior to the date of the trip and there is usually a small fee required to cover costs. Full uniform is required unless otherwise specified on the permission slip.

STUDENT DRESS CODE
APPEARANCE AND GROOMING

Multicultural Academy has a specific dress code that will be strictly enforced every day of the school year. Research shows a definite relationship between proper dress, cleanliness, having good work habits, and proper school behavior. ***Any type of attire that attracts undue attention to the wearer, or causes a disturbance in the school, is not acceptable.*** Closed-toed shoes or other appropriate footwear are required at all times as per state law and health regulations.

APPROVED UNIFORM K-12

Item	Acceptable	Unacceptable
Pants	Solid Khaki (K-8)	Jeans/denim Non-dress pants Spandex/sweats Cargo
Shirts	Solid Navy Blue	Characters Tank tops Mesh or sheer material
Sweaters/Fleece/Vests	Solid Navy, Black or White	Hoods Oversized
Abaya	Solid Navy or Black (K-8)	Prints or designs jeans or colored clothing underneath
Shoes	Athletic, dress, closed heel & toe (K-8)	Open heel/toe, sandals, Clogs
Scarf/ Head Dress	Black or White (K-8)	

DRESS CODE VIOLATIONS

Adornments

- Bandanas, hats, caps, or sun glasses are not permitted during school hours.
- Girls will be permitted one pair of small earrings of a small and non-distracting style no larger than a dime, to be worn in the ear lobe only. Boys will not be permitted any

earrings. Students will not be permitted any visible piercing other than those stated above.

- Students will have no visible tattoos of any nature.
- Make-up may be worn sparsely (at the principals discretion) by middle school girls only. K-5th grade students may not wear makeup of any kind.
- No dyed or bleached hair.
- No Mohawks or symbols shaved into hair. Boy's hair no longer than the nape of the neck.
- No chains.
- No outer wear to be worn in class.

Shirts

- No emblems (larger than a business card), signs or medallions will be worn, stuck on, or pinned to any of the uniform.
- No crop tops or spaghetti straps.
- Only the top one or two buttons unbuttoned.

Pants

- Pants will be proper-fitting, clean and in good repair.
- No sagging pants.
- Pants will be no longer than the top of the shoe and no shorter than the top of the shoe.
- Pant waistbands must be worn at the waist.
- No rubber bands worn at ankles, no rolled-up pants, no boots worn over pant legs.
- No Shorts

Socks and Shoes

- Athletic shoes may be worn by students. All students must wear shoes that have soles of one inch or less and heels of less than two inches
- All shoes must have closed toe and heel
- All shoes will be clean and in good repair, with shoelaces tied

Coats, Hats, Boots, Gloves, Backpacks, and Lunch Boxes.

- All outerwear will be clean and in good repair, with no offensive wording or images

The Academy Administration's interpretation of dress code violations is final.

DRESS-DOWN DAYS

The students are awarded 'dress-down' days several times a year. Students are not required to wear their full uniform on these days, but some rules still will be enforced. In general, all the above violations still apply except that:

- Students may wear denim
- Students may wear non-uniform shirts, blouses (no crop tops, low-cut, or spaghetti straps), pants, dresses and skirts (no more than 1 inch above the knee) with different colors/prints, with logos that are not offensive.
- Hoodies are NOT allowed

DRESS CODE VIOLATION CONSEQUENCES

Students who are not in uniform will not be allowed in class. Parents/guardians will be called from the office and asked to bring a change of clothes. Students will work in the office until proper attire arrives. Students will serve detention with two dress code violations, and will be given an in-school suspension with three violations.

ATTENDANCE

ATTENDANCE POLICY

Regular school attendance is essential to the progress and achievement of the students. In-class work and discussion are as important to a student's education and understanding of the curriculum as the completion of assignments or the passing of a test. A student should make every effort to attend school regularly and to limit any absences. It is the parents'/guardians' responsibility to ensure regular attendance and promptness. Medical and other appointments should be arranged outside of class time.

- Only the school office has the authority to send a student home. Students are not allowed to call from their cell phones to have parents pick them up.
- All students arriving after 8:30 A.M. or departing from school during the school day must sign in or out at the office. The purpose of this is to enable the school to accurately track whether a student is in or out of school.
- Students are expected to attend all assigned classes on time.

Tardy to school

Tardiness is disruptive to the educational process and has an adverse effect on the academic performance of the student and the class. Students who arrive after 8:20 A.M. will be counted as tardy for the day.

- Students who arrive on campus after 8:30 A.M. must report directly to the office with a written excuse from parents. There, they must add themselves to the lunch count, and receive a pass to class.
- Three days of being tardy to class will equal one unexcused absence on the attendance record. Students with three tardies also must serve detention on the assigned date.
- Excessive tardies will result in a letter to parents, a meeting with parents, and an in-house suspension.

Truancy

- Students are expected to attend all scheduled classes.
- Students who do not attend class will be considered truant. Any student caught truant will automatically serve an in-house suspension the next day. If a pattern of truancy is observed, a parental conference will be arranged.

Absences

Absences must be verified by a parent or guardian. Parents/guardians should call the school office by 8:00 a.m. on the day their child is absent, or a note must accompany the child upon return. Students may not be absent from school for more than 15 days for excused/legitimate reasons. **Any student with more than 15 days of excused absences may be required to attend summer school before being promoted to the next grade.** Students may not be absent from school for more than 10 days with unexcused absences. **Any student with more than 10 days of unexcused absences may be required to attend summer school before being promoted to the next grade.** Excused/legitimate absences are limited to the following: student illness, family emergency, death in the family, and religious holidays. All other absences, such as missing the bus, suspension from the bus, trips/vacations, family gatherings, or incomplete homework, are not excused and are subject to disciplinary action.

- Any student ill for one or two days must return with a note from their parents or doctor.
- Any student absent for illness three or more days must return with a note from a doctor.

- An attendance letter may be sent home for any student having more than seven absences, further letters will be sent home at eleven and fourteen absences.
- Once a student reaches seven absences a parent conference may be held.
- Once the student reaches twenty absences, the student will be referred to the juvenile court and a JC150 will be filled out and put on file.
- Students are responsible to arrange for any make-up work or tests missed due to an excused/legitimate absence.
- It will be at the principal's discretion to allow students to participate in extracurricular activities if they are absent for that day.

Pre-Arranged Absences

- If a family situation arises that might cause a student to miss school for an extended period, the parents must contact the principal at least one week in advance to discuss the reasons for the pre-arranged absence.
- Returning students will be tested on missed material to assess competency. Students receiving failing grades may be required to attend summer school before being promoted to the next grade (at the discretion of the principal). If the student has been absent for more than 50% of the year, and receives failing grades on tests of subject mastery, the student will be retained in the current grade for the next school year.

Work Missed During Absences

- Parents/guardians and students are responsible for checking with their teacher to make a plan to complete all missed work during excused absences (see Assessment Guidelines).

SCHOOL CLOSINGS

It is essential that parents/guardians listen to the following radio or TV stations for announcements about school cancellations and/or closings due to extreme weather or other emergency situations. School personnel will not be able to make contact with individual families when the school closes unexpectedly. These stations are:

<i>TV stations</i>	WDIV (Channel 4) WXYZ (Channel 7) FOX (Channel 2)
<i>Radio</i>	WWJ 950 AM

Parents should have an existing emergency plan for alternative child care ready in case of an emergency closing of the school.

STUDENT RECORDS

Every enrolled student must have a complete set of school records on file. This information is provided by the parent/guardian and by the previous school(s) attended. Emergency contact numbers, addresses, and medical information must be updated when appropriate. Records exist primarily for local school use or as otherwise stipulated, are confidential, and can only be accessed by authorized personnel. Parental/guardian requests for access to student school records must be made in writing, requests for access will be honored within fifteen days, and parents must pick up records from the school office in person at a

prearranged time. School enrollment records must be sent to the students' new school via mail and cannot be transported by parents/guardians.

NAME, ADDRESS, PHONE CHANGES

It is vital that all school contact information is current. If a change occurs during the school year, please contact the office immediately so records can be updated. It is in the best interest of the student that the school office is able to contact parents/guardians at any time of the day in case of emergency.

HEALTH INFORMATION

Every student must have a complete and updated medical history form on file. Parents/guardians may receive notice periodically that their child must have a complete physical and/or updated inoculations from a licensed physician. Parents/guardians whose children have special medical concerns should notify the office and teacher in writing at the beginning of the school year. Students that need medication during the school day must keep their medication in the school office to be administered by office staff and a medication form must be on file.

Students participating in after-school team sports must have a sports physical on file before they can practice or play in a game.

Students who need to leave school early because of illness must have permission from their teacher go to the office. Office staff will call home to make arrangements for a pick up. Parents are asked not to make medical appointments for their children during the school day.

ACCIDENT/INJURY

When an accident occurs, it must be reported at once to the teacher in charge. The teacher will then report it to the office. Proper medical referrals will be made when necessary. First aid packs are located in the school office, gym and in every classroom. In all such events, an incident report must be completed by the staff member witnessing the event and a copy given to the student to take home.

MEDICATION/FIRST AID

First aid shall be limited to the applying of simple bandages, infection preventatives, or ice, and to any justifiable emergency aid, such as stopping excessive bleeding to prevent further injury, disability or death. Neither diagnosis nor treatment, except under emergency conditions, are within the responsibilities of school personnel, since school personnel are not trained to make medical decisions.

In the event that any student is the recipient of any type of injury, the following procedures are to be observed.

- Immediate attention will be brought to the adult in charge of building operation.
- Immediate attention will be given to determine the extent of injury.
- Immediate efforts will be made to contact the parent/guardian should the extent of the injury warrant such contact, in the opinion of the supervisory adult.
- A clear understanding of arrangements will be completed for the transfer of the student to a medical service facility if deemed appropriate.
- A follow-up investigation to clearly identify precisely what happened and why will occur as soon as possible. This may include obtaining written statements.
- An accident report must be completed.

Only those school employees qualified by school-approved training, and then only in case of emergency, may administer first aid or CPR to the students. School employees shall not attempt to treat any student injury after the initial treatment of emergency first aid. The school will not assume liability under these policies for employees acting outside the scope of their authority as set forth herein.

ADMINISTRATION OF MEDICATION

Definition of Medication: "Medication" shall include prescription (prescribed by a physician) and non-prescription (over-the-counter) drugs, preparations, treatments, and/or remedies taken by mouth, inhaler, an injection (such as Epi-pen or insulin), applied as drops to eyes or nose, or applied to skin.

The school shall not be responsible for the diagnosis and treatment of student illness except as provided above in the first aid and CPR policy. The administration of prescribed medication and/or medically-prescribed treatments to a student during school hours will be permitted only when failure to do so would jeopardize the health of the student, the student would not be able to attend school if the medication or treatment was not made available during school hours, or the student is disabled and requires medication to benefit from his/her educational program.

Procedures:

- The student's parent/guardian must provide the school with written permission and request to administer medication. A *Medication Administration Permission Form* that will be sent to all families prior to the school year must accompany such permission and request. Written instructions must include the name of the student, name of medication, dosage, and time to be administered, route of administration, date and duration of administration and **must accompany the medication**.
- The administrator, teacher or other adult designated by the administrator and in the presence of another adult, must administer the medication.
- The medication should be brought to school by the parent/guardian.
- The medication shall be examined by the school employee administering the medication to determine in his/her judgment that it appears to be in the original container, that it is properly labeled by a medical professional when provided by the parent/guardian, and that the appropriate, corresponding information for the administration of the medication is found on a Medication Authorization Permission Form for the student listed on the label.
- The administrator or designated school employee will count the amount of medication received and record the amount. The medication should be recounted and recorded on a regular basis.
- All prescription medication must be kept in a labeled container prepared by a pharmacy, physician, or pharmaceutical company and labeled with the name of the student, the name of the medication, the dosage, the time of the administration, and the frequency of administration.
- The school will not provide any non-prescription (over-the-counter) medications to students without a prescription from a physician as well as written permission from the parent/guardian to administer it. All non-prescription medication for a student must be provided by the parent/guardian in an original container.
- Medication will be stored in a locked cabinet within the school's office with limited access except at time of administration.

- A log of medication administration, by individual, is kept in the office. The person giving the medication will record the date and time of administration of the medication, record any appropriate comments or observation pertaining to the administration, and their initials. They will then obtain the initials of a second person for verification of information entered.
- If any changes occur in medication required, a new Medication Administration Permission Form must be filled out and kept on file in the school office.

Self-administration of medication (including asthma inhalers and diabetic insulin) shall be allowed under the following conditions:

- Parent/guardian must provide a Medication Administration Permission Form completed by a physician that indicates that the medication may be self-administered in addition to all other necessary information pertaining to the administration of it.
- The medication will be stored in a locked cabinet within the school's office.
- The medication will be self-administered under the supervision of the administrator or his/her designee.
- No student is allowed to provide or sell any type of prescription or nonprescription medication to another student. Violations of this rule will be considered violations of the school's Illegal Drugs and Controlled Substances policy with all the discipline associated therewith.

Additional Instruction for students with diabetes:

The school will provide to designated personnel training for the management of students with diabetes as follows:

- Information about the disease
- The signs and symptoms of hypoglycemia and hyperglycemia
- What to do in a medical emergency and the special planning needed for the student with diabetes during school functions such as parties, field trips, participation in sports, and after school activities.
- Such training should take place annually for any school in which there is a student with diabetes, or as needed if a student is newly diagnosed with this disease.
- In addition to all other procedures contained within this document, the parent/guardian of a student with diabetes must complete and provide the school with the two-page SCHOOL-BASED CARE PLAN for STUDENT with DIABETES.

CONDUCT & DISCIPLINE

It is expected that students will observe the highest standards of personal conduct. Each individual's responsibility is to behave in a manner that reflects positively on the school and on him/herself. Certain rules and regulations are necessary in order to maintain a positive and supportive environment in any community. By themselves, however, rules are not sufficient, and without an underlying spirit of cooperation, consideration, and respect for others, no community will be truly productive.

The purpose of school rules and disciplinary actions are to help develop positive behavior in students and have them be responsible for their actions. The behavior expected from a student rests on three basic points: **respect for self, respect for others, and respect for all property.**

MA expects that all students will follow both the letter and the spirit of the following standards of behavior:

- Personal honesty is essential to preservation of trust in a community and is expected at all times.
- Repeated or frequent violation of minor rules and expectations is disruptive to the learning environment and will not be tolerated.
- Respect towards all persons and things is expected at all times. Vandalism, theft, harassment, physical violence, bullying or any form of disrespect is not permitted.
- Students may not possess or consume alcoholic beverages or any other controlled substance (including tobacco products) while in school premises or under the jurisdiction of the school.
- Students are expected to behave, both on and off campus, in ways that reflect favorably upon themselves and the school. We will hold students accountable for actions taken at school sponsored events off campus and towards school personnel or school property. Note that actions in the community, even outside of school hours, that negatively reflect upon MA or the individual are subject to review and possible disciplinary action.

DISCIPLINARY RESPONSES

WARNING

Unless serious rules are broken, students who break a school rule will first be dealt with by the classroom teacher. If the rule is frequently broken or if the behavior warrants it, the principal may become involved. The student may be given a verbal or written warning from the principal. This warning will clarify the concern and possible future consequences if the behavior continues.

DETENTION

Flagrant and repeated disrespect for school rules will not be tolerated. The principal may decide that a student will serve detention for rule violation. Detention time is after school for one hour periods. Parents/guardians will be notified in writing of the date(s) on which the student will be kept for detention. Parents/guardians are responsible for picking up their child after detention has been served.

IN-SCHOOL SUSPENSION

There are times when students need time out of the classroom due to minor infractions. The In-School Suspension Area will be used as a time to reflect on their inappropriate behavior. Only administrative personnel can place students in the In-School Suspension Area. Parents will be informed by the administration or behavior specialist if their child is assigned to the In-School Suspension Room. Students will be provided daily assignments to work on. Students who do not follow In-School Suspension rules will be suspended out of school for the remainder of the In-School Suspension time.

DISCIPLINARY PROBATION

Disciplinary probation is a warning to the student and his/her parents that any further breach of discipline within a defined period will result in prolonged suspension or possible recommendation of expulsion. When a student is on disciplinary probation, he/she cannot attend any non-curricular activities after school or on weekends. The student can, however, continue to participate in co-curricular activities, including sports and arts.

STUDENT SUSPENSION AND EXPULSION

Student misconduct occurring at school or at school-sponsored activities may result in suspension or expulsion from school. Disciplinary measures have been developed for various types of misconduct. All of the possible misconduct that may occur in school or at school-sponsored events cannot be listed in this handbook. The Academy Principal is delegated the

responsibility for establishing appropriate disciplinary action for misconduct not covered in this handbook and for adjusting penalties prescribed in this handbook when circumstances warrant more or less severe punishment.

Written notice of expulsion will be given to the parents/guardians and will include the time, date, and place that the student will be afforded an opportunity for a hearing with the Board of Directors. The hearing procedure will include the following: the parents/guardians will have the right to be present; parents and students have the right to hear a report of testimony; the student has the right to confront and question the charging party; the student will have the right to present their own witnesses; and the student has the right to testify in his/her own behalf and give reasons for his/her conduct.

- The Principal will investigate charges against the student.
- A conference will be held to fully inform the student of charges against him/her.
- The student shall have the right to present the Academy Principal with any relevant information that will support his/her point of view.
- Parents/Guardians of the student will be notified immediately by telephone or by personal contact when the student is suspended and a written notice of suspension will be sent home. The parents/guardians are asked to sign the written notice and return it to school when the student returns. The parents/guardians will be informed of the term of the suspension and the conditions under which the suspension will be determined. An additional conference may be required by the Principal before the student can return to school.
- During the time that a student is suspended, he/she may not be present on school grounds or in the school building unless accompanied by parents/guardians for the purpose of meeting with the Principal. Students may not attend any school-sponsored activity during the time of the suspension.
- Suspension by the Principal is authorized for ten days or until the next regular meeting of the Board of Directors.
- Appeal procedures in cases of suspension:
 - Parents/Guardians may request a conference with the Principal for each incident of suspension.
 - Parents/Guardians may appeal the Principal's decision, in writing, to the Board of Directors at the next regularly scheduled meeting.

EXPULSION

Expulsion is the permanent removal of a student from school. Expulsion, if necessary, will be approved by a majority vote of the Board of Directors after all procedures have been followed for suspending a student.

Offenses are considered to belong to one of three levels. Below is an overview of these levels and the consequences of committing such offenses:

Level One Offences:

These include the following offenses:

- Being late to class
- Disruptive behavior in class
- Dress violation
- Potentially unsafe behavior (anywhere)

- Littering
- Public display of affection
- Use of electronic devices in class without teacher approval (e.g. iPods)
- Use of cell phones (including iPhones) in the buildings, including the gym.

Who gets involved?

- The teacher who notices the offense

What will happen?

- The student will be warned and dealt with by the teacher who notices the problem (possible development of a classroom management plan).
- Any documentation will be sent to the office and placed in the student's discipline file.

Level Two Offenses:

These include the following offenses:

- Persistent pattern of level one offenses over time
- Rude behavior to any person in school
- Cutting class
- Excessive public display of affection
- Profanity
- Continual disruption in class
- Insubordinate behavior to any adult (arguing with a teacher, leaving class without teacher's permission, etc)

Who gets involved?

- The teacher who notices the offense, the principal and/or the site manger

What will happen? One or more of the following consequences will occur:

- In-house suspension or out-of -school suspension
- Parent called/warning letter sent home
- Documentation sent to permanent folder
- Disciplinary probation
- Improvement plan that may include a contract
- Student-generated plan to alleviate unacceptable behavior

Level Three Offenses:

These are gross violations of school rules that demonstrate a severe lack of respect for the school community and also include any repeated level two offenses:

- Assault
- Fighting
- Intimidation
- Sexual harassment
- Bullying
- Stealing
- Vandalism
- Abuse of technology
- Possession of any real or toy weaponry
- Dangerous behavior
- Substance Abuse

Who gets involved?

- The teacher who notices the offense, the principal and the site manger

What will happen?

- The Principal will meet with the student's parents/guardians as soon as possible
- Suspension from school until the investigation is completed
- A contract between the school and the student and the parent
- Psychological counseling may be recommended/required
- The formation of a discipline committee to make recommendation to the administration.
- Possibility of immediate expulsion from school

FIGHTING/PHYSICAL ENGAGEMENT

Fighting is not tolerated under any circumstances during school, at school-sponsored activities or on the way to or from these locations. The fact that actions are meant as humorous or just "fooling around" does not make them acceptable. Fighting will result in a suspension for the first offense and a suspension or possible expulsion on the second offense. Students are expected to use all possible means to avoid physical confrontation including:

- Avoiding a situation where physical confrontation is likely
- Alerting an advisor, a teacher or administrator to circumstances which could lead to physical confrontation
- Seeking advice/protection from a faculty or staff member

MA students are expected to exhibit the highest standards of decorum and sportsmanship. Any member of the MA community involved in fighting before, during, or after any event will be suspended and removed from representation if applicable.

SUBSTANCE ABUSE

Use or possession of cigarettes, cigars, alcohol, drugs or any intoxicating/hallucinating substance on school grounds or in the immediate environments, at school functions, on school sponsored trips, or on school buses is forbidden at any time of the day or night. **Offenders face disciplinary action up to and including expulsion.**

VANDALISM

The damage or defacement of school property is a serious offense and will lead to serious disciplinary consequences. In addition, students will be required to make financial restitution for any damaged property. **Offenders face disciplinary action up to and including expulsion.**

OFF CAMPUS WITHOUT PERMISSION

For reasons of safety and accountability, students who are off campus without permission during the school day will receive an In-school suspension.

HARASSMENT

Every member of the MA community has the right to feel safe, respected, and free of any form of harassment. Harassment is defined as any verbal or physical abuse of an individual or group that could be based on, but not limited to, gender, ethnic origin, religious belief, age or grade in school and includes sexual harassment. Spreading rumors, malicious whispering, and certain other cases of non-verbal aggression are all forms of harassment. The fact that a comment is labeled as humorous does not make it acceptable. Attempting to publicly defame

another individual is also harassment. If a student believes that he or she has been a victim of harassment, he or she is to contact a member of the faculty as soon as possible. There is a zero tolerance policy for any kind of harassment on school grounds, on the bus, at the bus stops, or outside of school at chanced or planned meetings, on the phone, on the computer, or at social functions. **Offenders face disciplinary action up to and including expulsion.**

WEAPONS POLICY

POLICY PURPOSE

The purpose of this policy is to assure a safe school environment for students, staff, and the public.

GENERAL STATEMENT OF POLICY

No student or non-student, including adults and visitors, shall possess, use or distribute a weapon at any time when on school campus or attending an offsite school event. The school will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school employee, volunteer, or member of the public who violates this policy. Violators will be subject to arrest and prosecution.

DEFINITION

A. "Weapon."

- A "weapon" means any object, device or instrument designed as a weapon or through its use is capable of threatening or producing bodily harm or which may be used to inflict self-injury including, but not limited to, any firearm, whether loaded or unloaded; air guns; pellet guns; BB guns; all knives; blades; clubs; metal knuckles; numchucks; throwing stars; explosives; fireworks; mace and other propellants; stun guns; ammunition; poisons; chains; arrows; and objects that have been modified to serve as a weapon.
- No person shall possess, use or distribute any object, device or instrument having the appearance of a weapon and such objects, devices or instruments shall be treated as weapons including, but not limited to, weapons listed above which are broken or non-functional, look-alike guns; toy guns; and any object that is a facsimile of a real weapon.
- No person shall use articles designed for other purposes (i.e., lasers or laser pointers, belts, combs, pencils, files, scissors, etc.), to inflict bodily harm and/or intimidate and such use will be treated as the possession and use of a weapon.

B. "School Location"

- includes any school building or grounds, whether leased, rented, owned or controlled by the school, locations of school activities or trips, bus stops, school buses or school vehicles, school-contracted vehicles, the area of entrance or departure from school premises or events, all locations where school-related functions are conducted, and anywhere students are under the jurisdiction of the school district.

C. "Possession"

- means having a weapon on one's person or in an area subject to one's control in a school location.

EXCEPTIONS

A. A student who finds a weapon on the way to school or in a school location, or a student who discovers that he or she accidentally has a weapon in his or her possession, and takes the weapon immediately to the principal's office shall not be considered to possess a weapon. If it would be impractical or dangerous to take the weapon to the principal's office, a student shall not

be considered to possess a weapon if he or she immediately turns the weapon over to an administrator, teacher or head coach or immediately notifies an administrator, teacher or head coach of the weapon's location.

B. Policy Application to Instructional Equipment/Tools.

While the MA takes a firm "Zero Tolerance" position on the possession, use or distribution of weapons by students, and a similar position with regard to non-students, such a position is not meant to interfere with instruction or the use of appropriate equipment and tools by students or non-students.. Such equipment and tools, when properly possessed, used and stored, shall not be considered in violation of the rule against the possession, use or distribution of weapons. However, when authorized instructional and work equipment and tools are used in a potentially dangerous or threatening manner, such possession and use will be treated as the possession and use of a weapon.

CONSEQUENCES FOR STUDENT WEAPON POSSESSION / USE / DISTRIBUTION

A. MA takes a position of "Zero Tolerance" in regard to the possession, use or distribution of weapons by students. Consequently, the minimum consequence for students possessing, using or distributing of weapons shall include:

- immediate out-of-school suspension
- confiscation of the weapon
- immediate notification of police
- parent or guardian notification
- recommendation to the superintendent of dismissal for a period of time not to exceed one year.

B. Pursuant to Michigan law, a student who brings a firearm, as defined by federal law, to school will be expelled for at least one year. The school board may modify this requirement on a case-by-case basis.

C. Administrative Discretion

While the school district and the school takes a "Zero Tolerance" position on the possession, use or distribution of weapons by students, the Academy Principal may use

discretion in determining whether, under the circumstances, a course of action other than the minimum consequences specified above is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.

Disciplinary Consequences

1. Disrespect

Minimum - Administrative warning, ASD

Maximum - 10 days OSS/ISS, conference with administrator, parent, and school employee, reflection sheet and/or counseling referral

2. Insubordination

Minimum - Administrative warning, ASD

Maximum - 10 days OSS/ISS, parent conference

3. Inappropriate language/gestures

/obscenity/ behavior/materials

Minimum - Administrative warning, ASD, 1 day ISS

Maximum - 10 days OSS/ISS, parent conference, reflection sheet and/or counseling referral

4. Profanity

Minimum - Administrative warning, ASD, 1 day ISS

Maximum - 10 days OSS/ISS, parent conference, reflection sheet and/or social work referral

4a. Use of the "N or "F" word

1 -day OSS)

5. Skipping class (es) / school

Minimum -1 hour ASD for each missed hr.

Maximum - 2 days OSS for each missed; parent or guardian required to attend counseling; recommend expulsion

6. Vandalism/destruction/misuse of school property

Minimum -1 day OSS/ISS, recommend restitution

Maximum - 10 days OSS/ISS, police authority, possible legal action

7. Excessive tardiness (4th offense)

Minimum - Administrative warning, 1 day

ISS/ASD/OSS

Maximum - 10 day OSS/ISS, parent required to walk student to class

8. Inciting/observing/instigating a fight

Minimum - Warning, ASD, 3 days ISS

Maximum - 10 days OSS/ISS, parent conference

9. Fighting/Assault

Minimum – 5 days OSS

Maximum - 10 days OSS/ISS, recommend possible expulsion, contact police authorities

10. Failure to serve ASD

Minimum -1 day of ISS

Maximum -1 day OSS/ISS plus an additional day for each day missed, parent conference

11. Walkman radios/CD players/Cell Phones/Gaming devices mp3's/Ipods, etc.

Minimum - Confiscation of device, returned only to parent/guardian, ASD

Maximum - 3 days OSS/ISS, device returned to parent/ guardian at end of year

12. Disturbance; classroom

hallway

cafeteria

school activity

bus

Minimum - Administrative warning, 1 day ASD

Maximum - 5 days OSS/ISS

parent conference

13. Possession of a dangerous weapon defined by code

Minimum – Contact building principal/10 days OSS, possible psychological evaluation, recommend expulsion from the school district, contact police authority

Maximum – Expulsion

13a. Possession of look-a-like weapons

Minimum - 3 days OSS

Maximum - 10 days OSS/Expulsion

14. Possession/use/under the influence of/ drugs, tobacco, alcohol, and/or lookalikes

Minimum - 5 days OSS, parent conference, counseling referral for substance abuse, notify police authority

Maximum - 10 days OSS. notify police authority, drug test and counseling, possible expulsion

15. Sale of alcohol or drugs

Minimum - Suspension pending expulsion, notify police authority

Maximum - Recommend expulsion

16. Electronic pager/telephone/organizer/laser pen, etc.

Minimum - Confiscation of device, returned only to parent or guardian, loss of privilege

Maximum - 3 days OSS/ISS, device returned to parent/ guardian at the end of semester,

17. Criminal acts

Minimum - 5 days OSS, parent conference, notify police authority

Maximum - 10 days OSS, recommend expulsion

18. Gang related behavior or attire,

Minimum -1 day OSS/ISS, pending parent conference, counseling

Maximum -10 days OSS/ISS, report to police authority

19. Assault (simple, felonious, aggravated)

Minimum - 3 days OSS, parent conference

Maximum - 10 days OSS/ISS, recommend expulsion, contact police authorities, psychological testing.

20. Inappropriate touching/sexual harassment

Minimum -1 day OSS/ISS, parent conference

Maximum - 10 days OSS/ISS, recommend psychological evaluation, possible expulsion, contact police authorities

21. Intimidation/bullying/extortion/ threats verbal, physical, cyber, or other

Minimum -1 day OSS/ISS

Maximum -10 days OSS/ISS, possible expulsion, recommend psychological evaluation, parent conference, contact police authority

22. Assault on a school employee

Maximum - Contact superintendent's office and building principal/10 days OSS, possible psychological evaluation, recommend expulsion, notify police authority for possible legal action

23. Threatening a school employee/student

Minimum -1 day OSS/parent conference

Maximum - 10 days OSS, recommend psychological evaluation, recommend possible expulsion

24. Stealing

Minimum - 3 days OSS/ISS, recommend restitution

Maximum - 10 days OSS/ISS, notify police authority, parent conference

25. Possession of lighter/matches

Minimum - 3 days OSS/ISS, confiscate items

Maximum - 10 days OSS, confiscate items

26. Possession/use of explosives or other harmful devices or materials

Minimum - 3 days OSS/ISS

Maximum - 10 days OSS, recommend expulsion, notify police authority, possible legal action

27. Throwing food in cafeteria

Minimum - 1 days OSS/ISS

Maximum - 3 days OSS/ISS

28. Pulling a fire alarm

Minimum - 5 days OSS/ISS, notify civil authorities

Maximum - 10 days OSS/ISS, parent conference, notify civil authorities

29. Arson

10 days OSS, parent conference, recommend expulsion, and notify police authority

30. Forgery

Minimum -1 day ISS, parent conference

Maximum - 10 days OSS, notify police authority

31. Cheating/Plagiarism

Minimum - Administrative discretion

Maximum - Loss of credit, three days OSS/ISS

32. Inappropriate attire

Minimum - Removal/correction of attire, may be sent home for the day

Maximum - 10 days OSS/ISS

33. Failure to serve ISS/ADS

Minimum - Repeat ISS/ASD/OSS

Maximum - 10 days OSS

34. Threat to harm self

Evaluation with SW assuring student poses no threat to harm self

35. Computer misuse

Minimum - Administrative discretion

Maximum - 5 days OSS/ISS. Loss of computer use.

36. Public display of affection (PDA)

Minimum - Administrative discretion

Maximum - 3 days OSS/ISS

37. Reckless behavior

Minimum - Administrative warning

Maximum - 10 days OSS, conference with administrator, parent and school employee.
reflection sheet and/or counseling/or SW referral

38. Harassment - sexual or other

Minimum -1 day OSS/ISS. parent conference

Maximum -10 days OSS/ISS, recommend psychological evaluation, expulsion, notify
authorities

39. Threats - to harm others or property

Minimum -1 day OSS/ISS

Maximum -10 days OSS/ISS, possible expulsion, recommend psychological evaluation, parent
conference, contact police authority

40. Danger - to self or others

Minimum -1 day OSS/ISS

Maximum - 10 days OSS/ISS, possible expulsion, recommend psychological evaluation, parent
conference, contact police authority

41. False Alarms - (bomb threats, false alarms, other threats)

Minimum -1 day OSS/parent conference

Maximum -10 days OSS, recommend psychological evaluation, recommend possible Expulsion

42. Racial intimidation/slurs

Minimum -1 day ISS/OSS

Maximum - 10 days ISS/OSS, counseling, evaluation, recommend expulsion

43. Truancy

Minimum - ASCIISS/OSS for each hour of school missed. Parent meeting

Maximum - Contact authorities/File truancy petition to court/Educational neglect! 10 days OSS, possible expulsion

44. Throwing Snowballs

Minimum -1 day ISS/OSS

Maximum - 5 days OSS

45. Trespassing/Unauthorized Area (, Classroom, etc.)

Minimum Warning

Maximum - 10 days OSS

46. Disrupting class with Substitute/Guest

Teacher

Minimum -1 day OSS/ISS

Maximum - 5 days OSS

47. Sagging/Wearing clothes inappropriately

Minimum - Warning, ASD

Maximum - 3-5 days OSS

Arson *

A student will not intentionally, by means of starting a fire, causes harm to any property or person, or participate in the burning of any property. If a student commits arson in a school building, on school grounds, or on other school property, than the school board or its designee shall expel the student from the school district permanently, subject to possible reinstatement.

Assault on a School Employee *

A student will not physically assault another person. An assault will result in an immediate suspension from school. If a student commits an assault at school against a person employed by, or engaged as a volunteer or contractor by the school board, then the school board or its designee shall expel the student from the school district permanently, subject to possible

reinstatement. Assault means intentionally causing or attempting to cause physical harm to another through force or violence.

Assault on a Student *

Students who commit an assault are subject to suspension for up to ten school days and a possible expulsion recommendation. Assault means intentionally causing or attempting to cause physical harm to another through force or violence.

Bullying / Harassment / Intimidation

Bullying, harassment or intimidation means any gesture or written, verbal, or physical act that a reasonable person, under the circumstances, should know will have the effect of harming a student physically or emotionally, damaging student property, placing a student in reasonable fear of harm to the student's person or damage to the student's property, or has the effect of insulting or demeaning any student or group of students in such a way as to disrupt or interfere with the school's educational mission or the education of any student. Bullying, harassment or intimidation includes, but is not limited to, such a gesture or written, verbal, or physical act, that is reasonably perceived as being motivated by a student's religion, race, color, national origin, age, sex, sexual orientation, disability, height, weight, socioeconomic status, or by any other distinguishing characteristic.

Disturbance

A student will not disturb others or misbehave in a manner that causes disruption to or obstruction of a safe and orderly environment. Any action or behavior that interferes with school activities or disrupts the educational process is unacceptable. Disruption can be caused by talking, making noises, throwing objects, not following directions, or otherwise distracting others.

False Fire Alarm or Bomb Report *

Unless an emergency exists, a student will not intentionally sound a fire alarm or cause a fire alarm to be sounded, nor will a student falsely communicate or cause to be communicated that a bomb is located in a building or on school property, or at a school-related event. These acts are prohibited, irrespective of the whereabouts of the student. A student will not destroy, damage, or otherwise tamper with a fire alarm system in a school building. If a student enrolled in grade 6 or above makes a bomb threat or similar threat directed at a school building, other school property, or a school related event, the student will be suspended immediately pending an expulsion recommendation.

Insubordination

A student will not ignore or refuse to comply with directions or instructions given by school staff.

Verbal Assault on an Employee *

A verbal assault is any written or electronically transmitted threat to inflict injury upon another person, under such circumstances that create a reasonable fear of imminent injury, coupled with an apparent ability to inflict injury. A verbal assault at school against a person employed by or engaged as a volunteer or contractor by the school board will result in a suspension of up to ten school days and / or an expulsion recommendation.

Weapons *

A student will not possess, handle, transmit, or use a dangerous instrument capable of harming another person. A "dangerous instrument" means any device intended to cause injury or bodily harm, any device used in a threatening manner that could cause injury or bodily harm, or any device that is primarily used for self-protection. Dangerous instruments include, but are not limited to, chemical mace, pepper gas or like substances; stun guns; BE guns; pellet guns; razors; or box cutters.

Weapons, Dangerous *

A student will not possess, handle, transmit, or use as a dangerous weapon an instrument capable of harming another person. A "dangerous weapon" means a firearm, dagger, dirk, stiletto, or knife with a blade over three inches in length, pocketknife opened by a mechanical device, iron bar, or brass knuckles. Firearms include any weapon which will, or is designed to, or may readily be converted to expel a projectile by action of an explosive.

**These incidents require police notification.*

IMPORTANT

Students who accumulate an unreasonable amount of school rule violations may be subject to expulsion.

Discipline Referral Forms are issued to the student. Additionally, social work referrals, student conferences, parent conferences, and law enforcement contact may be required.

All student referrals will be reviewed on an individual basis by administration. Discretion is used when extenuating circumstances exist.

Students who are suspended out of school are not allowed on any MA property and are prohibited from attending any school sponsored events or activities.

Administration reserves the right to do what is in the best interest of the Academy.

ADMINISTRATIVE INFORMATION

PARENT INVOLVEMENT

In order for our students to be successful, parents and guardians must work in partnership with teachers and administration to reach academic, social and behavioral goals. In addition, the healthy maintenance of the school requires parent/guardian participation in many realms. Multicultural Academy has a mandatory parent involvement requirement of a minimum of 20 hours per academic year.

We encourage parent/guardian participation in the following ways which includes but is not limited to:

- Being a class room volunteer
- Chaperoning field trips
- Participating in school and class fundraisers
- Volunteering time to help with lunch or supervising at special events
- Donating time and services in areas of expertise
- Attendance at report card conferences in November and April
- Attendance at all-school and class information evenings

We also encourage parent/guardian participation in other ways:

- Returning of phone calls/emails within 24 hours
- Monitoring of homework completion
- Signing of forms and reports, and overseeing their safe return to school
- Updating of all required information in student files and notifying the school office when there is a change in address or phone number

Our parent/guardian volunteers are a valuable asset to the school, and we cannot function without the help and support of the families we serve. Parent/guardian volunteers should report to the office to sign in and get a volunteer sticker. When they are ready to leave, they should sign out in the office. Volunteer hours are tracked using the sign in sheet in the main office as well as the sign-in at evening events. Hours are reported in the Annual Report that the school is required to complete each year.

VISITORS

For the safety of all students and staff at Multicultural Academy, all visitors, including parents/guardians and family members, must first report to the office. If they have legitimate business in the classrooms, they must sign in, state their reason for being in the building, and obtain and wear a visitor pass or parent/guardian badge. At the conclusion of their visit, we ask that all visitors return to the office and sign out. The reason for these precautions is two-fold:

- To protect the students
- To keep track of all persons in the building in case of emergency

Multicultural Academy welcomes visitors and encourages parents/guardians to visit the school, but these visits must be scheduled beforehand with the teacher or the office staff. Young friends and family members may not spend the day in the classroom with a student.

This is a courtesy and safety issue and your cooperation is appreciated.

CONTACTING A TEACHER

Parents/guardians who wish to speak to a teacher should call the school office. A message will be given to the teacher, and a response will be made within 24 hours (if teacher is absent, it is 24 hours upon return). Teachers will not be called to the phone while they are in class. Teachers will also respond to emails and hand-written notes within 24 hours.

CONTACTING A STUDENT

The school phone is for school business, and not personal conversation. Parents/guardians who wish to speak to a student must leave a message in the school office. Students will not be called from class to speak on the phone. Students are allowed to use the school telephone for urgent matters only. When a student makes a call from a school telephone, it requires permission from a staff member. Please make all arrangements for your child's day before your child comes to school, i.e. transportation and after school events. In most cases, forgotten items are not real emergencies.

LOST AND FOUND

A "Lost & Found" bin will be maintained in the school lobby for misplaced items. Please check it first and frequently for lost articles. Unclaimed items will be sent twice a year to charitable organizations. We encourage parents to label all clothing, backpacks, supplies, and personal items with the student's name for easy identification and return.

NEWSLETTER

A bi-weekly newsletter goes home to families from the elementary and middle school classrooms. A monthly event calendar and lunch calendar are also sent at the same time. Reminders are sent out as needed. Please take the time to read about events going on at MA. This will help you to keep your student organized and timely with important events.

TORNADO WATCH – TORNADO WARNING

A tornado watch means possible severe weather that are favorable to tornadoes, or that tornadoes may occur over a large geographic area such as southern Michigan. This does not mean that a tornado is expected to strike in our immediate area. Therefore, children are kept in school if this occurs during the school day.

A tornado warning means that a tornado may strike in the immediate area.

Points to remember:

- During a tornado warning, staff and students have been instructed as to proper procedure and will follow it. Every school is required to hold a minimum of two tornado drills a year.
- Weather bureau statistics reveal that most tornadoes strike between 3 p.m. and 7 p.m. and rarely occur during normal school hours.
- It is not possible for office staff to deliver messages to students when severe weather conditions occur.
- Students will be released exclusively to parents/guardians or those persons listed on the students' emergency form during a severe storm.

All decisions rest directly with the principal, who will make every effort to do what he/she thinks is best for the safety and welfare of the students.

FIRE DRILLS

By law, each school is required to hold eight fire drills during the school year. Students are instructed on how to leave a building safely and practice leaving from different areas of the school, in accordance with the Fire Safety Regulations. Every attempt will be made to hold drills during appropriate weather.

LIGHTNING

If any children are outside and lightning is spotted, the activity the children are engaged in will be immediately discontinued and the students will reenter the building. This applies to recess and classes that are outside for special activities.

EVACUATION

In case of an emergency evacuation, the only persons allowed to pick students up from the evacuation site are parents/guardians or those persons listed on the students' emergency forms. Multicultural Academy will hold two emergency evacuation drills a year.

PESTICIDE APPLICATION

As part of Multicultural Academy's pest management program, pesticides are occasionally applied. All families will be informed once a month in the school newsletter when a monthly pesticide application is coming up. These applications occur after school hours. In certain emergencies, pesticides may be applied without prior notice, but you will be provided notice following any such application. A pesticide notification request will be sent home at the beginning of each school year for your review and signature.

GRIEVANCE PROCEDURE

The Board of Directors wishes to support the school staff. However, it also wishes to provide for the investigation of complaints from Multicultural Academy. The procedure to be followed in the event of a complaint must be:

- First talk with your student's teacher
- If you are not satisfied with the teacher's response, make an appointment with the Academy Principal, for elementary, middle school, or , who may request information in writing. A meeting with all parties will be held.
- If you are still not satisfied, you may call Universal Management Company, LLC. Contact information is available in the school office.
- Finally, if you wish to appeal the determination of the principal/administrator, a letter to the President of the Board of Directors requesting an appeal hearing is in order. You will be contacted by the board president and the procedure from here will be decided on a case-by-case basis.

GENERAL POLICIES

SOCIAL EVENTS

MA hosts a number of major events during the year which are held during daytime or evening hours. Students may not leave early without the permission of the teacher or chaperone in charge.

- All MA rules are in effect at social events.
- Dress regulations may vary, depending on the social occasion. Use common sense, in any case.
- Prompt pick-up after an event is mandatory. Any student who delays the departure of chaperones jeopardizes the right to attend future events.
- Students currently on disciplinary probation are not allowed to attend any MA event.

TRANSPORTATION

Transportation is the responsibility of the parent/guardian. **Bus services are a privilege, not a right.** When bus service is interrupted parents are expected to transport students to and from school. When a change in after school pick-up is necessary, a note or phone call must be made in advance of the school day.

AFTER SCHOOL PICK UP

Students that get rides from parents/guardians must be picked up promptly at release time (3:30 for all students). Students that are left waiting after 3:45 will be escorted back into the building to wait with the teacher on duty.

BUS CONDUCT

To provide a safe and comfortable trip, students are required to observe all school rules in addition to the following:

Waiting for the Bus

- Arrive at the bus stop 5 to 10 minutes early
- Avoid horseplay while waiting
- Stay out of the danger zone: stand at least 10 feet away from the edge of the road
- Wait until the bus stops, the door opens and the driver says it's okay to board the bus
- Use sidewalks when walking to your designated bus hub
- Don't talk to strangers

Getting on and off the Bus

- Walk at all times, never run to or from the bus
- Keep the aisle clear: watch clothing or backpacks with dangling drawstrings or straps
- Never try to retrieve an item dropped near the bus - get out of the danger zone immediately
- Be sure the bus driver can see you and you can see the driver
- Walk in front of the bus, never behind the bus

- Look both ways before crossing the street
- Wait for the driver's signal before crossing
- Always cross at least 10 feet in front of the bus
- Stand back from the curb

<i>Riding on the Bus Mon-Fri AND on fieldtrips</i>

- Obey the bus driver
- Be courteous at all times. Foul language is prohibited.
- Stay in your seat and face forward: never stand on a moving bus or when bus stopped
- Keep noise level down and do not distract the driver (no yelling or shouting) Talk quietly on bus at all times
- Do not throw anything on the bus or out the window
- Keep hands and feet to yourselves
- Don't push, shove and hit
- Keep hands, head and other items inside the bus windows
- Keep arms, legs, head and other items out of center aisle at all times
- No eating or drinking allowed on bus
- No weapons of any kind will be allowed on the bus
- Cell phone/I-Pod music to be listened to ONLY with ear phones/ear buds

THERE WILL BE ZERO TOLERANCE ON THE BUS.

ANY INFRACTIONS WILL BE REPORTED AND DISCIPLINARY ACTION WILL BE TAKEN.

Bus privileges may be suspended for a time period or permanently determined by the Administrator.

CELLULAR PHONES AND MUSIC DEVICES

In general, it should not be necessary for any student to have a cell phone during school hours, and so we encourage students to leave their cell phones at home. MA will not be responsible for lost, stolen, or damaged cell phones. Students are not allowed to use their cell phones for **any reason** during school hours or on school property, including classrooms, restrooms, hallways, on the playground, or on the bus. A student who uses a cell phone for any reason and is seen by any staff member in the building will have it taken away. Phone calls from parents/guardians should not be made to the student's personal cell phone but to the front office.

- 1st offense – Student will receive a warning and told the consequences of further offenses
- 2nd offense – Student cell phone will be taken away and given to the secretary, to be returned at the end of the day. Student will be written up.
- 3rd offense - Student cell phone will be taken away and a parent/guardian will have to come pick it up from the principal. Student will be written up.
- Continuing offenses – Student will not be allowed to return to school without a parent for a conference with the teacher and principal.

Student music devices are not allowed at school for any reason other than for accommodations made in an individualized educational plan. A student who uses an

MP3 player for any reason and is seen by any teacher in the building will have it taken away. The same disciplinary action will be taken as for cell phones.

ACCEPTABLE USE POLICY FOR COMPUTERS

Computers at MA are the property of the school and are intended for educational use only. Any use that interferes with a computer's normal operation or another user's ability to use a computer is a violation of this policy and will result in disciplinary action including but not limited to, loss of all computing privileges at MA. Students are on their honor, and are required to report knowledge of another user's misbehavior on computers to a teacher immediately.

Unacceptable computer use includes the following:

vandalism or hacking, i.e. putting foreign objects into CD or disk drives, deleting or altering another user's files, using another student's profile, releasing a virus into the computer network, attempting to gain access to e-mails, computer files or directories for which one is not authorized, or making any changes to the computer's settings or operating system.

Installing or downloading software from the internet without the permission of the network administrator. Computers are equipped with software that automatically scans for computer viruses. Any attempt to uninstall this software will be treated as an act of vandalism.

Repairing computers, printers, or photocopiers without the permission of a teacher. If there is a technical problem with a computer, the student should inform a teacher or staff member immediately.

Deliberately accessing pornographic or offensive internet sites. While it is rare to stumble upon such sites accidentally, a student should immediately tell the teacher if this happens so that the computer network administrator can be informed and have the record of this access deleted from the student's profile (see infraction table).

Personal e-mail, or computer games. Permission to use the computer for e-mail must be given by a teacher, and is given only when the email is directly related to schoolwork. Downloading or playing computer games is not allowed.

Social related sites such as **Instagram, My Space, Twitter, or Facebook** are not permitted at any time.

PHOTO POLICY

It is the policy of MA to have parental/guardian consent to photograph students, either individually or as part of a group, to use in/on local media, or to publish photographs within the school itself. Academy personnel will also take photos of classroom activities and/or individual students from time to time for release to local media or in Academy brochures. Identification of students is always limited to name, school, and grade. The opportunity to decline permission is in the student enrollment packet and is in the parent packet distributed at the beginning of each year. For further information, contact the school office.

FOOD, CANDY, AND GUM

Candy, gum, or soft drinks are not allowed at school, except when distributed to the entire class by the teacher for a special occasion. Food of any sort is not allowed on the bus before or after school. Snacks and lunches brought from home should be healthy and balanced.

PUBLIC DISPLAY OF AFFECTION

No physical contact is permissible on school grounds or at school activities. This includes: hugging, hand slapping, 'high fives,' kissing, hand-holding, and walking arm-in-arm. Inappropriate physical contact will be dealt with as deemed necessary by the teacher and Academy Principal.

DESKS, AND LOCKERS

Desks and lockers (for elementary and middle school students) are the property of the school. They are assigned to students for their convenience and for the purpose of storing supplies, books, and materials for use at school. They will be issued in good condition, and it is expected that students will treat school property with respect.

- Students are responsible for the physical condition of their desks and lockers.
- Desks and lockers should be kept tidy and clean, and no food is to be left overnight.
- **Graffiti, abuse of lockers, or opening another student's desk or locker are offenses that can result in the loss of privileges and further disciplinary measures.**
- Students may use a lock on their lockers if the teacher has either a spare key to the locker or the combination.
- No valuables should be kept in desks or lockers.
- The school is not responsible for any lost or stolen articles.

BIRTHDAYS, PARTIES, AND INVITATIONS

Students may bring in treats on their birthday for the **entire class**. Please contact your child's teacher at least two days prior for planning purposes. Party invitations may not be given out at school unless the entire class is invited.

RECESS

Students in grades K-5 have recess breaks scheduled daily. Middle school students have recess at the discretion of their teacher. Recess breaks can be used as a time to make up missing work.

STUDENT AFFAIRS

COMMUNITY SERVICE

MA's co-curricular program provides students with a sense of well-being and belonging. Aspects of this program reinforce the importance of community service, leadership qualities, and meaningful contact with the local community in a positive and constructive way. MA's commitment to its community is reflected in the fact that community service is a graduation requirement for middle and students. These activities teach students that being a citizen means accepting responsibilities as well as enjoying rights.

STUDENT COUNCIL

Student decision-making is an important part of the educational program. MA encourages students to become more involved in the life of the school community by providing an arena that empowers students to voice their opinions and concerns. Middle and have representation on Student Council, where the thoughts of classmates can be heard and acknowledged. Student Council:

- Provides a forum to express opinions relating to issues that directly impact students.

- Enables students to participate in the process of democratically selecting leaders and accepting responsibility for the leadership demonstrated.
- Allows for participation in the consultation and decision making processes that relate to the student body.
- Allows for participation in the planning and provision of student-focused social, recreational, and service-oriented projects.
- Recognizes students who represent the student body outside of MA.

The Student Council represents the students, receiving its authority from a constitution adopted by the student body. Student Council consists of two representatives from each grade level (3 - 8), and a faculty advisor. To be on the council, students need to have a minimum cumulative GPA of 2.5 and cannot be on Academic Probation or Disciplinary Probation.

We have read, discussed and understand all pages of the 2014-2015 Parent/Student Elementary and Middle School handbook and hereby acknowledge this by our signatures below:

Printed Name of Student

Signature of Student

Date

Printed Name of Parent/Guardian

Signature of Parent/Guardian

Date

Printed Name of Parent/Guardian

Signature of Parent/Guardian

Date

This form must be signed by student and parent(s)/guardian(s) and returned to the Academy office. If a signed form is not received, the Academy Vice-Principal will contact the parent(s)/guardian(s) to obtain one.