

DCP REDFORD

Family & Scholar Handbook



Discovery
Creative
Pathways

Redford

17175 OLYMPIA, REDFORD, MI, 48240

313-543-3226

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Welcome to the New School Year!

Dear Discovery Creative Pathways (DCP) Families ,

Phalen Leadership Academies (PLA) is thrilled to welcome you and your family to the new school year! Thank you for being part of our school community. We know how incredibly important your partnership is; we are here with you to ensure the success and well being of *every* student we serve. We believe that academic, social, and emotional needs are best met when we work together to provide a consistent, safe, nurturing, and intellectually challenging school environment. You are an important part of our community of learners, and we look forward to working together to ensure that this year is a wonderful experience for your child and family.

Our goal is to provide the *very best education possible*. Our teachers and staff are committed to engaging your child academically and socially, and guiding them on their path to developing the skills, knowledge, and agency required for future academic and career success. We know that you share this ambitious goal for your child as well, and we are honored that you have chosen DCP as your child's school. We ask that you take some time to review this student-family handbook. The policies and procedures are built to guide our practice and to establish a school environment that allows each child to thrive. The handbook lays out the rules we live by in our schools, the clear expectations we set for our students, and what we ask of our families, to enable us to consistently and fairly treat each and every student with dignity and respect.

Please carefully review and discuss this handbook with each child in your family who is joining our school community. We recognize that each of us—families, teachers, student support team members and administrators—must work together as a team to meet the needs of our children. Strong, consistent messaging between school and home sets a positive tone for expectations and outcomes. If you have questions, or if you would like to discuss any part of this handbook, please reach out to us.

I am joined by the entire PLA Network when I say we are looking forward to celebrating your child's many successes at DCP as the academic year unfolds.

Warm regards,

Melissa Morris,
PLA Executive Director

Student and Family Handbook Confirmation Page

In this student and family handbook, we strive to clearly share our DCP Schools expectations so that all our students understand what it takes to be successful. We rely on strong communication among students, parents and school, and we ask that students and parents sign this page to indicate that the handbook has been received, and that they have had the opportunity to review it and discuss it at home. Thank you for partnering with us, and best of luck this year!

I verify that I have read and discussed the contents of this student and family handbook.

Student Signature _____

Date _____

Parent/Guardian Signature _____

Date _____

Handbook Purpose:

The DCP Schools Family-Student Handbook is a resource and guide for DCP Schools families to ensure strong home-school partnership. The handbook provides detailed information about DCP Schools' academic and behavioral expectations, policies and procedures. The resource is intended to provide guidance and context to ensure students' success. Parents will be asked to review the handbook, and to return the signed agreement page affirming and accepting the school's rules and expectations. Our campus Directors will be sharing the handbook with all families. In the event of a policy or procedure change that occurs during the year, campus Directors will clearly communicate that change with families.

PLA Overview: This needs to be changed for PLA

All children deserve a high-quality education, no matter the zip code. PLA partners with school districts, boards, and charter school authorizers to lead school transformation. Together, we make great schools. We have a deep, authentic commitment to many of the most pressing educational challenges. We also have a strong commitment to our students and to our school community. We believe in empowering teachers to lead and creating partnerships that involve all stakeholders.

Great public education is the foundation for social equity and economic resilience. It is our responsibility as leaders to nurture that foundation so that every child has the opportunity to fulfill their tremendous innate potential.

MISSION

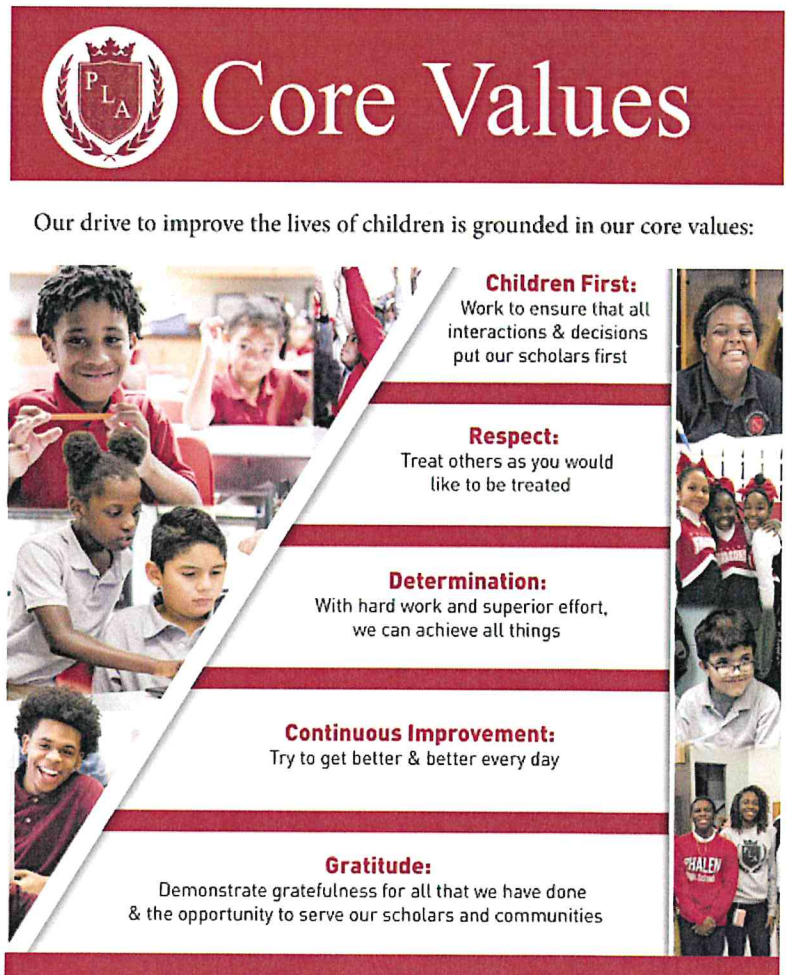
Our mission is to ensure that each of our scholars meet high academic and social standards, and thrive as leaders at home, in their communities, and in the world.

VISION

Our ultimate goal is that our scholars master key academic skills, and demonstrate strong character as exhibited by: honesty, service to others, a superior work ethic, and a strong vision for and belief in their futures.

Core Values

Children First
Determination
Respect
Continuous Improvement
Gratitude



Core Values

Our drive to improve the lives of children is grounded in our core values:

- Children First:** Work to ensure that all interactions & decisions put our scholars first
- Respect:** Treat others as you would like to be treated
- Determination:** With hard work and superior effort, we can achieve all things
- Continuous Improvement:** Try to get better & better every day
- Gratitude:** Demonstrate gratefulness for all that we have done & the opportunity to serve our scholars and communities

Network Information

2323 N Illinois St
Indianapolis, IN 46209
dreamteam@phalenacademies.org

School Hours

Monday- Friday 8:05am-3:30pm

Calendar

Click here to view the [DCP Harper Woods Calendar](#)

Click here to view the DCP Redford Calendar

School Information

Discovery Creative Pathways – Redford

Principal: Carlita Earl

Campus Director of Operations: Alana Olds

17175 Olympia

Redford, MI 48240

(313) 543-3226

Discovery Creative Pathways – Harper Woods

Principal: Erika Dietz

Campus Director of Operations:

19360 Harper Ave

Harper Woods, MI 48225

(313) 640-0060

Section 1: Enrollment and Entrance Requirements

NOTIFICATION OF RIGHTS UNDER FERPA (See Appendix)

TITLE IX GRIEVANCE (See Appendix)

NON-DISCRIMINATORY POLICY (See Appendix)

Enrollment

An annual lottery will be held at the school campus and is open to the public. Families are encouraged to attend. Lotteries will be held for any grade in which the number of applications exceeds the number of openings. Names are randomly selected and applicants are accepted based on the order in which they are selected. The lottery continues until all names are drawn. Applicants who are not accepted will be placed on a waiting list in the order of their randomly selected lottery number.

Entrance Requirements

To enter kindergarten, a child must be 5 years of age on or before September 1st of the current school year. However, if a child residing in the school district or a child eligible to enroll in and be counted in membership in the school district is not 5 years of age on the enrollment eligibility date, but will be 5 years of age not later than December 1 of a school year, the parent or legal guardian of that child may enroll the child in kindergarten for that school year if the parent or legal guardian notifies the public school in writing that he or she intends to enroll the child in kindergarten for that school year. A public school that receives this written notification may make a recommendation to the parent or legal guardian of a child described in this subsection that the child is not ready to enroll in kindergarten due to the child's age or other factors. However, regardless of this recommendation, the parent or legal guardian retains the sole discretion to determine whether or not to enroll the child in kindergarten.

Medical Requirements

Immunizations are one of the most cost-effective measures to protect children from vaccine-preventable diseases. Accordingly, the School requires that all students be properly immunized at the time of registration or not later than the first day of school pursuant to the provisions of the Department of Health and Human Services (DHHS) regulations.

There are three (3) circumstances in which a required vaccine may be waived or delayed:

- A valid medical contraindication exists to receive the vaccine. The child's physician must certify the contraindication.
- The parent(s)/guardian(s) hold religious or philosophical beliefs against receiving a vaccination. Any parent or guardian who wants to claim a non medical waiver must receive education regarding the benefits of vaccination and the risks of disease from a county health department before obtaining the certified non medical waiver form through the Local Health Department, and present the same to the appropriate Academy personnel.
- The child has received at least one (1) dose of each immunizing agent and the next dose(s) are not due yet.

The School Leader or staff cannot—and shall not—be responsible for the diagnosis and treatment of student illness. 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 were not made available during school hours, or the child is disabled and requires medication to benefit from his/her educational program.

For purposes of this policy, medication shall include all medicines including those prescribed by a physician and any non-prescribed (over-the-counter) drugs, preparations, and/or remedies and performance-enhancing drugs as defined in AG 2431C. Treatment refers both to the manner in which a medication is administered and to health-care procedures that require special training, such as catheterization. Before any prescribed medication or treatment may be administered to any student during school hours, the Board shall require the written prescription from the child's physician and the written authorization of the parent.

Only medication in its original container that is labeled with the date (if a prescription), the student's name, and exact dosage may be administered. Staff members are to administer medication or treatment only in the presence of another adult, except in the case of an emergency that threatens the life or health of the student. Staff licensed as professional registered nurses are exempt from this requirement. All staff authorized to administer medication or treatment will receive training on appropriate procedures for administering the medication or treatment.

Students may possess and self-administer a metered dose or dry powder inhaler for relief of asthma (or before exercise to prevent the onset of asthma symptoms), while at the school, on school-sponsored transportation, or at any school-sponsored activity in accordance with the Administrative Procedures, if all of the following conditions are met:

- A. There is written approval from the student's physician or other health care provider and the student's parent/guardian (if student is under eighteen (18) to possess and use the inhaler (Form 5330 F1c)
- B. The School Leader has received a copy of the written approvals from the physician and the parent/guardian.
- C. There is on file at the student's Academy a written emergency care plan prepared by a licensed physician in collaboration with the student and his/her parent/legal guardian. The plan shall contain specific instructions on the student's needs including what to do in the event of an emergency.

Re-enrollment

Each spring, parents/guardians are required to complete an intent to return form. Once the intent to return form is completed, with an indication that students will return, a written notice will be sent to parents via letter and email detailing the registration process. Once the online registration process is complete, the student is considered fully enrolled for the upcoming school year.

Student Withdrawals

We are honored when parents choose DCP Schools for their child's education, and it is always our hope that students remain enrolled with us throughout the duration of the school year. However, there will be circumstances that require students to disenroll from our schools (e.g., the student's family moves to a distant location). In those instances, we are required by law to

have the registering parent/guardian complete a withdrawal form on campus in order to initiate the transfer of records to the child's new school. The receiving school must submit, in writing, a request for student records in order to release and transfer student records. Additionally, we would like to ask parents to complete a very brief exit survey.

Equal Educational Opportunities

DCP Schools are committed and dedicated to the task of providing the best education possible for every student in the district for as long as the student can benefit from attendance and the student's conduct is compatible with the welfare of the entire student body.

The right of the student to be admitted to school and to participate fully in classroom instruction and extracurricular activities shall not be abridged or impaired because of sex, race, color, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional or learning disability or handicap.

Students who have been identified as having a handicap or disability, under Section 504 of the Rehabilitation Act or the Americans with Disabilities Act, shall be provided with reasonable accommodations in educational services or programs. Students may be considered handicapped or disabled under this policy even if they are not covered under the district's special education policies and procedures.

Complaints regarding the interpretation or application of this policy shall be referred to DCP Schools' Chief Compliance Officer and processed in accordance with procedures established by DCP Schools' authorizer, Central Michigan University. DCP Schools' Chief Compliance Office for the academic year is: Nicole Scott.

Section 2: Student Wellness, Health, and Safety

MICHIGAN WELLNESS POLICY (See Appendix)

Contact Information

We are committed to excellent communication between school and home. To ensure that our messages are successfully delivered to you, it is essential that we have your most current contact information on file. If you move your home address, or change or add a phone number or email, please be sure to contact your school's office to let us know of the changes. We rely on you as our partner to keep lines of communication open.

Campus Visitor Procedure

All parents/guardians and visitors must enter through the marked main entrance of the school and sign in at the administration office (or designated visitor sign-in location). Visitors who leave the administration office will be given a badge that must be visibly worn at all times while in the building.

Arrival and Dismissal Expectations

DCP Schools open to students at 7:30 AM each day. Unless students or family members have a previously arranged appointment with a staff member, they must remain outside the building until then. Our staff members are very busy in the mornings preparing for a successful day of learning and therefore, they are unavailable to supervise students prior to the official start of the day.

Similar to arrival expectations, because students require supervision at all times, it is important that students are picked up on time. Please note that students will only be allowed to leave campus with people who are listed on the official Parent-Approved Dismissal Form. Our teachers and staff members work very hard, and as a courtesy to our hard-working teachers and administrators, we thank you in advance for arranging pick-up plans for your child.

To ensure our students' safety, it is important that families follow these arrival and dismissal expectations:

- Always follow the instructions of the area road signs, the DCP Schools security personnel, and the local crossing guards during arrival and dismissal times.
- Always make sure that children wear their seatbelts.
- Cross streets only at designated crosswalks.
- Children may only exit the car once it has safely pulled up to the curb.
- Children should not be left unattended in a parked vehicle.
- Never double park or block access on the street, fire lanes, neighboring alleys or driveways.
- Please remember that unless you have a hands-free device, it is illegal to talk on a cell phone or text message while driving.

After School Care Programming

Extended Day Hours Monday-Friday: 6:30am-7:30am (before care) 3:30pm-5:30pm (after care)

Families are able to register in the main office. There is a \$20 Registration Fee, and \$5 Daily Fee. All students should be picked up by 5:30pm.

- Please remember that students will only be allowed to leave campus with people who are listed on the official [Student Dismissal Authorization Form](#).

Attendance Procedures & Expectations

At DCP Schools, we expect all students to attend school, on time, every day. Daily attendance is the first step in ensuring academic success. In Michigan, school attendance is compulsory for all students (ages 6-17).

DCP Schools' developmentally-appropriate curriculum is fast-paced and ambitious, and students can quickly fall behind when they are absent. Our goal is to have the most engaged student body and to cultivate a sense of responsibility by being at school regularly, on time, and for the entire school day. Only cases of illness and family emergency should prevent a child from attending school or completing his/her academic obligations. Excessive absences put students at significant risk for retention. Please do not allow your child to miss a day of school except for serious illnesses or family emergencies.

Attendance and punctuality are responsibilities to which we hold all students accountable. We emphasize the importance of regular student attendance by constantly communicating the message to students that school and education are vitally important to their future. Additionally, to encourage excellent attendance we often incentivize students for coming to school consistently and on time. Furthermore, from a compliance standpoint, our school is held accountable for student attendance by the Michigan Department of Education. Our annual School Index rating includes student attendance and can positively or negatively impact our school's score. In order for a student to achieve a 96% attendance rate or higher, he/she may only miss seven or fewer days of school (excused or unexcused).

The Parent/Guardian partnership with us is essential to ensure student attendance. The attendance procedures outlined below are intended to encourage fundamental student attendance. For the children's safety, it is important that home/school remain in close communication around absences.

Communicating Your Child's Absence

- For each day of your child's absence, please be sure to call the school office before 8:00 AM to alert the school and provide the reason for your child's absence. We maintain careful attendance records for each student, and it is important that we have proper information to document.
- Safety is a crucial priority. In the event that a student's absence has not been called in by 8:00 AM, the school will call home to inquire about the absent student's whereabouts.
- If you know your child will be absent for an extended period of time, please share that information at the time of your first call. You need not call in each day if the information has been communicated. However, if the absence extends beyond that which was reported, please be sure to stay in close contact with the school.
- For absences of five (5) or more days due to illness, a doctor's certificate is required to excuse the absence and return to school.
- A doctor's certificate must also be provided to excuse medical appointments scheduled during the school day.

- Please remember that coming to school each day is crucial to learning. Research has conclusively established that absences, late arrivals, and early dismissals impair a child's academic growth; further, they undermine opportunities to earn incentives and participate in multiple academic and non-academic activities.

Absence Coding

All absences (excused or unexcused) are considered absences and are reported in your child's record. A student is marked absent any day that he or she does not attend school. Suspensions are considered absences and are marked as excused absences.

Excused Absences

The following circumstances will be considered excused absences with a valid excuse note:

- Illness of the student.
- Medical or dental appointments for the student. A doctor's certificate must be provided to excuse medical appointments scheduled during the school day.
- A death in the student's immediate family.
- Necessity for the student to attend a judicial procedure.
- Observation of a religious holy day by members of a religious group.
- Exclusion, by direction of the authorities due to quarantine, contagious disease, infection, infestation, or other condition requiring separation from other students for medical or health reasons.

Unexcused Absences

When a student returns to school after an absence without a note, the absence will be recorded as unexcused. If notes for excused absences are sent within 48 hours of the absence, they will be updated in the student information system as excused.

The following circumstances will be considered as unexcused absences:

- Family vacations
- Oversleeping
- Car trouble
- Traffic trouble
- Sibling illness
- Childcare issues
- Other non-essential absences that are not illness or emergency related

Early Dismissals

Students are expected to remain in school until the end of the school day). Early pickups are disruptive to learning. Students with medical or dental appointments that require early dismissal must bring a note into school the following morning and submit it to the Main Office. In rare instances, and with advance notice, an un-calendared early dismissal may be necessary. A fundamental and general rule is straightforward: No students will be pulled for early dismissal between 3:00 and 3:30pm on Monday-Friday. Students need to be in attendance for the entire school day to participate in extracurricular activities (clubs, sports, school dances, etc.).

Student Appointments

It is the family's responsibility to schedule medical and other appointments outside of school time. Because students are dismissed at 1:00 on Wednesdays, please make every effort to use Wednesday afternoons for day time appointments. On the rare occasion when your child has a medical appointment during the school day, he/she should not be absent for the entire day. Please be sure to provide a doctor certificate to excuse the absences.

Attendance Terms:

- **Attendance Rate:** Your student's attendance rate is the percentage of days present out of total days enrolled; attendance rate includes both excused and unexcused absences.
- **Absence Rate:** Percentage of days absent out of total days enrolled; absences include excused, unexcused, suspensions, and course cutting.
- **Chronic absentee:** Student who has missed 18 or more days annually (10% or more of days enrolled).
- **Truant:** Student with one or more unexcused absences.
- **Chronic Truant:** 9 or more unexcused absences per year (5% or more of days enrolled).

Chronic Absenteeism

Every 10 days, our school runs absence reports to track student attendance rates. Students who are absent for 10% or more of the school year are considered at-risk and are assigned chronic absentee status. We are committed to our students' success, and specific supports and interventions for chronically absent students are detailed below:

First notification of Chronic Absenteeism:

- Letter is sent home to announce chronic absentee status
- Problem-solving meeting is scheduled with the family to determine root causes of absence and to make a plan for improvement

Second notification of Chronic Absenteeism:

- Letter is sent home to announce continued chronic absentee status
- Mandatory conference is scheduled at the school to formally launch a student attendance improvement plan.
- PLA is notified

Third (and beyond) notification of Chronic Absenteeism:

- Certified letter with return receipt is sent to announce continued chronic absentee status
- Mandatory conference is scheduled at the school to formally review the student attendance improvement plan
- PLA is notified
- Wayne RESA is notified
- Truancy report is filed with the State

Homeless Students

DCP Schools will always support maximum school attendance regardless of housing status.

Homeless students, like all students, need to be at school each day. Each campus has a Homeless

Student Liaison which is typically the Counselor/School Student Support Coordinator that serves as the primary contact for support. If you are ever uncertain as to who that coordinator is, please call Tyler Jackson at (313) 543-3234 -.

Mandated Reporting of Child Neglect and Abuse

As professionals working in a field that serves children, we have an ethical and legal responsibility to report suspected child neglect and abuse. The law requires educators (mandated reporters) to file a report with the local Department of Child and Family Services / Child Protection Services when there is reasonable cause to suspect that a child has been, or is in danger of being, neglected or abused. Local agencies and police departments are responsible for investigating reports of neglect and abuse and for determining how a case will be resolved. School personnel are not required to inform families when the local Department of Child and Family Services / Child Protection Services has been contacted.

Health Services

A teacher or staff member will refer a student to the Health Office whenever symptoms indicate the possibility of illness, injury and/or pain. Minor injuries are treated at school. However, a child's parent or guardian will be contacted in the event of major injuries and illness.

Each student is required to have an [emergency contact](#) form on file. This form requires the names and phone numbers of three adults (18 years or older) who can be contacted in the event a parent/guardian cannot be reached.

Staying Home From School Due to Illness

Please observe your student carefully each day prior to sending him/her to school and do not send him/her to school if there are any signs of illness. For example, a temperature above 100 degrees, nausea or vomiting, respiratory distress or a cold/cough with the following symptoms: sore throat, ear ache, persistent cough, or red/irritated eyes. After an illness, a student should be kept home until fully recovered, has maintained a normal temperature (below 100 degrees) without fever reducing medication for at least 24 hours, and can take part in normal school day activities. Please contact your campus' administration office to report any absences due to illness before 8:00 am.

Communicating Illness Matters with School

Families are asked to contact the school regarding any problems concerning their child's health, medications, or communicable diseases. If your child has been diagnosed with a chronic or communicable disease, please keep your child home and contact the school nurse so appropriate response plans can be developed to prevent the event of spreading. Communicable diseases include, but are not limited to the following: strep throat, flu, meningitis, hepatitis, chickenpox, scarlet fever, hand foot mouth disease, fifth's disease, infectious mononucleosis, and pink eye. A doctor's note will be required upon the student's return after treatment.

Illness at School

When a student becomes ill at school, we must protect his or her health and the health of all other students. Consequently, we must require the student to go home as soon as possible. To protect the well being of students and staff, it is important that ill students are picked up in a

timely manner and remain at home until they have recovered from the illness. It is essential that families have a plan in place for the occasion that their child gets sick at school (as our schools are not equipped or sufficiently staffed, to properly care for sick students at school). We thank you in advance for making arrangements with the family and friends listed on your emergency contacts form to help keep our school community healthy. All students who have been ill must be symptom and fever free for 24 hours before returning to school.

Activity Limits or Restrictions at School

If activities are to be limited after a serious illness or accident, a statement from a physician is required. The statement must indicate the length of time the limitation must be in place. A doctor's release is required in order to resume physical activity following hospitalization, surgery, or bone injury.

Recess activities are an important aspect of each child's school day. All children who attend school are expected to participate in recess. If a child is unable to take part in recess activities, exceptions will be made at Director discretion following a written request by parent, guardian, or physician.

Medication

Medications will be administered during school hours only if medically necessary to maintain a student's health. If the student needs to take medication at school, we request that a parent/guardian bring the medication to school. Before prescription medication can be administered at school, parents/guardians and the child's physician must complete the required forms. These forms can be obtained from the school nurse's office or on the school website.

Over-the-Counter Medication

Designated school staff can dispense over the counter medications to students with written parent/guardian consent only. Students are not allowed to self-carry over-the-counter medication, which includes cough drops or lozenges.

Prescription Medication

All prescription medication requires a physician's note for school staff to administer. Additionally, the prescription for the medicine(s) must be on file with the Health Office. The parent/guardian is also responsible for picking up their student's medication if it has been discontinued. If the medication is not picked up in a timely manner, the medication will be discarded. All medications that have not been picked up at the end of the school year will be discarded.

Any prescription medication that is taken at school must be brought to the Health Office by the parent/guardian in a container appropriately labeled by the pharmacy. This label must include:

- The student's name
- The prescribing physician's name
- The name of the medication
- Dosage instructions (how to administer, dose and frequency)
- The pharmacy phone number

Students are allowed to self-carry and self-administer the following medication only with written permission from physician and parent/guardian: asthma medication (inhaler) or food allergy medication (epinephrine auto-injector). Students are also allowed to carry and self-administer insulin for diabetes with written permission from physician and parent/guardian. In order to self-carry and self-administer prescription medication at school, parents/guardians and the student's physician must complete the required "self-administration of medication" forms. These forms can be obtained from the school nurse's office or on the school website.

Head Lice

Whenever a student is found to have head lice, he/she shall be sent home immediately for treatment and shall not be readmitted until the parent completes form 8450A F3 and confirmation has been made by the School that the child is free of nits.

The necessary treatment is contained in Form 8450A F1 which is to be sent to the parent along with the cover letter (Form A F2).

The other students in the infested student's classroom and the student's sibling(s) should be examined for evidence of either lice or lice eggs (nits). The examinations should be done by one or more of the following:

- each student's parents/guardian;
- the School nurse;
- the classroom teacher;
- the School secretary
- the School Leader.

Food Allergy Policy

The Board of Directors believes all students shall have the opportunity to participate fully in all school programs and activities, although necessary accommodations may be required.

In some cases, a student's disability may prevent him/her from eating meals prepared for the general school population.

Substitutions to the regular meal will be made for students unable to eat meals at school because of their disabilities, when that need is certified in writing by a physician. Meal service shall be provided in the most integrated setting appropriate to the needs of the student with this disability.

The licensed physician's statement shall specifically describe the following:

- the nature of the student's disability;
- the reason the disability prevents the student from eating the regular school meals;
- foods to be omitted from the student's diet;
- the specific diet prescription along with the substitution(s) needed.

In compliance with USDA Child Nutrition Division guidelines, the School will provide substitute meals to food-allergic students based upon the physician's signed statement.

The Board recognizes students with documented life-threatening food allergies are considered disabled and are covered by The Disabilities Act and Public Law 93-112 and Section 504 of The Rehabilitation Act of 1973. A clearly-defined “504 Accommodation Plan” shall be developed and implemented for all such identified students making necessary accommodations to ensure full participation of the identified student in student activities. This plan shall be signed by the appropriate staff, the parent/guardian of the student, and the student’s physician.

The Educational Service Provider shall prepare Administrative Procedures for the care of food-allergic students. Such procedures shall include, but not be limited to, strategies for identifying students at risk for life-threatening allergic reactions; means to manage the student’s allergy including avoidance measures; designation of typical symptoms; and dosing instructions for medications.

Recess

Recess is a non-instructional time during the school day during which students have the opportunity to develop and practice valuable skills that will help them succeed academically and socially. Goals of recess include: increasing physical activity time, learning and practicing social skills, engaging in developmentally appropriate games, and having fun! Recess is part of the school day. Basic expectations for behavior inside the school extend to recess. Whenever possible, we encourage outdoor recess, which allows students to get fresh air, provides an opportunity for students to engage in moderate to vigorous physical activity, and gives students more activity options than most indoor spaces. We ask Parents/Guardians to send their students to school with appropriate clothing for outdoor recess. Please note: We cannot accommodate requests for an alternative recess experience (we lack the ability to offer adequate recess space and supervision in more than one location). The following cold and warm weather guidelines will be used to determine whether or not indoor/outdoor recess takes place.

Cold Weather Guidelines

- Above 32 degrees with or without wind chill: Recess should be held outdoors.
- Between 15-31 degrees with or without wind chill: Director discretion.
- Below 15 degrees with or without wind chill: Recess should be held indoors.
- Precipitation: Snowy and icy conditions should be evaluated for student safety and attire.
- Preparedness: Students should have appropriate outdoor attire to stay warm and dry during recess.
- Playground safety: The playground equipment and surface (i.e., icy conditions) should be evaluated to determine whether students can safely play outdoors.

Warm Weather Guidelines

- Heat index of 90 degrees F or below: Recess should be held outdoors.
- Heat index between 91 degrees F and 94 degrees F: Director discretion.
- Heat index above 95 degrees F: Recess should be held in a cool location.

Section 3: Student Scholarship and School Programs

Curricular Approach

Coursework at all campuses is committed to a college and career preparatory curriculum based in English Language Arts (ELA) and Mathematics instruction, as well as coursework in social

studies, science, and enrichment, including physical education, art, music and other campus specific courses. The DCP Schools' curriculum (based on Common Core State Standards and Next Generation Science Standards), builds in complexity and rigor as students progress through the grade levels. The students' curricular experience aims to develop critical thinking skills, student agency, and deep mastery of grade level content.

We recognize that all students are unique and come in with varying levels of readiness and mastery in subject areas. In addition to learning at their grade level, DCP Schools students have time to learn at their level. Approaches for personalized learning include working directly with teachers in a small group environment, solving problems using adaptive online programs, and reading books that are selected based on students' readiness and interests.

Personalized Learning

At DCP Schools, students are active partners in their education, and teachers strive to design learning experiences that provide students with the right content, at the right time, in the right place, using the right mode of instruction. Students are encouraged and expected to own their learning. To nurture their learning independence and foster a strong sense of learner agency, students are equipped with explicit strategies and structures. The pace and depth of learning are calibrated to fall within each student's zone of proximal development where success is within reach, yet significant effort and stretch are required. Personalized learning promotes pleasantly frustrating learning, and through practice, persistence, and the effective and creative use of available resources, students develop a growth mindset. They are able to navigate the challenges of rigorous learning through their use of self-regulation and behavior strategies that are cultivated through effective Social Emotional Learning programming.

Assessment

To challenge each learner with the right content—with the right support at the right time—DCP Schools staff must regularly assess students and reflect on their current progress. These assessments range from formal standardized tests, classroom quizzes, digital learning platform work, or informal teacher observations. Assessment is also not limited to academic areas. In our effort to support students in becoming competent, self-actualized individuals, we also look at a variety of measures that address the development of the “whole child.” This data is paramount in our instructional decision-making, and we strive to include multiple measures of student achievement and well being.

Our schools use several research-tested student assessments to measure students' learning and monitor their progress including BAS, mCLASS, NWEA MAP Growth, as well as end of unit and interim curricular assessments. Each assessment provides unique information about students' current level of performance, growth over time, and mastery of skills. Assessment scores and progress are shared with parents throughout the year.

Additionally, all DCP Schools use blended learning programs and core curricular resources with common assessments. These include Eureka Math Squared, Into Reading, Into Literature, Reading Advantage, Zearn, Mosa Mack and Maisa. Teachers and other staff meet regularly to review student progress and develop plans to support and motivate students on their journey.

Student Privacy

DCP Schools pledge to protect student privacy. We only provide building and network staff who require the information to have access to it. Further, we will not share student data with outside organizations without your informed consent.

Grading & Reporting

DCP Schools views communication with families around student academic performance as essential, paramount, and two-way. Supporting students in their efforts to grow and learn to their maximum potential requires home support and open lines of communication between school staff and families.

In addition to quarterly report cards and progress reports, students also receive communication around their NWEA MAP Growth and IAR assessments prior to and after each assessment term (typically September, October, February, March, and June).

Depending on your student's grade level and academic program, there are some differences in grading and reporting. Below is an explanation of Standards Based Reporting and the DCP-Redford model. Below are several other items related to student assessment and reporting.

Grading Scale

DCP Schools' students learn math, English language arts, social studies, and science curriculum. Combining opportunities for independent and collaborative work, students experience engaging content and apply learned skills and content in real-world projects. Students work with teacher mentors to develop a growth mindset, emotional intelligence, and self-directed learning skills. Every student will earn a final grade at the end of the year. Emphasis is on mastery of content and standards, not the averaging of test scores in the following areas.

- Cognitive skills (deep, thinking skills) are the best measure of student growth and achievement
- Content (information) understanding is either learned or not learned and it needs to be mastered
- Growth is the outcome we desire and therefore we should value growth and the student's best work

These grades will fall in the following range:

- A 90%-100%
- B 80% -89%
- C 70% - 79%
- Incomplete Below 70%

A student will earn an INCOMPLETE if:

- 100% of projects are not completed
- Power focus areas are not passed
- Cognitive skills are below grade level

In the event that a student receives an incomplete, he/she will be given the opportunity to continue working during the summer months. Students who have remaining incompletes after the summer learning window will receive individual support plans at the start of the next academic year so that work may be completed and mastery achieved. Support plans may include before/after school hours and/or planned periods during the day in lieu of other learning opportunities.

Grading for Students with Disabilities

Each student with a disability will be provided accommodations in accordance with the specifics of his or her Individual Education Plan (IEP) or 504 Plan (a 504 Plan provides for accommodations for a student who has a disability, but who does not require special education services). The IEP or 504 Plan identifies the appropriate support for the student's specific needs. Although most students with disabilities will be assessed using the general grading scale, a modified grading scale may be deployed if the IEP or 504 Plan calls for it. All students with disabilities will receive grades in the same courses as their peers. Students with disabilities receive a standard Report Card in addition to the IEP or 504 Plan Report Card. On the IEP Report Card, the special education teacher and/or related service provider describes the student's progress toward meeting specified annual IEP goals.

Progress Reporting & Report Cards

Each year, families can expect regular communication about each of their student's performance and progress. Each quarter, DCP Schools will provide a report card to show where a student stands at that point in the year. The report card serves as a snapshot in time. Between reporting cycles, we will also issue Progress Reports to provide students and families with the information required to work to improve student performance prior to the end of the quarter. Families who would like additional information about their child's performance are always encouraged to contact their child's teachers and building leaders.

Grades at DCP Schools are aimed to accurately report a child's current level of competency at each reporting window. Final grades reflect students' growth over time and indicate the levels of mastery a child has achieved over the course of the year.

- Our students earn traditional letter grades based on their mastery of content standards and application. Grades are determined based on the Summit Learning Platform Cognitive Skills Rubric, which is a Stanford University research-tested rubric for rating student performance. In addition to their summative projects, students complete content focus areas to support their learning. Both components are converted into letter grades for the purpose of reporting.
- Students receive a report card once per quarter and progress reports two to four times per year. We believe it is important for a parent/guardian to meet with us to pick up a child's report card, and consequently have established these quarterly meetings as a parent/guardian duty. If you cannot personally attend a meeting, we ask that you contact the school beforehand.

Homework

Homework usually falls into one of four categories: practice, preparation, studying, or extension. Relevant homework should provide individualized assignments that tap into students' existing skills or interests and leverage student motivation. In examining field research, DCP Schools

recognizes that certain homework practices are beneficial. At the elementary school level, homework can help students develop study skills and habits and can keep families informed about their child's learning. At the middle school level, student homework is associated with greater academic achievement. Below are a few guiding principles for assigning homework:

- The benefits of homework vary by age. The older the student, the more likely homework will have a beneficial effect.
- The amount of time students are expected to work on homework changes over time. For elementary students, 10-30 minutes of homework each night is appropriate. For middle school students, homework should not exceed one hour per night.
- Homework should be tailored to each student's needs in order to support personalized learning and improvement. It is imperative that homework is individualized and relevant to each student.

Students are responsible for completing all assessments, assignments, and homework. In the event of an absence, students are expected to make up what they missed while they were away from school. Teachers, and in some cases, learning platforms, are the best way to stay informed about missed assessments, assignments, and homework.

Grade Level Promotion

Students who have demonstrated mastery of grade level content, knowledge, and skills will be promoted to the next grade level each spring. School and network teams use multiple measures (e.g., grades, attendance, assessment scores, academic performance, etc.) to determine academic, social, and emotional readiness for the next grade level. School teams will communicate with parents in the event that a student is at risk of retention and will partner with families to develop an action plan for student improvement. In an effort to maintain a strong home-school partnership, parents are encouraged to closely monitor their child's academic progress to ensure he or she stays on track throughout the school year. DCP Schools' Board policy indicates Kindergarten students may not be retained.

Graduation

Each student must meet the following minimum requirements to be promoted from 8th grade:

- Earn passing grades in the core subjects of mathematics, English, history, and science. (Note: End-of-the-year grades in each subject are based on year-end targets. Therefore, grades earned by the end of the year will replace the progress report grades that are shared at the end of each quarter.)
- Demonstrate mastery in all core subject areas and have an overall score of 70% or above. (Note: The final promotion determination for a student who does not demonstrate mastery is made on a case-by-case basis by the Director and the student's academic team.)
- Earn passing grades in all enrichment classes, which include, but are not limited to, Art, Computer/Media, Physical Education, Spanish, and Music. (Note: In the event that a student receives a failing final grade in any enrichment classes, the campus director will use his/her discretion to determine the child's access to extracurricular and/or graduation privileges and/or activities.)
- Earn a passing grade on the Federal & state Constitution test.
- Complete community service hours as determined by the school.

Promotion Criteria for Students with Disabilities

A student with a disability receiving special education and related services under an Individual Education Plan (IEP) is expected to meet the modified promotion criteria outlined in his/her IEP. If a student with (or suspected of) a disability, is not on track for meeting the promotion requirements outlined in the IEP, the IEP team will reconvene to revise the IEP. Promotion criteria is not modified for a disabled student who is not requiring special education or related services, but who is receiving accommodations under a 504 Plan.

Comprehensive Physical, Health, and Sex Education

Comprehensive Physical, Health, and Sex Education are mandated curricular programs for all elementary schools in the State of Michigan.

Physical education is an academic subject that provides a planned, sequential, K-12 standards-based curricula and instruction designed to develop motor skills, knowledge and behaviors for healthy, active living and physical fitness. Physical education is part of the enrichment programming at DCP Schools and taught on a weekly basis.

Student Enrichment

All students are provided enrichment courses, which vary by campus and grade levels. These learning opportunities include classes outside of the core academic program such as music, art, Spanish, technology, media, and PE (see Health Ed section). Schedules vary by quarter at some campuses, and middle school students have opportunities to elect their enrichment courses.

Instructional Materials

Any necessary instructional materials are provided to students throughout the school year. Instructional materials include items such as novels, hands-on tools, and headphones. It is the responsibility of DCP Schools students to care for and return any borrowed materials at the end of the school year in good condition. Replacement costs and/or damage fines will be assessed for any lost or damaged materials. These fines must be paid in full, before a final report card will be issued, transfer of records sent, and/or registration accepted for the next school year. Parents are ultimately responsible for damage to or loss of any instructional materials, audio/visual equipment, computer, electronic device or other school materials used by their child/children.

Field Trips

A range of cultural and educational field trips are scheduled each school year. Field trips are enriching learning experiences that enhance the curriculum and connect what students are learning in the classroom to their neighborhood, the community, and their own lives. Because field trips often require additional payment, teachers work hard to ensure that the content and structure of the day is meaningful.

DCP Schools require that a parent or guardian provide a signed permission slip as a way for parents to affirm that their child is permitted to attend and participate in the planned field trip. If a permission slip is not provided, the school will reach out to the families to ensure that this expectation has been communicated and understood and to confirm that the student is able to participate in such valuable learning experiences with their peers.

In the event that a student does not have parent permission to attend the field trip, he/she is still expected to attend school. An alternative learning plan will be created for the student.

Parents and other family members may also be asked to serve as chaperones for their children when safety and/or behavior concerns exist for a given child. If a parent/family member is unavailable to chaperone when safety/behavior concerns exist, a special meeting may be called to prepare for a positive field trip experience. Clear behavior and safety expectations will be reviewed with families and students, and parents/family members are asked to partner with the school by reinforcing established expectations. Depending on the situation, the school has the discretion to restrict a student's field trip participation in the event that a parent/family member is unavailable to chaperone. Decisions of participation will be made by the school Director on a case-by-case basis.

Field Trip Chaperones

The ratio of chaperones to students is:

- 1:10 chaperone to student ratio with a minimum of two chaperones, and one must be a certified teacher employee.
- Kindergarten – 2nd grade: preferred 1 parent/guardian for every 6 students

To ensure student safety and to promote a positive field trip learning experience, we rely on parent/guardian and family chaperones as partners in the education of our students. Each chaperone is directly responsible for his or her group of students, and should remain in contact and connect with the lead teacher throughout the field trip. Chaperones are asked to carefully follow the directions and guidelines set forth by the classroom teacher and/or school staff members on the trip. Our students are ambassadors of our school, and they must act in accordance with our school rules and expectations while participating in field trip experiences. Chaperones will be provided with clear guidelines and expectations prior to each trip, and chaperones are expected to uphold the school's expectations at all times. Any questions regarding the rules and responsibilities should be directed to the team leader or classroom teacher. Chaperones must sign a [Chaperone Responsibilities Agreement](#) before attending any trip.

Field Trip Dress Attire for Students, Teachers & Chaperones

Students attending a field trip must adhere to the uniform expectations outlined in the field trip permission slip, which will generally be the school or physical education uniform. As representatives of DCP Schools, teachers and chaperones should wear school appropriate attire or school t-shirts/spirit wear.

Field Trip Refunds

Refunds will not be issued for illness, injury, or loss of field trip due to disciplinary actions.

Extracurricular & Athletic Opportunities

At DCP Schools, we believe that extra-curricular, athletic participation and being part of a team is important. A child's participation in extracurricular programs and athletics is important in the development of character, teamwork, self-discipline, healthy living, integrity, respect for others,

and positive, competitive behavior. Although we will minimize the financial responsibility of families interested in participating, some activities may require participation fees.

Extracurricular & Athletic Expectations

- Academics are our main priority. Therefore, we emphasize that extracurricular and athletic program(s) may not interfere with the academic programs of the school.
- Our programs highlight the importance of sportsmanship and respectful behavior toward coaches, sponsors, team members, opponents, spectators, visitors, and officials. Participants are expected to be respectful at all times and to follow all rules and expectations of the sport/activity.
- Participants must be present and on time for all practices/games/events.
- If a participant cannot attend a practice/game or will be late, the participant or family member must notify the coach/sponsor about the situation.
- Participants who use a team uniform or equipment must return it in good, clean and reusable condition.
- Students must be in attendance for a full school day to participate in practices/games/events.

Blatant disrespect and disregard of the expectations above may result in limited or revoked participation and the potential withdrawal of the student from the team, club, and/or competition.

Extracurricular & Athletic Responsibilities

To participate in an extracurricular activity—which includes an athletic activity—a student must:

- Have parent/guardian approval to participate in the applicable school club/sport.
- Provide the results of a current physical exam and be in good physical health according to a licensed physician. (Student athletes must present a physician's statement to the campus Director or school nurse prior to participation.)
- Be in good academic standing (a minimum of a "C" average in all courses) to participate in extracurricular activities. A student who has not yet demonstrated a "C" level of mastery will have an "incomplete" grade. Until the student is able to demonstrate mastery, the student will be considered ineligible and will not be able to participate in the extracurricular activity.
- Upon DCP Schools' request, obtain a completed grade verification form (provided by the coach/sponsor) from his or her teachers in order to confirm eligibility.
- Not participate in an extracurricular activity if he or she has incurred a category II or higher discipline violation, unless the assigned restorative practices have been completed.
- If an eligibility dispute arises and is unresolved, submit the situation to the school Director—for a final eligibility decision—the unresolved dispute for athletic involvement.

Section 4: Student Code of Conduct

MICHIGAN DISCIPLINE CODE (See Appendix)

PROCEDURAL SAFEGUARDS FOR DISCIPLINE OF STUDENTS WITH DISABILITIES/IMPAIRMENTS (See Appendix)

MICHIGAN ANTI-BULLYING (See Appendix)

ANTI-BULLYING POLICY FOR STUDENTS WITH DISABILITIES (See Appendix)

MICHIGAN INTERNET, COMPUTER ACCESS AND ELECTRONIC MAIL (See Appendix)

Discipline Code

The DCP Schools Discipline Code has been written to support campuses in maintaining a safe, nurturing, participatory, and productive learning environment for all students. At DCP Schools we rely on the DCP Schools Code of Conduct to guide our response to student misbehavior. DCP Schools resolve behavioral incidents by teaching students social and emotional skills, shaping positive behavior, and repairing harm that has been done. We believe in utilizing a restorative approach when supporting students through conflict that reinforces each student's social and emotional skill development. Restorative justice is a mindset that holds relationships at the center of a community. When harm occurs within the community, we gather multiple perspectives in order for all to be heard and for students to have the opportunity to repair any harm that has been done. Restorative practices are the tools that support healthy and safe learning environments. These tools include restorative circles, conversations, and personalized consequences that are intended to help students repair the harm they have caused and restore relationships within the learner community.

In accordance with the DCP Schools Discipline Code, all disciplinary responses must be applied respectfully, fairly, and consistently, and must protect students' rights to instructional time whenever possible. DCP Schools are responsible for educating all students.

Out-of-school suspensions are a last resort, and imposed only when DCP Schools determines that:

- Staff and/or students would be in danger of physical, emotional, or mental harm if the affected student remains on campus, or
- A student has severely disrupted the learning of other students in school and responses short of out-of-school suspension are demonstrated to be ineffective.

Pre-K through 2nd grade students may not be suspended, except when a Network chief/designee determines the existence of a serious safety concern.

When imposed, suspensions should be part of a larger strategy for addressing students' behavioral needs and preventing future incidents.

Bullying & Harassment

Bullying and harassment do not exemplify our DCP Mission and Vision and both impede the tenets of our PRIDE framework (of problem-solving, responsibility, integrity, drive, empathy, and teamwork). Our school has adopted the No Bully System for preventing and responding to harassment and bullying during school and after-school programs, on school field trips, school sponsored events, and when students are traveling to and from school. This school-wide system

applies to all students, teachers, staff, specialists, and anyone who works on our campus, whether employed by the school or district, working as contractors, or volunteers.

Bullying occurs when a student, or group of students, repeatedly try to hurt, humiliate or demonstrate power over another student. Four specific types of bullying are defined below:

- Physical bullying is when a student or group of students uses physical force to hurt another student (e.g., by hitting, pushing, shoving, kicking, taking a student's belongings or stealing their money).
- Verbal bullying is when a student or group of students uses words, images or gestures to intimidate or humiliate another student (e.g., by taunting, name-calling, teasing, put-downs, insults, threats and blackmail).
- Relational bullying is when a student or group of students excludes or isolates another student (e.g., through leaving them out, manipulating others against them, or spreading gossip or rumors).
- Cyberbullying is when a student or group of students use their cell-phones, text messages, emails, instant messaging, the Internet and social media to bully another student in any of the ways described above.
- Bullying is different from conflict. Conflict is an inevitable part of life and can occur at school when a student perceives another student as being an obstacle to what they want or value. If students are in conflict but are not using bullying to get power over the other student, our school is committed to helping the students talk it through.

Bullying may at times amount to harassment. It is harassment to target a student online or face-to-face because of her or his actual or perceived disability, gender, gender identity, gender expression, nationality, race or ethnicity, religion, sexual orientation, or because she or he is associated with a student or group of students with one or more of these actual or perceived characteristics.

Sexual harassment is when a student is targeted with unwanted sexual comments, gestures, attention, stalking and physical contact that cause a student to feel uncomfortable or unsafe at school, or interferes with the student's schoolwork.

Bullying & Harassment Prevention & Response

DCP Schools do not tolerate bullying or harassment of any kind for any reason. Students are safeguarded and may not be penalized for reporting bullying or harassment.

Bullying and harassment cause pain and stress to students and are never justified or excusable as "just teasing" or "just playing." When a student stands by doing nothing, or laughs or posts comments on-line when others bully, they are participating in bullying. The students at DCP Schools have agreed to join together to treat others with respect, both online and face-to-face so that we keep our campus bully-free.

All students agree to:

- Value student differences and treat others with respect both online and face-to-face
- Report any suspected bullying to a staff member immediately.
- Never take revenge or ask someone to hurt a student who has reported bullying.

Our school implements a problem-solving approach to bullying. We have staff members who are trained as Solution Coaches® to bring together a Solution Team of students to help end the bullying. At DCP Schools, we are committed to providing a safe and secure learning environment for all of our students, and as DCP Schools, we also adhere to the DCP Schools Anti-Bullying Policy shared below.

The DCP Schools Uniform

Students are expected to be dressed and groomed in a manner that will not be disruptive to the educational process, constitute a health or safety hazard or violate civil law.

Student Dress Code

- Collared navy polo shirt with- logo (short or long sleeved).
- Shirts must be completely tucked into pants.
- Clean khaki (beige or blue) docker-style casual dress pants
 - No khaki (beige, tan or corduroy) colored jeans (defined as having rivets).
 - No skin tight pants “skinny” pants or cargo pants
- Belts must be plain black or plain brown (no studs, etc. on belts or excessively large, ornate belt buckles).
- Blue or Beige Khaki shorts may be worn only during the months of August, September, May, and June.
 - Khaki shorts must be no more than 2 inches from the ground when kneeling.
 - No cargo shorts
- White or navy turtleneck or long sleeve shirt may be worn under short or long sleeve polo.
 - No layered look.
- Sweatshirts with logo may be worn over uniform during cold months.
 - Students will not be allowed to wear sweatshirts in school if the temperature is warm.
 - Students will not be allowed to wear jackets, sweaters, etc. in classes that do not have the Discovery Creative Pathways- Redford logo.

Shoes

Shoes must meet the following requirements without exception:

- Any color shoes with rubber soles.
- Must have no design other than the small company logo.
- Shoes must be worn fully laced and tied at all times.
- Must be well maintained.
 - Flip-flops, slippers, moccasins, fashion boots including Ugg style boots, or sandals are NOT allowed.
 - If shoes that are worn become a distraction, parent contact will be made for determination of future wear.

Boots

- Cold weather boots may only be worn to and from school and during outdoor recess.
- Students must bring their uniform shoes to wear during the school day when cold weather boots are worn to and from school.

Accessories or clothing items may not distract the educational process and/or cause safety risks. If an item is questionable as to whether or not it is appropriate for school, it probably is not and should be pre-approved by administration before a student wears the item to school. Final determination of appropriateness of student dress and measures taken to enforce the policy will be made by the campus Principal. Contact the Main Office for uniform purchasing procedures.

Dress Down and/or Non-Uniform Days

At certain times throughout the school year, students may be able to participate in dress down/out of uniform days. Certain guidelines will be sent home for these days. If a student is not dressed appropriately, his/her parents/guardian will be required to bring a change of clothes to school and students may lose the privilege to participate in future dress down days.

Articles Not To Be Brought To School

Objects that create a safety hazard or interfere with school procedure should not be brought to school. Undesirable objects will be confiscated if brought to school without the teacher's permission. Any money sent to school with your student should be kept to a minimum. The school is not responsible for any money that is sent to school with your student.

Cell Phones and Other Electronic Devices

The school expressly disclaims liability for any lost or stolen electronic device brought to school. "Electronic device" means any battery or electric-powered item not specifically authorized by the school, including but not limited to cell phones, E-Readers, handheld games, game systems, Mp3 players, tablets, and similar devices.

Cell phones and other electronic devices that are brought to school by a student must be turned off and remain packed out-of-sight throughout the school day. While on an off-campus school event or field trip, phones or devices must be turned off and packed out-of-sight upon arriving at the event or field trip site, and remain off and out-of-site until after exiting that event or site.

A student's failure to have a cell phone or electronic device turned off and packed-out-of-sight during ongoing school hours or a student's possession of a cell phone or electronic device while attending a school event or field trip, constitutes a Category I Offense. Any subsequent failure to have a cell phone or electronic device turn off and pack-out-of-sight while inside a school building constitutes a Category II Offense, and the cell phone or device may be confiscated by the Director or Dean until a parent/guardian conference occurs. Each campus will determine specific consequences with Director/Dean discretion.

Students are not allowed to use cellular phones (or other electronic devices) for any purpose during school hours. Communication between students and parents/guardians needs to be made through the Main Office.

Device Usage Guidelines for Students & Parents/Guardians

DCP Schools provide computers, tablets and other digital tools in order to expand student learning. Our goal is that all graduates of DCP Schools will use digital tools productively, safely, and ethically. In order to balance freedom of use with security, DCP Schools expects students, faculty, and families to follow the USE OF INTERNET, COMPUTER ACCESS AND ELECTRONIC MAIL located in the Appendix of this handbook.

Device Responsibilities:

- Students are responsible for damage to assigned devices including shattered screens, broken hinges, dropping the device, missing keys from the keyboard, spilled liquid, or any other physical harm to the device.
- Students may clean the device using only a soft, clean cloth. Using cleansers of any kind is prohibited.
- Cords and cables must be inserted into and removed carefully to prevent damage.
- Headphones should be worn when using devices at school.

Device Discipline:

- Students are prohibited from defacing equipment including, but not limited to, marking, painting, drawing or marring any surface or stitching on the case. Damage of this nature is equivalent to vandalism or property damage.
- If a device is damaged by a student through misuse or neglect, the student/parents will be responsible for the entire cost of repairs or replacement once a quote is received. Responsibility for repairs/replacement will be determined on a case-by-case basis at the discretion of the school administration.
- All rules and guidelines are in effect before, during and after school hours.

Pledge of Allegiance and Moment of Reflection

In accordance with state law (Michigan: 4 U.S. Code § 4; M.C.L. 380.1347a) the Pledge of Allegiance shall be recited each school day. Students will be taught the proper etiquette, display, and respect of the flag. Students or Staff who do not wish to participate in reciting the Pledge of Allegiance for any personal reasons may elect to refrain from that participation. Students and school personnel must respect each person's right to make that choice and must not interfere with the recitation.

Section 5: Family Partnership & Involvement

Family Involvement

Parents/Guardians are welcome to visit their student's school by signing up at a scheduled time to visit accompanied by a member of the campus leadership team. The visit should be at a time, and of such a nature, as to present no interruption of the teaching/learning process.

Volunteering

We promote and encourage volunteerism in the DCP Schools campuses to expand and enhance parental, community, civic and business involvement with schools while also ensuring appropriate levels of safety and security. Volunteerism takes two forms in our school:

1. Under ten hours a week
2. Over ten hours a week

All prospective volunteers must complete the required DCP [Schools volunteer application form](#) and satisfy the requirements of the applicant review process. Applicants must also complete the [DCP Volunteer Agreement](#). Both of these forms may be accessed electronically with the links above or by contacting your school director. Misrepresentation on any of the application forms or during the review process may result in immediate disqualification of a volunteer applicant. Any individual who has been convicted of any criminal offense (Michigan: MCL 380.1535a of the Michigan School Safety Legislation) shall be ineligible to be a volunteer, and any individual who has been convicted of an offense that requires him/her to appear on a sex offender registry in any jurisdiction shall be ineligible to serve as a volunteer.

Volunteer Fingerprinting

A fingerprint criminal background check **is not required** for the following prospective volunteers:

- A parent providing supervised volunteer service in their child's school or classroom for less than 10 hours/week
- Any individual providing volunteer service for less than 5 hours/week at a school where s/he does not have a child enrolled
- An individual providing incidental volunteer service with no ongoing individualized interaction with a student(s) including those who speak at a class/assembly, judge academic competitions, give musical performance, participate in the "Principal for a Day" program, job shadowing event or other one-time event provided where there is direct supervision of the activity/event by regular school employees
- A parent/guardian accompanying his/her child's class on a one-day field trip or another type of extracurricular activity that does not involve an overnight stay
- An individual providing volunteer service on projects/activities involving no or nominal contact with children (i.e. home-based volunteer activities, volunteers serving at the DCP Redford Schools Network office)

A fingerprint criminal background check **is required** for the following prospective volunteers:

- A parent/guardian providing volunteer service in their child's school or classroom for 10 or more hours/week;

- Any individual providing volunteer service for 5 or more hours/week at a school where she or he does not have a child enrolled;
- Any individual chaperoning an overnight school-sponsored trip, regardless of the hours/week that the volunteer serves (See also the Field Trip Chaperone Agreement);
- Any individual serving in a coaching capacity, regardless of the hours/week that the volunteer serves;
- Any individual serving as a student teacher or pre-service teacher, regardless of the hours/week that the volunteer serves;
- Any individual serving as a One-on-One tutor or mentor, regardless of the hours/week that the volunteer serves;
- Any individual providing volunteer service with students when such service may occur in an unsupervised setting, regardless of the hours/week that the volunteer serves;

Parent Teacher Organization (The Tiger's Den)

Parents/Guardians are encouraged to join the school's parent-teacher organization which is a parent-run group with the purpose of building community among school families, promoting parent involvement, and supporting the mission of the school. The parent-teacher organization is responsible for sponsoring school events/activities to promote a strong home and school connection. Membership is open to any family member of DCP Schools students. School staff are also encouraged to participate. Meeting day/times are determined by the organization's parent board and will be shared on the school's calendar.

Bilingual Parent Advisory Committee

Each campus with 20 or more English Learners who speak a specific language other than English are required per State and Federal guidelines to run a bilingual parent advisory committee. The campus leadership team works with the parent board, composed of parents of currently identified ELs, to host a minimum of four parent meetings per year in the language other than English (with translation available). The goal of the committee is to build an understanding of language services offered, provide a space for parents to become more acclimated to the school system, and increase parent involvement in the parent-teacher organization.

Complaint Resolution Procedures

It is our commitment to work with families to resolve concerns at the campus and network levels. However, families may occasionally need to raise a problem or concern with campus staff or, in certain instances, file a complaint with the organization. In these rare instances, thank you in advance for following the steps that have been outlined below:

STEP 1: Check the Family Handbook

As an initial step, please refer to this Family-Student Handbook to see if your concern or issue is addressed before reaching out to campus-based staff.

STEP 2: Communicate with Campus-Based Staff

If you cannot find the answer in the Handbook, schedule an appointment via cell phone or email directly with the faculty or staff person with whom you need to share your concern. Please allow this individual 24 hours (during the school work week) to return your call or email.

STEP 3: Contact Campus-Based Leadership

If you need further assistance after talking with the teacher or staff member, please contact your child's Director via email or phone.

STEP 4: Communicate with DCP School's Network Office

It is our hope that matters will be successfully resolved at the campus level, however, if you have worked with your campus director without resolution, please feel free to call: 888-655-0777

STEP 5: CMU

In the rare instance that matters cannot be resolved or addressed at the campus or DCP Schools network level, feel free to contact CMU.

Appendix:

The following Distinctive Schools policies and procedures are effective for the school year and are supplemental to the Family/Student Handbook.

Appendix A: DCP SCHOOLS WELLNESS POLICY ...Pages A -

Appendix B: DCP SCHOOLS DISCIPLINE CODE ...Pages B -

Appendix C: PROCEDURAL SAFEGUARDS FOR DISCIPLINE OF STUDENTS WITH DISABILITIES / IMPAIRMENTS ...Pages C -

Appendix D: DS ANTI-BULLYING POLICY & ANTI-BULLYING POLICY FOR STUDENTS WITH DISABILITIES ...Pages D -

Appendix E: DS USE OF INTERNET, COMPUTER ACCESS AND ELECTRONIC MAIL ...Pages E -

Appendix F: NOTIFICATION OF RIGHTS UNDER FERPA ...Pages F -

Appendix G: NON-DISCRIMINATORY POLICY...Pages G -

Appendix H: TITLE IX GRIEVANCE ...Pages H -

II. Nutritional Quality of Foods and Beverages Sold and Served on Campus

School Meals

DCP is committed to serving healthy meals to children, with plenty of fruits, vegetables, whole grains, and fat-free and low-fat milk; moderate in sodium, low in saturated fat, and zero grams trans fat per serving (nutrition label or manufacturer's specification); and to meet the nutrition needs of school children within their calorie requirements. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity, model healthy eating to support the development of lifelong healthy eating patterns, and support healthy choices while accommodating cultural food preferences and special dietary needs.

All schools within DCP participate in USDA child nutrition programs, including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and any additional programs the individual schools may elect.

Meal Times and Scheduling

- will aim to provide students with at least 15 minutes to eat for breakfast and 20 minutes for lunch.
- will aim to schedule meal periods at appropriate times.
- when feasible, will schedule lunch periods to follow recess periods
- will provide students access to hand washing or hand sanitizing before they eat meals or snacks; and

- will make drinking water available where school meals are served during mealtimes. In addition, students will be allowed to bring and carry (approved) water bottles filled with only water with them throughout the day.

Qualifications of School Food Service Staff

DCP will hire a Food Service Management Company to administer the school meal programs. As part of the food service management company's responsibility to operate a food service program, they will provide continuing professional development for all nutrition professionals in school. Staff development programs should include appropriate certification and/or training programs for child nutrition directors, school nutrition managers, and cafeteria workers, according to their levels of responsibility.

Sharing of Foods and Beverages

The School will discourage students from sharing their foods or beverages with one another during meal or snack times, given concerns about allergies and other restrictions on some children's diets.

Competitive Foods and Beverages

All a la carte items will meet or exceed the USDA Smart Snack requirements.

Celebrations and Rewards

All foods offered on the school campus will meet or exceed the USDA Smart Snacks in School nutrition standards[CK2] . - Schools are encouraged to share successful healthy celebrations/activities through social media or school newsletters. A healthy celebrations list is provided for all campuses to share with their families.

III. Nutrition and Physical Activity Promotion and Food Marketing

Nutrition Education and Promotion. DCP Schools aims to teach, encourage, and support healthy eating by students. The School will provide nutrition education and engage in nutrition promotion that:

- is offered at each grade level as part of a sequential, comprehensive, standards-based program designed to provide students with the knowledge and skills necessary to promote and protect their health;
- includes enjoyable, developmentally-appropriate, culturally-relevant, participatory activities;
- promotes fruits, vegetables, whole grain products, low-fat and fat-free dairy products, healthy food preparation methods, and health-enhancing nutrition practices;
- emphasizes caloric balance between food intake and energy expenditure (physical activity/exercise); links with school meal programs

Communication with Parents.

The school will support parents' efforts to provide a healthy diet and daily physical activity for their children. The School will encourage parents to pack healthy lunches and snacks and to refrain from including beverages and foods that do not meet the above nutrition standards for individual foods and beverages.

IV. Physical Activity Opportunities and Physical Education[CK3]

DCP Schools will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy habits, as well as incorporate essential health education concepts.

All students will be provided equal opportunity to participate in physical education classes. DCP will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary.

Physical Activity and Punishment.

Teachers and other school and community personnel will not use physical activity (e.g., running laps, pushups) or withhold opportunities for physical activity (e.g., recess, physical education) as punishment.

Appendix B: Student Code of Conduct

To ensure a positive school climate, our entire DCP community embraces and adheres to our PRIDE values. The PRIDE framework is aligned with PBIS and integrates SEL competencies into the school culture in order to support broad student growth and development. The PRIDE language is commonplace throughout each campus and each letter of PRIDE represents a characteristic of positive behavior that we hope to see:

Problem Solving
Responsibility
Integrity
Drive
Empathy

In addition to PRIDE, Teamwork and Emotional Management continue to serve as fundamental elements of healthy student development. Using the PRIDE values to drive behavior, DCP expects all students to conduct themselves in a socially responsible manner. Disciplinary measures are used to maintain a safe and orderly school environment, which promotes DCP's philosophy of providing a personalized and happy education for all students. At DCP, students are expected to follow the schoolwide rules for conduct: "We are Responsible, We are safe, We are caring, We are respectful, We are engaged and Curious Learners."

The DCP Schools Code of Conduct applies to the actions of students during school hours, before and after school, while on school property, while wearing DCP Schools attire, at all DCP Schools sponsored events, and the actions affect the mission of DCP Schools. Students may also be subject to discipline for serious acts of misconduct, which occur either off-campus or during non-school hours, when the misconduct disrupts the safe and secure positive learning environment and poses a threat to the orderly educational process at DCP Schools.

Each discipline case will carry its own merit and be adjudicated per the facts accompanying the case. DCP Schools staff will consider all mitigating circumstances prior to disciplinary action. Mitigating circumstances as required by the Revised Code include, but are not limited to, the following:

- Age, health, maturity, and academic placement
- Prior conduct (disciplinary history)
- Whether the student has a disability
- Seriousness of the offense committed by the pupil
- Whether the offense committed by the student threatened the safety of anyone in school community
- Whether restorative practices will be used to address the violation or behavior committed by the student
- Whether a lesser intervention would properly address the violation/behavior of the student.

Disciplinary action can be taken against students for any behavior, which is disruptive of good order or violates the rights of others to teach and learn. In the event that a DCP Schools student does not abide by disciplinary guidelines, the student may be subject to disciplinary action that is fitting, proper, and legal within the framework of The Michigan Revised School Code MCL 380.1 revised in 2016.

A student may be removed from the classroom, suspended or expelled for persistent disobedience or gross misconduct. A student may not be expelled or excluded from the regular school program based on pregnancy status. Suspensions of greater than ten days and expulsions are considered discipline of last resort, and alternatives will be explored when possible to avoid or to improve undesirable behaviors.

Long-term suspensions or expulsion cannot be imposed without due process. For purposes of this policy, suspension shall be either short-term (not more than 10 days but less than permanent expulsion) or long-term (more than ten days but less than permanent expulsion) removal of a student. DCP has the authority to suspend or expel students guilty of "gross misdemeanor or persistent disobedience."

Disciplinary action may include, but are not limited to:

- Loss of school/classroom privileges
- Community service (with parental/guardian consent)
- Removal from class
- Meeting with the teacher, counselor, or principal
- Notification of parent/guardian
- Parental conference with school staff
- Suspension
- Expulsion

A student may be removed from a class, subject, or activity for one (1) day by his/her teacher for certain conduct as specified in the Code of Conduct, or he/she may be given a short-term suspension by the School Leader. A student so removed may be allowed to attend other classes taught by other teachers during the term of the one (1) day removal.

DCP Schools will not tolerate behavior that creates an unsafe environment, a threat to safety, or undue disruption of the educational environment. Students with disabilities under IDEA or Section 504 shall be expelled only in accordance with their rights under federal law.

Except as otherwise noted below with respect to possession of a firearm in a weapon free school zone, if suspension or expulsion is considered, DCP Schools shall consider the following factors:

- A. the student's age;
- B. the student's disciplinary history;
- C. whether the student has a disability;
- D. the seriousness of the violation or behavior;
- E. whether the violation or behavior committed by the student threatened the safety of any student or staff member;
- F. whether restorative practices will be used to address the violation or behavior; and
- G. whether a lesser intervention would properly address the violation or behavior.

Short-term suspension:

If a student engages in behavior or conduct warranting a short-term suspension (1-10 days), the parent/guardian of the student will be notified by school staff as soon as practicable. A student will be given at least oral notice of the charges against him/her and the opportunity to respond prior to the implementation of the suspension. The DCP Schools Administration shall be

responsible for making the suspension decision. An appeal may be addressed to the School Director whose decision will be final. All suspensions and appeals should be recorded in PowerSchool or an applicable record-keeping program.

Long-Term Suspension & Expulsion:

When the student's misconduct requires long-term suspension or expulsion, DCP Schools Administration will work to protect his/her constitutional rights by explaining what the student is accused of and giving him/her the opportunity to speak with an adult advocate such as a parent or other family member, guardian, mentor, friend, and/or attorney. A student may be issued a short-term suspension while the investigation is taking place. Recommendations for long-term suspension or expulsion may be made for violations including physical and verbal assault.

DCP Schools Administration may also provide, upon request, a list of resources for representation. The student shall be given reasonable time to prepare for a hearing. The person conducting the disciplinary hearing must be impartial. Based upon the results of this hearing, the DCP Schools Board of Directors has the exclusive and final authority to expel a student from the school district.

The student and parent/guardian shall be notified of the allegation, the recommended disciplinary action, the time, date, and location of the hearing, and of their right to attend and participate in the hearing. Prior to the hearing, families will be given an opportunity to review all documents, videos, other media, or any other types of evidence, and a list of all witnesses slated to testify. The hearing officer appointed by the DCP Schools Board shall conduct a hearing, which may be recorded. The student shall be advised of the alleged violation and be given an explanation of the facts. The explanation may include the written or oral testimony of others. The student and parent/guardian may be represented at the hearing by an attorney or other adult. Written or oral evidence may be presented at the hearing on behalf of the student. In exercising that discretion for a suspension of more than ten (10) days or expulsion, there is a rebuttable presumption that a suspension or expulsion is not justified unless DCP Schools can demonstrate that it considered each of the factors listed above. For a suspension of ten (10) days or fewer, there is no rebuttable presumption, but the factors will still be considered.

After the hearing, the DCP Schools Board shall issue a decision, including a determination of disciplinary action. The parent/guardian of the student may petition the school board to request the student's reinstatement to school, as permitted by state law.

Appeal Process:

A student that disagrees with the decision, within five (5) days, may petition the School Director and DCP Schools for the opportunity to request appeal or reconsideration. All suspension appeals will be considered by the DCP Schools' School Director and PLA. All expulsion appeals will be considered by the DCP Board. A petition shall be in writing and contain the reason that the decision should be reviewed or reconsidered. The reviewing party (Director, DCP Schools, or the DCP Schools Board) may grant or deny the request for an appeal or request for reconsideration. If granted, the reviewing party shall notify the student in writing of the procedures to be used for the appeal or the request for reconsideration.

Types of violations that may give rise to long-term suspension or expulsion include, but are not limited to, the following: Physical assault, possession of a dangerous weapon on school grounds, arson, making a bomb threat, bullying, cyber-bullying, criminal sexual conduct, sexual misconduct, possession of drugs/alcohol, possession of fireworks/explosives, theft, larceny, violent threats, verbal assault, vandalism, usage of an object as a weapon.

Weapons, Arson, Criminal Sexual Conduct

Pursuant to state and federal law, any student who possesses a firearm or dangerous weapon, in DCP Schools' weapon free school zone, or commits either arson or criminal sexual conduct in a school building or on school property, will be subject to expulsion. A student subject to expulsion for possession of a dangerous weapon will be expelled unless the student can establish the following to the satisfaction of the Board:

- A. The object or instrument was not possessed for use as a weapon, or for direct (or indirect) delivery to another person for use as a weapon;
- B. The weapon was not knowingly possessed;
- C. The student did not know (or have reason to know) that the object or instrument in his/her possession constituted a dangerous weapon; or
- D. The weapon was possessed at the suggestion, request, direction of, or with the express permission of the School Leader or the police.

There is a rebuttable presumption that expulsion for possessing the weapon is not justified if the DCP Schools determine in writing that the student has established that he or she fits under one of the exceptions above by clear and convincing evidence, and that the student has no previous history of suspension or expulsion.

The above exceptions will not apply to student misconduct involving sexual conduct or arson.

For expulsions for dangerous weapons, arson, criminal sexual conduct or assault, the expulsion will be duly noted in the student's record, a referral will be made to the Department of Human Services or Department of Community Health within three (3) school days after the expulsion, and the parents will be informed of the referral. Furthermore, if a student who is expelled is below the age of sixteen (16), the School Leader shall ensure notification of the expulsion is given to the Juvenile Division of the Probate Court.

Petitioning for Reinstatement:

It is the responsibility of the petitioning person (a parent, legal guardian, or the expelled student if he or she is at least 18 years of age or is an emancipated minor) to prepare and submit the petition for reinstatement. If a petition form is requested by a person wishing to be reinstated, a form will be made available by staff of DCP Schools.

For a student in grade five (5) or below that is expelled for possessing a firearm or threatening another person with a dangerous weapon, the parent/guardian or the student may initiate a petition for reinstatement at any time after 60 school days following the date of the expulsion. A student may be reinstated 90 school days following the date of expulsion.

For a student in grade five (5) or below that is expelled for committing arson or criminal sexual conduct in a school building or on school grounds, or for any other reason, the parent/ guardian or the student may initiate a petition for reinstatement at any time, and the student may be reinstated ten school days after the expulsion.

Committee Review and Recommendation

The Administration and staff of DCP Schools may include conditions in a petition for reinstatement, including the successful completion of a restorative justice process or a similar effort, which the student can complete during the exclusion period or as a condition for returning to school. If DCP Schools denies a petition for reinstatement, the petitioner may petition another school board for reinstatement. The following timelines and procedures apply to reinstatement:

Within ten (10) school days after receiving a petition for reinstatement, DCP Schools will appoint a committee of two school board members, one school administrator, one teacher, and one parent of a student in the school district to review the petition and any supporting information submitted by the petitioner. During this time, the DCP Schools Director or assignee may prepare and submit information concerning the circumstances of the expulsion and any factors weighing in favor of or against reinstatement.

Not later than ten (10) school days after being appointed, the committee will review the information provided by both parties and submit a recommendation to the DCP Schools Board. The committee may recommend unconditional reinstatement, conditional reinstatement, or against reinstatement. The recommendation must be accompanied by an explanation of the reasons for the recommendation. If the recommendation is for conditional reinstatement, it must include any recommended conditions.

According to the law, the committee's recommendation must be based on all of the following factors:

- The extent to which reinstatement of the student would create a risk of harm to pupils or school personnel.
- The extent to which reinstatement would create a risk of school district or individual liability for the school Board or school district personnel.
- The age and maturity of the individual.
- The student's school record before the incident that caused the expulsion.
- The student's attitude concerning the incident that caused the expulsion.
- The student's behavior since the expulsion and the prospects for remediation.
- If the petition was filed by a parent or legal guardian, the degree of cooperation and support that has been provided by, and that can be expected from that person if the student is reinstated, including, but not limited to, receptiveness toward possible conditions placed on the reinstatement. See MCL 380.1311(5)(e).

The committee may also choose to consider such factors as the successful completion of restorative justice measures, the presence of mental health considerations, family situations that might be impacting the child's behavior, observations from a school-based advocate for the student, and more.

School Board Decision

After receiving the committee's recommendation, the Board will render a decision no later than the next regularly-scheduled board meeting. The school Board will decide either to reinstate the student, to conditionally reinstate the student, or to deny reinstatement. Before conditionally reinstating the student, a school Board may require a student and the parent or legal guardian to agree in writing to specific conditions. The conditions may include completion of restorative practices or other programs implemented as a condition of reinstatement.

Anti-Bullying Policy

Purpose

A safe and civil school environment is necessary for students to learn and achieve. DCP Schools promotes a safe and secure learning environment for all students and takes allegations and reports of bullying very seriously. If you suspect your child is being bullied, please contact an administrator or your child's teacher. The sooner the school knows, the sooner the school can intervene and work to improve the situation.

Bullying can cause physical, psychological, and emotional harm to students and can interfere with their ability to learn and participate in school activities. The DCP Schools Board, in conjunction with all DCP Schools campus staff, endeavors to provide a non-threatening and non-violent environment for all students.

This bullying policy will remain published on the official DCP Schools website for review by students, families, and staff. The definitions for 'bullying' and 'cyber-bullying' are in this document.

The bullying of one student by another student on school property, in school vehicles, at designated school bus stops, at school related functions or activities, or by use of data or software that is accessed through a computer, computer system, computer network, or other electronic technology or devices of a local school system is prohibited.

DCP Schools and School Leadership asks every DCP student, with the support of his/her parent(s), guardian(s) and the adults at school, to commit to the following principles, which will apply to everyone on school property and at school-related activities:

I will not bully others.

I will try to help anyone I suspect is being bullied.

I will work to include students who are left out.

If someone is being bullied, I will tell an adult at school and an adult at home.

Scope

Bullying is contrary to the policies of DCP Schools and Michigan Law and this policy is consistent with the Michigan School Code. This policy protects DCP Schools students against bullying and harassment on the basis of actual or perceived race, color, religion, sex, national origin, ancestry, age, marital status, physical or mental disability, military status, sexual orientation, gender-related identity or expression, unfavorable discharge from military service, association

with a person or group with one or more of the aforementioned actual or perceived characteristics, or any other distinguishing characteristic. The DCP Schools Board recognizes the particular vulnerability of students with actual or perceived disabilities and those who identify as or are perceived to be lesbian, gay, bisexual or transgender. Nothing in this policy is intended to infringe upon any expression protected by the First Amendment to the United States Constitution or Section 3 of Article II of the Michigan Constitution.

Bullying is prohibited:

1. During any school-sponsored or school-sanctioned program or activity;
2. In school, on school property, on school buses or other Board-provided transportation, and to and from school while in school uniforms.
3. Through the transmission of information from a DCP Schools computer or computer network, or other electronic school equipment;
4. When communicated through any electronic technology or personal electronic device while on school property, on school buses or other DCP Schools provided transportation, at bus stops, and at school-sponsored or school-sanctioned events or activities;
5. When it is conveyed that a threat will be carried out in a school setting, including threats made outside school hours with intent to carry them out during any school-related or sponsored program or activity or on school-provided transportation;
6. When it is a DCP Schools Student Code of Conduct behavior that occurs off campus but seriously disrupts any student's education.

Definitions

"Bullying" means any severe or pervasive (repeated over time) physical or verbal act or conduct, including communications made in writing or electronically, directed toward a student or students, that has or can be reasonably predicted to have one or more of the following effects:

1. Placing the student in reasonable fear of harm to the student's person or property;
2. Causing a substantially detrimental effect on the student's physical or mental health;
3. Substantially interfering with the student's academic performance; or
4. Substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Bullying may take various forms, including without limitation, one or more of the following: harassment, threats, intimidation, stalking, physical violence, sexual harassment, sexual violence, theft, public humiliation, destruction of property, or retaliation for asserting or alleging an act of bullying. This list is meant to be illustrative and non-exhaustive.

Bullying behaviors may also qualify as other inappropriate behaviors listed in the DCP Schools Student Code of Conduct. When deciding whether inappropriate behavior constitutes bullying, administrators should consider the student's intent, the frequency or recurrence of the inappropriate behavior, and whether there are power imbalances between the students involved. While bullying is often characterized by repeated acts, sometimes a single incident

constitutes bullying depending on the student's intent and power imbalances.

"Cyber-bullying" means using information and communication technologies to bully. This definition does not include cyber-bullying by means of technology that is not owned, leased, or used by the school district, unless an administrator or teacher receives a report that bullying through this means has occurred. This policy does not require school staff to monitor any non-school-related activity, function, or program. The school is not responsible for cyber bullying that occurs off of school property. DCP Schools asks parent(s) and/or guardian(s) to monitor personal devices at home to ensure that students are not engaging in cyber-bullying.

"Retaliation" means any form of intimidation, reprisal or harassment directed against a student who reports bullying, provides information during an investigation, or witnesses or has reliable information about bullying.

"Peer Conflict" means disagreements and oppositional interactions that are situational, immediate and developmentally appropriate. When school employees are aware of peer conflict, they are expected to guide students in developing new skills in social competency, learning personal boundaries and peaceably resolving conflict, and to model appropriate social interactions. These interventions are designed to prevent peer conflict from escalating to bullying. A peer conflict is an argument or disagreement between two students. They, typically, are not recurring situations where one student is taking advantage or hurting another.

Responsibilities of Students, Parents and Guardians:

No student who witnesses bullying may stand by or participate in the bullying, but must notify an adult at school and an adult at home as quickly as practicable. Any parent or guardian who witnesses or is notified of bullying has an obligation to advise the DCP Schools Director or staff member as quickly as possible. Reports can be submitted to the DCP Schools Director/Designee (contact information for the Director/Designee is available on the DCP Schools Campus website). Bullying report template can be found in Attachment A. Every report MUST be captured in PowerSchool for reporting purposes in accordance with state law (Attachment B). No disciplinary action will be taken on the sole basis of an anonymous report. Parent(s) and/or guardian(s) are asked to monitor their child(ren)'s personal devices at home to ensure that they are not engaging in bullying and/or cyber-bullying, via Facebook, Instagram and other social media.

Investigation:

The Director shall select a campus representative knowledgeable about bullying prevention and intervention to perform the investigation. Investigation of a bullying incident to the maximum extent possible shall be initiated within five school days of receipt of a report and completed within 10 school days, unless the Director grants an additional 5-day extension due to extenuating circumstances. The Director/Designee shall document the extension in the investigation report and shall notify the parties involved. Designee shall notify the Director upon completion of the investigation report as soon as possible.

The investigation shall include:

1. Identifying the alleged perpetrator(s), target(s) and bystander(s), as well as any adult who witnessed the incident or may have reliable information.

2. Conducting an individual interview in a private setting with the alleged perpetrator and target. The alleged perpetrator and target should never be interviewed together or in public. Individual interviews may also be conducted in private with student and adult bystanders.
3. Determining how often the conduct occurred, any past incident or continuing pattern of behavior, and whether the target's education was affected. Assessing the individual and school-wide effects of the incident relating to safety, and assigning school staff to create and implement a safety plan that will restore a sense of safety for the target and other students who have been impacted. When appropriate, the Director/Designee will prepare a Misconduct Report identifying his/her recommendation for individual consequences.

The Director/Designee will document the details of the investigation. All relevant information shall be transmitted into PowerSchool for tracking purposes in accordance with the guidelines in Attachment B, including information identifying the areas of the Campus where bullying occurred, the type of bullying utilized and any bystander intervention or participation.

Notification

On the same day the investigation is initiated, consistent with federal and state laws and rules governing student privacy rights, the Director/Designee shall report to the parent/legal guardian of all known involved students, via telephone, personal conference and/or in writing, the occurrence of any alleged incident of bullying, and shall document these notifications in the Incident Report in PowerSchool. Upon notifying the parent/legal guardian of the occurrence of any alleged incident of bullying, the Director/Designee shall also discuss with the parent/legal guardian, as appropriate, the availability of social work services, counseling, school psychological services, other interventions and restorative measures. When the investigation is complete, the Director/Designee shall notify the parents/legal guardians of all students involved of the outcome of the investigation. Parents/legal guardians of the students who are parties to the investigation may request a personal conference with the Director/Designee to discuss the investigation, the findings of the investigation, the actions taken to address the reported incident of bullying, and any resources available in or outside the school to help the students address the underlying reasons for the bullying.

If the investigation results in the imposition of consequences, the Director/Designee may advise the parent/legal guardian of students other than the perpetrator that the DCP Schools Student Code of Conduct was followed. S/he may not advise them of the specific consequence imposed, as that would violate the confidentiality of school-record information required by law.

If the target or perpetrator is a student with a disability, the school shall consider convening the IEP or 504 Plan Team to determine whether additional or different special education or related services are needed to address the student's individual needs and revise the IEP or 504 Plan accordingly.

Assigning Interventions and/or Consequences

Many peer conflicts can be resolved immediately and do not require reporting or creation of a Misconduct or Incident Report. If, however, a conflict is ongoing and meets the definition of

bullying, the investigation procedures in this policy must be followed.

Schools must respond to bullying in a manner tailored to the individual incident, considering the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance. DCP Schools campuses should avoid using punitive discipline (detention, suspensions, and expulsions) if any other method or consequence can be used with fidelity.

When an investigation determines that bullying occurred, the Director/Designee shall explain the consequences in a non-hostile manner, and shall impose any consequence immediately and consistently. The Director/Designee shall keep communicating and working with all parties involved until the situation is resolved. Some key indicators of resolution include: The perpetrator is no longer bullying and is interacting civilly with the target. The target reports feeling safe and is interacting civilly with the perpetrator. School staff notices an increase in positive behavior and social-emotional competence in the perpetrator and/or the target. School staff notices a more positive climate in the areas where bullying incidents were high.

DCP Schools prohibits reprisal or retaliation, in any form, against any person who reports an act of bullying or harassment or cooperates in an investigation. The consequences and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the Director/Designee after consideration of the nature, severity and circumstances of the act.

DCP Schools prohibits any person from falsely accusing another as a means of bullying or harassment. The consequences and appropriate remedial action for a person found to have falsely accused another as a means of bullying or harassment may include, but are not limited to, positive behavioral interventions and disciplinary action when deemed necessary.

Referrals

Upon completion of the investigation, the Director/Designee shall consider referring students who bully to positive-behavior small-group interventions (for anger management, trauma or social skills), social work services, restorative measures, social-emotional skill building, counseling, community-based services or school psychological services within the school, if possible, to reinforce the behavioral expectation they violated and increase their social-emotional competency.

The targets of bullying need protection from bullies, but may also need support and help in building their own social and emotional skill set. Upon completion of the investigation, the Director/Designee shall consider asking a school mental health professional to refer these students to individual or group therapy where they can openly express their feelings about their bullying experience, social-skills training and/or groups where they can practice assertiveness and coping mechanisms, or social work, counseling or school psychological services available within the school.

Policy Evaluation

On an annual basis, DCP Schools will conduct a policy evaluation to assess the outcomes and effectiveness of this policy that includes, but is not limited to, factors such as the frequency of

victimization; student, staff, and family observations of safety at a school; identification of areas of a school where bullying occurs; the types of bullying utilized; and bystander intervention or participation. As part of this review, the DCP Schools Administration will provide a report to the School Board all documented instances of bullying which resulted in discipline pursuant to this policy.

Appendix C: PROCEDURAL SAFEGUARDS FOR DISCIPLINE OF STUDENTS WITH DISABILITIES/IMPAIRMENTS

School officials may suspend students with disabilities/impairments and cease educational services for a total of up to 10 consecutive or 10 cumulative school days in one school year without providing procedural safeguards. Saturday, and before- and after-school detentions do not count toward the 10-day limit. Additionally, if students with disabilities continue to participate in the general education curriculum, continue to receive their IEP or 504 Plan services, and continue to participate with non-disabled peers to the same extent as specified in the IEPs or 504 Plans, in-school suspensions and lunch detentions do not count toward the 10-day limit. Federal regulations offer some flexibility in suspending students with disabilities more than 10 school days in the school year in certain circumstances. In order to determine whether the circumstances permit a suspension more than 10 days per school year, consultation by the school with the is necessary. Without such consultation and approval from the Department of Procedural Safeguards and Parental Supports, the 10-school day limit on out-of-school suspensions will continue to apply.

When school officials anticipate a referral for expulsion, the following apply:

1. The school must provide written notice to the parent/guardian or surrogate parent of the request for an expulsion hearing and the date of an Individualized Education Program (IEP) or 504 Plan Manifestation Determination Review (MDR) meeting, which must be held within 10 school days of the date of the decision to request the expulsion hearing. The school must also provide the parent/guardian/surrogate with a written copy of the Notice of Procedural Safeguards.
2. The IEP or 504 Plan team must:
 - A. Determine whether the misconduct is related to the student's disability by reviewing all current and relevant information, including evaluation and diagnostic results, information from the parent/guardian, observations of the student, and the student's IEP or 504 Plan. The behavior is a manifestation of the student's disability if:
 - 1) The conduct in question was caused by the student's disability or has a direct and substantial relationship to the student's disability; and/or
 - 2) The conduct in question was the direct result of the school's failure to implement the student's IEP or 504 Plan.
 - B. Review, and revise if necessary, the student's existing behavior intervention plan or develop a functional behavior assessment and behavior intervention plan (FBA/BIP) to address the misconduct. The behavior intervention plan (BIP) must address the misconduct for which the student is being disciplined.

If the student's behavior is not a manifestation of the disability, school officials may apply the Code of Conduct, taking into consideration the student's special education and disciplinary records. In no event, however, may the student be suspended for more than 10 consecutive or cumulative school days in a school year without providing appropriate educational services.

If the student's behavior is a manifestation of the disability, a disciplinary change in placement (expulsion) cannot occur. Students with disabilities, even if expelled, must be provided with an appropriate education in an alternative educational setting.

All MDRs are subject to legal review by the Department of Procedural Safeguards and Parental Supports.

All procedural safeguards contained in the SCC and this Appendix are equally applicable to those students with 504 plans.

Appendix D: Anti-Bullying Policy for Students with Disabilities

Anti-Bullying Requirements According to the U.S. Department of Education, Office of Special Education and Rehabilitative Services, bullying of a student with a disability may result in denial of a Free, Appropriate, Public Education (FAPE) if as a result he/she is not receiving meaningful educational benefit from the special education and related services provided by the school. If a student with disabilities is the victim of bullying, an IEP or 504 Plan meeting should be scheduled to determine if the student's needs have changed as a result of the bullying. For example, if the student's disability affects social skill development or makes the student vulnerable to bullying, the IEP or 504 Plan team should consider whether the IEP or 504 Plan needs to be revised to include goals and/or accommodations to develop the student's skills and proficiencies to avoid and respond to bullying or whether a reevaluation is needed to make these determinations. The IEP or 504 Plan team should only consider a Least Restrictive Environment (LRE) or location change if the student cannot receive FAPE in the current setting. If the student who engaged in bullying behavior is a student with a disability, the school must convene the IEP or 504 Plan team to determine if a reevaluation is warranted or additional support and services are needed to address the inappropriate behavior. The team should also consider examining the environment in which the bullying occurred to determine if changes to the environment are warranted. For example, the IEP or 504 Plan team should consider a FBA/BIP for the student or review a current BIP and revise if necessary.

Appendix E: ACCEPTABLE USE OF TECHNOLOGY

This Student Acceptable Use Policy ("Policy") sets forth the standards governing Detroit Public School - Community District (DPS) authorized users' access to local, state, national, and international sources of information through the Internet, the DCP Schools network, and computer and electronic mail ("e-mail") access. This Policy sets forth the rules under which student users may continue their access to and use of these resources. This Policy promotes the ethical, legal, and school-related use of the Internet, DCP network, electronic mail and computer access. This Policy is in compliance with the Children's Internet Protection Act.

Access to the Internet, DCP Schools network, Wi-Fi and computer and electronic mail access is a privilege that is provided to student users for educational purposes. These resources provide students with effective means of communication and research and should be used in a manner that does not violate the DCP Schools school Policy and regulations established by the Board of Directors.

I. GENERAL PROVISIONS

Authorized Users: DCP Schools provides computers and network capabilities to students for the purpose of enhancing instruction through technological resources. DCP Schools uses filtering and blocking technology to protect against materials that are obscene, pornographic, or harmful to minors. DCP Schools may make Internet access to email available to students on the DCP networks as an educational resource. It is a general policy of DCP Schools to promote the use of computers in a manner that is responsible, legal and appropriate. Student use of DCP Schools network is a privilege. A student's failure to adhere to the Policy will result in the revocation of the student's access privileges. Should a student's access privilege be revoked, there shall be no obligation on the part of DCP Schools to provide a subsequent opportunity for access to the DCP Schools' network.

DCP Schools uses filtering software to screen Internet sites for materials that are obscene, pornographic or harmful to minors. The Internet is a collection of thousands of worldwide networks and organizations that contain millions of pages of information. Users are cautioned that many of these pages include offensive, sexually explicit, and inappropriate material. In general, it is difficult to avoid at least some contact with this material while using the Internet. Users accessing the Internet do so at their own risk and DCP Schools and the Detroit Public Schools and the City of Michigan are not responsible for material viewed or downloaded from users from the Internet. If a student gains access to inappropriate, obscene, pornographic and/or harmful material, DCP Schools, DPS and the City of Michigan will not be liable. To minimize these risks, your use of the Internet, the DCP network, and computer and electronic mail is governed by this Policy. Student Users may apply for less restrictive access to the internet to conduct bona fide academic research under the supervision of a teacher or administrator.

II. USE OF INTERNET, COMPUTER ACCESS AND ELECTRONIC MAIL

Improper use of the Internet, Wi-Fi, computer access, and electronic mail is prohibited. Uses of the Internet computer access and electronic mail that are prohibited include the following:

- Use of the DCP Schools network for, or in support of, any illegal purposes; this includes the retrieving or viewing of any sexually explicit materials, failing to use the Internet, computer access and email in a manner consistent with this Policy.
- Violation of any provisions of Illinois School Student Records Act, which governs students' right to privacy and the confidential maintenance of certain information including, but not limited to, a student's grades and test scores
- Use of profanity, obscenity or language that is generally considered offensive or threatening to persons of a particular race, gender, religion, sexual orientation, or to persons with disabilities
- "Reposting" or forwarding personal communications without the author's prior consent
- Copying commercial software in violation of state, federal or international copyright laws
- Using the DCP Schools network for financial gain or for the transaction of any business or commercial activities
- Plagiarizing (claiming another person's writing as your own) any information gained on or through the DCP Schools network or any other network provider
- Using the DCP Schools network for political lobbying
- Intentionally disrupting the use of the DCP Schools network for other users, including disruptive use of any process, program, or tool for ascertaining passwords or engaging in "hacking" of any kind, including, but not limited to, the illegal or unlawful entry into an electronic system to gain secret information
- Disclosing, using or disseminating private or personal information of other students, staff or administrators
- Providing access to the DCP Schools' network to violate any provisions of the DCP Schools Code of Conduct
- Using a modem to dial into any online service provider, Internet Service Provider (I.S.P) or connect through a Digital Subscriber Line (DSL) while connected to the DCP Schools network, as this poses a security risk to the DCP network

Using the DCP Schools network for anything related to "cyber-bullying" Cyber-Bullying. "Cyber-bullying" means using information and communication technologies to bully. "Cyber-Bullying" is the use of electronic information and communication devices, to include but not be limited to, e-mail messages, instant messaging, text messaging, cellular telephone communications, internet blogs, internet chat rooms, internet postings, and defamatory websites, that:

- Deliberately threatens, harasses, intimidates a student, a school employee or any school-related personnel; or
- Places a student, a school employee or any school-related personnel in reasonable fear of harm to a student, a school employee or any school-related personnel or damage to the student, a school employee or any school-related personnel property; or
- Has the effect of substantially disrupting the orderly operation of the school
- Teen sexting: Minors * caught sending nude or indecent photos of other minors via cell phones or computers could get supervision or community service. If you are over 18 you will be prosecuted as an adult and may have to register as a sex offender.
- Reporting Procedure and Investigation: Any student, school employee or any school-related personnel who believes he/she has or is being subjected to cyberbullying, as well as any person who has reason to believe a pupil or school staff member has

knowledge or reason to believe another student, school employee or any school-related personnel is being subjected to or has been subjected to cyber-bullying shall immediately make a report to the Building Principal or designee.

- The Building Principal or designee shall investigate all reports of such conduct. If the investigation results indicate cyber-bullying was not committed, the Building Principal or designee will inform the affected parties of the investigation results.

Social Media/Chat Room Guidelines for Students

- Be transparent. Your honesty, or dishonesty, will be quickly noticed in the social media environment. Identify yourself by using your real name.
- Be judicious. Make sure that you are not sharing confidential information concerning its staff, students or parents.
- Write what you know. Ensure that you write and post about your area of expertise. If you are unfamiliar with a subject matter, do the research before commenting.
- Perception is reality. In online social networks, the lines between public and private, personal and professional can be blurred. Just by identifying yourself as a DCP student, you are creating perceptions about your expertise and about the district. Be sure that all content associated with you is consistent with your work and with the district's professional standards.
- Your responsibility: What you write is ultimately your responsibility. Participation in social media on behalf of DCP Schools is not a right but an opportunity, so please treat it seriously and with respect. Be careful and considerate when dealing with others.
- Take responsibility. If you make a mistake, admit it. Be upfront and make your corrections quickly.
- Press pause. If you are about to publish something that makes you even the slightest bit uncomfortable, then don't. Take a break and come back to it later. Ultimately, what you publish is yours and so is the responsibility.
- Other training opportunities on internet practices will be given throughout the school year.

III. GENERAL INFORMATION

The privilege of using the DCP Schools network is free to students of DCP Schools. The student to whom an account on the DCP Schools network is issued is responsible, always, for its proper use.

A responsible Student User of the DCP Schools network:

- May keep a free account on the DCP Schools network as long as he or she is a student in DCP Schools
- May use the Internet to research assigned classroom projects
- May use the Internet to send email to other users of the DCP Schools network and to people around the globe
- May use the Internet to explore other computer systems
- Does not give his or her password to another person
- Understands that none of his or her communications and information accessible through the DCP Schools network is considered private or confidential and DCP Schools reserves the right to access all user accounts, at any time, including student email
- Understands the Policy before logging on

- Understands that if the Policy is violated, the student's account on the DCP Schools network will be revoked
- Understands that if he or she is removed from the network by a school faculty member that he or she has the right to appeal the removal within thirty- (30) days, in writing, to the Director of the school; the DCP Schools Director's decision shall be final
- Understands that if he or she is removed from the DCP Schools network, there shall be no obligation to provide a subsequent opportunity to access the DCP Schools network

IV. PARENT/GUARDIAN CONSENT FOR USE OF DCP NETWORK

Prior to the activation of a student's account on the DCP Schools network, the parent or guardian of the student must provide written authorization (located on the first page of the community handbook).

V. STUDENT ACKNOWLEDGEMENT AND INTERNET TEST

All students to whom an account on the DCP Schools network has been assigned shall sign a form acknowledging the requirements of the Policy on student acceptable use and verifying his or her successful completion of the DCP Schools Network Student Internet Orientation.

VI. WAIVER OF PRIVACY, MONITORING, ENFORCEMENT

Users do not have a personal privacy interest in anything created, received or stored on the Internet, DCP Schools network, or electronic mail systems, as these systems are neither secure nor private.

Users expressly waive any right to privacy in anything created, stored, and or received while using DCP Schools computer equipment or Internet access. Users consent to allow DCP Schools personnel to access and review all materials created, stored, sent or received by the User through any of the DCP Schools network or Internet connections.

DCP Schools has the right to monitor and log all aspects of its computer system including, but not limited to, monitoring Internet, DCP Schools network, and electronic mail use to ensure that these resources are being used for educational and school-related purposes, consistent with this Policy.

When a faculty member determines that a student has made an inappropriate use of computer equipment or the Internet the faculty member may remove the student from the DCP Schools network. The student may appeal the decision to the Director of DCP Schools within 30 days of revocation.

Appendix F: Notification of Rights under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. These rights include:

- The right to inspect and review the student's education records within 45 days after the School receives a request for access. Parents or eligible students can initiate a request by writing a message to the Director [or appropriate school official] identifying the record(s) they wish to inspect. The Director will make arrangements for access and notify the parent or eligible student of the time and place where records may be inspected.
- The right to request an amendment of the student's education records that the parent or eligible student believes are inaccurate. If a parent or eligible student believes a record is inaccurate, an amendment can be requested by writing a message to the School's Director [or appropriate school official] clearly identifying the part of the record they want changed, specifying why it is inaccurate. Following a review of the request, the School will notify the parent or eligible student of the decision and advise them of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
- The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the School as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the School Board; a person or company with whom the School has contracted to perform a special task (such as an attorney, auditor, medical consultant, or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. Another exception that permits disclosure without consent is the release of 'Directory Information' that consists of contact information such as parent/guardian name, phone number and address. Should you wish to restrict the school from disclosing this Directory Information, contact the school office immediately referencing this Section or contact Stephanie Upshaw at supshaw@phalenacademies.org

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. Upon request, the School discloses education records without consent to officials of another school in which a student seeks or intends to enroll.

- The right to file a complaint with the U.S. Department of Education concerning alleged failures by the School District to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

**Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-5901**

Appendix G: Non-Discriminatory Policy

DCP Schools shall comply with all federal and state laws and regulations prohibiting discrimination. Specifically, it is the policy of DCP Schools Board of Directors that no person, on the basis of sex, race, religion, national origin, ancestry, creed, pregnancy, parental status, marital status, sexual orientation, physical disability, mental disability, emotional disability, or learning disability shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any education program or activity.

Appendix H: Title IX Grievance Procedure

Any student or employee of DCP Schools who believes he or she has been discriminated against, denied a benefit, or excluded for participation in any school sponsored education program or activity on the basis of sex shall attempt promptly to resolve the situation by (1) discussion with the building Director, or in the case of a student, or the individual's immediate supervisor, in the case of an employee. (2) If the complaint is not resolved under step 1, the complainant may file a written complaint with DCP Schools' Chief Compliance Officer, who, for this academic year is:

Nicole Scott, Esq.
nscott@phalenacademies.org
(323) 630-1030

The complainant shall provide a copy given to the school Director or supervisor involved. The Chief Compliance Officer shall arrange a meeting with parties involved to review the complaint within ten (10) days after the meeting(s).

If the complaint is not resolved under step 2 the complainant may file an appeal in writing with the secretary of the DCP Schools Board of Directors, indicating the nature of disagreement.

A hearing panel consisting of not less than three (3) members of the DCP Schools Board of Directors shall consider the complaint at the earliest date the hearing panel can meet as a body, at which time the complainant shall address the hearing panel in public or closed session as appropriate and lawful, concerning the complaint.

The hearing panel consisting of at least three (3) members of the DCP Schools' Board of Directors shall, within thirty (30) calendar days after the hearing, provide the complainant with a written statement of its decision, and (or) action taken.