DISCIPLINE - STUDENT CODE OF CONDUCT

Foundation of Discipline
Adopted by School Board on June 6, 2000

“It is the intent and heart of the leadership of the Faith Christian School to assist the parents as an ‘extension of their Christian home’ by developing a system of discipline in an effort to help mold the hearts of our children (students) toward a Christ-like behavior in their lives.” We feel that the school has a responsibility to re-enforce and teach the truths of scripture as depicted in God’s Word. No person can live a life of perfection twenty-four hours a day, seven days a week. However, it is the desire of our school leadership that we encourage students to not only “walk the Christian walk” at school, but out in public as well. Students need to realize that it is indeed a privilege to attend a Christian school, and as a follower of Christ, his or her responsibility for appropriate behavior extends beyond the school campus or school activities. After all, appropriate behavior honors, not only God, but a student’s family, church, and school as well. Parent/Student

Conversely, inappropriate behavior reflects negatively on everyone concerned. Thus, as a Christian school student and follower of Christ, it is essential that each student recognize his or her responsibility to walk up rightly and make the right choices at all times. With these thoughts in mind, the following guidelines are offered in an effort to bring “the correction in behavior” necessary when a student fails to uphold the Christian behavior expected of a student of Faith Christian School.

Philosophy- Discipline is every teacher’s and/or school employee’s responsibility, anytime, anywhere on campus. The philosophy of Faith Christian School presupposes that most discipline problems will be handled among teacher, student and parent in a calm, reasonable manner. The philosophy assumes that effective discipline leads to increased maturity and self-discipline on the part of the pupil. The parent and teachers should resolve all discipline issues. It is the expectation of the school that the parent support the teacher. All parents sign a form indicating that they have read the handbook and are in agreement with our policies and will not undermine the effective implementation of them. If parents find themselves unwilling or unable to support the teacher, they should speak with administration concerning the policy in question before they discuss it with their child.

Accountability structure- The students are accountable to their parents for their behavior at Faith Christian School. The school will meet out certain consequences as we have laid out in the handbook, however, the school will ultimately hold the parent responsible for their student’s compliance with school policy, behavior and attitude. The responsibility for a child’s behavior ultimately rests with the parent.

Scope of discipline- The School Board is committed to the principle that disorderly and disruptive behavior can only be tolerated insofar as we are able to meet our obligations to all students involved. If a student’s behavior continues to prevent the school from meeting its obligations to all students or if a parent does not require their student comply with school policy or encourages their student in non-compliance, it is grounds for expulsion.

Expulsion- Students who persist in behavior that requires repeated discipline due to lack of self-control and/or failure of the parent to hold their child accountable to the expected behavior, will be expelled. Additionally, attitudes which are disrespectful to school authority, which breed discontent and incorrect attitude toward school policy and mission, and which lend themselves to undo difficulty in the school’s ability to implement policy, will be considered in the decisions to suspend, paddle or expel.

Means of Discipline
Based on the nature of the infraction, disciplinary action can be placed in one of the following categories:

Mild (levels 0-1) Generally administered by the teacher in the classroom. Teachers retain the right to refer these problems to the Headmaster or Lead Teacher

Moderate (level 2) Administered the Headmaster or Lead Teacher

Serious (level 3) Administered by the Headmaster

Definitions:
1. Mild discipline is administered by the individual teacher in harmony with his/her own methods and abilities consistent with school policies, including verbal reprimands, detention or corporal punishment.

Mild discipline will be administered for first time violations of the code of conduct that primarily have an effect only on an individual student behavior that applies to a specific teacher or classroom and does not involve another student. For instance, gum chewing, talking in class, failure to return signed test papers, or not being
prepared for class are examples of violations of the code of conduct or other behavior that only effect that student and do not interfere with the ability of the school to educate other students. Teachers reserve the right to refer any student to the office for mild disciplinary problems.

2. Moderate discipline is administered to violations or behavior that has a direct effect on the school’s ability to meet the educational commitments to other students. It will also be administered to students who have consistently broken rules after the teacher has exhausted other methods of discipline. Teachers are encouraged to refer moderate disciplinary problems to the Headmaster or Lead Teacher. Examples of such behavior include, but are not limited to, the following:

1. **DEFIANCE TO AUTHORITY** - Behavior (verbal or nonverbal) that demonstrates a "direct disobedience" or rebellion to an instructor, assignment, or project.
2. **ACADEMIC DEFIANCE** - Repeated failure to accept responsibility for academic work.
3. **PROPOGATING DISSENTION** - Continued negative attitude.
4. **VERBAL OR PHYSICAL ABUSE** - Mistreatment of other students.
5. **TARDINESS**.
6. **IMMODESTY AND IMPROPRIETY** - Violation of school dress code for the 2nd and subsequent times.
7. Any other infraction the teacher or administration feels is moderate.

Non-adherence to any of these expectations results in lost time for learning and shows a lack of fairness and respect to others. Although the classroom teacher has the authority to assign Afterschool Detention to students who engage in moderate disciplinary problems, they are encouraged to refer the student to the office.

3. Serious discipline This category of disciplinary problem includes but is not limited to the following:

a. Lying and other forms of deception.
b. Misuse of technology, particularly cell phones and other such devices.
c. Deliberate tardiness to class.
d. Skipping classes or truancy.
e. Failure to report to responsible faculty or staff member.
f. Theft on school campus or during school activity.
g. The use of obscene or profane language.
h. Obscene or lewd remarks or gestures that are sexual in nature.
i. Actual possession and/or actual or intended distribution of pornographic material.
j. Physical, sexual, or verbal abuse of a student.
k. Blackmail, threats or intimidation of students or school personnel.
l. Slander or libel of a faculty member.
m. Unauthorized possession in the school of any kind of weapons including any type of firearm, bladed instruments such as knives, clubs, batons, stun guns, or other fighting instruments. The school must authorize items such as pepper spray, which are carried for defensive purposes. Use other than its intended defensive use will qualify it as an unauthorized weapon.
n. Commission of any felony crime, including:
i. Actual or attempted possession, consumption, distribution or selling of alcohol on or off school property or at school-sponsored events. (See “Off Campus Behaviors”)
ii. Actual or attempted possession, consumption, distribution or selling of non-prescribed drugs of any kind, on or off school property. (See “Off Campus Behaviors”)
iii. Actual or attempted possession, consumption, distribution or selling of tobacco products on or off school property. (See “Off Campus Behaviors”)
iv. Destruction of school property or school grounds. Parents will be held responsible for repairs to school property or other’s property. Report cards and transcripts will not be released until all financial obligations have been paid.
v. Gambling in any form.
o. Refusal to obey a teacher.
p. Failure to respect the responsibilities of the adult responsible for them.
   i. An unauthorized walk-out from a classroom, school building, or campus.
   ii. Deliberate failure to attend class.
   iii. Leaving areas designated during a field trip.
   iv. Presence in off-limits area of campus.
v. Failure to reach the destination authorized by responsible adult. In cases where this is unavoidable, the student should make every attempt to make the responsible adult aware of their new location.

q. Behavior, including “pranks” that endanger the safety of another student.

r. Cheating, including plagiarism.

s. Sexual misconduct, including sexual contact with teacher or student.

t. Other serious moral misconduct on- or off-campus that might threaten the viability of the school to remain in operation.

u. Failure of a student to change behavior in response to repeated after-school detentions.

v. Failure of parents to cooperate with the school in the implementation of school policy. This includes cooperating with students in the violation of school policy, failure to require the student to comply with school policy, failure to follow school policy regarding parental participation, failure to support the teacher that precludes the teacher’s ability to meet the school’s obligations to the other students.

w. Inappropriate physical contact: Physical affection toward another student considered a “boyfriend” or “girlfriend” or they are “in a relationship with.” Any unwanted physical contact or affection toward another student or faculty member. Purposeful physical contact of a high school (7th-12th) with any faculty member of the opposite sex. This applies to any school activity on- or off-campus and as judged by the school authorities.

x. Lying to faculty member, administration, staff, or other adult working under school oversight.

y. Minor violations that recur after other methods of discipline have been applied may be subject to suspension and/or expulsion.

z. Failure to appear for a detention and/or repeated failure to appear on time for a detention.

aa. Failure to comply with detention requirements.

bb. Unacceptable behavior of student or a fan at athletic event.

c. Harassment, sexual or school (workplace).

d. Failure of a parent to investigate reports of their child’s aggressive and bullying behavior.

ee. Failure of a parent to cooperate with another parent in the matters of aggressive and bullying behavior between their children.

ff. Any other infraction the administration determines to be “severe.”

Serious discipline problems must be referred to the Headmaster at the earliest possible time. The alleged offending student will be provided due process. If determined to be guilty the offending student may be disciplined by any means identified in the Student Code of Conduct, including suspension and/or a recommendation for expulsion.

The school reserves the right to report to the proper authorities offenses that constitute a crime as established by the State of Alabama and to press charges against the student if the situation should so warrant. Courtesy and respect to fellow human beings, elders and those in positions of authority are expected as proper Christian attitudes. The school administration reserves the right to add or delete rules that will enhance the education process.

AFTERSCHOOL DETENTION

Detention:

- Students must serve the detention on the day of school following the day of the offense unless an exception is allowed by the Headmaster. If a student fails to appear for a detention, they will be referred to the office for insubordination. Teachers will no longer determine the day the detention is served.

- Detentions will be served in the Headmaster’s office or in the classroom of a designated teacher.

- Students must report to afterschool detention on time. If a student fails to report to a detention on time, they will serve what time remains, and serve another full detention.

- Students are not allowed to engage in any activity, unless directed to do so by the teacher. This includes homework, reading, talking, drawing, or writing.

- Students are not allowed to sleep or put their head down on the desk.

- Students who violate the code of conduct during a detention will be referred to the office for insubordination.

- Students may not leave or be picked up early from detention.

- Teacher’s may not assign detention without making a disciplinary referral including an e-mail to the Headmaster and parents. Any detention that is not referred by the teacher is considered null and void.
Digital referrals through Renweb are the only documentations required for any violations of the Code of Conduct unless directed by the Headmaster.

Detentions may be postponed for reasons that are considered “excused” absences that cannot be rescheduled or done on another day with Headmaster approval. Primarily, this means medical absences from detentions. However, the parent must contact the school prior to the detention with this information.

High school:
Detention will be held every day of the school week. In the first semester, detentions will begin at 3:10 p.m. and end at 4:00 p.m. Exceptions will not be made for students who have scheduled after school activities.

We expect parents to hold their children accountable for class attendance, having appropriate classroom materials and an attitude of respect for the teacher and the opportunity to learn. Therefore, after-school detentions will be assigned if they fail to maintain the following behaviors:

- Have proper supplies for class (paper, pencils, books, etc).
- Participate in class activities, including all PE activities.
- Maintain appropriate behavior (make appropriate comments, not interrupt activities, obey classroom rules, etc.)
- Maintain attention to class activities (focus on what is happening).
- Complete class assignments, turn in work on time, or make prior arrangements.
- Obey school dress code.
- Fail to check in their phone or other wireless device.

Elementary:
Detention for elementary students usually begins promptly at the end of the school day and ends forty-five minutes to one hour thereafter. Parents must make arrangements to pick up the student at the close of the detention period. Parents will be notified of detention as soon as possible in order to make arrangements to pick up the student at the proper time.

CORPORAL PUNISHMENT
Discipline procedures are set forth by the School Board according to the Scriptures. We believe the Bible teaches the use of corporal punishment in the discipline of young people. "Train up a child in the way he should go; and when he is old, he will not depart from it" (Proverbs 22:6), “Foolishness is bound in the heart of a child; but the rod of correction shall drive it far from him” (Proverbs 22:15). Each teacher has your permission to administer corporal punishment if they deem it necessary. Reasons include repetition of lesser violations as well as the more serious violations of the code of conduct. Paddling is usually administered in the high school as an alternative to suspension. It is also used, especially in the lower school, as a powerful tool in teaching self-control. Corporal punishment (spankings) will be administered only by teachers or school administrators in the presence of another faculty member in a private location. Female students will be spanked by female faculty members or in the presence of a female faculty member. Spankings are administered only by paddles issued by the school administrators and will be confined to three strikes to the buttocks. Parents will be notified via e-mail of the spanking with a through Renweb, which must be replied to by the next day to confirm that parents have read the referral. Elementary parents will also be called the day of the spanking by the teacher to discuss with the parent the reason for the spanking.

SUSPENSION
A suspension is given to a student to remove them from the general school population or to send a clear message that the behavior is unacceptable in the school environment. A student will be seriously considered for expulsion after five days suspended within an academic year. A suspended student will receive zeroes for any assignment due during the suspension period. They are not allowed to come on campus or to participate in any school sponsored activity on or off-campus, including participating in sporting events. Suspensions apply to any day that is considered a school day.

EXPULSION
Expulsion is the permanent dismissal from school. Scripture is clear when it declares, “the scoffer is to be removed from the midst of those attempting to do what is right.” Matthew 18 and Deuteronomy also teach that being put out of the community is an acceptable form of justice and is used by the LORD as a means of Grace.
While we believe the Bible does teach that the school must work with the parent to see that order is restored within the school family, there are situations in which an individual must be permanently removed from the community to protect the other members of the community, to preserve the academic endeavor and to not interfere with the Sanctification of the student. Certain behaviors can only be addressed by the home, church and Holy Spirit, and can only be tolerated for so long within a school. We are not the church or the student’s family and cannot assume those roles other than what is defined by our policy. Expulsion is not a course of action we take lightly or without careful consideration. However, we believe that we as a school have defined mission and purpose and sphere of sovereignty. To violate that is to usurp God’s authority and undermine His work in a student’s life.

DISCIPLINE FOR OFF-CAMPUS BEHAVIOR
Guidelines for Off-Campus Behavior as a Student of Faith Christian School
During hours outside of school activities, a student is no longer under the direct authority of the school and is not subject to the consequences of the code of conduct. We are neither the family nor the church, nor do we wish to be. However, while a student is enrolled Faith Christian School, the family has agreed to support the school in its educational endeavors, even in matters that would indirectly effect the school’s ability to accomplish its vision, mission and goals. Students who attend here represent the school and its reputation. People outside of the school community will form opinions about our school based on parents and student behavior. We take this very seriously as many families depend on this school and we must maintain a good reputation in the community and an accurate representation of the vision and mission and operation of the school. Below is a general idea of behaviors which would be considered to have this indirect effect. These are divided into three categories with a respective course of action.

Category I: Examples of external behavior include, but are not limited to: Obscene or Habitual Profanity, Tobacco use or Recurrent Fellow Student Ridicule including Sexual Harassment
Step #1 Phone call: Notify parents of report and ask them to investigate. Document the phone call to parents as incident #1.
Step #2 If the same offense occurs again, ask parent to submit statement to school which confirms that this behavior is not habitual and will not occur again.
Step #3 If behavior continues, student will be subject to school disciplinary action in conjunction with meeting with the parents.

Category II: Examples of external behavior include, but are not limited to: Alcohol Consumption or Reckless driving (Citations issued)
Step #1 Phone call: Notify parents of report and ask them to investigate. Document the phone call to parents as incident. Inform parents and student that a confirmed second report during the school year will result in Faith Christian School treating as a Category III offense.
Step #2 If same offense occurs second time or more (habitual), student will be subject to school disciplinary procedures with suspension or expulsion resulting.

Category III: External Examples of external behavior include, but are not limited to: Acts of Sexual Immorality; Illegal Drug Possession, Sale, or Use; or Illegal Action (Violation of Law such as Shoplifting, Vandalism, etc.)
Step #1: Phone call: Notify parents of report and begin school Investigation if report comes from within school community.
Step #2: Meet with parents and student and explain outcome of internal Investigation; pray and discuss alternatives with parents and student; administer discipline if “guilty”: suspension or expulsion.
Step #3: Pre-enrollment meeting with parents and student if student is not expelled. Ask parents and student to submit statement to school which confirms that this behavior not habitual and will not occur again...final decision on re-enrollment to be prayerfully determined by administration subject to Board approval; further incident will result in permanent expulsion.

Any investigation and action on the part of the school for off-campus behavior is to assist the parent in the correction of the child. It is also to fulfill its responsibility toward the other parents and students who are committed to a Christian atmosphere within the school. We are not a church or the moral police. We will not use our position and influence to parent your child or to address moral issues that are the purview of a church. Investigations will not be made unless there is sufficient evidence or the corroborating testimony of at least two or more credible witnesses.
Our concern is always the heart of the student. This does not change the fact that there are always consequences for inappropriate behavior in the life of God’s children. The school may have to address external behaviors because of its direct or indirect effect on the institution and the school community.

Implementation of Off-Campus Behavior Policy

When it becomes necessary for the school to conduct an investigation, the school must be careful to follow these biblical principles: A) Matthew 18 and Genesis 6, confrontation in love, B) hear all sides of every story, and C) require two or three eyewitnesses willing to attest to the truth or falsehood of the story. The School Board and administration, under the authority given to them as the directors of the school ministry, have the right to determine the proper procedures to discipline (“correct the behavior”), reconcile, or release a student from Faith Christian School as they seek to insure that all students at Faith are not subject to illegal or immoral offenses committed by other students within the student body. The leadership prayerfully recognizes the delicate balance between Scripture’s references to “forgiveness seventy times seven” and “removing the scoffer from your midst.” It is in the heart of all concerned that correction and reconciliation is possible; however, students whose behavior indicates indifference toward Christian values will be prayerfully asked to leave or be removed if deemed necessary.