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## History

Immigrant German settlers organized the church and school in 1847-1848. For many years (1848-1869) the log church building served as worship center and schoolhouse for the community. The pastor served as the teacher until 1869 when a school building was constructed.

When a new church sanctuary was built in 1870, the congregations used the old log church structure as its Christian day school. The first teacher, Mr. Conrad Graebner, was called to Immanuel Lutheran School. The site was later to be designated the "Central School" because of its proximity to the church building.

Two other sites served the educational needs of the member's children. The "Buena Vista" school was built in 1913 and served the membership around and near its location near Portsmouth and Holland Road (M-46). The first teacher for this school was Miss Meta Blank.

The other site was the "North School" located near Wadsworth and Dehmel Roads. Constructed in 1926, the school's first teacher was Richard Korf.

The three sites provided an educational ministry until 1964 when they were consolidated into one location. A fellowship hall, four classrooms, and kitchen were dedicated to the ministry of education and fellowship and served the congregation for eleven years. In 1975 the congregation added a classroom and library. Further changes were made twenty-two years later in 1997. A renovated and enlarged fellowship hall, cafeteria, dressing rooms, classroom, and centralized church and school offices celebrated the 150<sup>th</sup> anniversary of mission and ministry to the Lord at Frankentrost.

Congregation members continue their high regard for a literate body of believers who can articulate their faith and worship freely in their homes and in their child's classrooms. Support and sacrifice from generations of congregation members have given children the opportunity to grow spiritually, mentally, emotionally, socially, and physically. Our God has been good and is our sure consolation.

# Philosophy and Goals

## *Philosophy*

**God**, in the Holy Scriptures, reveals Himself as a Triune God.

1. The *Father* is revealed as Creator, Preserver, and Governor of the universe and the affairs of men.
2. *Jesus Christ*, sharing in the Trinity is revealed as the Redeemer of the world, and personal Savior, our substitute, to whom we owe loyalty in a life of submission and service.
3. The *Holy Ghost* is revealed as the Sanctifier upon whom we rely for faith and a new spiritual life.

**Man**, created with a free will, chose to sin and lost God's image. He is, by virtue of his sinful nature, a lost and condemned creature, destined for an eternity in hell.

The **Law** gives man:

1. An ever-deepening consciousness of his sins.
2. The inability of working our own salvation.

Through the **Gospel**, man is led by God the Holy Spirit, to faith in the resurrected Lord Jesus Christ.

The Holy Spirit moves man to:

1. To praise and serve God.
2. To love and serve his fellow man.

The Holy Spirit changes man by:

1. Word of God
2. Sacraments of Holy Baptism
3. Sacrament of Holy Communion

Man, has been given by God, his innate abilities to learn. While learning seeks changes in knowledge, attitude, and conduct, the Holy Spirit, reason, and experience help man understand the changes to me made in his life.

Man is first and finally held accountable to God for his actions. All that natural man does is completely sinful. But the Christian (man) reflects partially the love of Christ in word and deeds, because the individual (Christian) has a dual nature. This duality is described as sinner and saint. While in his natural state man is sinful but at the same time a saintly man is regenerated by faith through Word and Sacrament

We believe that:

Inspiration from an awesome God  
Motivates parents and children towards  
Membership in a community of believers to  
Appreciate the grace and mercy poured out on them so  
Noble followers with  
Uncompromising determination  
Effectively proclaim the  
Love of Jesus to the world

## Goals

1. The child, while growing in his relationship with God, will demonstrate:
  - a. Knowledge of the triune God.
  - b. Trust in Jesus as his personal Savior.
  - c. A life of worship.
  - d. An ability to make moral and ethical decisions.
  - e. Trust in God for all needs.
  - f. Thankfulness to God for all blessings.
  
2. The child, while growing in his relationship to himself, will demonstrate:
  - a. Stewardship of all his talents and abilities.
  - b. Logical, scientific, and creative thinking.
  - c. Communication skills.
  - d. Knowledge of significant elements of his cultural heritage.
  - e. Understanding of emotions and the Holy Spirit's role on emotional control.
  - f. Appreciation of his body as gift of God and accept responsibility for its health, safety, and recreation.
  - g. Skills in expressing the beauties of the music and graphic arts.
  
3. The child, while growing in relationship with others, will demonstrate:
  - a. Loving, forgiving, and considerate actions.
  - b. Respect, courtesy, and cooperation.
  - c. Concern for spiritual welfare of everyone by communicating his knowledge of God's saving grace and support.
  - d. Respect of parents as God's representative.
  - e. Acceptance of the privileges and responsibilities a Christian citizen fulfills on the local, state, national, and world level.
  - f. Concern for the material welfare of everyone.
  
4. The child, while growing in his relationship with nature, will demonstrate:
  - a. Appreciation of God's creation.
  - b. Use of nature as a gift to glorify God and serve people.

## COURSE OF STUDY

The curriculum and course of study of Immanuel Lutheran School meets the requirements of the state of Michigan and the curriculum outline for the Lutheran schools. Faculty members hold valid State of Michigan teaching certificates and are highly qualified to teach.

### **RELIGION**

Daily devotions, chapel services, Bible study, catechism, memory work, church history, confirmation instruction (Grades 8). All students are required to take religious instruction and are responsible for completing class work and homework in this subject.

### **LANGUAGE ARTS**

English, spelling, literature, reading, phonics, handwriting, dictionary skills, composition writing, oral presentation.

### **SOCIAL STUDIES**

Geography, history, citizenship, current events, and map skills.

### **MATHEMATICS**

Arithmetic skills, concept development, problem solving, decimals, measurement, algebra, geometry.

### **SCIENCE**

General science, hands-on scientific experience, life science, earth science, physics, chemistry, physical science, health and nutrition, outdoor education, drug and alcohol awareness program, natural science, biology, creation science.

### **MUSIC**

Music education classes in singing, rhythm, reading music, listening. Instructional band the choir groups.

### **ART**

Creative expression in drawing, painting, sculpture, printing, and art appreciation.

### **PHYSICAL EDUCATION**

Motor facilitation, physical skill development, calisthenics, physical fitness, gymnastics, games, team sports, dance, aerobics. Participation in the President's Council on Physical Fitness.

### **COMPUTER SCIENCE**

Computer literacy and practical computer use.

### **DRAMA**

Plays, dramas, operettas, and musical presentations for all levels.

### **CULTURAL ARTS**

Assembly programs presented at school or at local cultural locations.

## UNIFORM CODE OF STUDENT CONDUCT AND DISCIPLINARY RESPONSE

A successful and effective school is characterized by its positive qualities. All effective educational institutions have one important positive quality in common; good student discipline. The existence of discipline facilitates the development of the school climate necessary for other positive attitudes and qualities to flourish.

It is the intent of our school to promote an educational climate that encourages positive school qualities to grow, thrive and succeed. Good student behavior is clearly set forth and consequences for failure to meet expectations are explicit and consistently administered.

The establishment of rules and procedures to govern student conduct is a responsibility that the school shares with its parents. To meet the responsibility, a uniform code of student conduct has been created to govern matters of student discipline. The school and parents also share the responsibility to communicate expectations, rules, procedures and consequences of infractions to students. This shared responsibility, in the context of mutual support and understanding, linked by timely communications and cooperation, is critical to the success of an effective student discipline program.

A school discipline program, however well intentioned and directed, can never approach the degree of influence, which a parent has on a child. If this influence is neglected, the school's task becomes more difficult. When the objectives of the school and family are mutually consistent, the task of the school becomes obvious to the student.

Students, likewise, are expected to understand and abide by the expectations and consequences established for their safety and welfare by maintaining a personal code of proper behavior. The cooperation of students, parents and school is the basis for good student discipline and a positive learning climate.

Our facility, in keeping with God's Word, strives toward positive relationships. A student who makes a mistake will be dealt with in a loving, caring manner so that change and self-discipline become possible.

Sometimes, however, caring and forgiveness fail. A student may continue to choose inappropriate behavior. When this first becomes evident, the progressively oriented discipline policy will take effect.

Up-to-date records will be maintained regarding disciplinary referrals and accompanying corrective disciplinary actions. Such actions will be taken into consideration on a cumulative basis over the total enrollment period of the student at the school.

## BOARD OF EDUCATION MISSION STATEMENT

The Board of Education, on behalf of Immanuel Lutheran Church is committed to providing the Christian behavior and educational experiences and opportunities necessary to maximize the spiritual, academic and social growth of all students. Accordingly, the Board of Education has established the Immanuel Lutheran School code of regulations and disciplinary guidelines to provide effective and efficient educational programs for all students.

The Board of Education's goals are to (A) fulfill the objectives of the school and maintain the code of student ethics; (B) maintain a fiscally responsible school program of Christian Education; (C) continue to develop a positive school climate where academic intensity and Christian values are emphasized; (D) improve instructional materials and methods that will enhance student learning; (E) study the current and future needs of the school and develop short and long range plans for an effective application of Christian educational philosophy.

## ADMINISTRATION

The school is supported and operated by members of Immanuel Lutheran Church. The Board of Christian Education is elected by the voter's assembly of the congregation to direct the schools activities according to the highest possible standards. The affairs of our school receive direction and guidance from the Michigan District Lutheran Church-Missouri Synod Office of Education.

The school complies with the standards established by the state of Michigan Department of Education. In addition, the school is accredited by the National Lutheran School Accreditation and meets requirements for accreditation by Michigan Association of Non-public Schools.

## FINANCIAL SUPPORT

Immanuel Lutheran School is supported by the contributions of the members of Immanuel Lutheran Church. Support is made possible through the weekly offering. Contributions are used for payment of salaries, utilities, repairs, and furnishings that the school requires.

If neither parent is a member of Immanuel Lutheran Church, tuition will be charged. Payments can be in ten installments over the extended period of the school year.

Parents who cannot pay the entire tuition can make arrangements with the Board of Education, through the principal. A student will not be denied enrollment based on inability to pay the entire tuition.

A "BOOK FEE" is collected at the beginning of each school year for the rental of textbooks and purchase of consumable materials and instructional aids. A \$30.00 deposit must accompany each enrollment application.

Other instructional items, furnishings, repairs are provided through fund-raising activities held throughout the school year, and donations from Ladies Aid, Men's Club, Youth Group and fraternal insurance organizations.

All tuition and fees must be paid and/or materials returned by the end of the school year for a student to receive his report card and/or diploma.

## FACULTY

Immanuel Lutheran Church seeks to fill teaching positions with educators that are eligible for classification on the Lutheran Church-Missouri Synod roster as commissioned ministers of religion. Requirements for certification by the State of Michigan are also a requirement of full-time teachers.

## ENROLLMENT GUIDELINES

In keeping with the objective of providing full-time Christian education for as many children as space and resources allow, pupils will be generally accepted in the following order:

1. Children of members of Immanuel Lutheran Church.
2. Children already enrolled from previous years on a tuition basis.
3. Children in membership with the congregation by Baptism but whose parents are not members.
4. Un-churched children of the community.
5. Members of sister Lutheran congregations that do not operate a school.
6. Children of parents who hold membership in other church denominations.

Class size is limited to twenty-eight in the primary classrooms. Students must be six years old by December 1 to be eligible for enrollment in the first grade.

Applications for enrollment may be obtained from the principal. Upon completion of application, enrollment requirements, and approval of the Board of Education, a student is able to attend Immanuel Lutheran School.

New students will have no set probationary period. However, in keeping with a goal of helping each student toward an effective educational experience, faculty and parents must work to alleviate the difficulty in academics or behavior. If any student continually exhibits unsatisfactory performance in academics due to lack of effort or continually exhibits unsatisfactory behavior, enrollment may be discontinued.

## BUS TRANSPORTATION

Students residing in the Frankenmuth School District are eligible for transportation to and from Immanuel Lutheran School. New enrollees should contact the Frankenmuth Public Schools Transportation Office.

## SCHOOL ARRIVAL

Students may enter the building upon arrival. The classroom is used for study and the student must go directly to his/her room from that purpose.

## START OF THE DAY

Classrooms are open at (7:25) a.m. Students entering the building are to be in their classroom and seated, after any necessary routine has been completed. Students are not to loiter in hallways or other classrooms between their arrival and the start of school. School starts at (8:10) a.m. Students should arrive in time to be seated in the classroom by this starting time.

## AFTER SCHOOL DISMISSAL

Students should leave the building by no later than (3:45) p.m. or make available to themselves special after school supervision.

## SCHOOL CLOSINGS

### ***Emergencies, Hazardous Road Conditions, Snowstorms***

School closing or schedule changes may be placed on local media outlets. Listen for **“FRANKENMUTH PUBLIC AND PAROCHIAL SCHOOLS”** for the closing of Immanuel Lutheran School, especially in morning weather related conditions.

In case of an impending hazardous situation during the day, students may be sent home early if it is deemed safe to do so. Parents may also notify the school principal and teacher if a situation exists when no one will be home during the day to receive the child.

Families will also be contacted by telephone when classes are cancelled because of an emergency.

# REGULATIONS, RULES, AND CUSTOMS FOR SCHOOL

## ATTENDANCE POLICIES

The parent and guardian who have custody or control of any child shall cause the child to attend school during the entire time it is in session during the regular school term.

Students should keep in mind that there is a direct relationship between attendance and progress in school. Being absent too many times tends to inhibit a student's opportunity to learn. Upon returning from an absence, it is the student's responsibility to acquire and complete all make-up work. Students with excused absences will be allowed to make up all missed assignments and exams within a time period equal to the number of days absent from school plus (1) day. Students who do not make up missed work may expect either a "zero" for a grade or the possibility of an "incomplete" for the subject. An "incomplete" typically assigned to important missed work only, can mean the difference between passing and failing the subject and potentially prohibiting promotion to the next grade.

When a student's non-continuous total absent days during the school year reaches (18) days, the teacher will request a conference with the parents to evaluate the absence's effect on academic progress. If a student is absent for (2 school weeks) in a row due to a long-term illness or disability and/or if it is evident that an absence will be for an extended duration (longer than 2 weeks), parent should contact the teacher(s) to discuss the feasibility of in-home tutoring or homework assignments.

### ABSENCE AND TARDINESS: PROCEDURE FOR REPORTING

Any student arriving at school after classes have begun will be listed as tardy.

Excessive morning tardiness is not tolerable, is disruptive and is not in the best interest of the student. Call the school as soon as it is evident the student will be absent or tardy. Calls should arrive before (8:30) a.m. on the day of absence or tardiness. This morning call provides an extra measure of security for our students and helps insure a prompt response in case of an emergency. A note sent with a sibling is acceptable in lieu of a phone call to the school.

### ILLNESS, RETURN TO SCHOOL AND RECESS PERIODS

Use discretion in sending your child back to school after illness such as the flu, sore throat, cold and other such sicknesses. Generally it is recommended that a student be free of a temperature for a 24-hour period before returning to class. Teachers use good judgment as to whether students should go outside and for how long the recess period should last. Students are not permitted to remain in a classroom unsupervised. If a student has not recuperated sufficiently from illness and must stay indoors for several days, then the student has not recovered from the illness. The student should remain at home. Help us provide a healthy environment in which our children can learn.

**IMPORTANT:** The school should be notified in the case of communicable disease. The Health Department requires the school to record such data and issue warnings to other families in cases in which children are placed at severe risk.

## TRUANCY

In cases of truancy, the attendance officer will be notified after consultation with the parents. The officer shall investigate all cases of truancy or non-attendance at school, and unless the student is exempt for attending under the compulsory attendance law, the attendance officer may proceed with filing a misdemeanor for noncompliance against the parents or guardians of the student.

## VACATIONS DURING THE SCHOOL YEAR

Vacation trips during the school year are strongly discouraged. If a trip must be taken, classroom teachers must be notified in advance. Since it is not always possible to project all assignments in advance, immediately upon a student's return, it is the student's responsibility to request all make-up work. A student is given (1) day for assignment make-up for each day of absence.

## PERMISSION TO LEAVE THE SCHOOL GROUNDS

All students are to remain on school grounds unless permission has been obtained from their classroom teacher. Written statements requesting a student leave school for medical or dental appointments, personal reasons, transportation changes for the day, or other reasons, must be presented to the teacher. Leaving school without permission or approval is classified as truancy.

## SCHOOL SUPPLIES

A **"NEEDS LIST"** is prepared prior to each school year and is mailed to each family. Supplies are listed by grades.

## BOOK COVERS

Most textbooks, which are used in our school, are loaned to the students. Other consumable workbooks may require outright student purchase.

Books should not be used carelessly. New and used books alike should be covered to protect them from damage. There should be absolutely no marking in books. Lost or damaged books should be reported to the teacher. Payment for such books will be determined by the principal based on the book's age, replacement availability and current cost.

## CHAPEL SERVICE

Every Wednesday morning all students attend a chapel service in our church. Offering envelopes are accepted at these services for designated mission endeavors of the Lutheran Church. The chapel services are not designed to take the place of regular Sunday worship services. Parents are welcome to attend the chapel services.

## SUNDAY WORSHIP SERVICES

Each student is expected to attend Sunday worship services. Church attendance is taken in classrooms on the first day of each school week. This attendance is recorded on the student's report card.

Families who have no church home of their own are welcome to attend worship services at Immanuel Lutheran Church on Sunday morning at (8:00 and 10:30) a.m. with Sunday School and Bible Class held at (9:15) a.m.

## SCHOOL SPONSORED RELIGIOUS AND EDUCATIONAL EVENTS

Occasionally students are required to attend a service or other school event in which they perform or serve a specific function. Attendance is mandatory and an absence requires a proper written excuse.

## STUDENT DRESS CODE

Clothing should be decent, in good taste, neat (no holes) and clean, and should not be distracting to the learning situation.

1. Shoes worn to school may not be worn in gym. *For outdoor play, athletic shoes with socks must be worn.* Open-toed shoes, sandals, clogs and other such footwear are not appropriate for outdoor play because of injury hazard. Shoes or boots, which leave marks on the floor, are not permitted.
2. Clothing not permitted includes: spandex pants, very tight-fitting clothing, cut-offs, clothing with open midriffs or backs, muscle shirts, T-shirts with distasteful pictures, emblems or slogans. Questionable clothing visuals include: shirts displaying rock group pictures, beer, cigarette, drug or other advertising; suggestive visuals, distasteful or inappropriate wording.
3. Children are permitted to wear shorts (*finger-tip length or longer*) and sandals\*(*indoors*) from May 1 through September 30.
4. Make-up is allowed (with parental approval) in grades seven-eight only. However, the make-up should be used modestly and in a controlled manner.
5. Girls may wear earrings.
6. Shirts and/or tops must have sleeves.

\*Only sandals can be worn, not flip flops or their generic equivalent.

## MEDICATION

Students who are under a doctor's care and need to take prescribed medicine during the school day should follow the medication policy of the school. Many children are able to attend school because of the effective use of medication in the treatment of illnesses. It is most desirable for medication to be administered in the home or at the physician's office rather than at school. However, any student who is required to take medication during the regular school day must comply with the following regulations:

1. Written order from a physician, parent or guardian detailing the name of the drug, dosage, and time interval.
2. The parent or guardian must request in writing that the school comply with the physician's medication order.
3. Medication may be brought to the school office by the parent, guardian or student. The medication shall be in the original container.
4. The student shall report to the school office or kitchen in order to receive medication.
5. The teaching staff shall not administer medication to students nor allow students to self-administer medication without the prior consent of parent or guardian.

## SCHOLASTIC EVALUATION

Every effort is made to assist students individually, so that each has the opportunity to succeed and be challenged academically. Students will be given formal progress reports at nine-week (approximately) intervals. The first marking period is a required conference with parent and teacher. Subsequent conferences may be requested to discuss student achievement. Parents may request a conference after the first mandatory conference, even if the school does not require the parent (s) to attend a conference. Mid-term reports will be sent to all students on or about: October 1, December 1, March 1, and May 1.

## STANDARDIZED TESTING and/or MEAP

Students take a standardized achievement test battery and a school ability test occasionally. Students in grades four and seven are participating in the MEAP testing of reading, mathematics, science, writing and social studies.

## HOMEWORK

Although homework requirements will vary with subject, class and grade level, all students have homework. Homework is designed to extend, enrich, or reinforce classroom learning. If a specific assignment is not made, homework time should be used to review previous materials. Although length of homework time will vary, students should have time set aside at home each night for homework. If your son or daughter consistently says there is no homework, you should consider this a sign of concern. Contact the teacher(s) involved to verify the situation.

## SCHOLASTIC SUBJECT ASSISTANCE

Students who have difficulty in understanding a particular assignment or who are in need of extra help in a subject are encouraged to contact the teacher to make arrangements for additional help before, after, or sometime during school.

## PROMOTION AND GRADUATION

**PROMOTION** in all grades will be determined by student achievement in relation to ability. Students not meeting basic expectations may be retained. Any student who tries to the best of their ability will not fail a course or be retained.

Parents will be notified in writing after the end of the second or third marking periods if there is a possibility that their child will be retained because of poor academic progress in relation to the student's ability.

If a student, at the end of the third marking period, is still receiving unsatisfactory grades and has not shown a positive change in attitude and effort, formal plans for a grade level retention will begin. At this time, the parent(s), child and teachers shall have a conference to review and discuss an educational plan designed to help the child improve. There will be approximately (9) weeks of school remaining at this point.

If the student, at or near the end of the final grading period, is not achieving satisfactory grades, formal notification of a plan for a grade level retention will be given. Extra academic work in summer school sessions may be advised in lieu of retention if satisfactory improvement occurs before the next school year.

**GRADUATION** is afforded students who sufficiently demonstrate academic proficiency and effort. Sufficient academic proficiency means maintaining a 2.0 grade average in each class from grades three to eight. Students that maintain a 2.0 grade average will be awarded a diploma. A diploma will not be awarded to students whose grade average has fallen below a 2.0 average.

## STUDENT RECORDS

Upon a written request filed with the principal, the parents or guardians of any student shall have the right to review and request copies of official records directly related to their children. Parents or guardians may challenge the contents of the records and request a hearing with the principal.

### HONOR ROLL

#### **High Honor Roll 3.75 + Honor Roll 3.25-3.74**

Students in grades three through eight who have achieved a 3.25 or higher grade point average will be eligible for academic award noting their achievement. Acknowledgment will be for each marking period.

### PROCEDURE for NOTIFICATION OF PARENTS

It is important to have student emergency information on file in the school office. In case of emergency, school personnel will follow the course of communication as provided by the parent/guardian during the registration of students. If there are changes during the school year, it is the responsibility of the parent/guardian to notify the school office immediately. This information must be kept up to date! Emergency information cards are available at final registration.

## VISITORS

### ***Student Visitors***

Students are allowed to bring guests to school with certain qualifications: (1) a written note from student's and visitor's parents must be brought to school the day before the visit, unless the visitor's parents are unavailable; (2) the visitor may visit only once during the year and for only one day; (3) visitors may not attend during the first two and the last two weeks of the school year; (4) visitors must be in the classroom grade level of the hosting student; (5) the visitor may not interfere with the class work and participation of students.

### ***Parental Visitors***

Visits to the school may be arranged with permission from the teacher.

Kindergartens through eighth grade parents/guardians are not required to pick-up or bring a student to the classroom.

## TELEPHONE USE AND MESSAGES

Students may use the school phones for emergencies or for school sponsored activities with permission from a teacher, the principal, or the secretary.

Other messages will be taken for students; however it is not always possible to deliver these messages immediately. Parents wishing to speak with teacher may call before or after school for appointments. Emergencies are the exception.

## ELECTRONIC SOUND VIDEO/CAMERA EQUIPMENT, CELL PHONES

Students are not allowed to use radios, cell phones, electronic paging devices, other electronic sound equipment or video/regular cameras while on school premises during the school day.

## LUNCH INFORMATION

A Type-A hot lunch and milk is available during the school day to all students. Each student will have an account that can be maintained with regular payments.

## FREE AND REDUCED-PRICE LUNCH

Students from families whose income qualifies them for free or reduced-price lunches, according to the federal guidelines, may secure an application form from the secretary. After completing the form, it should then be returned to the secretary for review. If the application is approved, the student qualifies for a free or reduced price lunch. Every effort is exercised to see that students who receive a free or reduced price lunch remain anonymous. Families may qualify anytime during the school year, and students or parents having any questions regarding the free lunch program should contact the school secretary.

## BICYCLES

Students are permitted to ride bicycles to and from school. Upon arrival, students must park their bicycles into the racks provided. No riding is permitted during the school day, nor will bicycles be permitted inside storage in case of inclement weather.

## BIRTHDAY PARTIES

Students may celebrate their birthday in the classroom with appropriate treats. Treats should be simple in nature so that children can pass out the treats by themselves, not requiring adult assistance. Avoid the selection of treats that have gum in them.

## STUDENT PICTURES

During the fall session, school pictures will be taken for every student. Parents may order prepaid packets at camera time, with retakes for bad pictures.

## EXTRACURRICULAR SPORTS/ACTIVITY PROGRAM

Immanuel Lutheran School offers an extracurricular sports/activity program. The program includes the following sports for these grades:

<u>SPORT</u>	<u>GRADE LEVEL</u>	<u>BOYS/GIRLS</u>	<u>SEASON</u>
Soccer	*5-8	Boys	Sept-Oct.
Basketball	*5-8	Girls	Sept.-Nov.
Basketball	*5-8	Boys	Dec.-Feb.
Volleyball	5-8	Girls	Feb.-Mar.
Track	5-8	Boys/Girls	Apr.-May
<u>Activity</u>			
Pon-Poms	5-8	Boys/Girls	Nov.-Feb.
Cheerleading	5-8		Dec.-Feb.

\* Fourth Grade eligible at coach's discretion.

## NON-DISCRIMINATION POLICY

Students of any race, color, national and ethnic origin are permitted all rights, privileges, programs and activities generally accorded or made available to students. Discrimination on basis of race, color, national and ethnic origin is not permitted in administration of educational policies, athletic and other school administered programs. No students shall be denied access to programs, activities, services or benefits, or be limited in the exercise of any right, privilege, advantage or opportunity.

## ASBESTOS HAZARD NOTIFICATION

In accordance with recent Federal regulations Larron Laboratories did concerning asbestos accredited inspections of all buildings of Immanuel Lutheran School August 1988.

Asbestos-containing materials (ACBM) were found in this building.

## HEAD LICE

Report head lice infestation to the school immediately. School families will be notified of the incidence. Students may return with notice of clearance of infestation from a medical professional.

## PUBLICATION /DISTRIBUTION OF MATERIALS

The general public, students and staff members may not use school facilities for the promotion of any group or vested interest without the principal or Board of Education approval. Materials not directly related to the school or church may not be distributed on school premises without principal or Board of Education approval. Exceptions may be made to this rule in order to cooperate with community or other church organizations or services.

## SEXUAL HARASSMENT POLICY

Sexual harassment consists of unwelcome sexual advances, request for sexual favors, and other inappropriate verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is made either explicitly implicitly a term or condition of an individual's employment or education, or when:
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual, or when:
3. Such conduct has the purpose or effect of substantially interfering with an individual's academic or professional performance or creating an intimidating, hostile, educational environment.

Violations of this policy by any member of Immanuel Lutheran School: students, teachers, staff, volunteers, or board members, may be communicated in accordance with procedures outlined in "Order of School Communications" and "Uniform Code of Student Conduct and Disciplinary Response".

## Local Wellness Policy – Classroom Treats

The complete policy statement is available by contacting the school office, but parents/adults should know the following:

- Encourage serving healthy food at school parties. Healthy alternatives are:
  - Fresh fruit
  - Fruit juices (100% juice)
  - Raisins
  - Frozen fruit bars
  - Peanut butter on apple slices
  - Frozen yogurt with berries
  - Toasted oat cereal
  - Whole grain or oatmeal cookies
  - Baked tortilla chips
  - Popcorn
- Encourage healthy fundraisers as alternatives to fundraising that involve selling food items of limited nutritional value.

For more information, contact the school office or the following website:

[www.usda.gov/news/usdakids](http://www.usda.gov/news/usdakids)