



PK-12 Parent-Student Handbook

Christian Covenant Academy admits students of any race, color, nationality, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, nationality, or ethnic origin in the administration of its educational policies, admissions policies, and other school-administered programs.

Christian Covenant Academy will seek accreditation in the first year of operations through Association of Christian Schools International.

2024-2025 Handbook

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1 INTRODUCTION

Anchor Verse

*All your children shall be taught by the Lord, and great shall be the peace of your children. (Isaiah 54:13)
Behold, I will do a new thing, now it shall spring forth; shall you not know it? I will even make a road in the wilderness and rivers in the desert. (Isaiah 43:19)*

Statement of Faith and Biblical Morality Policy

STATEMENT OF FAITH

Christian Covenant Academy was founded and functions upon the basic fundamental principles of the Word of God and holds a Biblical worldview as presented in the Bible. The following statements of faith and practices are believed in and lived out by every Christian Covenant Academy employee and by which every school family agrees to support and abide.

- We believe the Bible is God's word to us. Human authors, under the supernatural guidance of the Holy Spirit, wrote it. It is the inspired and only written infallible, authoritative, without any mixture or error, Word of God (**Biblical References:** II Timothy 3:16; II Peter 1:21).

- We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit (**Biblical References:** Genesis 1:1; John 10:30; John 10:37-38).

- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory (**Biblical References:** Isaiah 7:14; Matthew 1:23; Luke 1:35; Hebrews 4:15; Hebrews 7:25; John 2:11; Hebrews 9:12; Ephesians 1:7; Colossians 1:14; John 11:25; Acts 1:11; Revelation 19:11-16).

- We believe that humankind is marred by an attitude of disobedience toward God called sin. Regeneration is only possible by relationship with Jesus Christ and indwelling of the Holy Spirit through salvation which is essential for Christ's Kingdom on earth. (**Biblical References:** Romans 3:19, 23; John 3:16-19; John 5:24; Ephesians 2:8-10; Titus 3:5-6).

- We believe in the continuing ministry of the Holy Spirit, by whose indwelling the Christian is able to live a Godly life and operate in Spiritual Gifts by the power of the Holy Spirit. (**Biblical References:** Ephesians 5:18; Ephesians 4:30; I Corinthians 3:16; I Corinthians 6:19-20, I Corinthians 12:1-17).

- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect and value all human life (**Biblical References:** Ps 139)

- We believe that God wonderfully and immutably creates each person as male or female. (**Biblical References:** Genesis 1:26-28; Genesis 5:12). These two, distinct, complementary genders together reflect the image and nature of God. (**Biblical References:** Gen 1:26-27.) We do not believe that a person should reject his or her birth gender.

- We believe that the term "marriage" has only one meaning; the uniting of one biological man and one biological woman in a single, exclusive union, as delineated in Scripture. (**Biblical References:** Gen 2:18). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (**Biblical References:** 1 Cor 6:18, 7:2-5; Heb 13:4). That all intimate sexual activity outside the marriage relationship, whether heterosexual, homosexual, bisexual conduct, use of pornography or otherwise, is outside of God's boundaries for our life and therefore sinful. (**Biblical References:** Genesis 2:24-25; Exodus 20:14, 17, 22:19; Leviticus 18:22-23, 20:13; 15-16; Matthew 15:18-20; Matthew 19:4-6, 9; Romans 1:18-31; I Corinthians 6:9-10, 15-20; I Timothy 1:8-11; Jude 7).
- We believe in the resurrection of both the saved and the lost—those who are saved unto eternal life and they who are lost unto eternal damnation (**Biblical References;** John 5:28-29). We believe in the spiritual unity of believers in our Lord Jesus Christ (**Biblical References:** Romans 8:9; I Corinthians 12:12-13; Galatians 3:26-28).
- We believe that in order to preserve the function and integrity of Christian Covenant Academy as an expression of the Body of Christ, and to provide a Biblical role model for our staff, student body, parents and community, it is imperative that all persons associated with the School, in any capacity, or who serve as volunteers, agree to support and abide by this Statement of Faith and with the school's right to teach what it deems to be the fundamental tenets of Christianity and beliefs, including that of marriage, gender identity, and sexuality (**Biblical References:** Matthew 5:16; I Corinthians 5:1-5, 9-12; Philippians 2:14-16; I Thessalonians 5:22).
- We believe that God offers redemption and restoration to all who confess, repent of sin, and seek His mercy and forgiveness through Jesus Christ (**Biblical References:** Acts 3:19-21; Romans 10:9-10; I Corinthians 6:9-11).
- We believe that every person must be afforded compassion, love, kindness, respect and dignity (**Biblical References:** Mark 12:28-31; Luke 6:31). Hateful or harassing behavior or attitudes directed towards any individual should be repudiated as they are not in accordance with the Scriptures; nor are they in accordance with the core values of Christian Covenant Academy.

Our Statement of Faith is not exhaustive of all our beliefs. The Bible, as the inspired written Word of God, speaks with absolute authority regarding the proper conduct of mankind and is the unchanging foundation for all belief and behavior. The Christian Covenant Academy Board holds final interpretive authority on Biblical meaning and application with regard to faith, doctrine, policy, practice, and discipline as they apply to the School and its community.



**LEADING AND INFLUENCING OTHERS IN KNOWLEDGE
AND UNDERSTANDING OF SCRIPTURAL TRUTH**

Our Philosophy of Education

At Christian Covenant Academy, we are educating for eternity so that “all your children can be taught by the Lord, and great shall be the peace of your children. -Isaiah 43:19

Education at Christian Covenant Academy is approached from a Biblical perspective that recognizes the sovereignty and authority of God. Christian Covenant Academy firmly believes it is necessary to educate the whole child. We emphasize the comprehensive development of each student, recognizing the interconnectedness of spiritual, intellectual, emotional, social and physical growth. We believe that each child is created in the image of God with unique gifts and potential. In order to develop each child in this manner, we have the following firm foundations:

- **Spiritual Development:** It is our ultimate goal to nurture a deep and personal relationship with Jesus Christ. Biblical teachings and principles are integrated into all aspects of the curriculum and school life, encouraging students to develop a strong moral character, a sense of purpose, and a commitment to living out their faith in daily life under the guidance of the Holy Spirit and the word.
- **Intellectual Growth:** Academic excellence is pursued within a framework that acknowledges God as the source of all truth. Students are encouraged to think critically, explore various disciplines and cultivate a lifelong love of learning. The curriculum is designed to be rigorous and challenging, preparing students for higher education and future careers while reinforcing Christian values connected to a Biblical worldview grounded in truth.
- **Emotional Well-being:** The emotional health of students is prioritized, with an emphasis on creating a supportive and nurturing environment. Teachers and staff are committed to understanding and addressing the individual needs of each student, helping them develop resilience, self-awareness, and healthy coping strategies.
- **Social Development:** A Christian education fosters a sense of community and relational skills. Students are taught to love and respect others, to work collaboratively, and to engage in acts of service and kindness. The school community functions as a family, where each member is valued and supported.
- **Physical Health:** Recognizing the body as the temple of the Holy Spirit, physical health and well-being are emphasized. Students are encouraged to maintain healthy lifestyles through physical education, nutritious meals, and activities that promote physical fitness and well-being.

These beliefs work their way into every aspect of the education offered at Christian Covenant Academy. Overall, the philosophy of education seeks to equip students to lead lives that glorify God, impact their communities positively, and fulfill their God-given potential in every aspect of their being equipped for every potential act of service and calling.

BIBLICAL MORALITY POLICY

Christian Covenant Academy (CCA) stands firmly upon the historical truth claims and moral foundations of Christianity. This includes, but is not limited to, the biblical definition of marriage, the attendant boundaries of sexuality and moral conduct, and the clear biblical teaching that gender is both sacred and established by God's design. Parents or the legal guardians, who choose to enroll their children at CCA, are agreeing to support these and other basic biblical values derived from historical Christianity. Parents understand and agree that CCA will teach these principles and biblical values.

In addition, the Board of Directors urges parents to recognize their scriptural responsibility (Deuteronomy 6:1-9, Psalm 78:5, 6, Proverbs 22:6) to provide their children with a Christian education and to understand that the primary responsibility for this task rests with the parents (Ephesians 6:4). CCA was founded and continues to operate upon biblical values and the desire and commitment for Bible-believing Christian parents to enroll their children in an intentionally Christian environment. CCA will accept students who are willing to support the school's philosophy of Christian education, student conduct requirements, and the school's above-stated positions, and whose parents are willing to allow their children to be educated and influenced in an intentionally Christian environment. Continued enrollment at CCA is contingent upon this same understanding and support by both the student and parents.

CCA is a religious institution providing an education in a distinct Christian environment, believing its biblical role is to work in conjunction with the home to mold students to be Christ-like. On occasions in which the atmosphere or conduct within a particular home or the activities of the student are counter to or in opposition to the biblical lifestyle the school teaches, the school reserves the right, within its sole discretion, to refuse admission of an applicant or discontinue enrollment of a current student. This includes, but is not necessarily limited to, living in, practicing, condoning, or supporting sexual immorality, including but not limited to, sex outside of marriage, homosexual acts, bi-sexual acts; gender identity different than the birth sex chromosomal level; promoting such practices; or otherwise the inability to support the moral principles of the school (Leviticus, 20:13a, Romans 1:27, Matthew 19:4-6).

CCA believes that every person is created in the image of God, that human sexuality reflects that image in terms of intimate love, communication, fellowship, subordination of the self to the larger whole, and fulfillment. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that this relationship is of one God with one people. Therefore, God's plan for human sexuality is that it is to be expressed only in a monogamous lifelong relationship between one man and one woman within the framework of marriage. This is the only relationship that is divinely designed for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. This is validated by Gen. 1:27-28; 2:18, 20, 23-24; Isa. 54:4-8; 62:5b; Jer. 3:14; Ezek.

16; Hosea 2; Mal. 2:14; Matt. 19:4-6; Mark 10:9; John 2:1-2, 11; 1 Cor. 9:5; Eph. 5:23-32; 1 Tim. 5:14; Heb. 13:4; and Rev. 19:7-8.

CCA believes that humanity's creation in the image of God included the ability to choose between right and wrong. Thus, individuals were made morally responsible for their choices; but since the fall of Adam, people are unable in their own strength to do right. This is due to original sin, which is not simply the following of Adam's example, but rather the corruption of the nature of each mortal, and is reproduced naturally in Adam's descendants. Because of it, humans are very far gone from original righteousness, and by nature are continually inclined to evil. They cannot of themselves even call upon God or exercise faith for salvation. But through Jesus Christ the prevenient grace of

God makes possible what humans in self effort cannot do. It is bestowed freely upon all, enabling all who will to turn and be saved. This is validated by Gen. 6:5; 8:21; Deut. 30:19; Josh. 24:15; 1 Kings 20:40; Ps. 51:5; Isa. 64:6; Jer. 17:9; Mark 7:21-23; Luke 16:15; John 7:17; Rom. 3:10-12; 5:12-21; 1 Cor. 15:22; Eph. 2:1-3; 1 Tim. 2:5; Titus 3:5; Heb. 11:6; and Rev. 22:17.

CCA believes that in order to follow the teachings of the Scriptures regarding marriage and divorce, we must affirm that sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. We further affirm that heterosexual monogamy is God's plan for marriage, and

we regard sexual sin of the spouse, such as adultery, homosexual behavior, bestiality or incest, as the only biblical grounds for considering divorce, and then only when appropriate counseling has failed to restore the relationship. CCA abhors the trend to ignore God's laws of chastity and purity, and vigorously opposes public acceptance of sexual promiscuity and all factors and practices which promote it. The school maintains a biblical view of human sexuality that makes the sexual experience, within the framework of marriage, a gift of God to be enjoyed as communion of a man and woman, as well as for the purpose of procreation. Sexual relationships outside of marriage and sexual relationships between persons of the same sex are immoral and sinful. The depth of the sinfulness of homosexual practice is recognized, and yet we believe the grace of God sufficient to overcome both the practice of such activity and the perversion leading to its practice. This is validated by Ex. 20:14, 17; 22:19; Lev. 20:10-16; Matt. 5:32; 19:19; Mark 10:11-12; and Luke 16:18.

Gender differentiation and male/female uniqueness are part of a divine design that God indelibly engraved upon creation. God gives our bodies to us for spiritual and relational purposes, as well as physical ones. It is His desire that the most fundamental distinctions we experience as human beings should remind us that our completeness is ultimately found in communion with Himself and others. For this reason, "The Lord God said, 'It is not good for the man to be alone. I will make a helper suitable for him'" (Genesis 2:18). Personal fulfillment involves intimate fellowship and union with God, as exemplified by the ideal of Christ as the bridegroom and the Church as His bride (Ephesians 5:22-32; Revelation 19:7-9). Based on our biblical and theological study, there is no argument for a "third gender" among humans. Gender confusion and dysphoria are ultimately the biological, psychological, social and spiritual consequences of the human race's fallen condition. This state of depravity affects all persons individually and collectively. While society is at liberty to destigmatize or legitimize any behavior it chooses simply by reclassifying and renaming it, Christ-followers adhere to biblical boundaries. It is our Christian conviction that renaming them cannot normalize sin and its expressions. We call upon biblical Christians to continue to accept their role as witnesses who speak prophetically about the need for repentance and sanctification in every culture.

Statement on Marriage, Gender, and Sexuality

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27.) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen 2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor 6:18; 7:2-5; Heb 13:4.)

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt 15:18-20; 1 Cor 6:9-10.)

We believe that in order to preserve the function and integrity of CCA as a Christian ministry, and to provide a biblical role model to the CCA families, it is imperative that all persons employed by CCA in any capacity,

or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt 5:16; Phil 2:14-16; 1 Thess. 5:22.)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom 10:9-10; 1 Cor 6:9- 11.)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31.) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of CCA.

Final Authority for Matters of Belief and Conduct Statement

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of CCA's faith, doctrine, practice, policy, and discipline, our Board of Directors is CCA's final interpretive authority on the Bible's meaning and application.

In order to stay vigilant with the current changes of our culture, Christian Covenant Academy wanted to further cover the ideologies of the transgender issue, such as Gender fluidity, preferred pronouns, and gender fluid materials. We also wanted to address physical privacy of Christian Covenant Academy on-campus facilities and how staff should provide a biblical response if any one of these matters should arise.

Definition of Gender Fluidity

Any belief, theory, or ideology that (1) espouses the view that gender is merely a social construct; (2) espouses the view that it is possible for a person to be any gender or no gender (i.e., non-binary); (3) espouses the view that an individual's biological sex should be changed to "match" a gender different from that person's biological sex; and (4) supports hormone therapy or other medical treatments or procedures to temporarily or permanently alter a person's body so that it "matches" a gender different from that person's biological sex.

Using "Preferred Pronouns" Christian Covenant Academy staff will not promote, require, or encourage the use of pronoun identifiers for students or any other persons in any manner inconsistent with the Biological Sex of such person. Christian Covenant Academy staff will not ask a student for their "preferred pronouns." Christian Covenant Academy staff will only use pronouns for students which are consistent with the student's Biological Sex.

Gender Fluidity Materials

No course of instruction, unit of study, materials, instructional materials, or any other curricular or extracurricular materials of Gender Fluidity will be used or introduced in any classroom. This prohibition will also include any such materials or instructional materials that a teacher or administrator might seek to provide to any student, including any situation in which a teacher or administrator would allow a student to "borrow" such materials or instructional materials from the staff member's private collection. Any materials or instructional materials adopting, supporting, or promoting Gender Fluidity, including but not limited to displays, communications, and related signage, is prohibited in Christian Covenant Academy classrooms and, if present, the material will be removed from the classroom setting.

PRIVACY OF FACILITIES

Definition of Facilities - Restrooms, locker rooms, showers, and similar facilities as determined by the Head of School and the Christian Covenant Academy Board of Directors

Section 1 Overview- The objectives of this policy are that (1) biological females and males and sex-specific spaces are safeguarded; (2) Christian Covenant Academy facilities, such as bathrooms, locker rooms, and changing facilities are separated by Biological Sex; (3) the pronouns used for persons on campus are consistent with the Biological Sex of the person; (4) Gender Fluidity content is excluded from the classroom and instructional materials; and (5) Christian Covenant Academy staff will not diagnose or treat gender dysphoria but will maintain the biblical standard of male and female. Christian Covenant Academy's ultimate goal is that we develop and raise disciples for Christ and in order to do this, we must promote God's will for His creation and not promote the social transitioning of students. We believe we are called to be salt and light in the earth and we want to stand on the truth of God's word in this matter.

Section 2 Safeguarding Biological Females and Males and Sex-Specific Spaces- Biological females and males and sex-specific spaces will be protected to provide students equal opportunity, privacy, and safety.

Purpose In light of Christian Covenant Academy's statement of faith, statement on marriage and sexuality, and Student Handbook, and in recognition of personal physical privacy rights and the need to ensure individual safety and maintain school discipline, this policy is enacted to advise members of the Christian Covenant Academy's community of their duties with regard to use of restrooms, locker rooms, showers, and any other Christian Covenant Academy's facilities where individuals may be undressed in the presence of others.

Definitions of Sex means the biological condition of being male or female as determined at birth. Member of the Christian Covenant Academy community means any Christian Covenant Academy employee, volunteer, student, parent, or visitor.

Sincerely Held Religious Belief on Sexuality Christian Covenant Academy's sincerely held religious belief is that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the image and nature of God (Genesis 1:26–27). Rejection of one's sex is a rejection of the image of God within that person.

Policy Notwithstanding any other policy, Christian Covenant Academy restrooms, locker rooms, and showers designated for one sex shall only be used by members of that sex. In any other Christian Covenant Academy facilities or settings where members of the Christian Covenant Academy community may be undressed in the presence of others (e.g., changing costumes during school theatrical productions), Christian Covenant Academy shall provide separate, private areas designated for use by members of the Christian Covenant Academy community based on their sex. Christian Covenant Academy recognizes there may be instances where members of the Christian Covenant Academy community experience disparity between their sex and their feelings about their sex. This disparity can motivate them to behave in ways contrary to God's Word and His plan for their lives. Christian Covenant Academy encourages members of the Christian Covenant Academy community who are struggling with their sexual identity to seek help from their pastor and other trained professionals who might best assist them in clarifying and defining their sexual identity in accordance with God's Word. Christian Covenant Academy will at all times interact with members of the Christian Covenant Academy community according to their sex. A member of the school community who wishes to express a gender other than his or her sex is understood to be rejecting the truth and the image of God within that person. Biblical Christianity requires the body of Christ to compassionately dwell in the truth and assist those we love in doing the same (Ephesians 4:15).

A member of the Christian Covenant Academy community who openly and unrepentantly rejects their sex,

either in or out of school, is rejecting the image of God within that person—behavior that dishonors the Holy Trinity and the Word of God. Such behavior constitutes a person’s failure to adhere to his/her commitment to abide by the behavioral standards established by Christian Covenant Academy which is cause for terminating his/her privilege of membership in the Christian Covenant Academy community. To preserve the function and integrity of Christian Covenant Academy and to provide a biblical role model to members of the Christian Covenant Academy community and the community-at-large, it is imperative that all members of the Christian Covenant Academy community agree to and abide by this policy. Posting copies of this policy shall be provided to all Christian Covenant Academy employees, volunteers, students, and parents.

SANCTITY OF HUMAN LIFE STATEMENT:

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps 139.)

MARRIAGE POLICY STATEMENT:

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, CCA will only recognize marriages between a biological man and a biological woman. Further, the Board of Directors, Administrators, and Staff of CCA shall only participate in weddings and solemnize marriages between one man and one woman. Finally, the facilities and property of CCA shall only host weddings between one man and one woman.

Foundational Biblical Truths for all Lessons

God is three in One, God the Father/Jesus the one and only son/Holy spirit (Genesis 1:2, John 1:1-5, John 3:16, Acts 1:5, Matt 28:19, 1 John 5:7, 2 Corinth 13:14, Eph 4:4)

1. God is unchanging (Hebrews 13:8)
2. God is Holy (Leviticus 19:2 and 1 Peter 1:15)
3. God is near (Deuteronomy 4:7, Psalm 46:1)
4. God is faithful (Deuteronomy 7:9, Psalm 33:4)
5. God is with you (Joshua 1:9, Hebrews 13:5)
6. God is our refuge (Psalm 46:1)
7. God is our wonderful counselor (Isaiah 9:6, John 14:26)
8. God is our creator (John 1:3)
9. God is Spirit (John 4:24)
10. God is truth (John 14:6)
11. God is Love (1 John 4:8 and 16, John 3:16)
12. God is the God of Order (1 Corinthians 14:33)
13. God is our redeemer (Romans 3:23-24)
14. God is Power (2 Peter 1:3, 1 Chronicles 29:11)
15. God is Wisdom and Knowledge (Col 2:2-3)
16. God establishes Leaders (Rom 13:1)

17. God establishes our identity (Gen 1:27, Jeremiah 1:5, 2 Corinth 5:17, 1 Corinth 6:19-20, John 15:15)
18. God says to love God first then love our neighbors as ourselves (Exodus 20:3, Matthew 12:30-31)
19. The Bible is God's word to us. (II Timothy 3:16, II Peter 1:20-21, Hebrews 4:12)

Our Learning Environment

- Promote identity in Christ, self-sufficiency, and positive attitudes.
- Instill excellence as though working for the Lord
- Promote facilities that meet the needs of students, staff and community members.
- Provide physical, spiritual and emotional safety.
- Foster communication between home and school.
- Provide opportunities for all types of learners and populations.
- Equip students with skills and knowledge for his/her calling.
- Provide progressive and reliable technology and appropriate resources.
- Encourage collaboration, communication, creativity and student driven learning.

Our School & Community

- Expect a high level of student achievement.
- Develop partnerships to achieve mutual goals.
- Nurture the moral character of every student.
- Have unity of purpose in achieving student-centered goals.
- Foster effective and open communication between school and community.
- Share services and resources to meet the needs of students and community.
- Develop and maintain a high-performing staff through accountability and recognition.
- Expect students to promote excellence in work and a strong work ethic.

Desired outcome and Vision

A biblical education under the jurisdiction of the generational family, often supported by the church. The students will be embrace a biblical worldview, being an educated and useful generation of young Christian Americans, faithful to walk with Jesus Christ to fulfill his purpose for their lives

School Vision

Christian Covenant Academy will steward the hearts and souls of children through discipleship and christ-centered education in a culture that is contrary to the christian worldview

Our Mission

Establish Biblical Study for application of the living word of God
 Engage in Prayer with faith in the truth of the identity of God
 Provide Service through the unique gifts of the Spirit as part of worship

Commit to Discipleship empowered by the authority of Christ
Pursue Academic Excellence with a Biblical Worldview for a Kingdom Purpose

Our Core Values

Commitment to Faith

To love the Lord your God first, to love your neighbor as yourself Luke 10:27

Spiritual Maturity

To develop according to the scriptures ICorinthians 2:6-7; Colossians 1:9-12

Relationships

To love others and care for the body of Christ John 15:17

Excellence

To conduct ourselves as though working for Lord Colossians 3:23

Wellness

To minister and care for our temples as the vessel of the Holy Spirit ICorinthians 3:16-17

Wisdom

To seek wisdom and understanding Proverbs 24:5

Stewardship

To responsibly manage all property and gifts Matthew 25:14-30

PLEDGES

Pledge to the American Flag

I pledge allegiance to the flag of the United States of America, and to the Republic for which it stands, one nation under God, indivisible, with liberty and justice for all.

Pledge to the Texas Flag

Honor the Texas flag, I pledge allegiance to Thee, Texas, one state under God, one and indivisible.

Pledge to the Christian Flag

I pledge allegiance to the Christian flag and to the Savior for Whose Kingdom it stands; One Savior, crucified, risen and coming again, with life and liberty for all who believe.

Pledge to the Bible

I pledge allegiance to the Bible, God's Holy Word. I will make it a lamp unto my feet and a light unto my path and I will hide its words in my heart that I might not sin against God.

CCA Board of Directors

Under the leadership of the chairperson, the purpose of the board is to direct, protect and enable the school and act as the primary connection between the school and those to whom the school is responsible which defined as the Church community, the greater school community, Church school community, civic leaders in each franchise metro area, the school accreditation organization and community service non-profits in each franchise's metro area. The board has one employee, the Chief Executive Officer. The board acts under the guidance of the Holy Spirit in alignment with Biblical truth.

Chief Executive Officer (Administrator)

CCA is administered by the chief executive officer who reports directly to the CCA Board of Directors. The faculty and staff work directly under the leadership of the Chief Executive Officer. The CEO is responsible for formulating and administering the curriculum; recruiting, supervising, and evaluating faculty and staff; authorizing and monitoring student activities; and aiding parent organizations (PTF, etc.).

CCA Strategic Plan 2023-2026 Broad Goals

- Create School Systems that support the Implementation of Biblical Core Values
- Cultivate and maintain partnerships with the community, families, and staff.
- Provide multiple pathways to learning grounded in a Biblical worldview to facilitate academic growth in pursuit of excellence.
- Establish a culture that fosters every child developing an understanding of his or her identity in Christ.
- Create and sustain a safety and security plan.
- Create pathways that foster a culture of service, climate of wellness, and regard for stewardship.
- Strengthen the financial health of the school for sustainment and duplication.

Handbook Policy Exceptions

This Parent-Student Handbook is an effort to detail the policies that will govern the operation of Christian Covenant Academy on a day-to-day basis. While it is impossible to write policies that will govern all situations, this document is a good-faith attempt to include policies that will apply to most school-related happenings. The Christian Covenant Academy administration does, however, reserve the right to make exceptions to the policies in this document as an individual situation might warrant. In the very difficult task of managing individual behavior within a group context, we reserve the right to consider the needs of the individual and the greater good of the entire school.

Changes in Policy

Christian Covenant Academy reserves the right to modify, suspend, or terminate any of the policies, and/or procedures described in the Christian Covenant Academy Handbook with or without prior notice to parents and students.

2 ADMINISTRATIVE POLICIES

Admissions/Enrollment Priorities

Students will be required to fulfill the admissions and enrollment expectations including a Christ-centered commitment reflected in behavior, academic applications, attendance, timeliness, and study and growth in God's word.

Christian Covenant Academy has adopted a continual enrollment model (see Appendix G). Family registration fees will be collected via School Cues Incidental Billing each February. Families who provide written notice of withdrawal by the set deadline may reapply for admission but will not be given enrollment priority over previous applicants.

Enrollment Contract

Enrollment contracts will be entered into by Christian Covenant Academy, the parent or guardian (sponsors) of the child, and School Cues Tuition Management Program. Parents may withdraw from the contract prior to May 1st of the enrolling year. After that date, parents/guardians are bound by all the contractual provisions, including to pay tuition as specified in the contract.

Contracts should be submitted with the non-refundable registration fee as set forth by the Board of Directors. Contracts are processed in the order they are received. Contracts received after a class is full, or without the registration fee, will be put on a waiting list until the school determines that there is available space.

Contracts are null and void unless signed by at least one parent/guardian. When signed, the contract supersedes any previous contract covering the same school year. The Chief Executive Officer may release a parent from a contract due to unforeseen circumstances as presented by the parents through formal documentation. The Chief Executive Officer may present the appeal for release to the board.

Withdrawal

WITHDRAWAL/REFUND POLICY:

- a. Any withdrawal occurring after April 1st DOES NOT relieve the enrolling parent or legal guardian (undersigned) of the responsibility for tuition payment for the entire school year. A withdrawal prompted by the enrolling entity must be provided in writing to the Chief Executive Officer's office.
- b. Should a student be expelled from school for serious misconduct, the enrolling entity shall remain responsible for payment of tuition and fees for the entire school year.
- c. Registration and application fees are non-refundable.
- D. All books, materials and equipment supplied by CCA must be returned prior to release of records.

Denial of Admissions

Christian Covenant Academy reserves the right to deny admission to any student whose needs we cannot meet or who compromises the expressed mission, goals, purpose, safety, or philosophy of Christian education. Christian Covenant Academy also reserves the right to deny admission or discontinue enrollment to a student whose parent(s) actions or lifestyle are contrary to the school's understanding of biblical precepts and

principles. Additionally, parents who demonstrate a lack of cooperation and commitment to the home and school working together may not be allowed to enroll or re-enroll their children in the school.

Students Losing Admissions Status

Families of students who do not demonstrate financial commitment by having tuition and school fees paid on appropriate due dates may not be guaranteed a spot for the Fall, and wait list students may be contacted to fill their spot.

Legal Requirements for Private School Mandatory Reporting

Christian Covenant Academy, like all private Christian schools, operates independently from the affiliate school's state offices, but is still subject to some legal requirements. These requirements include school health standards, civics instruction for certain states and mandatory reporting of abuse or suspected criminal activity, as well as those requirements outlined for all non-public schools as found in each state's statutes.

Per State Law, all employees of Christian Covenant Academies are mandated to report child abuse, suspicion of abuse and/or inexplicable injury or neglect of a child to the proper legal authorities. **1-800-252-5400**

Blended/Restricted Family Situations

In situations where a blended family situation exists, it is the responsibility of both parents to keep the school current with all necessary legal documents regarding custody arrangements. If there is a restraining order in place, please bring a copy of the order along with a picture of the restricted party to the school entry, teacher leader or child's teacher. We will follow these orders until notified of any changes by the parent or guardian with proper documentation.

Parent Led Organizations

Parents serving alongside CCA Christian educators and students are a crucial component to our mission and purpose. We encourage all parents to find one or more of the following areas to serve and be involved.

Parents in Prayer

Parents of Christian Covenant Academy come together weekly to passionately pray before God for the lives of our children, teachers, staff, and all of the Christian Covenant Academy families. If you don't feel comfortable praying out loud in a group, you can still attend and pray along! It is the most powerful way to support the school! If you are interested in leading this group, please contact the school leadership team.

Care Team

The Care Team is designed to enrich, pray, and be a support system for Christian Covenant Academy families (students, teachers, staff and/or families) who are dealing with minor injuries to major life-changing events.

Lion Pride

The Secondary school club encourages Secondary school spirit through unique social events, locker decorations, and spirit initiatives for schools with independent Lion athletics. If you are a parent interested in supporting school pride, please contact your school leadership team to volunteer.

Parent Community Organization

Building community at Christian Covenant Academy, PCO advocates for the students & the school, meets regularly, conducts fundraisers, coordinates school activities, and promotes a Christian community.

Parent Advisory Council

The purpose of the PAC is to inform, encourage, and provide opportunities for parents and community members to be involved in the planning and implementation of the school's strategic plan. The PAC is an opportunity for the parents to provide feedback and input on a quarterly basis. The meetings will be set for evenings. If you are interested in serving on the PAC, please contact the Chief Executive Officer at michelle.davis@christiancovenantacademy.org

Room Parent

Each classroom has a volunteer coordinator who assists the teacher in activities, parent communication, and events for the school year. For more information, please contact your child's teacher to volunteer.

Security Team

Under the leadership of the Director of Safety & Security or CEO, parents with training and a passion for school safety are engaged to support safety at all school events throughout the year. Primary contact: michelle.davis@christiancovenantacademy.org

3 FINANCIAL POLICY/CONTRIBUTIONS

To ensure stability and continuity in your child's Christian education and socialization, the School Board deems it essential that upon enrollment/re-enrollment, families commit to a full school year, stated in the Enrollment Agreement as follows: Upon acceptance, I understand and agree that my child(ren) is/are enrolled for the full school year. I recognize that Christian Covenant Academy may not be open on all dates set forth in its calendar for reasons including, but not limited to, weather and/or the inability to use facilities. There will be no deduction in tuition for weather events, pandemics, breaks, holidays, illnesses or absences.

FINANCIAL POLICY

We believe tuition payments are an investment in your child's education and religious formation. It is the responsibility of the CCA Board of Directors to form policies concerning the amount of tuition and method of payment, and to insure that adequate financial resources are available for the operation of the school. CCA has financial and contractual agreements with faculty, staff, and vendors, which are made in the spring or summer before the beginning of the school year. These obligations necessitate that families make firm financial commitments to the school.

TUITION AND FEES

The current Tuition and Fee Schedule determines tuition, fees, and payment terms under CCA financial agreement. Tuition can be paid one of two ways:

1. One annual payment in full by August 1 with a 3% discount.
2. Monthly payments through the School Cues Tuition Management Plan (with no discount). By choosing the monthly option, payments are automatically deducted each month from the parent's checking/savings account. A \$30.00 NSF fee will be charged for any payment that does not clear. There is a nominal fee to use the School Cues plan. Payments for the 12-month plan begin in July and end in June. .

If Option 1 is chosen and full payment is not made by August 1, the discount is forfeited, full payment will be done by August 1 or payment must be made through the FACTS payment plan. A new contract must be signed with the monthly option chosen.

All registration and testing fees must accompany the student application. Registration fees are not refundable. If a student is tested for entrance and fails to qualify for admission to CCA, the registration fee will be refunded. If a student is tested for entrance and qualifies for admission to CCA, but the parent(s) decides not to enter the school, the registration fee will not be refunded.

Tuition for students registering on or after the first day of school will be prorated over the number of school days they will be enrolled and attending.

OTHER FEES

Checks returned to the school for insufficient funds, closed account, etc. will result in a \$35.00 returned check fee. The Business Office upon notification of the returned check will contact the family. Returned checks must be replaced with cash or a cashier's check within a five (5) day period of the return notice. If two (2) checks are returned to the school for any reason during the school year, all future payments must be made by cash or cashier's check.

DELINQUENT ACCOUNTS

The Administrator and Board of Directors will work to assist any family that experiences a financial emergency and is temporarily unable to pay; however, it is the parent's responsibility to communicate with the school. Parents who find themselves in financial difficulty are urged to contact the CEO for alternative payment arrangements before the account becomes delinquent keeping in mind that teacher salaries and the functioning of the school are dependent on tuition. Delinquent accounts will be handled in the following manner:

- If an account becomes 30 days past due, the parents will be notified that they have five (5) working days to contact the Business Office and make alternative arrangements to bring their account current. Their student(s) may be excluded from classes until the balance owed is paid, or other arrangements have been made.
- If the account becomes 60 days past due, and the parents have NOT made other payment arrangements with the Business Office, their student(s) will be WITHDRAWN from school and will not be allowed to re-enroll until all financial obligations are fulfilled with the school. In the event of such withdrawal, the parents will have to petition the School Board to have their student(s) reinstated.

Official school records, report cards, transcripts, diplomas, etc. will not be released to parents or institutions, and access to RenWeb will be blocked until outstanding items are cleared, and all tuition, fees, and fines are paid.

DELINQUENT TUITION FROM PREVIOUS YEARS

Unpaid tuition from any previous year must be paid in full by July 1 if the student is to be admitted on the first day of class for the new school year. Payments are to be made directly to the school. If any fees or tuition remains unpaid from previous years, parents will not be allowed to register their student(s) for the upcoming school year or receive the early registration discount.

WITHDRAWALS

Parents must contact the Registrar/Enrollment Coordinator to initiate a student's withdrawal. All books, materials, and equipment supplied by the school (including sports uniforms and equipment) must be turned into the school office before a student's records are clear and withdrawal is complete. Any damaged or lost books or equipment must be paid for. CCA will withhold school records for failure to pay outstanding tuition and fees and failure to return books and equipment that are the property of the school.

FINANCIAL OBLIGATION UPON WITHDRAWAL

In the event of a student's approved withdrawal (written or otherwise approved by DE or CEO), paid tuition for the month of withdrawal **will not be refunded**, but due in full for that month. Any overpayment occurring for the period beyond that month will be refunded. NO FEES OF ANY KIND will be refunded (registration, book, lab, sports, testing, etc.). Families withdrawing students prior to the first day of school will be refunded the entire amount of tuition only that has been paid for the current school year.

NON-CUSTODIAL PARENTS

Divorced and separated families are realities of contemporary life that affect CCA's responsibilities to its students. The following guidelines have been adopted to assist the school in situations where a non-custodial parent wishes to become involved in the school-related activities of a child or wishes to have contact with or take custody of the child while that child is at school:

- Ordinarily, the school will not resist or interfere with a non-custodial parent's involvement in school-related affairs or access to the parent's child or the child's records unless the school is presented with a court order or comparable legal document restricting such involvement or access. The school will not otherwise choose sides between parents.
- A non-custodial parent may not take custody of a child or remove the child from school premises unless the parent presents either a written court order or a written authorization signed by the custodial parent permitting such custody.
- If the actions of parents, custodial or non-custodial, become disruptive to the operations of the school, the school has the right to restrict access by such parents and to take other necessary action.
- Concerning student activities that require parental consent, the school will accept consent only from the custodial parent unless authority to grant consent is given to the non-custodial parent by a court order or comparable legal document.

Contributions

For those interested in donating to the school, Christian Covenant Academy is an official non-profit, tax-exempt, 501 (c)(3) organization and will provide a tax-deductible receipt in the name of the donor. For non-cash items, Christian Covenant Academy will provide an official letter stating the item(s) received. The IRS asks donors to be responsible for assessing the fair market value of the donated item(s).

Incidental Billing

All CCA families are required to set up a School Cues account to be used for incidental billing for fees that fall outside of regular tuition. Incidental billing allows families to pay student fees (tech fees, damaged textbooks, athletic fees, returned check fees, pro-rated or financial difficulty adjustments, testing fees, etc.) through their online account and eliminates a silo-based infrastructure with a single system to capture all tuition and fees. A nominal annual fee will be billed by School Cues for this service.

4 SCHOOL SCHEDULES AND COMMUNICATION

Office Hours/School Day

Students should not be on campus unattended by parents prior to 8:00 AM or after 3:20 PM.

Regular school day starts promptly at 8:10 AM and ends at 3:20 PM.

Soft start begins no earlier than 8:00 AM with teachers on duty in their classrooms.

- From 8:00-8:10 AM, as PK-5 students enter the building, for morning exercises, singing, pledges, prayer, announcements, and a time of corporate worship. Classroom teachers will escort their students to their respective classrooms before 8:10 AM.
- 6th-12th students will be allowed to go directly to the Secondary School area upon entering the school building.

Secondary School students are expected to be in their seats, ready to learn by 8:10 AM.

Regular school entry Hours: 8:00 AM-3:30 PM Monday-Friday. Scheduled absences or absence due to illness may be reported to the school attendance email at helpdesk@christiancovenantacademy.org

School-sponsored, school-endorsed activities running outside of normal operating hours will be supervised by corresponding personnel.

Students who are not picked up by 3:30 PM may be placed in after-care and charged accordingly by our after-care provider.

Contacting the School

Please do not call the church for information on school matters. To report absences, appointments, pick-up changes, or anything we may need to know concerning your child during school hours, please call your locations emergency phone line or email: helpdesk@christiancovenantacademy.org

Staff/teachers have email only and an emergency cell phone for use at each facility. They will make this information available to you at the beginning of the school year. Feel free to contact the emergency phone or email the teacher and your concern will be addressed in an appropriate time frame.

If you are aware of a safety or security concern, please contact the school entry or security department with this information. Please do not participate in communication with a student on a personal or school device. Contact: your location's Director of Education.

Communication Platforms

Parent Alert

Parent Alert is a notification system through School Cues-SIS that the school has subscribed to in an effort to increase communication. It will be used to alert parents with general school information and/or during an emergency situation. This gives us the ability to send a text message, e-mail, and automated voice mail.

The following terminology reflects the emergency protocol in place at Christian Covenant Academy:

Lock Down - Imminent threat in the immediate area or on campus.

Secure the Perimeter - Perceived threat, elevated risk. Business as usual within the building.

Evacuate to _____ - location to be determined based on situation.

Shelter in _____ - location to be determined based on situation.

*Please be advised that in any emergency situation, it is important for phone lines as well as entrances/approaches to the building to be accessible and free for emergency personnel. Parents attempting to gain access to their children, during an emergency event, will be redirected by law enforcement until the scene has been made secure.

School Cues Family App

In one easy-to-use app, families can access grades, calendars, announcements, and more.

- Never miss an announcement. Receive push notifications and announcements from your school.
- Make payments on the go. If your school uses SchoolCues billing solutions, you can make payments through the Schoolcues Family App.
- Simple and accessible. Easy to use and navigate throughout the app.

School Closing/Delays

When circumstances necessitate the closing of school, parents will receive a phone call through our Parent Alert system. Each affiliate school will follow the direction of local school districts in most circumstances. In the event school is to be dismissed before regular closing time, announcements will be made through Parent Alert. Parents should endeavor to pick up their children as soon as possible.

Visiting School

To ensure student confidentiality, Christian Covenant Academy asks that visits be pre-arranged and approved by teachers and/or staff. We use the following criteria to help make visiting a positive, safe, and productive time for all involved:

- We are in a secure public building. Upon your first visit each school year, please provide your driver license for check-in. Once you have been entered into the system, we can sign you in by entering your name only. Therefore, all visitors are required to sign in at the school entry and wear a visitor's tag so we can maintain a friendly and safe school setting.
- For security reasons, child/youth visitors are not allowed to visit the school without a parent present.
- Conferences should be arranged in advance and at a time when the teacher does not have a student or students in the classroom, or is not on duty elsewhere. Parents should not interrupt class nor engage with a teacher when that teacher is expected to be supervising students.
- Christian Covenant Academy will require background checks on all parents, volunteers, and any other person placed in a position of trust in the school for the safety and well-being of our students. Parents who do not complete a background check will not be allowed in the school past the entry during business hours, nor be able to participate in off-site activities with students, except for large group events that are supervised by Christian Covenant Academy staff.
- The school reserves the right as its sole discretion to deny a parent and/or volunteer participation in any school sponsored event and/or access to the campus.
- Visitors should identify the purpose of the visit and the destination.
- Visitors must report to the designated appointment location.

Lost and Found

Christian Covenant Academy maintains an area for lost and found items in the hallway outside of the school entry. Students should check this area periodically to claim any lost clothing, books, notebooks, etc. Items considered valuable (i.e. jewelry) will be locked away until claimed. Any items not claimed within a set time will be donated to charity at the end of each month. Christian Covenant Academy strongly suggests that all clothing items be labeled with the student's name for easy identification.

Newsletter Updates

Approval Process for Lion News:

Newsletters will be sent via email and posted to School Cues-SIS where they will be archived and accessible throughout the year. Newsletters will be posted on the first and third Monday of each month (or the next scheduled school day due to school holidays). If you would like to request that an announcement be posted in the newsletter, please follow the below guidelines.

FORMATTING GUIDELINES:

- 1- Font: Please use Calibri (Body), size 11 font for all communications
- 2- Heading: Headings should be included and should be bold, capitalized, and underlined
- 3- Body paragraph should be single-spaced
- 3- All formal announcement should be drafted, edited, and in final release form and e-mailed to: info@christiancovenantacademy.org
- 4- Please include a contact person and email address if your announcement requires a response.
- 5- Any surveys, forms, etc. should be hyperlinked within the document

DEADLINES:

For first Monday newsletters, announcements must be submitted the Wednesday prior.

For third Monday newsletters, announcements must be submitted the Wednesday prior.

School Cues-SIS (Student Information System)

Christian Covenant Academy provides students and parents a web-based service called School Cues-SIS. This service enables parents and students to receive academic information such as grades, assignments and special teacher communications on a regular and timely basis by logging onto a password-protected, personal account. Each parent and student has different passwords, enabling teachers to communicate privately with parents. Additional items in School Cues-SIS include school calendar items, access to frequently used forms. i.e., background check forms, school supply lists, and more.

Problem Solving

Christian Covenant Academy educational mission involves working with the home in the overall Christian education of students. On occasion, this cooperation between the school and home may become difficult. To avoid such situations, the school requires parents enrolling or maintaining enrollment of their children to affirmatively support and cooperate with the school. Parents agree to support the school with prayers and with a positive attitude.

Complaints or suggestions should be shared only with the teacher, administrator, or person directly involved and not with your child or other people, following the Matthew 18 principle below. Christian Covenant Academy reserves the right to discontinue enrollment of a student whose parent(s) actions or lifestyle are contrary to the school's understanding of biblical precepts and principles. Additionally, parents who demonstrate a lack of cooperation and commitment to the home and school working together may not be allowed to enroll or re-enroll their children.

Matthew 18 Principle

Parents at Christian Covenant Academy have signed enrollment documents to stand by the Matthew 18 principle for solving problems. The major aspects of the principle, as stated by Dr. Paul Kienel (founder of ACSI) are:

1. Keep the matter confidential. Share the problem with only those directly involved.
2. Keep the circle small. Avoid the temptation to have your opinion validated. Seek validation from the Lord, not several parents or teachers who will tell you that you are correct.
3. Be straightforward. Respect the other person by believing that they can handle criticism. Share an observation rather than a judgment.
4. Be forgiving. The goal of sharing the observation is restoration and spiritual growth, not justification or the like.

Dr. Kienel estimates that 80% of school problems are solved at step one—between the people directly involved.

Grievance Procedures

It is the desire of the leadership of CCA to have a school that God can use and bless to the fullest. We do not believe this can happen if there is disharmony among the CCA families. Scripture teaches us that God desires unity for His children. (John 17; I Corinthians 12:12- 26; Ephesians 4:1-6, 13)

With a desire to honor the Lord Jesus Christ with our conduct, words, and attitudes, we ask you, as parents, to abide by the following guidelines when a problem arises with a teacher, the administration, or another parent:

- Pray. Ask God to give you wisdom concerning the situation, to show you what part you may have in the problem, and that you would learn and grow through this situation (James 1:5).
- Do not talk about the conflict to people who cannot correct or solve it, but do talk to those who can.

The appropriate steps to take would be:

- Talk to the other person or persons involved, listen to their side of the story and seek understanding.
- If it is not resolved, make an appointment with someone in administration for assistance. (Matthew 18:15-17)
- Be quick to forgive and show love. (Matthew 18:21-22; I Corinthians 13:4-8; I Peter 4:8)
- Always speak the truth in love. (Ephesians 4:15)

Parent Grievance Procedures

Step 1: Parent to Teacher: The parent is to contact the teacher via note, email, phone, or conversation to request a meeting. The purpose of this communication is to notify the teacher of the issue to be resolved. Teachers will engage in an e-mail dialogue regarding the problem. The teacher will contact the parent to set up a meeting to resolve the issue.

Step 2: Parent/Teacher/ Lead Teacher: If either party does not feel the issue is resolved, a conference with the parent, teacher, and Principal/Director of Education will be arranged to assure that an open and complete conversation can take place. Any time an issue reaches this level, the Principal/Director of Education and Chief Executive Officer will be updated by the teacher concerning the issue.

Step 3: Director of Education Involvement: Should the issue still not be resolved, a conference with all involved will be scheduled with the Director of Education. The party requesting the conference must put in writing the specific issue, measures taken and resolution being sought.

Step 4: Appeal to the Chief Executive Officer: Should the issue still not be resolved, the grieving party may appeal to the CEO. The appealing party must put in writing the specific concern, measures taken to resolve, and the resolution being sought. The appeal must be submitted to the CEO within 10 days of the conference with the Director of Education.

5 SCHOOL DAY POLICIES

Drop Off and Pick Up Process

Morning Drop Off

- Students may be dropped off to enter the building, beginning at 8:00 AM.

- The school day begins at 8:10 AM.
- From 8:00-8:10 AM, as PK-5 students enter the building, they will report to class for welcome, singing, pledges, prayer, announcements, and a time of corporate worship. Classroom teachers will escort their students to their respective classrooms at 8:10 AM.
- 6th-12th students will be allowed to go directly to the Secondary School area upon entering the school building.
- Prior to 8:00 AM, students may not be allowed in the building and there is no supervision of students prior to this time.

Half Day PK and Kindergarten Pick Up

- Students are dismissed to parents at 11:30 AM. (*exact time subject to change based on lunch schedule*)
- Students will be escorted to the school entrance for dismissal.
- Parents will need to pick students up from the school entrance.
- There is no drive through pick up for Half Day programs.

Drive Through Pick Up

- Dismissal is at 3:20 PM.
- Specific to each affiliate school's location, directions will be provided with oversight by local authorities regarding traffic flow

Park and Walk Up

- Pursuant to available parking at each location, parents may park and walk up to the school entry to pick up.
- Show your school-issued identification card so your name can be called and your child will be dismissed to meet you in the designated area.
- Please use crosswalks at all times.
- Upon leaving, please keep your children with you at all times so that order can be maintained at the entry.

Indoor Pick-Up for Inclement Weather

- In inclement weather, pick-up will be conducted inside the building.
- All parents will need to park and come in using the entrance.
- Bring your school-issued identification card or driver's license with you.
- Please show your school-issued identification card for student names to be called.

Release of Students:

Students in PK-5th grades will only be released to individuals listed on your child's pick up form. Anyone picking up a student at Christian Covenant Academy, at dismissal, must show a security-issued identification card and if asked, a valid driver's license for identification verification. Otherwise they must report to the school entry where we will assist in connecting you with your student.

Students in PK-5th grade will not be allowed to be self-released unless a permission form has been signed and approved by the school Principal/Director of Education. Self-release status for students in K-5th grades will only be approved in special circumstances as determined at the sole discretion of the school.

Students wishing to go home with another family must have permission from their parent or guardian. Teachers cannot release students to unauthorized adults—even friends, without parental permission. All carpool participants must be on each student's pick-up list and have the family's identification card.

Dismissal for 6th-12th Graders:

All 6th through 12th graders are considered “self-release” at 3:20 PM. Students may proceed to the designated area after school. CCA does not provide supervision or assume responsibility for 6th-12th grade students after 3:20 PM. While in the designated area, school rules and core expectations are still in effect, including safety awareness, showing respect for church property and adults. This includes:

- Walking at all times and using marked crosswalks when proceeding through the parking lot.
- Students may not “cut through car pick-up lines”.

Leaving/Arriving During the Day:

All students who enter or leave the building during the school day must be signed in and out by an authorized person on the pick-up list.

Signing Out

When a student is leaving school prior to the end of the day, parents are required to come to the school entry to sign their student out. We ask that parents notify the teacher and school ahead of time if they plan to pick their student up early. NOTE: Due to end of day procedures, we request that you do not attempt to sign out your student after 3:00. After 3:00, parents will need to wait until normal dismissal time. Thank you for your assistance in this matter. Students are not permitted to leave school grounds at any time during the day without permission.

A student with a driver’s license may sign themselves out of school with a parent or guardian’s signed permission through a note or email to the school.

Attendance and Tardies

Attendance is the responsibility of the student, the parents, and the school. The importance of regular, daily attendance as a basis for academic achievement cannot be overemphasized. Absences have a negative effect upon instructional continuity, regardless of attempts to make up the work. The school believes duplication of the classroom experience can never be accomplished with after-school assignments. The regular contact of students with one another in the classroom and their participation in a well-planned instructional activity under the guidance of a competent teacher are vital to this purpose.

It is belief in this philosophy and expectation regarding attendance, that the following procedures will be implemented at Christian Covenant Academy:

Excused Absences - absences due to illness, family-related illness, family emergencies, funerals, and other pre-approved absences arranged with the Principal/Director of Education. All work may be made up for full credit.

Unexcused Absences - absences due to truancy, suspension, oversleeping, or other unapproved reasons. Work will not be able to be made up.

Taking Attendance:

Students are tardy beginning at 8:20 AM. Classroom teachers will have attendance recorded no later than 8:30 AM in School Cues-SIS. Maintaining accurate attendance records are vital to promoting good attendance. During inclement weather, administration will communicate how to handle tardies/absences.

- PK-5: Students who arrive after or leave before 11:00 AM will be marked absent for the entire day.
- Secondary: Students who are absent for 2 or more periods will be marked absent for the entire day.

Late Arrival To School:

Parents must sign in their students if they arrive after 8:20 AM. Failing to sign in upon arriving late to school, the student will remain absent until that individual has gone to the front to receive a tardy pass.

Interventions and Action for Chronically Tardy Students:

1. If a student is tardy more than 10 times, cumulative through the semester; and/or if a student's tardies or absences are significantly impacting his/her performance or creating undue stress on the staff the Principal/Director of Education or designee may contact the parents to request a meeting.
2. Secondary School Only - Students who are tardy to classes throughout the day will be assigned detention on their 3rd tardy per class.

Interventions and Action for Chronically Absent Students:

1. Absences include all medical/dental notes, sickness, court times, or school-related activities (SA). Parent handwritten, e-mail, or phone in messages regarding illness, unforeseen circumstances, or family vacation will be counted toward the 18 maximum absences (per year) allowed unless approved by the Director of Education or Principal. Children who are chronically ill will have a health plan in place with interventions and support.
2. Students who miss extended amounts of time or who have exceeded the 10% (18 school days) absent threshold will be considered chronically absent.
3. When a student becomes chronically absent, the Principal/Director of Education will meet with the attendance committee to determine next steps. The committee may choose to exempt the student (if subject mastery is demonstrated) or assign any of the following: summer school, additional tutoring, or retention of students. All fees associated with the assigned remediation will be paid by the responsible family.
4. Students must accept responsibility for obtaining make-up work from teachers.
5. Teachers are not required to provide work in advance for planned absences.

Make-Up Work After Absences:

When an absence meets the criteria for allowing make-up work (approved absence due to sickness, etc), the following procedures apply:

- For each class period missed, one class period will be allowed to make up missed assignments.
- Teachers will inform students of the time allotted for completing make-up work after an absence. However the student is responsible for finding out about the assignments and for making up the work in the time assigned.
- Students may receive a lowered grade for any work not made up on time following a suspension. The Principal/Director of Education may determine the grade depending on the reason for the suspension.
- Students who have extended excused absences for medical reasons (two consecutive weeks or longer) will be allowed to complete a minimal number of individualized assignments that will ensure their exposure to and mastery of the curriculum presented during the absence.

TUTORIAL SERVICES

Full-time faculty members may offer a 30-45 minute tutoring session on a scheduled afternoon(s) each week. The subject teachers may also be able to provide a list of additional tutors. Tutoring is an additional cost paid

directly to the teacher at \$25 per hour. For student and teacher safety the following guidelines must be followed:

1. The teacher and student must be accompanied by another teacher or adult. At no time should a teacher and single student ever be alone in a classroom.
2. All doors to the room must be open to the general school setting.
3. Parents must have signed permission and the Director of Education must be informed.

Special Trips and Circumstances:

Families who are going on a mission trip or extended trip should email the Director of Education for approval and establish a plan for gathering and completing missed work. Special trips should be communicated in advance to the Director of Education and communicated to all teachers so that work arrangements can be made prior to departure.

Fundraising

Prohibited:

- The selling of merchandise during the school day by students or parents.
- Any activity that requires solicitation for personal gain or use by students, staff, or parents.
- Selling during school hours, to either students, staff, or parents of any merchandise by outside groups such as but not limited to Boy Scouts, Girl Scouts, church groups, civic clubs, etc.

Allowed:

- Participation in pre-approved charity promotions
- School-wide events approved by the administration

Health and Medication Policy

Christian Covenant Academy wants to ensure the health, safety, and medical needs of students. As such, the school contracts with a qualified registered nurse to manage health/wellness services and standards. The nurse provides resources, training, screening, and medication/health oversight, and is available to discuss your child's needs and coordinate care. School health is a team effort in the school environment and research supports that health and academics are related. (CDC. (2014, May). *Health and Academic Achievement*. Retrieved 3/1/18 from: https://www.cdc.gov/healthyyouth/health_and_academics/pdf/health-academic-achievement.pdf)

Christian Covenant Academy's policies and practices for health services follow applicable current federal and state laws. Some of the state governing bodies may include Public Health (CDPHE), Department of Education, Board of Health, Board of Education, Board of Nursing, and the Department of Human Services, along with accrediting agencies and associations as required by each affiliate school's state.

Local governments may override some policies if/as necessary for public health. (6 CCR 1010-6, 6.3A3 pg.2) Please refer to other policies and procedures the school may have regarding medications, self-carry, field trips, overnight events, sports, out-of-country trips etc. "A non-public school is considered a private business", and not all public-school health services may be offered or provided.

If your child has a health condition and you choose to not share that information with the school, or you choose to not provide daily or emergency medication and applicable permission forms if needed or prescribed, the undersigned parent(s) or guardian(s) hereby agree to release the school and its personnel from any and all claim(s), which they now have or may hereafter have arising regarding the consequences of this choice, and are aware that 911 may be called in an emergency.

Please contact the school nurse consultant, (to be determined)

regarding questions or concerns about your child.

School and Child Care Illness Policy

We are unable to care for ill children. You may not send your child to school until they have been fever free for 24 hours. If a child shows signs of illness after arriving, we will separate the ill child from the other children. The child will be sent home if any of the following are present:

- A temperature over 100 within the last 24/hours
- Contagious skin or eye infection
- Diarrhea or vomiting
- Contagious disease (chicken pox, measles, strep, etc.)
- Rash; hand foot and mouth
- Lice
- Runny nose with discolored discharge
- Coughing spells
- Pink Eye
- Whooping Cough
- Ringworm (visible, not covered)
- Symptoms of contagious illness
- Is not rested and alert enough to participate in classroom activities
- A child on an antibiotic for a contagious illness less than 48/hours

ILLNESS AT SCHOOL

If a student becomes ill or injured at school, the following guidelines must be followed:

- In a case of critical illness or injury, and a parent cannot be reached, a physician named by the parent will be called and the student taken to the nearest emergency room or to the physician's office. If a parent cannot be reached within 30 minutes, the child's emergency contact numbers will be called.
- Students are to be isolated if they develop symptoms of illness at school. Students suffering injury will be administered first aid if needed.
- The student will be supervised until leaving school. Students who are obviously ill will not be allowed to remain at school.

The Principal/Director of Education, lead teacher or teacher will contact the parent/guardian and inform them of the symptoms and request that the child be picked up from school. Likewise, our staff will not be allowed to work if they have a communicable illness or infection.

COMMUNICABLE DISEASE

CCA desires to maintain a healthful school environment by instituting controls designed to prevent the spread of communicable diseases. The term "communicable disease" shall mean an illness that arises as a result of a specific infectious agent that may be transmitted whether directly or indirectly by a susceptible host, infected person, or animal to other persons.

In an effort to protect the health of all children, students and employees who are suffering from a communicable disease will be excluded from school. Readmission to school will be allowed only after the

Administrator has been given a written certificate from a physician or a permit issued by the local health authority.

Parents will be expected to notify the school office immediately if their student has a contagious condition so that other parents may be informed.

If the nature of the disease and circumstances warrant, CCA may require an independent physician's examination of the student or employee to verify the diagnosis of a communicable disease. CCA reserves the right to make all final decisions necessary to enforce its communicable disease policy and to take all necessary action to control the spread of communicable diseases within the school.

Medications and First Aid

Dispensing over-the-counter medication is a common area of misunderstanding. Christian Covenant Academy must follow health laws that seem rather strict.

1. Parents who desire to have Christian Covenant Academy dispense over the counter or prescription medications must supply a written order from the physician to the school signed by both the physician and parent. Forms are available from the school online resources and on School Cues-SIS. Please complete forms for maintenance medications at the beginning of the school year.
2. All medications need to be sent in their original containers, in a plastic bag clearly labeled with the child's first/last name, student picture, and doctor's order.
3. Children may not carry on their person or in their backpack, medicine (cough drops, vitamins, pain reliever) of any kind without permission from the school administration. The school does not have a full time school nurse on staff. We do have Red Cross Certified staff. In case of illness or serious injury, the parents will be notified immediately. If, in case of an emergency, you cannot be reached, 911 will be called. Please make sure to update your phone records with the office.
4. Expired medications will not be given to students and must be picked up or will be disposed of immediately.

Immunization Requirements

Immunization requirements will be strictly enforced for all students. Students who do not meet the requirements according to state statutes may be denied attendance. Parents may choose to submit a state authorized exemption. If your child receives any immunizations during the year, please bring the updated certified immunization record to the office.

Service Animals

Christian Covenant Academy reserves the right to accept students whose needs require a service animal as evidenced by professional care providers. Administration will work directly with any impacted teacher and/or classroom on the logistics of having a service animal on the property. The service animal can only be a dog. The service animal must wear proper identifying vests at all times. Service animals must be harnessed, leashed, or tethered, unless these devices interfere with the service animals work or the individual's disability preventing using these devices. In that case, the individual must maintain control of the animal through voice, signal or other effective controls. If the service animal growls, barks or becomes aggressive with staff or students, the service animal will not be allowed to return to school.

Exclusion from School

Any child afflicted with any infectious or contagious disease may be sent home from school. Students may be excluded from school activities due to illness. When your child is not feeling well and has a fever, please keep them home from school.

Accidents and Emergencies

Accidents and emergencies must be reported immediately to emergency services (911) if necessary, and to the Chief Executive Officer, Principal/Director of Education, security if available and school entry. Emergency contact information must be on file for all families. Changes in this information should be revised in School Cues-SIS and/or reported to the school entry.

After-Hours Policy

Normal school hours are from 8:00 AM - 3:20 PM. On numerous occasions, the school is open earlier or later due to co-curricular activities. For the safety and security of both our students and our property, any student at school outside of school hours (without permission or supervision) may face disciplinary action. Students should not be unattended on the school or church property before or after hours.

Co-Curricular Attendance Policies

Eligible students must be present for one-half (1/2) of the school day to practice or participate in any co-curricular activity (co-curricular is defined as athletics, choir, drama, etc.). Students out for illness must have a release in order to participate. The Principal/Director of Education may make exceptions to this policy if circumstances warrant.

Field Trips

A variety of field trip experiences designed to extend the curriculum will be offered to Christian Covenant Academy students. Most of these will be academic in nature and will take place during the regular school day. Some developmentally and age-appropriate field trips involving travel (to include foreign countries) will be offered. Generally, these will be elective and non-graded.

Students who are eligible may attend field trips. Eligibility will be based on academics, conduct, fulfillment of financial obligation, and attendance. Specifically, a student cannot have any major discipline violations, and cannot be failing any class (current grades and conduct in School Cues-SIS will be reviewed). Uniforms are required for all field trips. Cell phones will not be allowed on trips. In a continuing effort to provide a safe and secure environment for our students, we ask that all parents wishing to participate in field trips or any other class activity submit to a background check and may be required to submit a formal application. Forms are available in the school entry and on School Cues-SIS.

Only parents and legal guardians, whose background checks have been cleared, may transport students on field trips. All drivers must also submit to a motor vehicle report and pass CCA guidelines before being cleared to drive. Parents or legal guardians wishing to transport their own children may do so, but should not be considered field trip chaperones. Parents are only to drive to the designated location and back with no stops. Movies may not be shown in the vehicle.

Inclement Weather and Forced School Closure

The duties and obligations of Christian Covenant Academy may be suspended immediately, without notice, during all periods that Christian Covenant Academy is closed because of force of nature events including, but not limited to fire, loss of electricity or water, acts of God, war, governmental action, terrorism, epidemic, pandemic or any other event beyond our control. If such an event occurs, our duties and obligations may be suspended or postponed until such time as Christian Covenant Academy, in its sole discretion, may safely re-open. It is the policy of Christian Covenant Academy that no portion of the tuition paid or to be paid in connection herewith shall be refunded, credited, abated, or otherwise excused in the event that Christian Covenant Academy, for a length of time not to exceed 30 school days as a result of a casualty or other force majeure event, shall (a) postpone or cancel commencement of classes for the current academic year, or (b) disrupt instruction on or advancement of curriculum or other programs during the current academic year. Regardless of any such postponement, cancellation or disruption, parents agree to pay when due the tuition amounts required.

Inclement Weather, Recess and Inside Dismissal

Weather presents many challenges. Every effort will be made to keep students in their normal routine. Please make sure that your students leave the house prepared for the elements. School closures will be communicated via our School Cues-SIS Parent Alert.

The school uses 45 degrees as a general marker for keeping students inside for recess unless students are dressed appropriately and acclimated to the specific state's climate. Students may not play outside if the temperature is below 30 degrees.

In case of inclement weather, an inside dismissal may be called and parents will be notified via School Cues-SIS's Parent Alert System. Parents/guardians are to come to the gym to pick up their child. Parents will enter the center door and names will be called by school staff. Students who hear their family name may get up and walk to meet their pick up person.

Lockers/Locks if available per location

Lockers as available per location will be assigned by school staff to all Christian Covenant Academy 6th – 12th grade students. Student requests for a locker location will not be honored unless for a medical reason. Lockers may be searched at any time with reasonable suspicion of misconduct.

Class Assignments

Our process for making class list assignments is quite extensive as we seek to place our students in the best possible classroom each year. Parents are given an opportunity to provide feedback regarding class placement but do not make teacher requests. Our current teachers AND teachers for the following year, have input into arranging class lists. These lists are prayed for and prayed over as we go through this process. We do our best to balance males/females, new/current students, academic needs, behavior needs, teaching/classroom styles as well as social needs and friendships. We believe our staff knows our students' needs best when seeking to balance classroom needs within a grade. We have utmost respect that all of our CCA teachers will provide an environment where your child can succeed both academically and spiritually. Therefore, we do not grant parent requests. Our classroom lists will be available to parents and students at Meet the Teacher.

Pets

Parents should know that pets are not allowed anywhere on the property of Christian Covenant Academy.

Student Belongings from Home

Labeling personal items including clothing, calculators, special pencils, PE clothes, hoodies, etc greatly simplifies returning items misplaced or lost. Christian Covenant Academy is not responsible for any personal belongings that children bring to school and discourages children from bringing games, technology, toys, sports equipment or any other personal items without express approval from the classroom teacher. Any lost, stolen, or broken items will be the parent's responsibility, not the school's. Children are asked to not bring money unless it is required for a special event. If money is brought, the school is not responsible if it is lost prior to being given to the appropriate person.

Distance Learning

Distance learning is currently offered on a case-by-case basis pending an approval process by the Principal/Director of Education. Families who desire to request Distance Learning for their student(s) should contact the building Principal/Director of Education. More information on our current policies surrounding distance learning will be made available as the need arises.

Safety and Security

D.E.F.E.N.D.™ TRAINING MODULES
(The situation will dictate the order of these modules)

- DEFENSE**
 - If you cannot evacuate or hide and there is no other option, then you may have to fight to save yourself or those in your care.
 - If you do not have a weapon, then IMPROVISE!
- EMERGENCY MEDICAL AID**
 - BLEEDING CONTROL can save lives!
 - Provide first aid to injured victims, if it is safe to do so.
 - Use direct pressure, tourniquets, and other bleeding control methods to stop the bleeding ASAP!
- EVACUATE**
 - Leave the danger area if your assessment deems it safer than staying.
 - Follow the reunification page plans and map.
- NOTIFY OTHERS** in your immediate area.
 - Others in the area are in danger and may not be aware of it.
 - Sound the alert!
- FORTIFY**
 - Move everyone to the predesignated staging area.
 - Locks, lights, and out of sight...and STAY QUIET!
 - Place yourself between the greatest perceived threat and those in your care.
- DIAL 911** immediately!
 - Do not assume that someone else has made the call.
 - Public service personnel and emergency services will not begin to respond until they have been notified.

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CCA follows the DEFEND model for Safety and Security. Every classroom will be trained using the DEFEND training module and will be expected to review monthly videos and procedures with students.

EMERGENCY DRILLS

CCA will conduct drills in preparation and training for emergencies.

1. **Fire Drills** – A signal will alert students to EVACUATE: move quickly and quietly from the building to a designated place of safety.

- Determine which exit to use and an alternate if the first exit is blocked.
- DO NOT TALK during a fire drill.
- Walk rapidly to the parking lot or designated area. DO NOT RUN.
- Turn off the lights and close the door as the last person leaves.
- Check class rolls in the parking lot.

2. **Tornado/Hurricane Drills** – A specified sound will signal this drill to Fortify: move everyone to a secured location within the building.

- Teacher should draw blinds or curtains.
- Find sturdy shelter away from outside walls and windows.
- Classes outside at recess or P.E. should quickly re-enter the building if time permits.
- Go quietly to the assigned area of protection.
- Face a solid wall and kneel down with hands over your head.
- Return to normal activity when “All Clear” is given.

SCHOOL LOCKDOWN PROCEDURE

In the event of an emergency situation, terrorist threats, or dangerous situations, the school will go into “DEFENSE mode”, which will include locking all doors, windows, and gates. No one will be allowed to enter or leave the building during a lockdown until the threat is passed. Parents will be notified if necessary to pick up their children.

6 BEHAVIOR POLICIES AND PROCEDURES

Discipline

Being at Christian Covenant Academy is a privilege - not a right. In keeping with this privilege, Christian Covenant Academy has set basic rules and regulations as appropriate standards of behavior. Infractions of some rules are considered more serious than others. CCA follows a progressive model of discipline with the goal of restoration. Students and families who are not responsive to or in agreement with the progressive discipline process and restorative practices aligned to our statement of faith may face immediate termination of school services.

Off-campus or after-hours behavior that negatively impacts the reputation of Christian Covenant Academy (examples - negative publicity in newspapers or TV news reports; inappropriate postings or content on web sites, social networking sites or apps; the hosting of any party where illegal contraband is available, used, or consumed) may result in disciplinary action at school.

Any student committing excessive major disciplinary violations during an academic year will be subject to the appropriate consequences. A meeting will be scheduled with the Principal/Director of Education, staff, and student and his/her parents to discuss the terms of the discipline problem and appropriate consequences.

Positive Behavior Interventions and Supports

Behavior expectations, reinforcement, and consistent accountability are an important piece of creating and maintaining a safe school environment and growing Christ-centered students. The emphasis at Christian Covenant Academy is on maintaining an atmosphere, which is conducive to learning, working, achieving, and developing Christian values.

Christian Covenant Academy will establish a pyramid of supports and clearly articulated, developmentally appropriate behavior expectations to facilitate the ongoing development of the school behavior system and incorporate restorative justice practices in holding students accountable based on the nature of the infraction and appropriate developmental level. For example, a student who does not demonstrate a love for their neighbor and might choose a task that would allow them to 1. Repent 2. Receive forgiveness 3. Restore the relationship through an act of service to demonstrate the love for neighbors as appropriate to his/her age and the grade level expectations.

Christian Covenant Academy has the following school-wide rules and core values:

Respect Rules	Christ Centered Core Values:	What this looks like:	Biblical Basis
I will respect and honor God	Respect	I will be quiet and attentive during chapel. I will listen and engage in prayer.	1Co 6:20; 1 Th 4:1; Pro 1:7; 1 Pet. 2:17; Col 3:17; 1 Tim 4:12; Rev 5:13;
I will respect authority	Love	I will honor adult requests by staff and volunteers on campus.	Heb 13:17; Rom 13:1-6; 1Pe 2:13; Pro 19:20; Gal. 5:14; 1 Tim 5:17
I will respect others and myself	Integrity	I will use kind words. I will love others more than myself.	Jam 4:6; Phi 2:3-10; Col 3:9; 1Co 6:20; 1 Co 13; Matt 19:30
I will respect learning	Responsibility	I will be on time, prepared, and ready to learn.	Gal 6:5; Mt 7:12; 2Ti 2:15; Rom 12:2; 1Sam. 12:24; Psalm 143:10
I will respect property	Stewardship	I will not have food or drink on the carpet. I will not put my feet on the furniture or walls. I will not deface any property. I will respect the recess equipment. I will be a good steward.	Luke 16:12; 1 Cor 4:2; Titus 2:7

Bullying/Hazing

Definition: Bullying is different from playing around or normal conflict. Bullying is characterized by repeated, harmful acts by someone perceived as physically or psychologically more powerful, causing an imbalance of power. These acts are physical, verbal, or psychological attacks or intimidation directed against a victim who cannot properly defend him/herself because of size or strength or because the victim is outnumbered or less psychologically resilient. Bullying can happen in four main ways:

- Physical bullying, when a student uses physical force to hurt another student by hitting, pushing, shoving, kicking, taking a student's belongings or stealing their money.
- Verbal bullying, when a student uses words or gestures to humiliate another student by threatening, taunting, intimidating, insulting, using sarcasm, name-calling, teasing, slurs, graffiti, put downs or ridicule.

- Relational bullying, when a student isolates another student from their peer group through leaving them out, gossiping, spreading rumors or scapegoating.
- Cyberbullying, when a student uses a cell-phone, text messages, instant messaging, chats and social networking sites to bully another student in any of the ways described above.

Reporting: Students who believe that they have been subjected to conduct or threats of a bullying or harassing nature are encouraged to promptly report the matter to an adult staff member. Students who witness conduct or threats that are bullying in nature are also encouraged to report the matter to an adult staff member. Students are encouraged to report any/all incidents of bullying to Safe2Tell at www.safe2tell.org

Procedures: All complaints will be directed to the school Principal/Director of Education. Complaints will be investigated and every effort will be made to protect the privacy of the parties involved in any complaint though statements will have to be taken to gather all relevant information. CCA reserves the right to fully investigate every complaint and to notify parents/guardians of students involved and the appropriate government, i.e., law enforcement, officials, as individual circumstances warrant.

If the investigation confirms the allegations, corrective actions shall be taken. In addition, any student found to be responsible for bullying in violation of the definitions in this policy will be subject to appropriate disciplinary action up to and including suspension or dismissal. The severity of disciplinary action will be based upon the circumstances of the infraction.

Explanation of Consequences

1. Confiscation: First offense confiscations will be given to the Lead Teacher/Principal/Director of Education for return to the student at the end of the school day. For subsequent offenses, items will be given to the Lead Teacher/Principal/Director of Education and will be returned only to parents or guardians. Confiscated cell phones (1st offense) will be returned after a \$10 fee has been received by the Principal/Director of Education's office (charges will be placed on student's School Cues billing account and notice will be sent home). Continual abuse of policy will result in escalated penalties. Any faculty member may confiscate items that are not allowed.

2. Detention: Detention will be served during student lunch periods on the day of the offense (when possible) or after school the day after the offense and parent notification. Students must be in their seats on time and sit silently until the end of the time period and work on the reflection or assignment given. Failure to serve a detention center assignment by the assigned date or failure to follow the expectations of detention will result in reassignment of the detention plus an additional one. After two missed detentions, the student will face consequences as determined by the Principal/Director of Education. Any faculty member may assign detention as per handbook violations.

3. In-School Suspension (ISS): Students may be isolated in an in-school setting for up to five school days. The assignment of these days is at the discretion of the Principal/Director of Education. While in ISS, students may be required to complete a character-based curriculum depending on the severity of the infraction. Students placed in ISS will not be eligible to attend school-sponsored co-curricular activities as a participant or spectator while they are in ISS. Additionally, students who have been placed in ISS could forfeit educational field trip status for the remainder of the semester or a three-month time period (whichever is the longest) starting with the first day of the ISS assignment. ISS will be assigned through the Lead Teacher/Principal/Director of Education.

4. Out of School Suspension (OSS): Students may be sent home for up to five school days. The assignment of these days is at the discretion of the Lead Teacher/Principal/Director of Education. Teachers will not consider suspension status in scheduling or rescheduling tests, projects, or daily work. Students who are assigned OSS are prohibited from being on Christian Covenant Academy property or attending any Christian Covenant Academy activity as a participant or spectator until they have been readmitted to school. Therefore, students suspended on Friday will not be eligible to participate or attend school sponsored weekend events. Students placed on OSS will forfeit any field trip or class trip opportunities for the remainder of the semester in which the offense occurs. Students will also be placed on disciplinary probation. OSS will be assigned through the Principal/Director of Education.

5. Expulsion: Students may be expelled from Christian Covenant Academy for a prescribed amount of time or indefinitely. Expelled students are prohibited from ever being on Christian Covenant Academy property or at Christian Covenant Academy sponsored events. Expelled students who violate their expulsion status will be considered as trespassing and the appropriate authorities will be contacted. If a student is permitted to return to Christian Covenant Academy after expulsion, the student will return on disciplinary probation and remain on probation until the Principal/Director of Education determines the student may be removed from this status.

The following, non-exhaustive list are classified as immediately expellable offenses:

Bomb threat; Verbal threat; Harassment; Battery/Assault of a staff member; Possession of a weapon; Detonation of an explosive; Possession and/or use of intoxicants or controlled substances; Arson; Extortion; Sexual Offenses; Choices that are contrary to our statement of faith.

Additionally, students who fail to correct behavior and persist in violating the school's expectations for Christ-centered behavior will not be eligible for re enrollment and could be immediately expelled depending on the nature and severity of the infraction.

Uniform and Grooming, Set Apart and Chosen

General Appearance:

The heart of CCA dressing and grooming is:

1. Modesty
2. Decent coverage
3. Honors God
4. Not seeking attention for self
5. I attend Christian Covenant Academy

A person's character and relationship with God are reflected in all aspects of his/her life (including dress). Christians should especially be sensitive to MODESTY and appropriateness in attire. Sometimes, even Christian young people can be caught up in styles that represent philosophies and lifestyles that are not Christ-like. Students are expected to dress according to their biological gender. Detailed, specific uniform requirements are explained below. Additionally, please note the following:

SCHOOL SPONSORED EVENTS - Christian Covenant Academy students are expected to maintain standards of cleanliness, modesty, neatness, and good taste both on campus and when attending school events off campus. Uniform for all extracurricular activities prohibits the wearing of short shorts, short skirts, tights, and the exposure of any midriff skin.

UNIFORM ENFORCEMENT - All uniform policies will be in effect during official school hours and on the entire campus (activity classes or special theme days will be the only exceptions). Uniforms will be checked during the first period each morning and those students who are not in compliance will call a parent to bring appropriate attire.

Parents are encouraged to model modest and appropriate dress while at Christian Covenant Academy.

All Christian Covenant Academy uniform requirements are to be followed during the school day and on all school trips.

UNIFORM

General Grooming

- No **extreme** makeup, tattoos, decals, pencil or pen markings on the body
- No costumes except for school related events
- Clothing must be clean, fit properly (not skin tight) and be free of holes or tears that show skin
- No gang related clothing or attire
- Sunglasses, head coverings/do rags, caps, hats, and pocket-chains are unacceptable accessories
- Hair must be natural colored and not distracting to the learning environment as determined by the teacher and/or administration.
- Hair must be out of the face and conducive to learning.
- Young men should be clean shaven.

Standardized Uniform

Purpose: Our uniform reflects our desire to focus on the heart of the students rather than their image.

- Create a school atmosphere that is conducive to learning, free of unnecessary distractions and comparisons
- Ensure an orderly and safe learning environment
- Promote neatness and modesty
- Avoid the pitfalls of “cool” fads or styles
- Encourage the virtues of moderation and consideration of others
- Dress in a manner that glorifies God.

Uniform Guidelines

Bottoms:

- Skirts, jumpers, and shorts must be no shorter than two inches above the knee
- Pants and shorts are restricted to black, khaki, charcoal gray or navy
- Dresses, jumpers, and skirts are restricted to black, khaki, gray, navy, or CCA approved uniform plaid (Clear Blue available from French Toast). <https://www.frenchtoast.com/>
- Pants are to be straight leg/ boot cut styles.
- Shorts, pants, skirts, dresses/jumpers must fit no more than 1 size larger and must cover all underclothing.
- Pants that are skin tight do not follow the uniform guidelines and are not permitted.

Tights, leggings:

- Tights and leggings are to be worn UNDER uniform appropriate skirts/jumpers ONLY and are restricted to solid colors in black, navy, white, or gray.
- Leggings / yoga pants / jeggings are not to be worn as pants, but only under the appropriate uniform bottoms.
- All girls must wear solid color leggings under skirts and rompers. The leggings may be short and hidden by the skirt or jumper or ankle length.

Shirts:

- Shirts must be solid in color and are restricted to the following colors: royal blue, light blue, navy, white, black, and heather gray. Shirts must have collars and buttons. Brand logos smaller than 1" are allowed. Shirts may be polo style or traditional button down.
- Shoulders must be covered.
- Christian Covenant Academy approved and endorsed spirit wear shirts may be worn on Fridays only.

Chapel Attire

- All students must purchase a short sleeve, light blue polo with the school logo on the left side from our shirt vendor which is to be worn on chapel days, field trips and for special events.
- All girls must purchase a plaid skirt or jumper to wear on Wednesdays.

Outerwear:

- Outerwear items may only be worn outdoors. Indoor sweaters without a hood in the following colors may be worn in class: navy, black, gray, royal blue, or white. CCA spirit wear sweatshirts can be worn when the classrooms are chilly. All hoods must be off in the building.

Footwear:

- Shoes should be appropriate for safe playground use and appropriate for a school setting. For health and safety, closed-toe/closed-heel shoes are required. Appropriate style shoes include, but are not limited to: tennis shoes/sneakers, loafers, simple hiking boots and dress shoes with heels no more than 2 inches. Tennis shoes are best as they are able to be worn on the gym floor. Tennis shoes must be worn on PE days.

PE Uniforms for 6th-12th Grades Only:

PE uniforms are to be purchased by parents through our approved vendor. These uniforms are mandatory for participation and completion of Christian Covenant Academy PE.

Uniform Non-Compliance:

Issues not specifically stated above that contradict any purpose of this uniform will be deemed inappropriate. While a student may be "technically" in compliance with the uniform, they may be in violation of the spirit or purposes of the uniform. If, in the opinion of the Principal/Director of Education, staff or faculty member, a student is in violation of the policies or purposes of the uniform, it is expected that they come into immediate compliance. Students may be asked to come into compliance before going to class.

Spirit Days on Fridays:

Unless notified differently, all students will be allowed to wear the regular school uniform or dress in spirit wear on Fridays. Spirit wear is defined as: any shirt with Christian Covenant Academy logo or uniform shirt and jeans or appropriate length shorts. No jeans with rips, tears or frays that show skin are allowed. It is not intended to be a sloppy dress day. If the student's dress is inappropriate or causes a problem, it will be handled according to the core expectation and core values of school discipline outlined in the document.

Co-Curricular and Field Trip Uniform

Uniform is required for all field trips and school-sponsored trips unless specified by the trip sponsor and approved by the Principal/Director of Education. The trip sponsor will coordinate and communicate expected dress per the needs of the trip. For the safety of our students, teachers may request for all students to wear the light blue polo with the school logo while away from campus.

All students should label clothing for easy returning. We donate boxes of clothing, jackets, water bottles, and late supplies that are left around the school with no identification on them at the end of each quarter. Please label all of your child's items.

Dressdown Rewards

Dress down days are a privilege and are at the discretion of the Director of Education.

Please refer to the student's dress code for guidance The heart of the CCA dress code is:

1. Modesty
2. Decent coverage
3. Honors God
4. Not seeking attention for self
5. I attend Christian Covenant Academy

General Guidelines:

- Slacks or blue jean pants only.
- Leggings used as pants, stirrup pants and athletic clothing are not permitted.
- Clothing should fit modestly and properly, not tight or baggy.
- Clothing cannot be worn below the hips.
- Clothing must be hemmed.
- Shoes are limited to our normal footwear policy. Roller type shoes are not allowed.
- Pajamas are not allowed unless specifically tied to the reward as a Pajama Day.

Approach to Infractions

Teacher Managed	Lead/Director Managed (Discipline Referral)
<ul style="list-style-type: none"> -Picking on/aggravating another student -Cheating/ plagiarism -Chewing gum/eating out of designated area -Uniform dress code -Excessive talking/minor class disruption -Horseplay -Littering -Lack of supplies -Lying -Minor disrespect (smart comment, etc.) -Minor theft (pencil, paper, etc.) -Minor aggression (fighting over toys) -No homework -Off-task behavior -Playground safety -Suggestive language -Transition horseplay (hallways to/from class) -Minor profanity/blasphemy -Minor technology infraction -Electronic devices/misuse -Dishonoring facilities -Dishonoring God -Truancy/Tardies 	<ul style="list-style-type: none"> -Documentation of all steps taken prior -Continual academic dishonesty -Dishonoring God -Disrespect for authority -Abuse of facilities -Bullying -Persistent misbehavior - severe with documentation -Assault -Destruction of school/church/playground property -Drugs/alcohol/tobacco use or possession -Gang related infractions -Major class disruption -Major violence-physical aggression/bullying -Severe profanity -Sexual harassment -Truancies/tardies beginning with 6th occurrence -Verbal, Written or Implied threats of staff or students -Weapons -Pornography -Major infractions of Acceptable Use Policy -Inappropriate social media postings -Actions contrary to statement of faith
Teacher Toolbox	Possible Consequences
<ul style="list-style-type: none"> -Warning -Conference, Problem Solve -Prayer -Parent call 	<ul style="list-style-type: none"> -Conference with the teacher or lead teacher and parents -Suspension (3 max) -Loss of major rewards/field trips/ game privileges/other -Restorative practice

<ul style="list-style-type: none"> -Parent conference -Reteach the expectation -Restorative practice -Determine the function of the behavior and seek to meet -Extra assignments (in event of plagiarism) -Loss of privileges/rewards -Campus service - cleaning duty -Isolation w/in the classroom -Detention with Teacher -Time Out/Reflection -Written Apology -Reflection Form K-2 Reflection 3-12 Reflection -REWARD System -Ideas brainstormed with staff -Ideas brainstormed with students 	<ul style="list-style-type: none"> -Community service (on campus) -Safety Plan (limiting the freedom in the general ed setting) -Behavior Intervention Plan -In school/out of school suspension -No Contact Contract -Confiscation of Items -Law Enforcement Referral for any conduct punishable as a misdemeanor or felony -Expulsion from school
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Teacher Led Discipline Management:

Teachers will use restorative practices when disciplining students beginning with the 4 Questions (Flip Flippen).

1. What are you doing?
2. What are you supposed to be doing?
3. Are you doing it?
4. What are you going to do about it? Or How are you going to fix this?

Any adaptations of this method are appropriate. Should a student's behavior progress and require consequences, then the teacher will use restorative practices. For example, if 2 students were arguing over a toy, then they will need to figure out how they will love their neighbor and practice that behavior. There are some great books about Restorative practices, and I highly recommend the practice. Whatever the infraction, the direct opposite positive behavior should be taught, modeled, acted out through role play, and then reinforced.

Teachers will not use public displays for behavior such as color charts though they may use group incentives like “drops in a jar” for great behavior. Likewise, group punishments should be a rarity and are really discouraged.

Drug Prevention

The Chief Executive Officer and/or Principal/Director of Education may partner with local law enforcement as necessary.

Electronic Devices

Students may not have a cell phone visible or audible during the day unless directed by staff. Students may possess active electronic devices during school hours only for the purpose of learning as directed by the teacher. Electronic devices as learning tools will be a teacher decision. For those classrooms that do not allow personal electronic devices for learning in their classroom, students must keep their devices turned off during school hours. Devices may include: iPads, Kindle, laptop, Smart phones, and Smart watches. Any student caught using an electronic device without teacher permission will have their device taken to the Principal/Director of Education’s office for parent pick up and will be assessed a \$10 fee the first time, \$25 fee the second time, and will not be allowed to bring the device back after the third occasion. Student devices may be searched at any time with reasonable suspicion of unapproved activity.

Food, Drink, and Chewing Gum

Food and drink should only be consumed in designated areas. Students may carry a water bottle with them on campus but all other drinks are prohibited. Chewing gum is not allowed on campus.

Respect for Property

All teacher property (desks, grade books, computers, file cabinets, etc.) is off-limits to students and is reserved for use by teachers only. Students are expected to follow the campus wide respect rules in the sanctuary, on the playground and across all settings while at or with Christian Covenant Academy. We are called to be stewards, and respect for property is part of that. Students are expected to clean up after themselves.

Students should respect the church, sanctuary and all non-school affiliated spaces per the rules and expectations set by each partner church. Students should not take pens or cards from the sanctuary seat backs nor write on them for non-church use. Students should keep their feet off the seats and respect that the sanctuary is a place of worship.

Search and Seizure (At School, School-Sponsored Events, or In School Uniform)

The Christian Covenant Academy Administration reserves the right to search a student's purse, backpack, locker, technology devices or person with reasonable suspicion of inappropriate activity. Questionable or illegal items discovered during a search may be seized and the student subjected to disciplinary action. Any item brought to Christian Covenant Academy is open to search and seizure.

Telephone Usage

While classes are in session, students are allowed to use only the school phone with a teacher's permission and supervision.

Technology

All parents and students will sign a Technology Use Agreement (Appendix B) for the purpose of setting forth certain terms and conditions between Christian Covenant Academy and the student for the use of all school technology resources and their technology device. The infusion of technology into classroom experiences represents an outstanding opportunity for Christian Covenant Academy students and presents challenges for the faculty and administration as we continue to enhance the curriculum. Use of all digital devices must be in support of education and research and must be consistent with the goals and objectives of Christian Covenant Academy. It is our goal to model and teach ethical and responsible use of technology. It must be recognized that the development of school policy to govern technology will be a fluid and continual process. As policy is revised, the revisions will be communicated to students for immediate implementation, and will be added to the Technology Use Agreement on an as-needed basis.

Students should use equipment only with appropriate permission and guidance. Correct configuration, storage, security, and charging of devices and equipment is expected. Students are responsible for the security of devices assigned to them personally and for password security to accounts used by the school, especially access to networks and confidential information. Students will be liable for damage to school owned technology when due to misuse. We have a finite number of resources that we must all be diligent in caring for as stewards. Training resources will be provided.

Possible charges for damages to iPads/Chromebooks/Teacher Devices:

- Students may be liable for the full cost of repair or replacement of a device if damage is a direct result of their negligence or abuse. Accidental damage does not necessarily exempt the student from this policy.
- \$25 cleanup fee if devices require excessive attention and cleaning due to food, grease, large scratches, liquid damage, etc.
- Accessories (cables/chargers/cases): 100% replacement cost

Online Media Policy

Christian Covenant Academy recognizes that many different social networks exist on the internet. Millions of people, including our students, parents, faculty and staff utilize one or more of these networks on a daily basis for both professional and personal purposes. These services provide different methods of communicating and interacting with other users, in both public and private ways. Due to the popularity of social networking sites and the way they can facilitate effective and efficient communications between users, the use of social networking in connection with Christian Covenant Academy activities presents many opportunities for enhancing the experience of our students and their families.

We must recognize, however, that without proper controls these communications are often unlimited, potentially affording access by unknown third parties. We must also acknowledge that the nature of social networking sites leaves open the possibility of abuse and misuse (including our students and their parents), necessitating the following standards of conduct for all individuals connected with Christian Covenant Academy.

Ethics and Responsibility:

When an individual is using online social media (of any variety) and identifies themselves as a student, parent, faculty or staff member of Christian Covenant Academy, that individual must always bear in mind that the material he or she posts reflects upon the school. It is imperative that all students, parents, faculty, and staff conduct themselves in an ethical and responsible manner when using online social media.

- They should at all times attempt to be accurate, truthful, and respectful in any public postings.
- Use of school logo, pictures and/or videos of our students and faculty may not be posted without permission.
- Based upon dynamic risk and experience or access to devices, some installed software may be prohibited on campus.
- Parents, faculty, students and staff should not post malicious, threatening, and/or slanderous statements about Christian Covenant Academy school, students, staff, faculty or parents. Such posts may be considered grounds for removal and separation from Christian Covenant Academy. (Matthew 18 principle should be applied when a disagreement occurs by going to the source rather than a social media posting.)
- Faculty and staff should not friend students unless for educational purposes as a classroom.

Playground Rules

Children must be taught how to play just as they must be taught how to read and write. Sportsmanship, courtesy, and fair play are not innate. They must be learned. Read these to your children, and review them frequently, if needed.

Rules for everyone in all areas of the playground:

- I will respect God by my behavior in play and work
- I will respect authority
- I will respect myself
- I will respect others with sportsmanship and positive play
- I will respect materials on the playground by not throwing sticks, rocks, wood chips, or any other objects.
- I will respect property
- I will be safe

Play boundaries

- The playground area is the area within the fence or as designated per location by the teacher. In the absence of fencing, teacher due diligence will be critical for the safety of children.

Swings

- Swings are to be used only while seated.
- One at a time on each swing.
- Do not jump off of the swing.
- Do not throw the swings over the top.
- Stay away from the swinging area when someone is swinging.

Slides

- Slide down only on your bottom.
- Only go up the stairs and not the slide portion of the slide.
- Do not jump off until you are all the way to the bottom.
- Only one at a time on the slide.
- You are to sit up with your feet and hands in the proper position when you go down the slide.
- Do not climb on the outside of the slide.

Jungle gym/ monkey bars

- Be cautious at all times
- Climb off carefully, do not jump off.
- Do not stand on the top.

Chase games

- You are to “catch” each other by tagging, not by pulling or pushing each other.
- You are not to tackle each other.

Ball games

- Ball games need to be played in the designated area.
- Football must be tag football only.

Snacks

- Snacks are allowed; all trash must be picked up.

Boots/Shoes per location

- If the amount of snowfall requires boots, only students with boots may play on areas where snowfall has accumulated. Those without appropriate footwear need to stay in the shoveled/plowed areas.

Snow/Rain

- Children should play in areas that are shoveled or free from mud and water puddles.

Public Display of Affection

Students engaging in inappropriate public displays of affection will incur consequences. As age appropriate, students are expected to refrain from any public displays of affection while on campus or at any school sponsored function or activity. Public displays of affection (PDA) include: hand holding, embracing, lap sitting, or kissing.

7 ACADEMIC POLICIES AND PROCEDURES

Expected Student Outcomes

From a distinctively Christian perspective, all staff demonstrate a commitment to the development of the whole child—spiritually, intellectually, physically, emotionally, and socially (Luke 2:52). The following school-wide expected student outcomes serve as the foundation for instruction and curriculum.

Spiritual Development:

- Student will be able to understand and commit to a personal relationship with Jesus Christ.
- Student will be able to personally respond to carry out the Great Commission locally and around the world in a culturally sensitive manner.
- Student will be able to know, understand, and apply God's word to daily life.
- Student will be able to articulate and defend their Christian worldview while having a basic understanding of opposing worldviews.
- Student will be able to understand the worth of every human being as created in the image of God.
- Student will possess apologetic skills to defend their faith.
- Student will be able to identify spiritual gifts and appropriately engage them to serve the body of Christ and mission field.
- Student will be able to understand the tenets of the Christian faith and actively pursue them by study of the word, worship, fasting, prayer, service, wisdom and acts of faith.
- Students will be able to understand the five fold ministry, positions of leadership in the body of Christ and participate in and lead services.
- Students will be able to understand discipleship and commit to being disciplined while also growing in the spiritual maturity to disciple others.

Intellectual Development:

- Student will be well prepared in all academic disciplines and skilled in reading, writing, speaking, listening, and thinking.
- Student will be proficient in mathematics and science.
- Student will be able to engage math, science, and technology to solve real world problems and determine viability of current solutions.
- Student will have a knowledge and understanding of people, events, and movements in history, and the cultures of their people and places.
- Student will appreciate literature and the arts and understand how they express and shape the student's beliefs and values.
- Student will be able to utilize resources - including technology - to find, analyze, discern, create solutions, and evaluate information.
- Student will be committed to life-long learning with a teachable spirit.
- Student will be able to explore, create, experiment, plan, analyze, reason, investigate, debate, defend, hypothesize, ideate, and question.

Social/Emotional Development

- Student will be able to embrace and practice leadership, services, advocacy, submission, justice, mercy, and peacemaking in family and society.

- Student will be able to value intellectual inquiry, logic, and debate.
- Student will have the skills to question, solve problems, and make wise decisions prayerfully.
- Student will be able to have an appreciation for the natural environment and practice responsible stewardship of God's creation.
- Student will be able to enjoy and initiate friendships with a variety of individuals.
- Student will be able to work with and discern excellence.
- Student will be able to show empathy and kindness to others.
- Student will be able to engage with others in learning activities.
- Students will be able to establish clear and appropriate boundaries with others using methods for self-advocacy that are God honoring and appropriate.

Physical Development

- Student will be able to recognize his/her identity in Christ and that their body is created by God and that special responsibility is needed to care for it with regard to the unique God given characteristics of each one of us: gender, speed, strength, agility, flexibility.
- Student will engage in physical activities meant to promote long term habits and health.
- Student will understand that their body is a Holy Temple housing the Holy Spirit.
- Student will understand that physical development requires self-discipline, practice, and goal setting.
- Student will be able to participate in competition and execute physical prowess with Biblical honor, integrity, excellence, grace, and sportsmanship.

Philosophy of Curriculum and Instruction

Our Collective Belief and Commitments:

We will model, support, inspire, and foster

- A Christ-centered integrated curriculum centralized on core truths of God to foster a holistic understanding of God in all and through all
- A Christ-centered and infused instructional environment with a daily Bible study and weekly chapel attendance that fosters an authentic relationship and identity in Christ
- A growing understanding of the nature of God and the Bible and a deepening discernment of ideas that are consistent or inconsistent with truths of scripture
- A safe and collaborative environment that fosters participation in academic and extracurricular activities
- Curiosity and a love of learning
- Students to reach their personal best through goal setting and positive coaching
- Challenging, differentiated opportunities for students to demonstrate understanding of higher level thinking
- The spiritual gifts and talents of all students
- The Goals, Values, and Expectations of the CCA Christian Learning Community as united professionals with Christ at our center

Guaranteed Viable Curriculum (GVC)

The collective agreement of our CCA Leadership Team specifies that staff will:

1. Infuse the word of God and Biblical principles throughout all instruction including small group intervention.
2. Use a variety of Biblical and appropriate approved secular resources to support a growing understanding of the nature of God and the Bible and a deepening discernment of ideas that are consistent or inconsistent with truths of scripture when integrating small group instruction tailored to a specific student need (that is not already part of the curriculum).

3. As relevant to our work, some of the Colorado State Academic Standards are the floor in regards to grade level minimum expectations. We do not plan our lessons based on the state standards. We plan our lessons based on our thematic units of instruction designed by our staff utilizing a variety of Christian and secular texts and curriculum resources.

Christian Covenant Academy uses a variety of curriculum resource publishers for content at each grade level. All content will be rigorously reviewed and will not be in opposition to God's word unless specifically being used for apologetics.

Personalized and Differentiated Learning

Student voice and choice inspires students to be passionate about expressing their own learning. Students connect their own learning with interests, learning styles, passions, talents, and aspirations with regard to personal goals based on performance data, grade level standards, content, and responsibility through authentic student driven assessment and/or performance assessment directly linked to their own learning goals and needs to achieve growth.

Authentic Assessments and Body of Evidence

Through the use of authentic student created products and/or performance assessments, teachers can assess student work according to a Grading Rubric Criteria (GRC or Rubric) which can incorporate thinking levels, Spiritual Growth, 21st Century Skills, Technology Skills, Extended Evidence Outcomes, Content, Standards, Skills (grammar, usage, clarity, introduction, etc), Effort/Perseverance through editing and taking feedback from peers/teachers to refine the work, etc. Students can help create rubrics as well as choose the path or product according to their learning styles as well as teacher directed expectations/products. Student Voice and Choice is a critical part of creating the body of evidence that represents each student's growth for the year.

Brain Based Instruction

Learning in accordance with the way the brain is naturally designed to learn. It is a multi-disciplinary approach pulling from chemistry, neurology, psychology, sociology, genetics, biology, and computational neurobiology. It is a way of thinking about learning. Simply stated, it is a way to construct learning considering the way each brain in each individual learns. (Eric Jensen)

As a school, we will be focusing on how the brain learns best and what we can do as educators to create environments that are the most conducive to learning as well as the methods that knowledge is constructed. Learning styles, Bloom's Taxonomy (Higher Order Thinking Skills), Socratic Questioning, Balanced Literacy, Writing Across the Curriculum, content integration, student inquiry, and increased emphasis on critical thinking skills are all tied into the theory and practice of brain based instruction.

Balanced Literacy

The balanced literacy approach for teaching reading and writing using what we know about best practices. Lesson structure, in coordination with progress monitoring, encourages engagement and ownership of the students' learning through goal setting then gradually releases new skills, allowing for modeled teaching, guided practice and independent practice. Guided reading groups and book clubs are used to provide individual teaching points to small groups of children. Phonemic awareness, phonics, fluency, vocabulary and comprehension are taught throughout our K-5 classrooms in a manner that will be meaningful and relevant to students.

Balanced Technology Integration

Christian Covenant Academy values the personal connection between instructor and student. Technology supports high quality instruction methodologies but in no way supplants core classroom instruction. The

infusion of technology into classroom experiences represents an outstanding opportunity for Christian Covenant Academy students and presents challenges for the faculty and administration as we continue to enhance the curriculum. Use of all digital devices must be in support of education and research and must be consistent with the goals and objectives of Christian Covenant Academy. It is our goal to model and teach ethical and responsible use of technology. It must be recognized that the development of school policy to govern technology will be a fluid and continual process.

Learning Styles

We know that students learn best in the manner that his/her brain receives and retains information prior to processing and expressing learning. We want to honor learning style differences while supporting students in growing in areas that are not preferences. This requires a balanced approach of providing opportunities in areas of strength and creating safety in expressing learning through an area of growth. Learning styles are typically determined through observation and natural student preferences expressed through a variety of learning opportunities where students are given voice and choice to express learning.

- Tactile/Kinesthetic: Student prefers physical input. They learn best by doing. Hands on first before moving to abstract.
- Visual: Learner prefers to see it first. The mental picture helps support the concrete application.
- Verbal: Learner prefers using words, both in speech and writing.
- Auditory/Musical: Learner prefers to hear/sing the concept prior to moving to a concrete or visual construction of the concept.
- Technological: Learner prefers integrated technology.
- Logical (Mathematical): Learner prefers using logic, reasoning and systems.
- Social (interpersonal): Learner prefers to learn in groups or with other people.
- Solitary: Learner prefers to work alone and use self-study.

Christian Covenant Academy Special Education and Intervention Services

Vision

Christian Covenant Academy cherishes all children and has a heart to provide Christian education to children with special needs. It is our desire, and we believe God's desire, to reach out and serve all the children that we can, including those with learning challenges. It is the desire of our intervention and support services staff to help each student reach his or her God given potential through targeted interventions and classroom supports.

We are not able to service every child with special needs due to the limitations on our finances, expertise, size, facilities, etc. Admission will be based on the extent to which our resources can help your child succeed. Your communication to us about your child's needs and submission of records and testing information will help us better determine our ability to accommodate his/her challenges. In an effort to make the most informed decision regarding our ability to serve a student, testing must be completed prior to admission. All documentation of prior Early Childhood Services, 504 services, Behavior Intervention Plan, or Individual Education Plan must be received prior to admission.

Christian Covenant Academy is unable to provide speech therapy, occupational therapy, or physical therapy, amongst similar therapies and must be arranged by the parent with an outside organization or through a shared service arrangement with the local school system should these services be needed.

As a private school, Christian Covenant Academy does not receive any state or federal funding to support a special needs program. Therefore, Christian Covenant Academy is not legally bound to follow existing

educational plans; however, the goals and recommendations will be considered in the development of an Individual Accommodation Plan.

Policies

All students who receive pull out intervention services, behavior support, or special education services are expected to pay additional tuition based on the intensity and duration of services by the Christian Covenant Academy support staff. All support services availability is dependent on enrollment and staffing and subject to change from year to year. Intervention services include some individual and small group interventions.

If a parent is unwilling or unable to agree to the level of services recommended by the Christian Covenant Academy Administration and Support Team, the school may recommend that a different school be considered for their child's needs.

Multi-tiered Support Systems (MTSS), Differentiated Learning

A systematic approach to providing a seamless problem solving process that enhances the learning of all children by using consultation and support among all educators-combining the unique talents of both general educators and specialists for the success of ALL students. (In plain English, teachers across the school will be collaborating for student solutions both behaviorally and instructionally and blocking out time for specific instruction to students who are not demonstrating mastery of foundational skills or in need of extensions for advanced academia.) What this means to our teachers and service providers is that students will be pulled from class or supported during inclusion through a strategic method of service provision and supports.

To begin, all students are assessed with universal screeners: Renaissance STAR/ACT (based on availability), Math and Literacy probes, DRA2, etc.

Then, students are assigned specific support groups based on need for a 20 to 30 minute block of time. There are three levels to MTSS Interventions: Tier 1 which is within the classroom time specific to the instructor based on classroom performance; Tier 2 which is either during core instruction or a pull out time and targeted to specific deficits in learning or extensions to push rigor for advanced students; and Tier 3 which is the most intensive and prescriptive intervention provided during pull out to target learning deficits in literacy, writing, or math.

What this means to the students in need of intervention is that they will have flexible, targeted intervention that is brain based and research based to address specific needs according to his/her diagnosed area of weakness in addition to the fluid provision of support throughout their day. MTSS are outlined under federal and state umbrellas. (Click here [for the state link.](#)) Parents are a critical part of this process and will be included in problem solving meetings to develop the plans for students in need of intensive intervention.

Special Education and Outside Service Providers Policy

Behavioral, Academic, Physical and Social Emotional Needs

- Christian Covenant Academy accepts children with special needs on a case-by-case basis. Prior to enrollment, CCA's administration will review all Care Plans (including medical or psychological) and any existing behavioral, medical, and academic plans to determine if the health, behavioral and educational needs of a particular child can be met by our support team. Administration will go over the IEP, health plan, or 504 with parents, observe the child, and consult with the teacher to determine if attendance at Christian Covenant Academy is a good fit and acceptable accommodations can be made.
- Ongoing communication between parents, teachers and administration will occur, when needed during the year, to share progress, concerns and to problem solve. If your child receives early intervention

services, please inform the teacher and provide a copy of the IEP, health plan, or 504 so that we may provide a community of care. Once accepted, a student may be released from enrollment should the school and care team determine that specific needs are unable to be met at Christian Covenant Academy.

- Should a student be accepted on the basis of parents providing outside service support or paying for a CCA employee's support, the support must continue through the duration of enrollment unless agreed upon by the CCA administrative team.
- Further assessments may be required.

Outside Service Providers

- Christian Covenant Academy collaborates at the parent's discretion and expense with many outside service providers to best meet the needs of students.
- All outside service providers must be vetted by CCA's Human Resources and follow CCA's professional guidelines.

Academic Integrity

Maintaining academic integrity is of vital importance for Christian Covenant Academy. Students must play an active role in maintaining their own personal academic integrity as well as the integrity of the school. Cheating and plagiarism are unacceptable behaviors that carry severe consequences. In order to discourage plagiarism/cheating, the following steps will be taken:

1. On the first offense, the student will lose credit on the assignment or test and parents/guardians will be notified.
2. On the second offense, the student will lose credit on the assignment or test and the student will serve an In-School Suspension.
3. On the third offense, the student will lose credit on the assignment or test and the student will be recommended for expulsion.

Note that the above steps will apply even if the incidences of cheating/plagiarism occur in different classes and/or different school years.

CHEATING

While the definition of cheating may seem obvious, technological advances have made cheating easier and possibly blurred the line between acceptable and unacceptable behavior.

The following guidelines give a general overview of what constitutes "cheating":

1. Copying, reproducing, or representing any or all of another person's work as your own.
2. Using notes on a quiz or test without the consent of the teacher, including digitized notes being carried in a calculator, cell phone, or electronic device.
3. Sharing any information about an assignment, quiz, or test with students from a different class period. This would also include using camera phones and text messaging to pass information along to another student.
4. Acquiring or using completed and graded assignments, quizzes, or tests from other students or from students from previous years. It is "cheating" to use a sibling's work from a previous school year. Teachers will be encouraged not to reuse the same quizzes and tests repeatedly. Regardless,

possessing past work, quizzes, and tests is defined as “cheating”.

5. Sharing or giving homework to another student.

Receiving “help” from another student is generally unacceptable unless the student providing the assistance is designated as a “tutor” or it is teacher directed collaboration. Teachers will expect that students will only be receiving assistance from teachers, tutors, or parents. Students are only allowed to “work together” on an assignment with the expressed consent of the teacher who gave the assignment.

PLAGIARISM

Plagiarism is simply defined as “claiming another’s work as your own.” Given the easily accessible nature of information (internet, digital libraries, etc.), it has become relatively simple to pass off another person’s work as your own.

The following actions constitute “plagiarism”:

1. Copying verbatim the work of another individual.
2. Copying and pasting sections of work from the internet or another person’s work.
3. Not referencing or citing quoted or paraphrased text in a paper or essay.
4. Using online term papers, book reports, or essays.

Teachers will instruct students on the proper methods of citation and referencing to help avoid plagiarism.

Progress Reporting

Student grades and progress are reported through the school’s student information system, School Cues-SIS. Parents can access grades and quarterly report cards through School Cues-SIS. Hard-copy report cards are only available by request. Quarterly report cards are only available until the next quarterly report card is published.

Explanation of Grading Scale

Kindergarten through Third Grade

- 4 - Highly Proficient: exceeds grade-level expectations; demonstrates an advanced understanding of content knowledge or skills.
- 3 - Proficient: consistently meets grade-level expectations; demonstrates an adequate understanding of content knowledge or skills.
- 2 - Approaching Proficient: occasionally meets grade-level expectations; demonstrates partial understanding of content knowledge or skills.
- 1 - Below Proficient: rarely meets grade-level expectations; demonstrates a minimal understanding of content knowledge or skills.

Fourth – Twelfth Grades

Grades are issued quarterly and are designated as A,B,C,F, and I. They represent academic work as follows:

98-100	A+	Superior and outstanding performance
93-97	A	
90-92	A-	
87-89	B+	Good performance
83-86	B	

80-82	B-	
77-79	C+	Average performance
73-76	C	
70-72	C-	
69 and below	F	Unacceptable performance

I Incomplete*; W Withdrawn; S Satisfactory; U Unsatisfactory; NA Not applicable

(* Incompletes are only given in special circumstances approved by the Principal/Director of Education. Incompletes must be rectified within 10 school days unless extenuating circumstances such as hospitalization.)

Academic Grading Conversion Scale

90 – 100 =	A	4.0
80 – 89 =	B	3.0
75 – 79 =	C	2.0
70 – 74 =	D	1.0
Below 70 =	F	0

Grade Computation Procedures

Grade computations for Christian Covenant Academy Secondary school students will be based upon a weighted system. In all core classes (English, Math, Science, History, Bible), end of year exams may carry a weight of up to 10 percent (10%) of the total grade.

In classes that are performance and/or participation based (Chorus, Art, P.E. and Athletics, etc.), these percentages may not apply.

SECONDARY SCHOOL CLASSIFICATION

Student classification is determined by credits earned.

Freshman: A student begins earning graduation credits.

Sophomore: A student must have earned at least 6 credits

Junior: A student must have earned at least 12 credits.

Senior A student must have earned at least 19 credits.

26 credits are required for graduation.

Students that qualify for Algebra 1 in 8th grade based on classroom performance and end of year testing in 7th grade, may also earn credit for Algebra 1 while in 8th grade. Students receive only one credit for physical education. Physical education credit does not count toward GPA.

Retention

A student who fails a course may be required to repeat the course, attend a summer program approved by the Chief Executive Officer and/or Principal/Director of Education, and/or receive tutoring to strengthen skills prior to being promoted to the next grade. Retention is used only in certain cases, when necessary and appropriate and approved by the Chief Executive Officer and/or Principal/Director of Education.

Parent/Teacher Conferences

There will be two parent-teacher conferences a year; one in the Fall and one in the Spring. Special conferences can be called by the teacher or may be requested by parents.

Standardized Testing

Every April Christian Covenant Academy administers a standardized assessment for Secondary school students. Additionally, the STAR universal assessment for grades K-10 will be given at the beginning, middle, and end of year to monitor student growth and address instruction needs for intervention or extension. Testing results are placed in the cumulative records. Testing is required by administration for all students. For more information on STAR, see: <https://www.renaissance.com/services/parent-resources/assessments-testing/>. The PACT/ACT or SAT will be used for secondary students as well.

Academic Probation

All students will be subject to academic review during their enrollment at Christian Covenant Academy. A minimum average of 70 in each course is expected. Students with averages calculated below 70 in one or more core content courses in a quarter will be placed on academic probation. Students on academic probation may not participate in extracurricular activities and may be assigned any of the following: tutoring, remediation, designated work or make-up days, and/or accountability measures to support executive functioning. If a student remains on academic probation for more than one quarter, CCA reserves the right to unenroll the student at semester and/or not recommend for re-enrollment.

Student Recognition and Awards

Honor Roll (grades 4-12)

Honor Roll will be awarded once per semester. To qualify academically for the honor roll, the following GPA standards apply:

- High Honor Roll – GPA \geq 3.75
- Honor Roll – GPA \geq 3.25

Awards

In addition to the recognition aforementioned, students may be recognized in other ways reflecting the school motto and values of Christian Covenant Academy. This recognition may include but is not limited to the following:

Title of Award	Description / Examples
In His Image	Christ-like behavior, Wisdom, Prayer warrior, Bible Knowledge, Disciple, Spirit filled, Compassionate, Fruits of the Spirit, Servant, Heart for poor, Missions Centered Posture, Lives out the Great Commission
Christian Leadership	Bible honoring Leadership, Worship Leaders, 5 fold Ministry Leader, Integrity, Respect, Responsibility, Love
Excellence	Honor Roll, Improvement, Behavior, Perseverance, Reading Awards, Takes

	initiative, Fine Arts, Sports, Test growth, Athletics Awards, Exceed SMART goal, Debate Champion, Personalized Learning Goals
Service	Serves others, Loves neighbors, Selfless, Cares for community and beyond, Lives on Mission
Lion Award	All around award: In His Image, Arts; Athletics; Academics; Service; Excellence; Christian Leadership

NATIONAL HONOR SOCIETY AND NATIONAL JUNIOR HONOR SOCIETY

Membership in the National Honor Society and the National Junior Honor Society is an honor bestowed by invitation only. The student's GPA determines invitations. A faculty Committee determines final acceptance into the organization. Their decision is based on the student's academic achievement, character, leadership, and service. Students must satisfy the following requirements to be invited for potential membership:

- The student must be a sophomore, junior, or senior.
- The student must be registered and in full-time attendance at CCA for a minimum of one semester.
- The student must have a cumulative GPA of 4.0 or better on a 5.0 scale. Scale available upon request.

After submission of a student profile packet and an interview by the faculty committee, students being accepted into the Honor Society will be notified. An induction ceremony will follow.

COLLEGE VISITS FOR SENIORS AND JUNIORS

Juniors/Seniors will be permitted two days that will be excused to make college visits. These visits should be made prior to May 1 of the school year. To be sure, absence is excused; the following procedures should be followed:

Eligibility Standards [Co-Curricular Participation]

Co-curricular participation is a privilege. Students are expected to maintain academic, attendance, and behavior expectations in order to participate. If a student is placed in ISS (In School Suspension) or suspended from attending school, that student may not participate in a co-curricular event or practice for 24 hrs or as indicated by the Principal/Director of Education.

In order for students to be eligible for school extra-curricular activities, including school trips, they must have at least a '70' in all classes and be in good disciplinary standing. Students who attend extra-curricular school trips that have fees associated must also be current in their financial obligations to Christian Covenant Academy.

Eligibility is checked every Monday. Students are considered ineligible if they have; two or more classes with grades lower than a C, or any failing grade. Students are given until the end of the school day on Wednesday to submit a correction form, signed by their teacher, if they wish to be removed from the ineligible list. Any student who fails to complete a Corrections Form on time, remains ineligible and will be held out of competition Monday through Sunday the following week. The Athletic Director may extend this deadline to accommodate non-student days at his/her discretion. Students MAY NOT participate in athletic practice or games while ineligible. Students who are placed on ineligible status are not eligible for fee refunds.

Late Work Policy

In an effort to teach personal responsibility and progress toward higher education norms, we have adopted a graduated late work policy.

K - 2nd

Students who fail to complete the work will be asked to use class time to complete any missing or incomplete assignments.

3rd - 5th

Late work not caused by absence from school will be subject to academic penalty as determined by the teacher. Any work that is late by one day will be immediately reduced by 10% each day it is late, not to exceed 25% total deduction.

6th - 12th

Late work not caused by absence from school will be subject to academic penalty as determined by the teacher. Any work that is late by one or more days will be immediately reduced by 10% each day it is late. Late work submitted after the 10 day window, will not be eligible for credit and will be permanently recorded as a '0.'

Homework Guiding Statement and Principles

Homework Philosophy

Homework is a way to refine and extend learning into the home setting. What is sent home is a direct reflection of our values as a school. Teachers and parents can both use this powerful instructional tool.

Our homework policy will follow National Guidelines and research based recommendations by researcher Harris Cooper: 10-20 minutes per night in the first grade in addition to twenty minutes of reading, and an additional 10 minutes per grade level thereafter (e.g., 20 minutes for second grade, 80 minutes for eighth). (see *Review of Educational Research*, 2006.) These times will serve as the maximum time for homework per grade. Should your child have excessive amounts of homework, you are encouraged to connect with the teacher to discern time management issues or communicate needs.

Guiding Principles

- Homework should be reflective of personalization and differentiation as reasonable.
- Homework should be relevant and meaningful vs busy work/a chore.
- Homework can be practice such as math School Cues – much like an athlete practices for a game, homework can be used to prepare students for assessments and future learning.
- Homework should not be out of compliance but as an authentically engaging opportunity.
- Reading at home is a school-wide expectation for all students with a minimum of 20 minutes dedicated to Read To, Read With, or Listen To with an opportunity for reflection/retell/discussion.
- Secondary school students will need to read 450 pages per quarter from an assigned genre.
- Homework could be a time to capture real world opportunities such as cooking, creating the weekly family shopping list, writing a letter to Grandma, graphing family exercise or activities, interviewing dad about a topic, etc.

Myths About Homework

- The assignment of homework by teachers or schools is a sign of a rigorous program. (Most homework is low level recall and knowledge level.)
- Good teachers give homework; kids who do homework are good kids.

The Truth About Homework

- Can teach responsibility, but is the homework for ritualized engagement or authentic engagement? Is ritualized engagement or compliance the primary purpose of the homework? If so, I would question the value being taught and reinforced to the student.
- Can be reinforcement and a time for personal reflection.
- Can be family-centered time to explore the daily learning.
- Can be time to work towards a personal goal.
- Can be authentic and engaging if we hit the higher level thinking with the work we are asking the students to do.

Here is a link to some recommended resources and activities that might benefit your student. [Click here.](#)

Test Make-Up Policy

If a student is absent and unaware of a test, he/she will be allowed at least one class period after returning to take a makeup test. If the student was present when the test was announced or posted on School Cues-SIS he/she must take the test(s) the first day back to school. This rule may be amended at teacher discretion.

Secondary School Community Service Requirement

Christian Covenant Academy encourages all students and families to be actively involved in their local community - service is a key component of our vision statement. As such, Secondary school students will be required to complete 10 hours of community service (5 hours on campus, and 5 hours off campus) outside of our regularly scheduled service days. These hours will be logged in the School Cues-SIS portal.

Graduation

Graduating students who have failed one or more core content areas will not participate in graduation unless: all work is completed successfully and submitted to the core content teacher prior to graduation, an alternative plan for gaining credit can be created at the core teacher's discretion, or an Chief Executive Officer approved alternative online class is taken successfully. A student will not participate in graduation if the core content credit is not gained.

Seniors require 26 credits to graduate which begin accruing with 8th grade Algebra. Credits may be given for work programs as well as internships. Students must complete 4 credits in each of the 4 core content areas.

Additionally, students who have major disciplinary violations risk the surrender of their participation in graduation.

Selection of Valedictorian and Salutatorian

All academic classes will be averaged to determine a student's G.P.A, including Fine Arts. Physical Education credits are not counted for G.P.A. Students will be graded on a 4.0 system for regular classes and 5.0 for dual credit courses.

Grades will be weighted to figure the average for these two awards. The scale will begin with 4.0 = 100 and will slide up or down with each point. Dual credits from colleges may receive 5.0. Only academic grades that count toward graduation and dual credits will be averaged. A student must be in attendance at Christian Covenant Academy High School for at least two full consecutive years (including their entire junior and senior years) to qualify for these honors unless a start up year for the campus. Grades from students transferring to CCA will be reviewed and adjusted if necessary to the grading scale at CCA. Students also must be in good

standing behaviorally to be selected. Classes that are designated as “honor classes” will be graded on a 5.0 system. THE CUT OFF DATE FOR DETERMINING THE VALEDICTORIAN AND SALUTATORIAN AWARDS WILL BE AT 4TH QUARTER PROGRESS REPORTS.

Only G.P.A.s that are 3.0 or above will be considered for Valedictorian and Salutatorian. If these averages are not achieved, the award will not be recognized.

A student must be in right standing academically, behaviorally, and in attendance. Student must be on pace in online courses, and have at least 90% attendance.

Athletics Policy

Mission: To develop athletic skills, character, and sportsmanship in a Christ-like manner for the glory of God.

Competitive athletic opportunities for Christian Covenant Academy students begin in Grade 6 at available locations. Christian Covenant Academy will seek out joining local athletic opportunities for private christian schools. Athletics are not part of the tuition structure and, as such, the athletics program is a 100% fee-based program. All fees are used to pay program costs including: referees, uniforms, coaching stipends, equipment, and awards. As with all other schools in our conference, homeschool players are welcome to attend and participate. Christian Covenant Academy Athletics is a developmental program - meaning we don't make cuts. It is our goal to place students on teams best suited to their development. Both A Team and B Team programs are dependent on the number of total participants and location specific availability.

When CCA is unable to provide athletics for enrolled students, CCA will engage with either local private or public schools to partner in student participation as possible.

It is expected that all students, parents, and athletic event attendees follow the league's expectations of sportsmanship. Failure to do so may require removal from current and future athletic events.

PHYSICAL EDUCATION POLICY

Students at CCA may earn physical education credits in the following ways:

- Be enrolled in P.E. class.
- Athletes in grades 9-12 participating in the CCA or local sports program earn .5 credits per semester for physical education. Coaches are in attendance and grades are issued by the head coach.

If ineligible, athletes must come to daily practices and games to earn P.E. credits. Students will be allowed to attend tutoring if offered but must bring a signed note from the teacher to the coach so that credit may be earned.

Any outside equivalent must be preapproved by Administration and be at least 90 hours per semester.

Verification of participation must be signed by instructor or coach (this includes club sports).

Students may earn a maximum of 1.0 units of physical education credit towards graduation.

Highly Qualified and Accredited Instructional Staff

Christian Covenant Academy will be seeking accreditation by Christian Schools International. All of our instructional staff must be degreed teachers who have to maintain both Biblical Studies and Instruction Methods Continuing Education Classes in addition to their personal involvement, attendance, and tithing to an Evangelical Church as part of their personal accreditation requirements.

Teacher Professional Growth and Learning

The purpose of the teacher evaluation and feedback system is to support positive growth and development amongst the Christian Covenant Academy staff to better meet the instructional and spiritual needs of students.

All staff will:

1. Participate in staff wide prayer and devotionals weekly
2. Actively participate in all campus professional development, peer observations, and peer exchanges.
3. Self-evaluate according to the Christian Covenant Academy staff evaluation rubric.
4. Create a professional growth plan proposing 2 primary goals aligned to Christian Covenant Academy annual goals and personal growth needs identified in the self-evaluation to support ongoing professional development to provide the highest quality instruction at Christian Covenant Academy
5. Participate in at least 2 informal walkthroughs and 1 formal observation with reflective feedback
6. Collaboratively create a body of evidence illustrating instructional practice and growth
7. Participate in reflective feedback sessions with the Principal/Director of Education and/or Chief Executive Officer
8. Participate in a summative review and growth analysis based on the CCA evaluation model
9. Review final evaluation rating and set goals for continued growth
10. Maintain documentation and continuing education for CSI Certification and/or State Certification

Christian Covenant Academy Advisory Committee (CCAAC)

The CCA Advisory Committee (CCAAC) consists of a cross section of staff to support the Director of Education/Principal in establishing campus goals, systems, policies, curriculum tools, and desired outcomes for Christian Covenant Academy. The CCAAC works closely with the Director of Education/Principal to create a clear vision, pathway, and accountability system for the work for the school year. Our broad goals for Christian Covenant Academy are:

- I. Design and finalize a dynamic Christian curriculum aligned to the mission and vision of Christian Covenant Academy
- II. Implement core values across all settings.
- III. Cultivate and maintain partnerships with churches, communities, families, and staff to multiply schools.
- IV. Implement an exemplary safety and security plan.
- V. Serve each partner community through humble acts of service.
- VI. Strengthen financial health through targeted fundraising.

Professional Learning Communities (PLC)

Throughout the school year, teachers will participate in PLC's which provide staff development and an opportunity for teams to work collaboratively to achieve common goals. PLC work will ensure that we are collaborative and focused during planning and that staff development, planning, assessments, and instruction are aligned with our core values and instruction of the CCA curriculum with fidelity. PLC's will offer teachers the opportunity to review data, calibrate rubrics and grading expectations, collaborate on planning, and design differentiated instruction in addition to learning new strategies.

8 VOLUNTEER SCHOOL SERVICE PROGRAM

40 HOUR REQUIREMENT

Christian Covenant Academy requires families to contribute 40 hours of school service each year as agreed to in the Volunteer Service/Fee Agreement signed and submitted with their enrollment application. Christian Covenant Academy greatly depends upon parent and community volunteers to enhance and facilitate each child's education. Some volunteer opportunities are a one-time commitment and others are ongoing. (Half day Transitional Kindergarten and Kindergarten parents are required to do only 20 hours of volunteer service.)

Many projects can be done at home to accommodate busy parents' work schedules. The main goal of the volunteer school service program at school is for us to get to know you better. We love having our parents here and your students will love seeing you helping their school.

Make sure that the person you are coming in to help knows that you are coming so that they will have planned things for you to do. Volunteers are to refrain from bringing their other children into the classroom so as to protect the integrity of the learning environment.

Volunteer Options

- Lead/participate Parents in Prayer for the School
- Lead/participate in Care Team
- Lead/participate in Yearbook Committee
- Support Chapels
- Lead/participate in PCO
- Lead/support Fundraising Events
- Lead/participate in security team
- Support classroom small group instruction
- Support Recess
- Lead/support lunch coordination
- Teacher support
- Net promoter for school
- Provide music for events
- Donate food/items for events

WHAT IF I CAN'T VOLUNTEER?

Christian Covenant Academy understands that life has its challenges. At the same time, by looking at the opportunities available, we are confident that some contribution can be made by all families. Still, exemptions are possible. Please see the school entry with questions or contact the Director or Education/Principal/Lead Teacher.

VOLUNTEER CODE OF ETHICS

The help and assistance that volunteers provide is very much appreciated and ultimately benefits our children. We thank you very much for the wonderful work that you do with our students and for the tasks that you perform which make our jobs in the educational professions that much easier. We love to have you!

A volunteer:

- Agrees to abide by and support the Christian Covenant Academy statement of Faith.
- Agrees to and follows all confidentiality and FERPA regulations. Click here for a link to [FERPA law](#).
- Helps to create a positive climate and supports the faculty, administration, and staff by following school-wide and classroom regulations.
- Is in the school to increase student confidence and strive to bolster each student's self-esteem.
- Deals impartially and fairly with students regardless of differences in background and nationality, intelligence, physical ability, or emotional maturity.
- Remembers that direct communication with parents about a child's schoolwork is the responsibility of the school's professional staff, and thus, refers parents to the appropriate teacher.
- Consults with the supervising teacher at appointed times so as not to interrupt the instructor's schedule. Follows school procedures for setting up a conference with own child's teacher and discuss own concerns at an appropriate and convenient time, pre-arranged with the teacher.
- Agrees to abide by the —two adult rule and will never be alone with a child without another adult or witness. Groups of students with an adult constitute witness and as such are acceptable for individual adult interaction.

As a part-time volunteer, one's view of classroom events is a partial one, and as such, perceptions may be incomplete. If a volunteer has concerns about any aspect of classroom events, they should start by talking directly and privately to the teacher. If concerns persist, contacting the Director of Education/Principal/Lead Teacher is then appropriate.

As professionals, we respect the privacy and confidential nature of significant information regarding our students' written records, behavioral matters, and special circumstances; these are considered internal, private, and confidential. At times, when we open our classrooms and offices to volunteers, such information may become known, and we have to rely on the integrity and good judgment of our volunteers to keep such knowledge private. Please do your part:

- When asked in good faith about a student's problems or progress, you must refer all such questions to authorized school personnel. You may not share information about a student even with members of your own family or the student's family.
- You may not share information about a student even with others who are generally interested and care for the student such as a pastor, nurse, scout leader, youth leader, etc. A grave medical emergency would be the only exception.
- Each student with whom you work has the right to expect that nothing that happens to or about him or her will be repeated to anyone other than authorized school employees. Even school employees should only be given information that is relevant to the student's educational and spiritual growth, safety, or well-being.

Thank you for respecting our code of ethics, and thank you for being a volunteer!

9 OTHER POLICIES

Emergency Response Guide

As part of staff development time at the beginning of the school year, teachers are trained in the Christian Covenant Academy Emergency Response Guide (ERG). Staff members will also receive an ERG booklet that is to be reviewed monthly and to be kept in an easily accessible location.

Our goal is to conduct a Safety drill once a month for fire evacuation, a lockdown drill each quarter, a shelter in place (tornado drill) each quarter, and annually an evacuation drill. It is recommended that the different types of drills be practiced in each classroom with students throughout the school year. Classroom teachers must include emergency response items in their sub folders.

In the event of an emergency on CCA's campus, the recommendations in the ERG can be of assistance.

Concealed Carry Policy

Christian Covenant Academy believes in and supports the 2nd Amendment and the right to carry weapons. At the same time, Christian Covenant Academy desires to protect the entire Christian Covenant Academy family to include students, staff, and parents. Trying to balance these two desires, we ask that you not carry weapons (concealed or open) in the school or to/on school required events/trips. This includes any vehicle or when you are in the presence of Christian Covenant Academy children other than your own and Christian Covenant Academy personnel. The exceptions to this policy apply to law enforcement personnel, the Security Team, and a small number of staff who will be permitted to carry based upon interviews with the Christian Covenant Academy Chief Executive Officer and Christian Covenant Academy Security Staff Retired Trooper Greg Trojacek. In those rare exceptions, staff will be required to participate in frequent meetings for instruction/oversight. Requests for exception to this policy must go through the Chief Executive Officer and Security.

Non-Discriminatory Policy

Christian Covenant Academy admits students of any race, color, national and ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, athletic and other school administered programs, nor in the hiring of faculty or administrative staff. The school does reserve the right to enroll and maintain enrollment of students selectively to ensure that the student can profit from our program using a Bible-based curriculum.

Asbestos Notification

CCA is required by the state of Texas to notify parents and employees of the availability of an Asbestos Management Plan (AMP) when in place.

Family Educational Rights and Privacy Act (FERPA):

School law enforcement unit officials who are employed by the school should be designated in its FERPA notification as school officials with a legitimate educational interest. As such, they may be given access to

personally identifiable information from the student's educational records. The school's law enforcement unit officials must protect the privacy of educational records it receives and may disclose them only in compliance with FERPA. For that reason, it is advisable that law enforcement unit records be maintained separately from educational records.

Under FERPA, investigative reports and other records created and maintained by these law enforcement units are not considered education records subject to FERPA. Accordingly, schools may disclose any information from law enforcement unit records to anyone, including outside law enforcement authorities, without parental consent [34 CFR 99.8]

The Safety and Security Department of CCA Christian School will act as —law enforcement unit officials for Christian Covenant Academy.

Holidays and Classroom Parties

Various room parties are held during the year (Christmas, Resurrection Sunday, End of Year). Room parents will help organize and conduct them. Classroom teachers will need to facilitate the communication between themselves, their assigned room parent, and all other parents regarding your grade levels events and parties.

Fictional characters being taught as real causes confusion in children. CCA will not allow the teaching of false truths in the classroom ie Easter Bunny, Santa, Tooth Fairy, etc. A great resource is Mama Bear Apologetics. Let's ensure we are not creating confusion in our children over who is watching over them, who is real and who is not.

Employees may not celebrate certain holidays in the classroom or school including Halloween, solstice, etc. The CCA schools will be free of instruction and celebrations that include dark characters such as witches, vampires, zombies, etc. If a partner church chooses to host events like fall festivals, teachers may participate on their own time but should refrain from dark characters.

During Christmas, the use of Santa and elves will not be permitted. CCA schools will not provide confusing indoctrination to children. We will celebrate the birth of our savior and the giving of gifts as the wise men gave gifts.

During Resurrection events, no bunny will be allowed nor references to a mythological bunny.

10 APPENDICES

Appendix A - CCA Uniform Pictorial Guide



3
PACK



See all 4 colors



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French Toast offers multiple packs at a cost savings. Just stick to the school approved colors when bulk ordering. <https://www.frenchtoast.com/>

Appendix B - Technology Use Agreement

Student Acceptable Use Agreement (SAUA), and Google Suite for Education User and Consent Agreements

Christian Covenant Academy Student Acceptable Use Agreement (SAUA) Consent Form

For Information Technology (IT) and Networked Resources 2024-2025 school year

General Information: In support of our educational mission, Christian Covenant Academy may provide IT, computers of various kinds, networks, Internet access, and electronic mail accounts, and various peripherals (printers, headsets, mice, etc.), to our students and staff to promote educational excellence, student achievement, and biblical stewardship. It is our goal to successfully equip and encourage students in 21st century learning skills so that they may efficiently use technology in ways that honor God and serve others. Christian Covenant Academy teachers and staff will make every effort to ensure that students use IT resources responsibly. Specific resources may include access to/use of Accelerated Reader, Typing Pal, Common Sense Media, G Suite accounts and resources, Microsoft, School Cues-SIS, and many other programs and resources. Parents and the students themselves are ultimately responsible for behavior and use of IT resources especially outside school hours. Periodically, the school will require that consent forms be updated and signed by parents and students to verify continued use of Christian Covenant Academy IT. This form must be signed by a parent (and each student grade 4 and above) to allow continued access to Christian Covenant Academy IT resources.

These basic guidelines are provided so that you are aware of the responsibilities you are about to assume. If a user violates any of these provisions, his/her account may be suspended or terminated and future access may be denied. Possible disciplinary action may also result. If possible criminal activity is discovered, the proper authorities will be notified. Disciplinary action for students will be in accordance with existing discipline policies and may include suspension and/or expulsion. The signature(s) at the end of this document indicate(s) the party /parties who signed this agreement has/have read the terms and conditions carefully, understand(s) their significance, and agree(s) to fully comply with them. CIPA, COPPA, and FERPA compliance is discussed in the Christian Covenant Academy G Suite UA.

User Guidelines

1. Use of all technology resources at Christian Covenant Academy must be in support of the school educational objectives. Transmission of any material in violation of any federal or state law or regulation is prohibited. Use for commercial activities is prohibited unless prior written consent from the Christian Covenant Academy has been granted. In addition to these guidelines, guidelines in the school handbook, from teachers, and procedures for specific devices may apply to users relating to technology resources.
2. Christian Covenant Academy does not represent or warrant that the functions of the system will meet any specific requirements or that it will be error free or uninterrupted; nor shall it be liable for any direct or indirect, incidental, or consequential damages (including lost data and information) sustained or incurred in connection with the use, operation or inability to use the system.
3. The user acknowledges that not all student access to the Internet can or will be supervised, however any action by a user that is determined by Christian Covenant Academy to constitute an inappropriate use of Christian Covenant Academy resources or to improperly restrict or inhibit other members from using Christian Covenant Academy resources is strictly prohibited and may result in termination of privileges and/or disciplinary action. The user specifically agrees not to access, submit, publish, display or print using Christian Covenant Academy resources any defamatory, inaccurate, abusive, obscene, profane, sexually oriented, threatening, ethnically offensive or illegal material. The user further agrees to use Christian Covenant Academy resources in accordance with all copyright laws. Copying, saving or redistributing copyrighted material is not allowed and users should assume material is copyrighted unless explicitly notified otherwise.
4. Christian Covenant Academy attempts to provide filtered Internet access through a third party vendor. However Christian Covenant Academy does not and cannot absolutely control Internet content or access thereto. Some Internet content may be deemed offensive. The school shall not be responsible for any material

or information accessed on the Internet by any user and shall not be responsible for the impact or effect of the information on the user. Use of any information obtained via Christian Covenant Academy resources is at the user's own risk.

Christian Covenant Academy specifically denies any responsibility for the accuracy or quality of information obtained through Christian Covenant Academy resources, and it exercises limited control over the content of the information residing on or passing through the system. Products or services may not be purchased through Christian Covenant Academy resources. Files stored on school servers, electronic mail, and the uses of Christian Covenant Academy resources are not private, and may be subject to inspection and/or monitoring. The school may publish student work and photos (see details under Christian Covenant Academy G Suite UA).

5. Miscellaneous prohibited activity includes but is not limited to:

- Using any camera for inappropriate pictures or movies or for capturing someone without their knowledge.
- Intentionally visiting websites with inappropriate content or impersonating someone else online
- Accessing another student's account, sending email from another account, or altering another student's work.
- Using another student's assigned or owned device or computer without teacher permission.

6. Vandalism shall result in cancellation of privileges. Vandalism includes any malicious attempt to harm, destroy alter data associated with Christian Covenant Academy resources, or **to alter system settings**. Attempts to access restricted data may result in termination of privileges and/or disciplinary action. Christian Covenant Academy IT administrators and authorities reserve the right to monitor any and all activity on the system. Users are expected to properly handle, store, and protect all IT resources including using clean hands and isolating use from **all** foods and liquids.

If any electronic device is being used by a student on school property (personal or school owned) and it is suspected that the use is either in conflict with the school user agreements for technology or illegal, the device may be confiscated immediately, put in airplane mode, and turned over to school authorities and/or law enforcement.

Google Suite for Education

At Christian Covenant Academy, we use G Suite for Education, and we are seeking your permission to provide and manage a G Suite for Education account for your child. G Suite for Education is a set of education productivity tools from Google, including Gmail, Calendar, Docs, Classroom, and more used by tens of millions of students and teachers around the world. At Christian Covenant Academy, students will use their G Suite accounts to complete assignments, communicate with their teachers, sign into their Chromebooks, and learn 21st century digital citizenship skills.

The notice below provides answers to common questions about what Google can and can't do with your child's personal information, including:

What personal information does Google collect?

How does Google use this information?

Will Google disclose my child's personal information?

Does Google use student personal information for users in K-12 schools to target advertising?

Can my child share information with others using the G Suite for Education account?

G Suite for Education Notice to Parents and Guardians

This notice describes the personal information we provide to Google for these accounts and how Google collects, uses, and discloses personal information from students in connection with these accounts. Using their G Suite for Education accounts, students may access and use the following “Core Services” offered by Google (described at https://gsuite.google.com/terms/user_features.html):

- Gmail
- Google+
- Calendar
- Chrome Sync
- Classroom
- Cloud Search
- Contacts
- Docs, Sheets, Slides, Forms
- Drive
- Groups
- Hangouts, Hangouts Chat, Hangouts Meet, Google Talk
- Jamboard
- Keep
- Sites
- Vault

In addition, we also allow students to access certain other Google services with their G Suite for Education accounts. Specifically, your child may have access to the following “Additional Services”:

- YouTube
- Blogger
- Google Maps.

Google provides information about the information it collects, as well as how it uses and discloses the information it collects from G Suite for Education accounts in its G Suite for Education Privacy Notice. You can read that notice online at https://gsuite.google.com/terms/education_privacy.html You should review this information in its entirety, but below are answers to some common questions:

What personal information does Google collect?

When creating a student account, Christian Covenant Academy may provide Google with certain personal information about the student, including, for example, a name, email address, and password. Google may also collect personal information directly from students, such as telephone number for account recovery or a profile photo added to the G Suite for Education account.

When a student uses Google services, Google also collects information based on the use of those services. This includes:

- device information, such as the hardware model, operating system version, unique device identifiers, and mobile network information including phone number;
- log information, including details of how a user used Google services, device event information, and the user's Internet protocol (IP) address;
- location information, as determined by various technologies including IP address, GPS, and other sensors;
- unique application numbers, such as application version number; and

cookies or similar technologies which are used to collect and store information about a browser or device, such as preferred language and other settings.

How does Google use this information?

In G Suite for Education Core Services, Google uses student personal information to provide, maintain, and protect the services. Google does not serve ads in the Core Services or use personal information collected in the Core Services for advertising purposes.

In Google Additional Services, Google uses the information collected from all Additional Services to provide, maintain, protect and improve them, to develop new ones, and to protect Google and its users. Google may also use this information to offer tailored content, such as more relevant search results. Google may combine personal information from one service with information, including personal information, from other Google services.

Does Google use student personal information for users in K-12 schools to target advertising?

No. For G Suite for Education users in primary and secondary (K-12) schools, Google does not use any user personal information (or any information associated with a G Suite for Education Account) to target ads, whether in Core Services or in other Additional Services accessed while using a G Suite for Education account.

Can my child share information with others using the G Suite for Education account?

We may allow students to access Google services such as Google Docs and Sites, which include features where users can share information with others or publicly. When users share information publicly, it may be indexable by search engines, including Google.

Will Google disclose my child's personal information?

Google will not share personal information with companies, organizations and individuals outside of Google unless one of the following circumstances applies:

With parental or guardian consent. Google will share personal information with companies, organizations or individuals outside of Google when it has parents' consent (for users below the age of consent), which may be obtained through G Suite for Education schools.

With Christian Covenant Academy. G Suite for Education accounts, because they are school-managed accounts, give administrators access to information stored in them.

For external processing. Google may provide personal information to affiliates or other trusted businesses or persons to process it for Google, based on Google's instructions and in compliance with the G Suite for Education privacy notice and any other appropriate confidentiality and security measures.

For legal reasons. Google will share personal information with companies, organizations or individuals outside of Google if it has a good-faith belief that access, use, preservation or disclosure of the information is reasonably necessary to:

meet any applicable law, regulation, legal process or enforceable governmental request.

enforce applicable Terms of Service, including investigation of potential violations.

detect, prevent, or otherwise address fraud, security or technical issues.

protect against harm to the rights, property or safety of Google, Google users or the public as required or permitted by law.

Google also shares non-personal information -- such as trends about the use of its services -- publicly and with its partners.

What choices do I have as a parent or guardian?

First, you can consent to the collection and use of your child's information by Google. If you don't provide your consent, we will not create a G Suite for Education account for your child, and Google will not collect or use your child's information as described in this notice.

If you consent to your child's use of G Suite for Education, you can access or request deletion of your child's G Suite for Education account by contacting Christian Covenant Academy - IT at helpdesk@christiancovenantacademy.org . If you wish to stop any further collection or use of your child's information, you can request that we use the service controls available to limit your child's access to features or services, or delete your child's account entirely. You and your child can also visit <https://myaccount.google.com> while signed in to the G Suite for Education account to view and manage the personal information and settings of the account.

What if I have more questions or would like to read further?

If you have questions about our use of Google's G Suite for Education accounts or the choices available to you, please contact Christian Covenant Academy - IT at helpdesk@christiancovenantacademy.org . If you want to learn more about how Google collects, uses, and discloses personal information to provide services to us, please review the [G Suite for Education Privacy Center](https://www.google.com/edu/trust/) (at <https://www.google.com/edu/trust/>), the [G Suite for Education Privacy Notice](https://gsuite.google.com/terms/education_privacy.html) (at https://gsuite.google.com/terms/education_privacy.html), and the [Google Privacy Policy](https://www.google.com/intl/en/policies/privacy/) (at <https://www.google.com/intl/en/policies/privacy/>).

The Core G Suite for Education services are provided to us under [Google's Apps for Education agreement](https://www.google.com/apps/intl/en/terms/education_terms.html) (at https://www.google.com/apps/intl/en/terms/education_terms.html)

Acceptable Use (Privacy and Safety) GSFE is primarily for educational use. Students may use GSFE for personal use subject to the restrictions below and additional school rules and policies that may apply.

Privacy – The Christian Covenant Academy Google Ed administrator will have access to student accounts, including email for monitoring purposes. If a situation warrants, access may also be granted to other school staff and the parents of that student. Students should have no expectation of privacy on the GSFE system.

Limited personal use - Students may use GSFE tools for personal projects but may not use them for:

- o Unlawful activities and/or threatening another person
- o Commercial purposes (running a business or trying to make money)
- o Personal financial gain (running a web site to sell things)
- o Inappropriate sexual or other offensive content
- o Misrepresentation of Christian Covenant Academy, staff or students. Apps, sites, email, and groups are not public forums. They are extensions of classroom spaces where student free speech rights may be limited.

Safety

- o Students may not post personal contact information about themselves or other people. That includes last names, addresses and phone numbers.
- o Students agree not to meet with someone met online without their parent's approval and participation.
- o Students will tell their teacher or other responsible school employee any message they receive that is inappropriate or makes them feel uncomfortable.
- o Students are responsible for the use of their individual account and should take all reasonable precautions to prevent others from using their account. A user should never provide his/her password to another person.

Access Restriction - Due Process

Access to Google Suite for Education, as with use of any school provided technology resource, or the ability to use a personal device (i.e. iPad, laptop, phone) at school, is considered a privilege accorded at the discretion

of the school. The school maintains the right to immediately withdraw the access and use of GSFE when there is reason to believe that violations of law or school policies have occurred. In such cases, the alleged violation will be referred to school authorities for further investigation and account restoration, suspension, or termination. As a party of the Agreement with Google, Christian Covenant Academy also reserves the right to immediately suspend any user account suspected of inappropriate use. Pending review, a user account may be terminated as part of such action.

Consumer Safety (Advice for Students and Parents)

Don't get scammed. Crooks are good at fooling people. They create fake emails and web pages that look real in a practice called phishing. Don't trust links or web pages sent by email. Instead, open a new browser window and type in the address yourself.

Don't get spammed. Spam is unwanted advertising sent by email. Never reply to spam and never do business with a company that sends spam. Use the "report spam" button to get rid of spam.

Digital Citizenship (Advice for All)

Treat others well. It hurts to get a mean email just like it hurts when someone is mean in the school hallway. When using email or making a post on a forum or web page, be kind and follow the principles in Mark 12:31. *"The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these."* Many people are able to see what you write so think before you type. Be careful with what you say about others and yourself.

Respect the rights of copyright owners. Copyright infringement occurs when an individual reproduces a work without permission that is protected by a copyright. If a work contains language that specifies acceptable use of that work, the user should follow the expressed requirements. If the user is unsure whether or not they can use a work, they should request permission from the copyright owner.

Students have First Amendment rights to free speech. Your rights can be limited in school, though. If you post something via email or on a school web page that disturbs the learning environment in your school, your right of speech may be limited. School websites, email, and groups are for educational use and are not considered public forums for debating ideas. This means that a school has the right to limit student speech that disturbs the learning process in these areas.

These are the laws and policies that help to protect our students online: **Child Internet Protection Act (CIPA)** The school is required by CIPA to have technology measures and policies in place that protect students from harmful materials including those that are obscene and pornographic. This means that student email is filtered. Mail containing harmful content from inappropriate sites will be blocked. -- CIPA -

<http://fcc.gov/cgb/consumerSchool Cues/cipa.html> **Children's Online Privacy Protection Act (COPPA)** COPPA applies to commercial companies and limits their ability to collect personal information from children under 13. By default, Google advertising is turned off for GSFE users. No personal student information is collected for commercial purposes. This permission form allows the school to act as an agent for parents in the collection of information within the school context. The school's use of student information is solely for education purposes. -- COPPA - <http://www.ftc.gov/privacy/coppafaqs.shtm> **Family Educational Rights and Privacy Act (FERPA)** FERPA protects the privacy of student education records and gives parents rights to review student records. Under FERPA, schools may disclose directory information (name, phone, address, grade level, etc...) but parents may request that the school not disclose this information.

The school may publish student work and photos for public viewing with restricted personal information. Parents may request that photos, names and general information about their children not be published. Parents have the right at any time to investigate the contents of their child's email and GSFE files.

FERPA - <http://www2.ed.gov/policy/gen/guid/fpco/ferpa>. Google Ed may collect some personal information from students based upon student activity for the use and benefit of the school, and for no other commercial purpose.

Appendix C - 1 to 1 Chromebook Policy (Grades 4th - 12th) when Available per location

Whereas, it is our goal to successfully equip and encourage students in 21st century learning skills so that they may efficiently and responsibly use technology in ways that honor God and serve others. And, whereas there is a high demand for internet equipped devices to be used for research and data processing in the 21st century classroom environment; the following proposal/ guidelines are suggested to meet the needs and manage the behavior of students' electronic device usage in our 1 to 1 Chromebook program.

Expectations:

- Students will be assigned a Chromebook at the start of the school year. The student accepts responsibility for proper care and use of the device during the school day. The student will sign an agreement stating that they understand and accept this responsibility. The agreement can be found [here](#).
- All devices will be stored in the designated Chromebook cart and must be returned to the cart by the end of each school day. Devices should be plugged in and charging when not in use.
- Students with 1:1 devices will only use the device that is assigned to them and not use or borrow another student's device. In the event that the assigned Chromebook is missing, the student will report it to the school's Educational Technologist.
- Devices are not to be used for personal e-mail, social media, texting, etc., but only for school designated purposes.

Appendix D - Volunteer Confidentiality Agreement

Volunteer Confidentiality & Non-Disclosure Agreement

This is an Agreement between _____ (“You”) and Christian Covenant Academy (“School”). The Agreement should be signed and filed with the school entry prior to your first day of volunteering.

As a volunteer with the School, You will often have access to and gain knowledge of confidential and proprietary information belonging to the School and regarding other people’s children. The term “Confidential Information” is defined below, but in general, it refers to any information related to the School including student information which is not known to the general public.

As an express condition precedent to your volunteering, You are required to agree to comply with the terms of this Agreement.

Therefore, intending to be legally bound, You agree to the following:

1. **Term of Agreement.** This Agreement is effective on the Effective Date, and shall remain in effect throughout the current school year. Certain provisions of this Agreement will continue beyond your term of volunteering.

2. **Confidential Information Defined.** As used in this Agreement, “Confidential Information” means confidential and/or proprietary information which is disclosed to You or which You otherwise learn of during the course of or as the direct or indirect result of your volunteering with the School. Confidential Information is information not generally known to the public or to others who could obtain economic value from their disclosure or use of the Information. All information related to the School which You gain during the time of your volunteering should be deemed confidential, unless clearly identified to be non-confidential. Any and all student performance information including discipline, grades, growth or instruction needs are confidential. Per FERPA law.

A. Confidential Information includes all proprietary technical, financial, parent/student, business or other information owned by or licensed to the School or any of its clients, customers, or vendors, including by way of illustration, but not limitation, parent/student lists, student data, student grades, student discipline, computerized data, maps, written material, drawings, photographs, organization charts, advertising materials, financial records and reports of the School or any enterprise affiliated with the School, and performance information.

B. Confidential Information includes all information that should reasonably be understood by You because of legends or other markings, the circumstances of disclosure, or the nature of the information itself, to be Confidential Information, regardless of whether such information is marked “Confidential.” All information gained during the course of your volunteering should be presumed confidential unless the information is clearly identified otherwise or the circumstances of disclosure demonstrate it not to be confidential.

C. Confidential Information includes, without limitation, Information which is made, written, discussed, developed, secured, obtained or learned (a) solely or jointly with others, (b) during the usual hours of the school day or otherwise, (c) at the request and upon the suggestion of the School or otherwise, (d) with the School’s materials, tools, instruments, or (e) on the School’s premises or otherwise.

3. **Return of Confidential Information.** You agree to promptly return all Confidential Information to the School upon the School’s request.

4. **Compliance with Rules.** You agree to comply with all reasonable rules established from time to time by the School for the protection of Confidential Information.

5. **Disclosure to the Company of Confidential Information.** You agree to promptly and fully disclose to the School any Confidential Information that You design, create, or develop, including, without limitation, any Information which is patentable or subject to copyright protection or which may be protected as a trade secret.

6. **Disclosure to the Government.** You are permitted by federal law to disclose Confidential Information *if You do so in complete confidence*, either directly or indirectly, to a *federal, state, or local government official or to an attorney*. Such disclosure is permitted, however, solely (i) for the purpose of reporting or investigating a suspected violation of applicable law; or (ii) in the context of a complaint or other document *filed under seal* in a lawsuit or other proceeding. This includes reports to Child Protective Services.

Appendix E - Christian Covenant Academy Homeschool Program

Mission

Building K-12 Homeschool family partnerships with the Christian Covenant Academy community to support the body of Christ through developing spiritual, educational, social, and athletic based relationships for all.

Homeschool Programs

There are two partnership tracks for K-12 homeschool families: Immersion or a 1 day enrichment program meeting weekly on Wednesdays, excluding school holidays. The Immersion Track allows families to select one or more core content subjects integrated with Christian Covenant Academy students. The Enrichment Track provides a half day or full day option to engage with peers in a variety of Christ-centered opportunities.

Homeschool Policy

All add on options are based on availability of open student positions per grade level (classroom is not at capacity) and course offerings per year.

The umbrella program will provide mandatory reporting to the home school district and the Texas Education Agency.

Homeschool families participating in any of the above services:

- Must submit an application and all current assessment data.
- Must sign the Parent/Student Handbook, Statement of Faith, all other forms in the enrollment and application process, and successfully complete a background check.
- Will pay a semester enrollment fee to engage in program options through Christian Covenant Academy.
- Will commit for one semester.
- Must participate in literacy and/or math assessment prior to admission into a core classroom program option for appropriate placement.
- Must be in uniform for all school activities which includes solid colored pants, plaid jumper, skorts and a solid polo shirt.
- Must, as a parent, volunteer 5 hours per semester or pay volunteer fee.
- May participate in Secondary School Service Learning Days.
- Must participate in school fundraisers by raising funds in order to attend PCO community events such as Father/Daughter Dance, Mother/Son Event, Family Community Nights, etc.
- Will file a notification of intent to homeschool with the details of the established home-based education program with the school district in which they reside.
- If a family chooses to participate in a school field trip, then they will pay the organizing teacher per the field trip communication given to all families.

Athletic Participation:

- Must be a member of the full day homeschool program; may not displace a full time student; must attend all practices; must pay all athletic fees; must be in good academic standing according to homeschool grade reports.

Homeschool Coordinator will be determined by location. Should you wish to volunteer for this role, please contact Chief Executive Officer: Michelle Davis (michelle.davis@christiancovenantacademy.org)

Appendix G - Continual Enrollment Agreement

Christian Covenant Academy

Continual Enrollment Agreement

Please carefully review this Continual Enrollment Agreement, as your electronic signature will confirm your commitment to having your child continually enrolled at Christian Covenant Academy. This Agreement applies to the 2024-25 academic year and shall automatically renew for each successive academic year until your child has graduated from Christian Covenant Academy. This Agreement will remain in force unless it is terminated by Christian Covenant Academy, which may occur at any time and for any reason, or until written notice from the undersigned. If you choose to terminate this Agreement, your written notice must be received on or before February 1 of the current academic year to avoid all financial penalties. If you withdraw your child for any reason after the February 1 deadline, you, the undersigned, agree to pay the full tuition for the 2024-25 school year.

1. I recognize that Christian Covenant Academy, may not be open on all dates outlined in its calendar for reasons including, but not limited to, weather and/or the inability to use facilities. There will be no deduction in tuition for early withdrawals, snow days, breaks, holidays, illnesses, or absences.
2. My interaction with school personnel will be conducted at all times in a manner pleasing to Christ. Degrading remarks, cursing, name-calling, threats, or intimidation will not be tolerated, and may result in the School disenrolling the student and terminating this Agt, which it may do in its sole discretion at any time and for any reason.
3. I agree to pay all tuition and fees for my child in accordance with the Tuition & Fees Schedule. I realize the entire school year's tuition must be paid or completed per my School Cues Agreement by June 30th of the school year.
4. I understand I must be in "good standing" with the School for my child to remain enrolled. "Good standing" means my financial account is current and unresolved matters are being addressed.
5. I agree to invest 40 hours of volunteer service at the School. I understand that I have a choice to opt out of this service and pay a volunteer service fee of \$400.00. Partial completion will result in a prorated fee at the discretion of the administration. Donations to the School are not allowed to offset the volunteer service fee.
6. I have read and agree to abide by and uphold the PK-12 Parent-Student Handbook and each addendum.
7. WITHDRAWAL/REFUND POLICY:
 1. Any withdrawal occurring after February 1 DOES NOT relieve the enrolling parent or legal guardian (undersigned) of the responsibility of making all tuition payments for the entire school year.
 2. Should a student be expelled from the School, the enrolling parent or guardian (undersigned) shall remain responsible for payment of tuition and fees for the entire school year.
 3. Registration and all other school fees are non-refundable.
8. PAST DUE ACCOUNTS/LATE AND INSUFFICIENT FEES:

1. Tuition payment is due and payable as outlined in the School Cues Management Agreement. Refer to your School Cues Management Agreement for all fees assessed by School Cues for returned transactions.
2. Any returned check written to Christian Covenant Academy for a second deposit or for insufficient funds will be subject to a return fee of \$40.00 by the School.
3. Delinquent accounts that are more than two months in arrears will be subject to a \$50.00 late fee and may impact a student's ability to remain in school.
4. Families who are experiencing financial difficulties should contact the accounting office or Chief Executive Officer proactively to make arrangements.

My signature below confirms that I have read this Agreement and accept its terms and conditions. I further attest that I am the responsible party and have full authority as parent or legal guardian of this student to enter this Agreement.

Appendix H - Waiver and Indemnity

In the acceptance of my child as a student at CCA, and having satisfied myself that supervision and attention to safety are prudent and reasonable, I agree to indemnify, defend, and hold harmless CCA and its agents, employees, and representatives against any and all actions, claims, costs, expenses, and damages of any kind (including legal fees), made by me, my spouse, or the legal guardian of the child on behalf of the child arising out of any school activities, including transportation to and from those activities. I understand that my child may incur personal injury or bodily harm while participating in school sponsored activities.

Activities Release: I hereby permit CCA and/or its agents to take my child to functions, lunches, sports outings, and other field trips beyond the church grounds. I understand I will be given prior notification of such field trips, and I have the right to accept or deny the opportunity of each individual field trip. In your transport of my child to and from these activities I release you from any and all liability in the event my child is injured during an accident associated with CCA or its agents.

I hereby permit CCA to allow my child to view television and videos, within reasonable limits, as deemed beneficial by CCA. Viewing will be done in accordance with the curriculum, with a specific learning purpose and/or as recreation. I understand videos shown to my child will primarily be rated "G."

I hereby understand that, when my child is engaged in outdoor activities (e.g. field trips, camps, etc.), CCA will encourage my child to bring and apply his/her own sunscreen and take appropriate precautions for sun exposure.

Medical Release: In case of illness or accident, I give CCA permission to provide any emergency care for my child deemed necessary, including, but without limitation, treatment by public or private facilities or personnel. It is understood that a conscientious effort will be made to locate me (or the emergency contact persons designated by me) before any action is taken. I accept and agree to pay any charges incurred by CCA for such care. Any provider of care can rely on this Waiver as conclusive authority to treat my child, as appropriate, and to bill me directly for the costs therein.

I hereby permit CCA to receive any information necessary from my child's doctor to provide proper school guidance for medical support and academic instruction. I further understand it may be necessary for CCA to communicate about my child's health (which, otherwise, will be kept confidential) directly to appropriate teaching staff and administration, in which case I permit CCA to use its discretion in communicating about my child's health to his/her teachers. I also agree to provide complete immunization records as required by the state.

School Photographs/Video Release: I give CCA permission to use photographs or video images of my child for the purpose of occasional promotion of the school in print, electronic media, or on the school website (www.christiancovenantacademy.org). I understand students' last names will not be published without specific parental approval. This agreement constitutes permission to use photographs and video footage of my child in presentations about the school. All photographs and video footage shall remain the sole property of Christian Covenant Academy. I understand that no compensation will be made to me for such use. If you prefer your child's photograph not be used for these purposes, your signature confirms your intent to notify the Safety and Security Department of your decision.

I have read and understand this Waiver and Indemnity Agreement, and have willingly placed my signature below as evidence of my acceptance of all the conditions contained herein. I further attest that I have full authority as parent or legal guardian of the above child to enter this agreement.

Appendix I - Volunteer Agreement

This is an Agreement between Parent/Guardian (“You”) and Christian Covenant Academy (“School”). The Agreement should be signed and filed with the school entry prior to your first day of volunteering.

As a volunteer with the School, You will often have access to and gain knowledge of confidential and proprietary information belonging to the School and regarding other people’s children. The term “Confidential

Information” is defined below, but in general, it refers to any information related to the School including student information which is not known to the general public.

As an express condition precedent to your volunteering, You are required to agree to comply with the terms of this Agreement.

Therefore, intending to be legally bound, You agree to the following:

1. **Term of Agreement.** This Agreement is effective on the Effective Date, and shall remain in effect throughout the current school year. Certain provisions of this Agreement will continue beyond your term of volunteering.
2. **Confidential Information Defined.** As used in this Agreement, “Confidential Information” means confidential and/or proprietary information which is disclosed to You or which You otherwise learn of during the course of or as the direct or indirect result of your volunteering with the School. Confidential Information is information not generally known to the public or to others who could obtain economic value from their disclosure or use of the Information. All information related to the School which You gain during the time of your volunteering should be deemed confidential, unless clearly identified to be non-confidential. Any and all student performance information including discipline, grades, growth or instruction needs are confidential. Per FERPA law.
 - A. Confidential Information includes all proprietary technical, financial, parent/student, business or other information owned by or licensed to the School or any of its clients, customers, or vendors, including by way of illustration, but not limitation, parent/student lists, student data, student grades, student discipline, computerized data, maps, written material, drawings, photographs, organization charts, advertising materials, financial records and reports of the School or any enterprise affiliated with the School, and performance information.
 - B. Confidential Information includes all information that should reasonably be understood by You because of legends or other markings, the circumstances of disclosure, or the nature of the information itself, to be Confidential Information, regardless of whether such information is marked “Confidential.” All information gained during the course of your volunteering should be presumed confidential unless the information is clearly identified otherwise or the circumstances of disclosure demonstrate it not to be confidential.
 - C. Confidential Information includes, without limitation, Information which is made, written, discussed, developed, secured, obtained or learned (a) solely or jointly with others, (b) during the usual hours of the school day or otherwise, (c) at the request and upon the suggestion of the School or otherwise, (d) with the School’s materials, tools, instruments, or (e) on the School’s premises or otherwise.
3. **Return of Confidential Information.** You agree to promptly return all Confidential Information to the School upon the School’s request.
4. **Compliance with Rules.** You agree to comply with all reasonable rules established from time to time by the School for the protection of Confidential Information.
5. **Disclosure to the Company of Confidential Information.** You agree to promptly and fully disclose to the School any Confidential Information that You design, create, or develop, including, without limitation, any Information which is patentable or subject to copyright protection or which may be protected as a trade secret.
6. **Disclosure to the Government.** You are permitted by federal law to disclose Confidential Information if You do so in complete confidence, either directly or indirectly, to a federal, state, or local government official or to an attorney. Such disclosure is permitted, however, solely (i) for the purpose of reporting or

investigating a suspected violation of applicable law; or (ii) in the context of a complaint or other document filed under seal in a lawsuit or other proceeding. This includes reports to Child Protective Services.

Appendix J - Family Commitment

For CCA to flourish as a spiritual and educational environment, we must have the full support and cooperation of both our students and their parents regarding administrative decisions and operations. Together with your enrolling child, please prayerfully and thoughtfully review the following statements and sign below:

1. I agree with the Core Values and Statement of Faith of CCA as outlined in the Parent-Student Handbook and in this Admission Application, and I commit to pray for CCA students, faculty and administration. I commit to following the biblical problem-solving guidelines as listed in the handbook and as discussed in Matthew 18.
2. Recognizing that private education requires strong parental support, I agree to regularly participate at school events, including fundraisers, as I am able. I understand that fundraisers are optional but

encouraged. At any time I may choose to make a tax-deductible donation to the school in lieu of my participation in fundraisers. I may also freely choose to not participate.

3. I will help my child succeed by: being on time, facilitating homework, communicating properly with necessary staff/teachers, reading weekly folders and correspondence, and sending necessary materials such as forms, money, etc.
4. I understand our continuing admission at CCA is dependent upon the student's spiritual growth and academic progress, as well as the parents and/or student behavior and attitude that demonstrate sympathy with all CCA goals, whether academic, social, or spiritual.
5. For the benefit and welfare of the entire student body, I agree to adhere to CCA's policies, rules and regulations, as described in the Parent-Student Handbook, including disciplinary action.
6. I understand my continued enrollment is based upon a positive working relationship with Christian Covenant Academy leadership and staff.
7. I invest authority in CCA to discipline my child as necessary in accordance with the Parent-Student Handbook. I agree to cooperate with and support the school's disciplinary action regarding my child's attitude and behavior by further addressing such issues at home. Failure to abide by official school disciplinary decisions will result in loss of admission for the family.
8. If my child has difficulties with other students or with the school's rules of behavior, I will not register any disputes with the other student families involved, realizing such discussions could breed contention rather than resolution. Rather, I will discuss the matter with the Chief Executive Officer, Principal/Director of Education or involved staff.
9. I agree that CCA has full discretion over grade placement and teacher assignments for my child.
10. I understand that assessments will be made to cover any damages to school property. If my child is found responsible, I agree to reimburse the school in a timely fashion.
11. I agree to abide by the Volunteer Code of Ethics, a copy of which is detailed in the Parent-Student Handbook.
12. I agree to submit a Background Screening Authorization Form every two years if asked.
13. Volunteer Service:
 - I agree to invest 40 hours per family per year in volunteer service at CCA. I understand that I have a choice to opt out of this service and pay a volunteer fee of \$400.00. Partial completion will result in the \$400 fee being prorated at the discretion of the administration. Donations to the school are not allowed to offset the volunteer agreement.

As is currently the case, each volunteer job will be assigned a sponsoring staff person who will be the resource person for questions about the various duties, and also will provide verification of service. At no time will volunteers be solely responsible for the supervision of CCA students.

- Volunteers will abide by the Volunteer Code of Ethics, as outlined in the Parent-Student Handbook, while supporting CCA goals.
- A volunteer coordinator will keep a list of volunteer opportunities accessible on-line, and help administration oversee the program. Volunteer service opportunities can be performed during summer months and for preschool.
- I will record my volunteer hours in my family's RenWeb account.
- Volunteer service fee balances will be invoiced and sent home by the Accounting Office at the end of the school year.

I further attest that I have full authority as parent and legal guardian of the above child to enter into this agreement. I understand that it is my responsibility to inform the school of any address or contact information change for our family or those listed as contacts on any forms submitted to the school.

I agree to and commit to following the above.

Appendix K - Technology Use Agreement Acknowledgement

I/We hereby agree to comply with the terms and conditions described in Appendix B of the CCA Parent-Student Handbook and if a parent or guardian, hereby consent to my child's or ward's use of Christian Covenant Academy IT resources. I/We understand that this form applies to my child or ward for the entire time he/she is enrolled at Christian Covenant Academy.

I/We further understand that violation of the regulations is unethical and may constitute a criminal offense. Should my child or ward commit any violation, access privileges may be revoked, school disciplinary action and/or appropriate legal action may be taken.

I have read and consent to the G Suite for Education Notice to Parents and Guardians. If you don't provide your consent, we will not create a G Suite for Education account for your child.

I give permission for Christian Covenant Academy to create/maintain a G Suite for Education account for my child and for Google to collect, use, and disclose information about my child only for the purposes described in the notice .

I acknowledge that I have read and understand the foregoing Google Suite for Education Agreement, and agree to comply with all of the terms of the Agreement, and that I have received a copy of the Agreement.

Appendix L - STUDENT CODE OF CONDUCT

CCA Biblical Code of Conduct for STUDENTS

Christian Covenant Academy believes it is important to be clear to our students regarding the expectation to uphold high standards of Biblical conduct, both professionally and personally. CCA has adopted the following Biblical Code of Conduct which we expect our students to uphold:

1. I will conduct my personal life and personal affairs in a way that will not bring shame or reproach to the name of the Lord, Christian Covenant Academy, or its staff and families. Rather, I will speak to bring glory and pleasure to God and encourage others to do likewise (1 Peter 1:14-16, 2:12, 4:11).
2. I will speak the truth in love (Ephesians 4:1-16).

3. I will recognize and respect what the Lord is doing through other individuals and organizations while refraining from unnecessary criticism of them (1 Peter 3:8-9).
4. I will not knowingly speak falsely against anyone (Exodus 20:16).
5. I will live in peace with all those around me to the extent that is within my ability (Romans 12:18).
6. I will show commitment to a work ethic that honors God and pursues excellence (Colossians 3:23-24).
7. I will refrain from any sexual conduct or lifestyle which is inconsistent with Scripture, or any promotion of the same (Romans 1:24-32; Genesis 19; Leviticus 18:22; Exodus 20:14; John 8:1-11).
8. I will practice sacrificial giving of my time, talents, and treasure to the church I weekly attend (2 Corinthians 9:7).
9. When I believe a fellow student has sinned against me or against God, or has violated this Biblical Code of Conduct, I will follow the principles and procedures set forth in Scripture found in Matthew 18:15-17.
10. I will dress in conformance with my biological sex as defined at birth (Genesis 1:26-28).
11. I will only use the restrooms, locker rooms, and changing facilities conforming with my biological sex as defined at birth (Genesis 1:26-28).
12. I will abstain from all intimate sexual conduct outside the marital union of one man and one woman. (Leviticus 18:22; 1 Corinthians 6:18)
13. I will commit to following the guidelines and expectations regarding cheating, stealing, respect for authority, et.al as defined in the parent-student handbook. (Proverbs 10:2, 9; Proverbs 11:1; Exodus 20:15; Leviticus 19:11; 1 Thessalonians 5:12-13)



**LEADING AND INFLUENCING OTHERS IN KNOWLEDGE
AND UNDERSTANDING OF SCRIPTURAL TRUTH**