

DISTRICT VISION, MISSION, BELIEF AND VALUES STATEMENT**Vision**

Amphitheater schools and facilities are places where students thrive academically; places parents want their children to go; places where highly skilled people work; and places community members respect because of the high student achievement, caring environment, and focus on individual needs!

Mission

To empower all students to become contributing members of society equipped with the skills, knowledge, and values necessary to meet the challenges of a changing world.

We believe:

- All students can learn and achieve.
- Everyone has unique strengths, talents and needs.
- All students and staff should be responsible for and dedicated to educational excellence.
- Education requires cooperation, honesty, and respect among the students, parents, staff, school, and community.
- The school community deserves a safe and caring environment.
- Our actions reflect our values and our dedication to meeting student needs fairly and equitably.
- Ample resources are essential to accomplish the Mission.

We value:

- Diversity, creativity, curiosity, diligence, achievement, honesty, caring, fairness, respectfulness, and service to the community.

Adopted: date of Manual adoption

SCHOOL DISTRICT LEGAL STATUS

The legally designated name of the District is School District No. 10 of Pima County. The official name shall be Amphitheater Unified School District No. 10.

Adopted: date of Manual adoption

LEGAL REF.: A.R.S. 15-101
 15-441
 15-442
 Arizona Constitution, Art. XI, Sections 1 - 4
 Arizona Constitution, Art. XX, Paragraph 7

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SCHOOL DISTRICT LEGAL STATUS

(Legal Description)

AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10 TUCSON, ARIZONA

BEGINNING at the Northwest corner of Section 4, Township 11 South, Range 13 East;
THENCE East along the North lines of Sections 4, 3, 2, and 1 of Township 11 South, Range 13 East;
THENCE continuing East along the North line of Township 11 South, Range 14 East, to the Northeast corner of Section 1;
THENCE South along the East line of Section 1;
THENCE West along the South line of Section 1 to the South 1/4 corner of said Section 1;
THENCE South along the North-South quarter line of Section 12;
THENCE West along the South line of Section 12;
THENCE South along the East lines of Sections 14, 23, and 26 of Township 11 South, Range 14 East;
THENCE West along the South line of Section 26;
THENCE South along the East line of Section 34 of Township 11 South, Range 14 East;
THENCE continuing South along the East line of Section 3 of Township 12 South, Range 14 East;
THENCE West along the South line of said Section 3;
THENCE South along the East line of Section 9;
THENCE West along the South line of said Section 9;
THENCE South along the East line of Section 17;
THENCE West along the South line of said Section 17 and continuing West along the South line of Section 18, all in Township 12 South, Range 14 East;
THENCE South along the East lines of Sections 24 and 25 of Township 12 South, Range 13 East, to the South 1/16 corner of 25-30;
THENCE East along the South 1/16 line of Section 30, Township 12 South, Range 14 East, to the south 1/16 corner of Sections 30-29;
THENCE South along the East line of Section 30;
THENCE East along the North line of Section 32;
THENCE South along the East line of Section 32 to the 1/4 corner of Sections 32 and 33;
THENCE East along the East-West quarter line of Section 33;
THENCE South along the East line of Section 33;
THENCE West along the South lines of Sections 33, 32, and 31 of Township 12 South, Range 14 East;
THENCE South along the East lines of Sections 1 and 12 of Township 13 South, Range 13 East;
THENCE East along the North line of Section 18 of Township 13 South, Range 14 East;
THENCE South along the East lines of Sections 18, 19, 30, and 31 to the South 1/16 corner of Sections 31 and 32;
THENCE West along the South 1/16 line of Section 31 to the Center South 1/16 of Section 31;
THENCE South along the quarter line to the South 1/4 corner of said Section 31;
THENCE West along the South line of Section 31 of Township 13 South, Range 14 East;

THENCE continuing West long the South lines of Sections 36 and 35 to the South 1/4 corner of Section 35 of Township 13 South, Range 13 East;
THENCE North along the quarter lines of Sections 35 and 26 to the Southeast corner of the Northeast 1/4 of the Northeast 1/4 of the Southwest 1/4 of Section 26;
THENCE West to the Southwest corner of said Northeast 1/4 of the Northeast 1/4 of the Southwest 1/4;
THENCE North to the Northwest corner of said Northeast 1/4 of the Northeast 1/4 of the Southwest 1/4;
THENCE West to the Southwest 1/16 corner of said Section 26;
THENCE North along the West 1/16 line to the West 1/16 corner, 23 and 14;
THENCE West along the North line of Sections 23 and 22 to its intersection with the Rillito River;
THENCE Northwesterly along the Rillito River to its intersection with the West line of Section 16, Township 13 South, Range 13 East;
THENCE North along the West lines of Sections 16, 9, and 4 of Township 13 South, Range 13 East;
THENCE continuing North along the West lines of Sections 33, 28, 21, 16, 9, and 4 of Township 12 South, Range 13 East;
THENCE continuing North along the West lines of Sections 33, 28, 21, 16, 9, and 4 of Township 11 South, Range 13 East to the true point of beginning.

Adopted: date of manual adoption

A-0250 AUSD10 AC
NONDISCRIMINATION / EQUAL OPPORTUNITY

The Board is committed to a policy of nondiscrimination in relation to race, color, religion/religious beliefs, gender, age, national origin, sexual orientation, creed, citizenship status, marital status, political beliefs/affiliation, disability, home language, family, social or cultural background. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Board does business.

Adopted: date of Manual adoption

LEGAL REF.: A.R.S. 23-341

41-1463

20 U.S.C. 1400 *et seq.*,

Individuals with Disabilities Education Act 20 U.S.C. 1681, Education Amendments of 1972, Title IX 20 U.S.C. 1703, Equal Employment Opportunity Act of 1972 29 U.S.C. 794, Rehabilitation Act of 1973, (Section 504) 42 U.S.C. 2000, Civil Rights Act of 1964, Titles VI and VII 42 U.S.C. 12101 *et seq.*, Americans with Disabilities Act Arizona Constitution, Ordinance Art. XX, Par. Seventh

CROSS REF.:

ACA - Sexual Harassment

GBA - Equal Employment Opportunity

GCQF - Discipline, Suspension, and Dismissal of Professional Staff Members

GDQD - Discipline, Suspension, and Dismissal of Support Staff Members

IHBA - Special Instructional Programs and Accommodations for Disabled Students

JB - Equal Educational Opportunities

JII - Student Concerns, Complaints and Grievances

JK - Student Discipline

JKD - Student Suspension

KED - Public Concerns/Complaints about Facilities or Services

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NONDISCRIMINATION / EQUAL OPPORTUNITY
Compliance Officer

The Superintendent shall be the compliance officer. Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the District or who knows of such discrimination against another person should file a complaint with the Superintendent. If the Superintendent is the one alleged to have unlawfully discriminated, the complaint shall be filed with the President of the Board.

Complaint Procedure

The District is committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Superintendent shall investigate and document complaints filed pursuant to this regulation as soon as reasonable, within the established timelines. In investigating the complaint, the Superintendent will maintain confidentiality to the extent reasonably possible. The Superintendent shall also investigate incidents of policy violation that are raised by the Governing Board, even though no complaint has been made.

If after the initial investigation the Superintendent has reason to believe that a violation of policy has occurred, the Superintendent shall determine whether or not to hold an administrative hearing and/or to recommend bringing the matter before the Board.

If the person alleged to have violated policy is a teacher or an administrator, the due-process provisions of the District's Policy GCQF shall apply, except that the supervising administrator may be assigned to conduct the hearing. In cases of serious misconduct, dismissal or suspension proceedings in accordance with A.R.S. 15-539 *et seq.* may be initiated.

If the person alleged to have violated policy is a support staff employee, the Superintendent may follow due process and impose discipline under Policy GDQD if the evidence so warrants. The Superintendent also may recommend a suspension without pay, recommend dismissal, or impose other appropriate discipline.

If the person alleged to have violated policy is a student, the Superintendent may impose discipline in accordance with policies JK, JKD and JKE.

If the Superintendent's investigation reveals no reasonable cause to believe policy has been violated, the Superintendent shall so inform the complaining party in writing.

Timelines

The complaint must be filed within thirty (30) calendar days after the complaining party knew or should have known that there were grounds for a complaint/grievance.

Once the written complaint has been filed using the forms provided by the District, the

Superintendent shall require the immediate supervisor or site administrator to investigate and respond in writing to the complaining party within five (5) working days.

If the immediate supervisor or site administrator does not respond, the Superintendent will have ten (10) additional working days to respond in writing to the complaining party.

If the Superintendent does not respond within the established time, then the complaining party may request in writing that the issue be brought before the Board. The Board will then review the record of the investigation and have thirty (30) days to respond to the complaining party in writing.

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NONDISCRIMINATION / EQUAL OPPORTUNITY

COMPLAINT FORM (To be filed with the compliance officer as provided in AC-R)

Please print:

Name _____ Date _____

Address _____

Telephone _____ Another phone where you can be reached _____

During the hours of _____

E-mail address _____

I wish to complain against:

Name of person, school (department), program, or activity _____

Address _____

Specify your complaint by stating the problem as you see it. Describe the incident, the participants, the background to the incident, and any attempts you have made to solve the problem. Be sure to note relevant dates, times, and places.

Date of the action against which you are complaining _____

If there is anyone who could provide more information regarding this, please list name(s), address(es), and telephone number(s).

Name Address Telephone Number

The projected solution

Indicate what you think can and should be done to solve the problem. Be as specific as possible.

I certify that this information is correct to the best of my knowledge.

_____ Signature of Complainant

The compliance officer, as designated in AC-R, shall give one (1) copy to the complainant and shall retain one (1) copy for the file.

SEXUAL HARASSMENT

All individuals associated with this District, including, but not necessarily limited to, the Governing Board, the administration, the staff, and students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made by a member of the school staff to a student or to another staff member, or when made by a student to another student where:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment or education; or
- Submission to or rejection of such conduct is used as a basis for employment or education decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's educational or work performance, or creating an intimidating, hostile, or offensive employment or education environment.

Sexual harassment may include, but is not limited to:

- Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets, assault, touching, impeding or blocking movement, leering, gestures, or display of sexually suggestive objects, pictures, or cartoons.
- Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction between peers is not considered sexual harassment.)
- Implying or withholding support for an appointment, promotion, or change of assignment; suggesting that a poor performance report will be prepared; suggesting that probation will be failed; implying or actually withholding grades earned or deserved; or suggesting that a scholarship recommendation or college application will be denied.
- Coercive sexual behavior used to control, influence, or affect the career, salary, and/or work environment of another employee; or engaging in coercive sexual behavior to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.
- Offering or granting favors or educational or employment benefits, such as grades or promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, et cetera, in exchange for sexual favors.

Anyone who is subject to sexual harassment, or who knows of the occurrence of such conduct, should inform the compliance officer, as provided in ACA-R.

A substantiated charge against a staff member in the District shall subject such staff member to disciplinary action.

A substantiated charge against a student in the District shall subject that student to disciplinary action, which may include suspension or expulsion.

All matters involving sexual harassment complaints will remain confidential to the extent possible.

Adopted: date of Manual adoption

LEGAL REF.: A.R.S. 41-1461 *et seq.*
20 U.S.C. 1681, Education Amendments of 1972, Title IX 20 U.S.C. 1703,
Equal Employment Opportunity Act of 1972 42 U.S.C. 2000, Civil Rights
Act of 1964 as amended, Title VII

CROSS REF.: AC - Nondiscrimination/Equal Opportunity
GBA - Equal Employment Opportunity
GCQF - Discipline, Suspension, and Dismissal of Professional Staff
Members
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Disabled Students
JB - Equal Educational Opportunities
JII - Student Concerns, Complaints and Grievances
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KED - Public Concerns/Complaints about Facilities or Services
KFA - Public Conduct on School Property

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SEXUAL HARASSMENT
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SEXUAL HARASSMENT

COMPLAINT FORM (To be filed with the compliance officer as provided in ACA-R)

Please print:

Name _____ Date _____

Address _____

Telephone _____ Another phone where you can be reached _____

During the hours of _____

E-mail address _____

I wish to complain against:

Name of person, school (department), program, or activity _____

Address _____

Specify your complaint by stating the problem as you see it. Describe the incident, the participants, the background to the incident, and any attempts you have made to solve the problem. Be sure to note relevant dates, times, and places.

Date of the action against which you are complaining _____

If there is anyone who could provide more information regarding this, please list name(s), address(es), and telephone number(s).

Name Address Telephone Number

The projected solution

Indicate what you think can and should be done to solve the problem. Be as specific as possible.

I certify that this information is correct to the best of my knowledge.

Signature of Complainant

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**A-0700 AUSD10 ADA
SCHOOL DISTRICT GOALS AND OBJECTIVES**

The Governing Board has adopted the following guiding principles to set the tone and direction of the entire District:

- ♦ Prepare youth for gainful employment and useful roles in a self-governing society.
- ♦ Operate programs as specified by the Arizona Revised Statutes.
- ♦ Provide a well-rounded educational program that includes regular and consistent opportunities for students in art, music, and foreign language.
- ♦ Seek direction from the public on goals and all activities.
- ♦ Evaluate programs and personnel on the basis of appropriate performance indicators.
- ♦ Reallocate resources on the basis of these indicators.
- ♦ Support programs to meet the needs of each student relevant to the skills students will need for the 21st Century.
- ♦ Encourage the development of the students' unique talents to their fullest potential as life long learners and citizens.
- ♦ Encourage an articulated, evaluated total program.
- ♦ Cooperate with all agencies and institutions in developing the best education for all of the students.
- ♦ Provide, throughout the District, a well-rounded educational programs that includes regular and consistent opportunities for students in art, music, theater, foreign language and physical education.
- ♦ Maintain a community education program.
- ♦ Encourage and promote in-service training techniques that complement school programs.
- ♦ Maintain a school climate that is enjoyable.

Adopted: date of manual adoption

A-0750 AUUSD10 ADAA

SCHOOL DISTRICT PRIORITY GOALS AND OBJECTIVES (Goals for Student Attainment)

The Governing Board expects the District to effect the following goals (product goals) for the students:

- Each student should develop a sense of self-worth.
- Each student should develop skills needed to enter the world of work with an awareness of opportunities and requirements related to specific vocations and advanced education.
- Students should acquire attitudes, knowledge, and habits that permit them to function effectively as responsible citizens.
- Students should acquire good health habits and an understanding of conditions necessary for maintaining their physical and emotional well-being.
- Each student should have the services of an effective and comprehensive counseling and guidance program in grades kindergarten (K) through twelve (12).
- Each student should have the opportunity to develop a wide variety of interests.
- Students should be exposed, through active participation, to situations that will encourage them to express leadership, participate in collaborative tasks, make decisions, accomplish personal tasks, test new things, examine alternatives, and express creative thinking.
- Each school should establish a code of discipline commensurate with community and legal standards. The students should develop self-discipline by becoming aware of the benefits of good discipline and should be willing to assume responsibility for their actions.
- The students should develop, to the maximum level of individual abilities, their skills in mathematics, reading, writing, speaking, listening, the arts, athletics, and other kinetic activities.
- The District should have a comprehensive system of constructive evaluation whereby school programs and student progress can be continually appraised.
- Students should have opportunities for the development of understanding and appreciation of human achievement in the humanities, fine arts, and sciences.

Adopted: date of manual adoption