



Albany Area Schools

Avon Elementary School

STUDENT/PARENT HANDBOOK

2016 - 2017

SCHOOL BOARD APPROVED
— — , 2016

Albany Area Schools

Approved 2/17/16

2016-2017 School Calendar

August 2016						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September 2016						
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25	26	27	28	29	30	

October 2016						
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30	31					

November 2016						
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December 2016						
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January 2017						
Su	M	Tu	W	Th	F	Sa
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29	30	31				

February 2017						
Su	M	Tu	W	Th	F	Sa
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March 2017						
Su	M	Tu	W	Th	F	Sa
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April 2017						
Su	M	Tu	W	Th	F	Sa
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30						

May 2017						
Su	M	Tu	W	Th	F	Sa
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28	29	30	31			

June 2017						
Su	M	Tu	W	Th	F	Sa
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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



NO SCHOOL FOR STUDENTS

NO SCHOOL ELEMENTARY & PRESCHOOL

EARLY RELEASE DAY

PROFESSIONAL DEVELOPMENT DAY - NO SCHOOL FOR STUDENTS

FIRST & LAST DAY OF SCHOOL

Aug 29	First Day of School for Students
Sep 5	Labor Day - No School
Oct 20-21	Fall Break - No School
Nov 23-25	Thanksgiving Break
Dec 23 - Jan 2	Winter Break
Jan 16	Martin Luther King Jr Day
Feb 17-20	President's Day Break
Apr 14-17	Easter Break
May 24	Last Day of School for Students

EARLY RELEASE DAYS
October 7-
December 2-
January 13-
March 17-

WEATHER MAKE-UP DAYS
January 16 (prior to Jan 6)
February 20 (prior to Feb 10)
April 17 (prior to Apr 7)

SECONDARY CONFERENCES
Sept 26 / Dec 1 / Feb 9 / Apr 20

ELEMENTARY CONFERENCES
Oct 13, 17 & 18 / Feb 9, 13 & 14

END OF QUARTER Oct 28 / Jan 13 / Mar 17 / May 24

PRE-SCHOOL CONFERENCES
Nov 21 & 22 / Mar 23 & 24

GRADUATION May 19

END OF TRIMESTER Nov 22, Mar 3, May 24

<http://www.vertex42.com/calendars/school-calendar.html>

School Map Inserted Here

WELCOME AVON ELEMENTARY STUDENTS AND FAMILIES

On behalf of Independent School District #745, welcome to our school. Avon Elementary is a kindergarten through 6th grade building with approximately 430 students. We are fortunate to have 65 staff members who are extremely dedicated to ensure each child in our building has a positive educational experience. We are proud to continually strive to create an environment that fosters good conduct, citizenship, accountability, respect and effort.

It is our privilege to have your child at Avon Elementary. Our goal is to work closely with families to make their experience a comfortable one focusing on the child as a productive learning and growing member of the school community.

As a school we have embraced School Wide-Positive Behavioral Interventions and Supports (SW-PBIS). We often refer to our programming framework as PBIS.

“Successful individual student behavior support is linked to host environments or school climates that are effective, efficient, relevant, and durable for all students.” (Zins & Ponti, 1990)

Our PBIS framework supports and enhances each child’s academic instructional opportunities by increasing positive and preventive behavior management strategies.

We have much to be proud of at Avon Elementary! We have students, staff, parents, and community that work well together to make our school a positive, caring, collaborative, and successful place to be!

This handbook contains helpful information about our school. Avon Elementary has adopted certain rules and procedures which permit each student an opportunity to function effectively within the school environment. You and your child will want to read it carefully and keep it in a convenient place for quick reference throughout the school year.

On behalf of the Avon Elementary School, THANK YOU for your support!

Sincerely,

Sue Jenkins
Avon Elementary Principal

INDEPENDENT SCHOOL DISTRICT # 745 MISSION STATEMENT

The mission of the Albany Area Schools is to create and sustain a community of successful lifelong learners through a partnership of students, school personnel, families, and community members.

DISTRICT #745 SCHOOL BOARD MEMBERS

**SCOTT HANSEN
DEAN DIRKES
JENNIFER MCLACHLAN
PATRICIA GERSCH
WILL SEILER
MATT KREUZER
DONALD WINKELS
GREG JOHNSON - SUPERINTENDENT**

DISTRICT ADMINISTRATIVE STAFF

Greg Johnson	Superintendent
Susan Clemen	Business Manager
Cassie Nentl	Community Education
Kelly Neu	Community Ed.Secretary
Sheila Mitchell	Secretary
Heather Marquardt	Asst. to the Business Mgr.
Krista Dirkes	Payroll Clerk
Bonnie Fritz	District Receptionist/Offset
Penny Hoops	Food Service Coordinator

AVON ELEMENTARY TELEPHONE DIRECTORY

Every employee at Avon Elementary has a telephone. Please refer to this directory and dial the direct number. If the person is unavailable, you may leave a recorded message. Call the Office for help as to whom you might call for a special problem or message. Otherwise, all the calls can be directly dialed to the teacher. Call 356-7346, when you hear the voice automatically dial the person's extension number.

<u>Name</u>	<u>Position</u>	<u>Phone</u>
Jenkins, Sue	Principal	7109
Levinski, Brenda	Administrative Assistant	7100 office
Abraham, Jody	Kdgn	7111
Barthel, Stephanie	Kdgn	7110
Bergh, Nikki	EBD/ASD	7205
Bierbaum, Kelly	Gr. 3	7161
Boyer, Becky	Kdgn	7502
Braschayko, Carole	Gr. 4	7150
Burg, Lori	Gr. 3	7162
Caughlan, Melissa	ELL	7100
Conrad, Kathy	Gr. 4	7252
Corte, Angie	Custodian	7304
Dale, Jenny	Adaptive/Phy Ed	7704
Dingmann, Dana	Educational Assistant	7100
Dobis, Callie	Kdgn	7103
Dufner, Hallie	Sp. Ed.	7213
Erickson	Educational Assistant	7100
Falcon, Mike	Gr. 6	7142
Fischer, Pam	Head Custodian	7304
Fleege, Christina	Educational Assistant	7100
Gibson, Gayle	Educational Assistant	7100
Grismer, Tammie	Speech	7215
Habben, Lori	MRC-G/T	7236
Harmon, Corey	Gr. 5	7130
Henneck, Janice	Educational Assistant	7100
Herdan, David	Band	VM 5170
Holt, Kim	Phy Ed	7704
Huberty, Dave	Gr. 5	7140
Jacobs, Lori	ECSE Sp. Ed.	7212
Kaeter, Jenny	Educational Assistant	7100
Kalla, Mary	Social Work	7133
Kids Company	After-school Care	7305
Klasen, Kelly	Gr. 6	7151
Kmitch, Karen	Educational Assistant	7100

Kramer, Mary	Educational Assistant	7100
Lucken, Catherine	Music	7125
Manthe, Christine	Kdgn	7501
Meyer, Stacy	Kdgn	7102
Nelson, Renee	ADSIS	7112
Olson, Julie	Art	7101
Orbeck, Kelly	Health Office	7105
Rakotz, Mary	Head Cook	7309
Ramler, Janet	Gr. 2	7120
Ring, Jeanna	School Counselor	7217
Roering, Jan	Educational Assistant	7100
Rolfes, Deb	Educational Assistant	7100
Schlosser, Crystal	Sp. Ed.	7210
Schmidt, Cara	Speech	7217
Jeanna Ring	Counselor	7217
Schaefer, Mary	Mn Reading Core	7216
Scwalbe, Nancy	Cook	7309
Stang, Angie	Cook	7309
Stang, Stephanie	Gr. 1	7110
Stangler, Lisa	Cook	7309
Stich, Julie	Educational Assistant	7100
Strack, Anne	Gr. 1	7131
Studer, Cathy	Media	7200
Sufka, Angela	Gr. 3	7160
Tharp, Jodie	School Psychologist	6109
Theiler, Julie	Sp. Ed.	7211
Thelen, Amy	Educational Assistant	7100
Thesing, Leslie	Gr. 2	7121
Trehey, Nancy	Family Outreach	7602
Tvrdik, Shannon	Educational Assistant	7100
Ryan Ulrich	Custodian	7304
Valerius, Jill	Gr. 4	7151
Welle, Janine	Lunch	7703
Zierden, Stacey	Gr. 1	7122

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STUDENT AND FAMILY INFORMATION

School Hours

School begins at 8:15 A.M.

School dismisses at 2:55 P.M. Buses leave at 3:05 P. M.

Students should not arrive before 8:00 A.M. Students arriving at 8:00 A.M. may go to their locker and continue to go outside on the playground. When the weather is severely cold (0 degrees), rainy, or stormy, students will be going into the gym to do activities. The students are supervised during this time. We have a closed campus; students must remain on the school grounds or in the school building once they arrive and during lunch hour.

Phone Numbers

The office phone number: 356-7346 ext. 7100. Each and every employee at Avon has a extension telephone number. Please refer to the directory and dial the direct extension number after dialing 356-7346.

Visitors

For your child's safety, all visitors must report to the office upon entering the building. Parents are always welcome, but we request that they call ahead when they wish to meet with a teacher or the principal, or to visit their children's classes. Please stop by the office and sign in with the school personnel after arriving. We will issue you a visitors pass. **Visitor passes must be worn and be visible to school personnel. All visitors must follow the district/school policies and procedures.**

Building Security

For safety reasons during school hours, building access is limited to one entrance. Visitors will be buzzed into the office area once their identity has been confirmed.

School Closing

If school is closed (or delayed) before classes begin KASM, 1150 AM on your radio dial, KCLD, WCCO, WWJO, and WJON will be contacted by the superintendent and the announcements will be made. If you have signed up for "School Messenger" you will receive a recording from the superintendent or school district designee on your phone. If school is closed during a school day, the superintendent will notify the principals as to departure time and procedures. Principals will relay the message to the teachers and students and again families will be contacted by our "School Messenger" system.

Early Dismissal

When early dismissals are scheduled, we will dismiss at 12:00 and the busses will leave at 12:10.

ATTENDANCE, TARDINESS, ABSENCES AND MAKE-UP WORK

Regular attendance in school is important for all students and is expected. Without regular attendance, it is impossible to understand and complete work properly. A parent should call the school between 7:45 and 8:15 A.M., if their child is going to be absent. If a child is ill it is better to remain at home than to expose others to the illness. **After each absence or tardiness, children are required to bring a written excuse from home. Absences without parent notification are considered unexcused.**

Absence Due to Vacation

The student/parents must notify their teacher at least four (4) school days prior to his/her departure. All assignments will then be due the first day of his/her return. Assignments not returned at that time, unless special arrangements have been made, will receive a 0 (zero). The student must also be prepared to take any test or quizzes that he/she missed.

Release of Child During School Hours

When you wish to have your child dismissed early, it is necessary for the parent/guardian to come directly to the office and check the child out. The child will then be called to the office. This will keep classroom disruptions to a minimum. **This procedure will be strictly adhered to for the early release of every/any child.**

ALBANY AREA SCHOOLS ELEMENTARY ATTENDANCE GUIDELINES

ABSENCES

A notice will be sent home to parents/guardians when:

September-December

- 5 or more excused absences
- 2 or more unexcused absences

January-May

- 7 or more excused absences
- 2 or more unexcused absences

At any point in the school year

- 3 unexcused absences
- 5 unexcused absences a truancy report will be sent to the county

TARDIES

- A student is tardy if he/she arrives between 8:15-9:30 a.m. Students who arrive after 9:30 will be marked absent for 1/2 day.
- A student is tardy if he/she leaves between 2:00-2:55 p.m. Students who leave before 2:00 will be marked absent for 1/2 day.
- A notice will be sent home to parents/guardians when there have been 8 excused tardies.
- After 8 excused tardies, each tardy will be considered unexcused.
-

Note: Three unexcused tardies are equal to one day unexcused absence

Truancy

State law requires students to attend school each day that it is in session. Truancy is an unexcused absence. In line with Minnesota State Statute, **after 5 unexcused absences, a truancy report is filed with the county. The case may then be referred to the county attorney or other social agencies.**

Make-up Work

All work missed or assigned because of absence must be completed to receive credit. The general rule for makeup work due to absence is a student has twice the time to makeup work that he/she missed during the absence. For example, if a student was absent one day, the teacher will allow two days to make up work missed after the student's return. Work missed due to an unexcused absence or tardy could result in a 0 (zero) being assigned for that specific assignment. **IT IS THE CHILD'S RESPONSIBILITY TO CONTACT THE TEACHER BEFORE OR AFTER SCHOOL TO GET A LIST OF THE ASSIGNMENTS THAT HAVE BEEN MISSED.**

If a student wishes to work on his/her assignments while he/she is at home, he/she or his/her parents need to notify the office/individual classroom teacher by 9:00 A.M. The assignments will then be available in the office after 3:00 P.M. the same day. They must be picked up no later than 4:00 P.M.

BICYCLE SAFETY

Students are required to put their bicycles in racks upon arriving at school and must leave them there until they go home. Children should not "buck" others. The school cannot be responsible for bicycles. We encourage those students who ride bikes to school to purchase a padlock to insure their safekeeping.

We would also like to request that you remind your children to walk their bicycles through the intersections and when they are on school property. All students are to cross the street where the safety patrol is located.

BUS TRANSPORTATION

Occasionally, students request permission to ride a different bus than they do regularly. The bus drivers have been instructed not to allow students who are not assigned to their bus, to ride unless they have a written request from their parents and O.K.'d by the school. Also, students will not be allowed to get off the bus at locations other than their designated stop unless they have permission O.K.'d by the school. A new law states that students will not be allowed to bring distracting items on the bus. This would include live animals and pets. Those rules are employed for the welfare and safety of your child. Please assist the school by having your child comply with the rules to insure their safety.

BUS DISCIPLINE POLICY

The students are responsible for their behavior on the bus; their behavior could result in the bus driver being distracted. Such distractions could endanger the lives of all students being transported. Therefore, behavior infractions must be reported and disciplinary action will be taken in accordance with these guidelines.

Parents are requested to explain the importance of proper behavior on the bus. They also are expected to support disciplinary actions that are necessary to help their child change his/her behavior. Please read and explain the attached bus rider rules and procedures to your child(ren).

The primary responsibility of the driver is to safely transport the students to and from school. While transporting students, the driver also has the responsibility of maintaining discipline on the bus. Therefore, the driver will report behavior infractions.

BUS RIDER RULES AND PROCEDURES

RULES

1. Follow the driver's directions the first time they are given.
2. Keep hands, arms, legs and objects inside the bus and to yourself.
3. Students must stay seated while bus is in motion.
4. No profanity, name calling or undue loud talking.
5. Students must also follow proper procedures.

PROCEDURES

1. Students must be on time at bus stops.
2. No horsing around while waiting at your bus stop.
3. After school, students are to load the bus promptly.
4. Students must cross at least 10 feet in front of the bus; never in back.
5. Students should always wait for driver's signal before crossing the roadway.
6. Wait until the bus is at least 300 feet from your stop before going to the mailbox. (visibility)
7. Help keep bus clean and orderly.

CHANGE OF ADDRESS

Please contact the school office when you have a change of address or telephone number or change jobs, marital status, and family change (emergency contact during the school day). This information can also be changed online using parent access to our JMC system. Please contact the office for more information. It is important that the school have the most current contact information for each child during the school day.

CLOTHING

We believe that neat and proper dress contributes to desirable attitudes and behavior. Students should wear clothing that is neat, clean and appropriate. Extremes in dress are not considered appropriate. Student dress which disrupts or distracts from the teaching and learning function is not acceptable (examples of some inappropriate attire are clothes showing the midriff, showing undergarments, etc.). Strapless shirts or "spaghetti straps" are not allowed. Tank shirts should be "2 fingers" wide. Shorts or skirts should be as long as student's fingers when placed down by their side. Clothing (shirts, hats, or other) that contain profanity, sexual innuendo, slogans that are degrading to any group or which promote alcohol, tobacco or other chemicals will not be allowed. No matter how "cute" the slogan or saying is, if it is derived from the promotion of alcohol or tobacco it is unacceptable. Students who are reported to the office as having inappropriate clothing will be asked to correct the problem. Overshoes and warm clothing are especially important in cold weather. Students not dressed appropriately for cold weather will still go outside, but will stand in a cleared area of the playground if they do not have boots.

RECESS

Weather permitting, all students have 20 minutes of recess/reteaching every day. Students will go outside if the temperature and windchill is zero degrees or warmer. Please be sure students are prepared for the weather with boots and warm weather clothes.

DISCIPLINE

Standards of expectations are posted in each area of the school building. Details will be explained early in the school year by the classroom teacher. School Wide Positive Behavior Intervention Strategies/Support (SW-PBIS) is a systemic approach to discipline that consists of school-wide expectations, consistency, consequences, and rewards. It is a system of organization and uniformity. It is an effective method for increasing school safety, enhancing student social behavioral skills and creating a more productive and positive school climate. SW-PBIS views the misbehavior of a child as a skill deficit. Behavior is taught to establish a single, positive school climate and relay to both students and staff that appropriate behavior is a priority in our school.

AVON ELEMENTARY SCHOOL-WIDE EXPECTATIONS

	Respectful	Responsible	Safe	A Learner
Classroom Voice Volume= 0,1,2	<ul style="list-style-type: none"> • Listening to all adults • Sharing, cooperating, and helping others • Staying in my personal space • Monitoring my voice volume and using appropriate language 	<ul style="list-style-type: none"> • Being prepared and organized • Keeping my classroom and locker clean 	<ul style="list-style-type: none"> • Walking at all times • Pushing in my chair • Remaining quiet during emergency drills • Using learning equipment properly 	<ul style="list-style-type: none"> • Taking pride in my work • Complete assignments on time • Being a good sport • Trying something new and asking for help when needed
Cafeteria Voice Volume= 0,1,2	<ul style="list-style-type: none"> • Monitoring my voice volume • Using good table manners • Including others in my conversation • Waiting quietly and calmly in line • Following directions 	<ul style="list-style-type: none"> • Being prepared to eat • Staying in my own space • Taking only the food I will eat and eating only my food • Cleaning the space around me • Cleaning my tray and stacking it neatly 	<ul style="list-style-type: none"> • Walking at all times • Raising my hand to get an adult's attention • Washing my hands 	<ul style="list-style-type: none"> • Getting to know others • Trying different foods
Hallway Voice Volume= 0,1	<ul style="list-style-type: none"> • Staying in my personal space • Responding to others • Monitoring my voice volume 	<ul style="list-style-type: none"> • Closing my locker quietly • Putting things in my locker • Keeping the hallways clean 	<ul style="list-style-type: none"> • Walking at all times on the right hand side • Facing the front while walking 	<ul style="list-style-type: none"> • Being a role model • Working quietly and staying on task

**AVON ELEMENTARY SCHOOL-WIDE EXPECTATIONS
CONTINUED:**

<p>Bus</p> <p>Voice Volume= 0,1,2</p>	<ul style="list-style-type: none"> ● Listening to the driver ● Staying in my personal space ● Allowing others to sit with me ● Keeping the bus clean ● Monitoring my voice volume while enjoying appropriate conversations 	<ul style="list-style-type: none"> ● Being at the bus stop on time ● Helping others when needed and reporting inappropriate behaviors to an adult 	<ul style="list-style-type: none"> ● Knowing the emergency rules ● Facing forward while sitting in my seat ● Keeping items in my backpack ● Staying out of the danger zones 	<ul style="list-style-type: none"> ● Knowing the bus expectations ● Cooperating with the bus driver and other students
<p>Bathroom</p> <p>Voice Volume=0</p>	<ul style="list-style-type: none"> ● Asking permission to use the bathroom ● Waiting for my turn ● Giving others privacy ● Monitoring my voice volume and using appropriate language 	<ul style="list-style-type: none"> ● Keeping the bathroom and sink areas clean ● Notifying an adult if something is needed 	<ul style="list-style-type: none"> ● Washing and drying my hands ● Keeping the water in the sink 	<ul style="list-style-type: none"> ● Exiting quietly and returning to learning
<p>Playground</p> <p>Voice Volume= 0,1,2,3</p>	<ul style="list-style-type: none"> ● Listening to the playground supervisors ● Lining up and going inside as soon as the whistle is blown ● Coming into the building quietly ● Staying away from all classrooms and windows ● Using respectful and non-threatening language ● Including others and playing by the rules of the game 	<ul style="list-style-type: none"> ● Putting the playground equipment away ● Reporting all accidents, injuries, and other concerns to an adult on duty immediately ● Helping each other solve conflicts ● Asking for assistance from the supervisors if needed 	<ul style="list-style-type: none"> ● Staying within the boundaries of the playground ● Using the balls away from the building ● Using my hands to play appropriately ● Wearing appropriate clothing suited for the weather ● Using playground equipment safely 	<ul style="list-style-type: none"> ● Trying new games or activities



**Avon Elementary School
Office Referral Form**



Name: _____ **Grade:** _____ **Date:** _____ **Time:** _____

Teacher: _____ **Referring Staff:** _____

Location: Bathroom Cafeteria Hallway Playground Classroom Other _____

Others involved in incident: None Peers Staff/Bus Driver Teacher Unknown Other _____

*Please check one box in each category.

Problem Behavior	Possible Motivation	Interventions
<input type="checkbox"/> Disrespect/Defiance <input type="checkbox"/> Harassment/Bullying <input type="checkbox"/> Inappropriate Language <input type="checkbox"/> Inappropriate Touch <input type="checkbox"/> Physical Aggression <input type="checkbox"/> Property Misuse <input type="checkbox"/> Technology Misuse <input type="checkbox"/> Stealing <input type="checkbox"/> Harassment <input type="checkbox"/> Other	<input type="checkbox"/> Obtain peer attention <input type="checkbox"/> Obtain adult attention <input type="checkbox"/> Obtain items/activities <input type="checkbox"/> Avoid Peer(s) <input type="checkbox"/> Avoid Adult <input type="checkbox"/> Avoid task or activity	<input type="checkbox"/> Review expectations with student <input type="checkbox"/> Loss of privilege <input type="checkbox"/> Assigned spot for _____ days <input type="checkbox"/> Parent contact Date _____ <input type="checkbox"/> Suspension Date _____ to _____ School _____ day(s) Date _____ to _____ <input type="checkbox"/> Detention _____ after school Date _____ to _____ _____ lunch/recess Date _____ to _____ <input type="checkbox"/> Other _____ <input type="checkbox"/> Action Pending

COMMENTS: _____

Reflection

1. What expectation did you not use? Be Respectful Be Responsible Be Safe Be a Learner

*Staff-remember to review the specific expectation with the student.

2. Next time, I will:
 Follow directions right away Use kind words Ask to take a break Tell the truth

Keep my hands to myself Treat property with care Think about the feelings of others

Other _____

Principal will make 1 copy for the office and 1 copy for the classroom teacher.

EMERGENCY PROCEDURE DRILLS

Fire, tornado, and intruder drills will be held during the year to instruct the children in proper procedures for leaving the building or appropriate procedures in case of fire or emergency. Children are instructed regarding the alarm system, proper exits, where to go after leaving the building, and which part of the building to go to.

ENTRANCE REQUIREMENTS

Under existing school policy, a child must be 5 years of age on or before September 1st of the current school year to enter kindergarten. Updated immunizations and a copy of an official birth certificate are required for each student. **All immunizations must be completed by the first day of school. Parents of elementary students will have until the end of the first trimester (November 22, 2016) to complete all immunizations or the student will be excluded from school until the immunizations are complete.**

FEES

Because of a change in State law, it may be necessary to charge a nominal fee for some classroom activities, especially in the area of art and crafts. The school cannot charge for materials used for instruction, however, if the item is to be taken home and become the property of the students, then a fee may be charged for materials.

FIELD TRIPS/CAMPUS EXTENSION

Campus Extensions are scheduled when learning can be enhanced outside the classroom. Most trips are taken locally. You will receive a form advising you when a lesson of this nature is planned. Whenever a campus extension is scheduled taking students out of town, a separate permission slip is sent home for you to sign. By law, we cannot allow the children to go without your permission. A nominal fee may be charged for these activities.

HEALTH OFFICE

Illness

When your child becomes too ill to remain in school, the nurse/health assistant or secretary will call you at work or home to request arrangements for you to take your child home. It is essential that we be able to contact you or a designated emergency contact on every school day. Keep the school office informed of your current home, work and cell numbers. Remember to inform them if it changes.

Sometimes your child is sent home ill before we are sure what the illness is. If your child is diagnosed with any of the following contagious diseases, ***please call the school nurse/health assistant to be sure she knows***. It will help us to understand how widespread the condition is when we see other children. These are contagious diseases we often see in school:

- | | | |
|----------------|------------------|------------------|
| - pink eye | - influenza | - head lice |
| - strep throat | - planters warts | - whooping cough |
| - chickenpox | - impetigo | - ringworm |

Students must stay out of school for 24 hours after their last episode of vomiting or diarrhea. Students must also be fever free for 24 hours without the use of fever reducing medications before returning to school.

Injuries & Emergencies

If your child has an injury at school that requires immediate medical care, we will attempt to contact you. If we cannot reach you, we will take whatever action we deem appropriate to protect your child's health. That includes calling 911 and/or transporting your child to the hospital emergency department. Parents or guardians are responsible for medical bills related to these decisions.

Physical Education Excuses

School policy authorizes a parent or the school nurse/health assistant to excuse a child from physical education class for one day for a legitimate health reason. Beyond the first day, a written physician statement is required.

Immunizations

All students in Minnesota are required to comply with school immunization laws. Parents and guardians are responsible to supply immunization records to schools. When your child sees a physician, ask if they are up to date on their immunizations.

Families choosing not to vaccinate students are required to provide a notarized conscientious exemption form indicating each immunization declined. Exemption forms are available from the school Health Office.

All immunizations must be completed by the first day of school. Parents of elementary students will have until the end of the first trimester (November 22, 2016) to complete all immunizations or the student will be excluded from school until the immunizations are complete.

Health screening

The district school nurse supervises screening for hearing, vision and scoliosis. Screening is a way to identify possible problems that require further evaluation. We will contact you by letter to inform you when your child is referred for further evaluation following screening at school.

Scoliosis is a progressive condition of the spine that is important to identify early, evaluate and determine treatment. Vision and hearing problems affect learning, even more acutely in young learners. Parents are expected to follow up promptly when nurses refer students for hearing and vision deficits. If medical care is a financial hardship, please ask the school nurse/health assistant to help you with resources.

- Hearing screening: Elementary grades 1, 3, & 5
Secondary grades 8 & 11
- Vision screening: Elementary grades 1, 3 & 5
Secondary grades 7 & 10
- Scoliosis screening: Girls: Fall of 5th grade and Spring of 6th grade

If parents or guardians want their child screened when their grade level is not scheduled, call your school nurse/health assistant to request. Color vision is screened in boys in grade 1.

Medication at school

There are many circumstances under which students benefit from taking medication during the school day. **New medication order forms are required at the beginning of each school year.** For questions about medications at school, call our school nurse.

Medication Administration

1. Each medication, including nonprescription (over the counter) will be administered only when accompanied by a physician order, parent consent and in a pharmacy or physician labeled container.
2. Pharmacists will provide you with an extra labeled bottle for use at school at your request.
3. Medication will be administered to the student at the designated time under supervision of authorized school staff.
4. When medication dosage or time changes, the nurse will assist you to obtain a revised medical order from the physician.
5. Parents or guardians are responsible for notifying the school nurse by the next school day if there is a change in the medication or dosage.
6. Parents may bring a medication to school for their child and administer it in the Health Office when there is no medical order on file in the Health Office.

Head Lice

Lice have existed for over 2,000 years. They are hardy and resistant to all our attempts to eradicate them. Lice usually occur among young children who play closely together. Lice are extremely fast as they move through hair. They cannot fly, jump or even crawl great distances. They need close proximity to their host to survive. They feed on blood, like mosquitoes. It is their bites that make the scalp itchy. We understand that the largest impact head lice has comes not from the condition itself but from our reaction. A case of lice often arouses feelings of anxiety and fear to a much greater extent relative to the actual threat it poses. This can lead to teasing and affect a child's self esteem. It affects parents too, with lost work time. As a community, we can de-escalate our reaction to lice and treat it for what it is, an opportunistic infestation. Our goals are to protect confidentiality, prevent and control transmission, minimize children's school absences and prevent recurrence. Students are allowed one day as an excused absence for treatment.

SCHOOL POLICY FOR HEAD LICE

Families and school staff spend innumerable hours and expense attempting to eradicate head lice. Millions of dollars are spent annually nationwide on lice shampoos, physician visits and parent time away from work to deal with head lice. In an effort to prevent and manage head lice outbreaks in our classrooms, we have revised our school policy. The policy revisions highlighted below clarify responsibilities of the school and parents or guardians.

- Students with live lice or nits 1/4-1/2 inch from the scalp will be sent home for treatment and/or nit removal.
- Students with nits farther than 1/2 inch from the scalp and no live lice can remain in the classroom.
- When students return to school after treatment with a pediculocide (lice shampoo), Health Office staff will conduct a 4-5 minute check to determine if there are live lice or nits 1/2 inch from the scalp. Health Office staff will not remove nits.
- Mass screenings for head lice will not be a part of prevention. They interrupt the education process and as a tool, they have not demonstrated a decrease in the incidence in head lice cases during an outbreak.
- Students will be taught not to share items like hairbrushes, caps, headsets or other personal headgear.
- Parents are responsible for treatment and daily nit removal, treatment of other family members and treatment of the home environment to prevent re-infestation.
- Lice infestation that is repeatedly unresponsive to treatment will be referred to the District Nurse for evaluation and intervention.

The school Health Office can provide you with a copy of the full policy.

LOST, MISPLACED OR STOLEN ITEMS

During the course of the year, students lose, misplace or have things stolen. The classroom teacher and office should be notified when items "disappear." Many items are not marked. We wish to make a number of suggestions which may reduce the economic loss: (1) Please mark items clearly if at all possible; 2) Leave items of great value at home or in the school office for safekeeping; and, 3) Report all items lost.

NEWSLETTERS/CALENDARS

The Huskie Newsletter, outlining past and future events will be arriving with the free section of the Stearns Morrison Enterprise and placed on our district web site. Please watch your mail for this Newsletter it will contain information regarding activities going on in all District 745 schools. A monthly newsletter will be posted on the website and also emailed to families. Avon Elementary will also post a monthly calendar at the beginning of each school month. If a family does not have access to a computer and internet the school will send a paper copy home. Albany Area Schools website address is www.albany.k12.mn.us

PARENT VOLUNTEERS

For the last several years we have had a number of parents who have helped in many ways. This year we hope to enlist more parent volunteers so if you are at all interested, please contact your child's teacher or the school office. Everyone has some talent that would be valuable in the education of the children. The general purpose of the Avon Elementary Volunteer Program is to enrich and enhance our students' curriculum and to strengthen school/community relations. We encourage and welcome all volunteers to our school. Whether you are a parent, guardian, grandparent, relative or a friend, your time spent at Avon Elementary, as a volunteer, is an important contribution to a child's educational experience. As a volunteer, you will be expected to follow privacy/disclosure of information procedures. The staff and students at Avon Elementary invite you to become active and involved with our volunteer program. We look forward to meeting each and everyone of you!

PTA

The PTA is a broad-based group whose interests are not limited to "education". PTA believes that our top priority should be the education, welfare and development of children. This focus should be on the whole child, and apply to all children. The PTA emphasizes "parent empowerment" and "parent participation". Parents are the child's first teacher, the most important teacher. Although PTA units are based in schools, the objectives of the association go well beyond to include "the welfare of children and youth in the home, school, community, and place of worship". For further information, contact the school office.

PHYSICAL EDUCATION AND REQUIREMENTS IN CLOTHING

All students in grades K-6 have Physical Education 4 days per week. In order to participate safely, students must wear tennis shoes to physical education class. (Tennis shoes with non-marking soles are preferred.) Students who wear dresses to school are encouraged to bring a pair of shorts or long pants to wear under the dress during physical education class. In case of illness or injury a **parent note** can excuse a child from physical education class for one (1) day. In more serious cases where your child needs to be excused for longer than one day, **a doctor's medical excuse is required**.

PERSONAL ITEMS

Leave your personal radio, digital camera, ipod, mp3 player, tape player, beeper or cell phone and any electronic games at home unless you are requested by a teacher to bring one for class purpose. Posting (e.g. placing on a public web site) of any video or audio content from any classroom or school activity is prohibited unless express written permission has been obtained from an authorized school official. Severe disciplinary action will be taken against any violators of this rule. **CELL PHONES ARE NOT TO BE TAKEN INTO THE LOCKER ROOM/BATHROOM UNDER ANY CIRCUMSTANCES.**

PLEDGE OF ALLEGIANCE

All public school students shall recite the Pledge of Allegiance to the United States of America one or more times each week. The recitation shall be conducted by each individual classroom teacher. Anyone who does not wish to participate in reciting the pledge may elect to do so and that students must respect another person's right to make that choice. Students will be instructed in the proper etiquette toward, correct display of, and respect for the flag, and in patriotic exercises.

PRESCHOOL PROGRAMS

There are a number of preschool programs available to residents of the district. If you have any questions in regards to these programs call: Early Childhood Family Education (845-2161, ext. 5828), Early Childhood Special Education (845-2161, ext. 6109).

PUPIL PROGRESS

PROGRESS REPORTS/REPORT CARDS of children's individual growth and development in all school activities are sent to the parents. His/her growth in health, social adjustment, work habits and attitudes is considered as well as his/her progress in reading, writing, arithmetic and other subjects. We are on a trimester system at Avon Elementary.

PARENT-TEACHER CONFERENCES will be held for all students. This contact gives the parents and teachers a chance to discuss the child's growth and plan cooperatively to meet his/her needs. Parents are encouraged to ask for additional conferences at any time during the school year. Conferences result in a better understanding and an improved relationship between the home and school.

JOINT EFFORT

Educating children is a major undertaking and requires home and school to work closely together. Insuring that children's' emotional, physical, and academic needs are being met is crucial to the success of our students.

You can help by:

- * checking your child every morning before he/she leaves for school to be sure that he/she is well
- * insisting that he/she receives adequate rest
- * having him/her eat a good breakfast
- * preparing him/her for bad weather with rainwear, boots, appropriate clothing and mittens on cold days
- * talking over your child's problems and interests with him/her on a regular basis and communicating with the school personnel if we can be of assistance
- * enriching his/her vocabulary through reading, the use of the libraries, providing reading opportunities in daily life, and broadening his/her experiences by taking trips

- * making your child responsible for certain tasks in the home
- * reading the lunch menu on a weekly or daily basis. This process will help your child make selections more quickly on days they eat hot lunch or if they wish to bring a lunch from home on certain days

SCHOOL LUNCH PROGRAM

We encourage all children to take part in our school lunch program. The menus are planned and prepared by qualified personnel. Avon Elementary has a “closed” noon hour. This means students must remain in school during the lunch period.

To qualify for the government aids that are required to support the lunch program at a minimal cost to parents, we "encourage" that each child try all the foods that are served.

If payment is made by check it should be made payable to Albany Area Schools. You will be notified as to cost of lunch tickets at the beginning of each school year. A minimum balance is expected in the account. Students with a negative balance are allowed peanut butter bread and milk. After three days of negative balance, no lunch is offered.

Students are expected to maintain orderly behavior during the lunch period. Dishes must be returned to their proper place and refuse placed in the trash barrels.

Free breakfast is offered to all students at Avon Elementary every day. Breakfast is served from 8:00-8:15 a.m.

SCHOOL PARTIES

Seasonal parties are held during the year: Stearns County Environmental Services state that the FDA Food Code (1976,1993) states the following,” Food made for public consumption must be obtained from an approved source.” Homemade items would NOT be from an approved source. Law requires that items used are commercially packaged. Foods prepared in the home cannot be used as classroom treats due to hepatitis threat and other communicable diseases.

SNACKS

As part of our district’s wellness initiative, we are going to be allowing your children the opportunity to purchase a healthy nutritious snack from food service during the 2016-2017 school year. In addition to optional daily snack purchase families will have the option to order celebration and birthday snacks from food service. These initiatives will ensure that your child is receiving tasty and nutritious foods throughout the school day. Having sufficient nutrition will result in your child performing academically and athletically to the best of his or her abilities. Healthy kids make better learners.

STUDENT COUNCIL

Avon Elementary Student Council serves as a democratic method for all citizens of our school to have a say in the operation of the school. Student Council allows every student's ideas to be heard. The Student Council also makes sure that everyone in your school cooperates in the day-to-day responsibilities of being part of a school community, enjoys improvements and special activities, and works together on specific ideas. It is an organized group of students who meet regularly and share in the life of the school. They are a group of elected representatives whose members work with an advisor. As part of their Special Days we have declared every Friday in the Avon Elementary School as "Spirit Day". On that day all students and staff are encouraged to wear Purple and White. Any Purple and White clothing is appropriate; socks, T-shirts, slacks, sweaters, etc.. This isn't mandatory; it is an optional event.

TEACHER REQUESTS

If parents have an educational concern about class selection for their child, they should submit the form for requests to the building principal by April 1st, as stated by the District's policy 3.404, Policy for Requesting a Teacher. Parents are asked to state a specific educational reason for the request. Our goal is to create classrooms with an even number of boys and girls, an academic balance, and a positive social atmosphere. The previous year's teachers and the principal will finalize the class list.

TRANSFER

Please inform the school if you move from the district. Parents must sign a request for release of their child's records when they enroll in their child's new school.

VALUABLES IN SCHOOL

Students are not to keep money or other valuables in their desks or lockers. Money sent to school should be placed in an envelope with the students' name and purpose written on the envelope. If it is necessary to have money or valuables in school, students should make arrangements with the teacher or the office for temporary safe keeping. Students following this request will prevent loss and possible heartbreak due to theft of their money or treasured possession.

VISITATION BY CHILDREN

Students are not permitted to bring other children with them to school as visitors...unless special permission is granted by the homeroom teacher and Principal.

SCHOOL BOARD POLICY AGAINST RELIGIOUS, RACIAL, AND SEXUAL HARASSMENT AND VIOLENCE

(The following is a summary of the district policy, complete copies of the policy are available upon request from the Superintendent of Schools.)

1. Everyone at District 745 has a right to feel respected and safe. Consequently, we want you to know about our policy to prevent religious, racial or sexual harassment and violence of any kind.
2. A harasser may be a student or an adult. Harassment may include the following when related to religion, race, sex or gender.
 - a. name calling, jokes or rumors;
 - b. pulling on clothing;
 - c. graffiti;

- d. notes or cartoons;
 - e. unwelcome touching of a person or clothing;
 - f. offensive or graphic posters or book covers; or
 - g. any words or actions that make you feel uncomfortable, embarrass you, hurt your feelings or make you feel bad.
3. If any words or action make you feel uncomfortable or fearful, you need to tell a teacher, counselor, the principal or the Human Rights Officer
 4. You may also make a written report. It should be given to a teacher, counselor, the principal or the Human Rights Officer.
 5. Your right to privacy will be respected as much as possible.
 6. We take seriously all reports of religious, racial or sexual harassment or violence and will take all appropriate actions based on your report.
 7. The School District will also take action if anyone tries to intimidate you or take action to harm you because you have reported.
 8. This is a summary of the School District Policy against religious, racial and sexual harassment and violence. Complete policies are available in the district office upon request.

DISCRIMINATION IS AGAINST THE LAW.

ALBANY SCHOOLS WEAPONS POLICY

(The following is a summary of the district policy, complete copies of the policy are available upon request from the Superintendent of Schools.)

Students and non-students, including adults and visiting youths are forbidden to knowingly or voluntarily possess, store, handle, transmit, or use any instrument that is considered a weapon or a “look-alike” weapon in school, on school grounds, at school sponsored activities, at bus stops, on school buses or school vehicles, or entering upon or departing from school premises, property or events. According to Minnesota State Law, effective August 1, 1993 it is a felony to possess a dangerous weapon within 300 feet of a school building.

A. ZERO TOLERANCE

The district takes the position of “Zero Tolerance” on the following objects:

1. **All firearms (whether loaded or unloaded)**
2. **Other guns of all types including pellet and B-B**
3. **Lead pipes**
4. **Bows and arrows (except authorized for instruction)**
5. **Knives**
6. **Switch blades or automatically opening knives with blades of any length**
7. **Black jacks, clubs, numchucks, throwing stars, daggers, metal knuckles, and like objects**
8. **Explosives**

Zero Tolerance will also be the position of the district when any object (whether real or look-alike) is used to injure, strike terror or threaten personal injury at or on those places or vehicles listed in the upper paragraph of this document.

THE PROCEDURE FOR ALL OFFENSES IS:

1. Call police and request assistance
2. Confiscate the weapon (if it can be done safely)
3. Hold an administrative hearing with students, which will include:
 - a. Notification of parent/guardian
 - b. Involvement of police with recommendation to charge
 - c. Suspension for up to five days
 - d. Recommendation of student expulsion

B. POSSESSION OF OBJECTS WHICH MAY NOT BE CONSIDERED WEAPONS

While this policy represents a firm “Zero Tolerance” position on weapons and/or look-alike weapons there are several objects which are questionable regarding whether they are considered weapons and whether the presence of these objects requires activation and enforcement of this policy. The administrator may use his/her discretion when interpreting use and intent with such objects. Such objects may include but are not limited to:

1. Pocket knives and edged weapons or other knives with blades less than three inches.
2. Fireworks, firecrackers, and smoke bombs
3. Throwing darts
4. Nuisance items (lighters/matches) and unauthorized tools

THE PROCEDURES FOR OFFENSES IS:

1. Confiscation of object or weapon (if it can be done safely)
2. Notification of parent/guardian
3. Administrative hearing with students, which may include:
 - a. Involvement of police with recommendation to charge
 - b. Suspension for up to five days
 - c. Recommendation of student expulsion.

Policy 514 Title: BULLYING PROHIBITION POLICY

I. PURPOSE:

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with a student’s ability to learn and/or a teachers’ ability to educate students in a safe environment. The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, the school district intends to prevent bullying and to take action to investigate, respond to, and to remediate and discipline for those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence, reprisal, retaliation and other similar disruptive and detrimental behavior.

II. GENERAL STATEMENT OF POLICY:

- A. An act of bullying, by either an individual student or a group of students, is expressly prohibited on school premises, on district property or at school functions or activities, or on school transportation. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying or other prohibited conduct that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student or other students. Materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services or privileges. This policy also applies to an act of cyberbullying regardless of whether such act is committed on or off school district property and/or with or without the use of school district resources.
- B. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate bullying.
- C. Apparent permission or consent by a student being bullied does not lessen or negate the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.
- E. False accusations or reports of bullying against another student are prohibited.
- F. A person who engages in an act of bullying, reprisal, and retaliation or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures, including the school district's discipline policy. The school district may take into account the following factors:
 - 1. The developmental ages and maturity levels of the parties involved;
 - 2. The levels of harm, surrounding circumstances, and nature of the behavior;
 - 3. Past incidences or past or continuing patterns of behavior;
 - 4. The relationship between the parties involved; and
 - 5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion. The school district shall employ research based developmentally appropriate best practices that include preventative and remedial measures and effective discipline for deterring violations of this policy, apply throughout the school district, and foster student, parent, and community participation.

Consequences for employees who permit, condone, or tolerate bullying or engage

in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events.

- G. The school district will act to investigate all complaints of bullying reported to the school district and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. DEFINITIONS:

For purposes of this policy, the definitions included in this section apply.

A. “Bullying” means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:

1. an actual or perceived imbalance of power exists between the student engaging in the prohibited conduct and the target of the prohibited conduct, and the conduct is repeated or forms a pattern; or
2. materially and substantially interferes with a student’s educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

The term “bullying” specifically includes cyberbullying as defined in this policy.

B. “Cyberbullying” means bullying using technology or other electronic communications, including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone or other electronic device. The term applies to prohibited conduct which occurs on school premises, on school district property, at school functions or activities, on school transportation, or on school computers, networks, forums, and mailing lists or off school premises to the extent that it substantially and materially disrupts student learning or the school environment.

C. “Immediately” means as soon as possible but in no event longer than 24 hours.

D. “Intimidating, threatening, abusive or harming conduct” means, but is not limited to conduct that does the following:

1. Causes physical harm to a student or a student’s property or causes a student to be in reasonable fear of harm to person or property;
2. Under Minnesota common law, violates a student’s reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; or
3. Is directed at any student or students, including those based on a person’s actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical

appearance, sexual orientation including gender identity and expression, academic status related to student performance, disability or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.

E. “On school premises, on district property at school functions or activities, or on school transportation” means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student’s walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

F. “Prohibited conduct” means bullying or cyberbullying as defined in this policy or retaliation or reprisal for asserting, alleging, reporting, or providing information about such conduct or knowingly making a false report about bullying.

G. “Remedial response” means a measure to stop and correct prohibited conduct, prevent prohibited conduct from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of prohibited conduct.

H. “Student means a student enrolled in a public school or a charter school.

III. REPORTING PROCEDURE

- A. Any person who believes he or she has been the target or victim of bullying or any person with knowledge or belief of conduct that may constitute bullying or prohibited conduct under this policy shall report the alleged acts immediately to an appropriate school district official designated by this policy. A student may report bullying anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party or complainant to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.
- C. The building principal or the principal’s designee or the building supervisor (hereinafter the “building report taker”) is the person responsible for receiving reports of bullying or other prohibited conduct at the building level. Any person may report bullying or other prohibited conduct directly to a school district human rights officer or the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as the primary contact on policy and procedural matters. The building report taker or a third party designated by the school district shall be responsible for the investigation. The building report taker shall provide information about available community resources to the target or victim or the bullying or other prohibited conduct, the perpetrator, and other affected individuals as appropriate.

- D. Teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct that may constitute bullying or other prohibited conduct shall make reasonable efforts to address and resolve the bullying or prohibited conduct and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute bullying or other prohibited conduct or who fails to make reasonable efforts to address and resolve the bullying or prohibited conduct in a timely manner may be subject to disciplinary action.
- E. Reports of bullying or other prohibited conduct are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of bullying and the record of any resulting investigation.
- F. Submission of a good faith complaint or report of bullying or other prohibited conduct will not affect the complainant's or reporter's future employment, grades, work assignments, or educational or work environment.
- G. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. SCHOOL DISTRICT ACTION

- A. Within three days of the receipt of a complaint or report of bullying or other prohibited conduct, the school district shall undertake or authorize an investigation by the building report taker or a third party designated by the school district.
- B. The building report taker or other appropriate school district official may take immediate steps, at their discretion, to protect the target or victim of the bullying or other prohibited conduct the complainant, the reporter, and students, or others pending completion of an investigation of the bullying or prohibited conduct, consistent with applicable law.
- C. The alleged perpetrator of the bullying or other prohibited conduct shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.

- D. Upon completion of an investigation that determines that bullying or other prohibited conduct has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited conduct. Remedial responses to the bullying or other prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II. F. of this policy. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; school district policies; and regulations.
- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets of bullying or other prohibited conduct and the parents or guardians of alleged perpetrators of bullying or other prohibited conduct who have been involved in a reported and confirmed bullying incident and of remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or respond to bullying or other prohibited conduct committed by or directed against a child with a disability, the school district shall, when determined appropriate by the child's individualized education program (IEP) team or section 504 team, allow the child's IEP or section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in bullying or other prohibited conduct.

VI. RETALIATION OR REPRISAL

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged bullying or prohibited conduct, who provides information about bullying or prohibited conduct, who testifies, assists, or participates in an investigation of alleged bullying or prohibited conduct, or who testifies, assists, or participates in a proceeding or hearing relating to such bullying or prohibited conduct. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct and shall take into account the factors specified in Section II.F. of this policy.

VII. TRAINING AND EDUCATION

- A. The school district shall discuss this policy with school personnel and volunteers and provide appropriate training to school district personnel regarding this policy. The school district shall establish a training cycle for school personnel to occur during a period not to exceed every three school years. Newly employed school personnel must receive the training within the first year of their employment with the school district. The school

district or a school administrator may accelerate the training cycle or provide additional training based on a particular need or circumstance. This policy shall be included in employee handbooks, training materials, and publications on school rules, procedures, and standards of conduct, which materials shall also be used to publicize this policy.

- B. The school district shall require ongoing professional development, consistent with Minn. Stat. § 122A.60, to build the skills of all school personnel who regularly interact with students to identify, prevent, and appropriately address bullying and other prohibited conduct. Such professional development includes, but is not limited to, the following:
 - 1. Developmentally appropriate strategies both to prevent and to immediately and effectively intervene to stop prohibited conduct;
 - 2. The complex dynamics affecting a perpetrator, target, and witnesses to prohibited conduct;
 - 3. Research on prohibited conduct, including specific categories of students at risk for perpetrating or being the target or victim of bullying or other prohibited conduct in school;
 - 4. The incidence and nature of cyberbullying; and
 - 5. Internet safety and cyberbullying.
- C. The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying and other prohibited conduct.
- D. The administration of the school district is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the target or victim, and to make resources or referrals to resources available to targets or victims of bullying.
- E. The administration is encouraged to provide developmentally appropriate instruction and is directed to review programmatic instruction to determine if adjustments are necessary to help students identify and prevent or reduce bullying and other prohibited conduct, to value diversity in school and society, to develop and improve students' knowledge and skills for solving problems, managing conflict, engaging in civil discourse, and recognizing, responding to, and reporting bullying or other prohibited conduct, and to make effective prevention and intervention programs available to students.

The administration must establish strategies for creating a positive school climate and use evidence-based social-emotional learning to prevent and reduce discrimination and other improper conduct.

The administration is encouraged, to the extent practicable, to take such actions as it may deem appropriate to accomplish the following:

- 1. Engage all students in creating a safe and supportive school environment;
- 2. Partner with parents and other community members to develop and implement prevention and intervention programs;

3. Engage all students and adults in integrating education, intervention, and other remedial responses into the school environment;
 4. Train student bystanders to intervene in and report incidents of bullying and other prohibited conduct to the schools' primary contact person;
 5. Teach students to advocate for themselves and others;
 6. Prevent inappropriate referrals to special education of students who may engage in bullying or other prohibited conduct; and
 7. Foster student collaborations that, in turn, foster a safe and supportive school climate.
- F. The school district may implement violence prevention and character development education programs to prevent or reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.
- G. The school district shall inform affected students and their parents of rights they may have under state and federal data practices laws to obtain access to data related to an incident and their right to contest the accuracy or completeness of the data. The school district may accomplish this requirement by inclusion of all or applicable parts of its protection and privacy of pupil records policy (See MSBA/MASA Model Policy 515) in the student handbook.

VIII. NOTICE

- A. The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.
- B. This policy or a summary thereof must be conspicuously posted in the administrative offices of the school district and the office of each school.
- C. This policy must be given to each school employee and independent contractor who regularly interacts with students at the time of initial employment with the school district.
- D. Notice of the rights and responsibilities of students and their parents under this policy must be included in the student discipline policy (See MSBA/MASA Model Policy 506) distributed to parents at the beginning of each school year.
- E. This policy shall be available to all parents and other school community members in an electronic format in the language appearing on the school district's or a school's website.
- F. The school district shall provide an electronic copy of its most recently amended policy to the Commissioner of Education.

IX. POLICY REVIEW

To the extent practicable, the school board shall, on a cycle consistent with other school district policies, review and revise this policy. The policy shall be made consistent with Minn. Stat. § 121A.031 and other applicable law. Revisions shall be made in consultation with students, parents, and community organizations.

ALBANY AREA SCHOOLS, ISD #745
Student Contract Regarding the Use of the
School District System, Devices, and Internet Resources

I, (print first and last name) _____,
accept and agree to abide by the rules of the TECHNOLOGY AND INTERNET ACCEPTABLE USE
AND SAFETY POLICY, as posted on the Albany Area Schools website. I further agree my use of the
Internet, Computer and/or Equipment of the School District are subject to additional rules and directives
issued by the instructor.

I realize the primary purpose of the District Internet connection is educational and I will limit my usage to
educational purposes unless I receive explicit permission from my instructor for other use.

I realize the use of the Internet, Computer and Equipment is a privilege, not a right. My access may be
revoked at any time by the School District, as it shall see fit. I also acknowledge that inappropriate
behavior may lead to penalties, including disciplinary action, reduction in my grade or loss of credit for
assignments and/or legal action.

I understand my use of School District equipment, computers and Internet access is not private and all of
my activity, transmissions, documents, etc., are subject to review and monitoring by School District
personnel for any reason, without notice. This includes non-district owned devices using School District's
Internet connection.

I agree not to allow other individuals to use my account for Internet activities. I will not give anyone my
password, nor will I use anyone else's password.

I release the School District and all organizations related to the District's Internet connection from any
liability or damages that may result from the use of the Internet connection. In addition, I will accept full
responsibility and liability for the results of my actions with regards to the use of Internet access,
Network, Computers and Equipment of the District.

I understand the Internet contains information that is inappropriate and unrelated to educational purposes.
I recognize it is impossible for the District to prevent access to all forms of inappropriate information and
my responsibility to avoid such information. I will not hold the School District responsible for materials
found or accessed on the District's Internet access.

If I should accidentally come across any information that seems inappropriate and makes me
uncomfortable, I will inform my teacher immediately.

I release the School District and related organizations from any liability relating to consequences resulting
from my use of the Internet.

Student Signature: _____ Date _____

**ALBANY AREA SCHOOLS
Parent/Legal Guardian Consent Form**

Parents/Legal Guardians are required to review the **TECHNOLOGY AND INTERNET ACCEPTABLE USE AND SAFETY POLICY** (abbreviated policy on reverse side) with their student and to sign the consent form prior to student access being granted.

I, _____ as the parent/legal guardian of
(print your name above)

(print student's name above)

state that I have read the TECHNOLOGY AND INTERNET ACCEPTABLE USE AND SAFETY POLICY and the Student Contract for Use signed by my student. I understand and accept the responsibilities and liabilities stated that are placed on me and my student as a result of signing this contract should he/she violate the rules.

I understand the Internet contains some material that is inappropriate for minors. I support the School District's position that students are individually responsible for not accessing such material. Unacceptable use of the School District's Internet access will result in possible suspension of privileges or other discipline. I will not hold the School District liable for any inappropriate information my student may encounter by using the School District's Internet access and expressly agree to the disclaimer provisions contained in this policy.

I hereby give permission for my student to use the School District Internet connection, computers, equipment and networks and specifically agree to the terms.

Parent/Guardian Signature _____ Date _____

Online Publication of Student Work

I understand that occasionally my child's picture, artwork, writing and/or other projects may be published online by the School District. Such publication is intended to further the educational mission of the school district and display students' works to a worldwide audience. Various Web 2.0 tools used by the classroom teacher also allow online collaboration, enhancing both students' digital skills, as well as the curriculum.

I grant the School District copyrights and privileges to reproduce, adapt, publish, and display my child's work on the Internet.

Parent/Guardian Signature _____ Date _____

Opt out: _____ I do not want my child's work online. Signature _____