



2022-2023

PARENT
AND
STUDENT
HANDBOOK

A Destination to... **SERVE** . **LEARN** . **LOVE** . **LEAD**.... as Disciples of Christ.

Our History

The city of Port Washington has had a Catholic school since the original was first established in 1853. The school was the mission of the first resident pastor, Father F.X. Sailer. For the first two years of its existence, lay men taught at the school. In 1855, the School Sisters of Notre Dame assumed the teaching until the school closed between 1857 and 1863. For the next seven years, the teaching duties were handled by the Sisters of the Dominican Motherhouse in Racine followed by the Agnesian Sisters. In 1870, the School Sisters of Notre Dame returned.

When the school was first established, the first classes were held in various buildings, including one built specifically for the school in the late 1860s at a cost of \$7,000. The present school was constructed in 1916 at a cost of \$60,000. The pastor at the time, Monsignor Peter Hofeltz, asserted that if the construction had been delayed another year, the cost would have doubled due to the war. The current St. Mary's school building has undergone a number of expansions and remodels since it was built to adapt to the changing needs of enrollment and modernization.

A second Catholic school in Port Washington was established in the mid-1960s at St. Peter's Parish. Both schools had students enrolled from 1st to 8th grade. St. Mary's offered classes from kindergarten through 10th grade. As enrollment declined in the mid-1980s, the schools combined to form Port Washington Catholic School. In the early 2000s, Immaculate Conception in Saukville also joined the Port Catholic umbrella.

More recently, St. Mary's, St. Peter of Alcantara, and Immaculate Conception formed a tri-parish cluster with the intent of eventually forming one parish. In July, 2016, this came to fruition and the three parishes merged into a single parish called St. John XXIII Catholic Parish. As part of this merger, the parish incorporated Port Catholic under its wing. The school now has the same name as the newly formed parish. Port Catholic School is now St. John XXIII Catholic School.

During the 1800s, the school worked very closely with the public school district to ensure a consistent and quality education for all children of Port Washington. Money was provided from the public school fund to support the Sisters in their effort. It was one of the last remaining unions between parochial and public schools in the country. While the monetary relationship ended around 1884, Port Catholic and the Port Washington – Saukville School District continue to have a strong relationship and commitment to provide the best learning options for all children. Currently, St. John XXIII Catholic School is a K4 site for the district.

Today, St. John XXIII has 15 dedicated instructors providing an excellent faith-based elementary and middle-school education to 189 students at one location, located at 1802 N. Wisconsin Street. St. John XXIII Catholic School functions as the parochial school option for students in northern Ozaukee County.

SCHOOL FACULTY /STAFF

Pastor.....	Fr. Patrick Wendt
Principal.....	Mrs. Kristi Klein
Director of Marketing & Development.....	Mrs. Erin Brewster
Administrative Assistant, AR & Choice Enrollment Coordinator	Mrs. Seneca Graykowski
Pre-3 & Child Care Director	Ms. Lisa Schmidt
Pre-3 Educational Assistant.....	Mrs. Sue Krier
Pre-3 Educational Assistant.....	Mrs. Patti Cox
K4 Teacher.....	Ms. Kaitra Becker
K4 Aide AM/PM.....	Mrs. Becky Schires
K5 Teacher.....	Ms. Natasha McLaughlin
K5 Educational Assistant.....	Mrs. Amy Greisch
1st Grade Teacher.....	Ms. Becca Sullivan
2nd Grade Teacher.....	Mrs. Colleen Jentges
1st/2nd Grade Educational Assistant.....	Mrs. Laura Lanser
3rd Grade Teacher.....	Mrs. Laura Gallitz
4th Grade Teacher.....	Mrs. Marie Lippe
5-Homeroom, 5 & 6 ELA, K5-8 Spanish.....	Ms. Amber Wacha
6-Homeroom, 5 & 6 Math, K5-8 Science.....	Mrs. Erika Mogilevsky
7-Homeroom, 5-8 Social Studies & Religion.....	Ms. Christy Herbst
8-Homeroom, 7 & 8 Math & Science.....	Mr. Adam Chilinski
7 & 8 ELA & Intervention.....	Ms. Colleen O'Brien
Dean of Student Learning.....	Mrs. Amy McMullen
Art Teacher Pre-3-8.....	Mrs. Cindy Gibson
Pre-3-8 Music Teacher, 4-8 Band.....	Ms. Rylee Kramer
Pre-3 - 8 Physical Education.....	Mr. Nathan Russell
Independent Facilitator.....	Mrs. Geralyn Masse
Child Care Assistant.....	Ms. Sue Kennell
Social Emotional Coach.....	Mrs. Lauren Koch
Secretary.....	Ms. Shawn Taylor
Volunteer Librarian.....	Mrs. Deb McAfee

Library Assistant.....Ms. Emily Keller
Lead Custodian..... Mr. Todd Belohlav
Custodian..... Mr. Gerry Pallo
Custodian..... Mr. Bob Bergman

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HANDBOOK OVERVIEW

THIS HANDBOOK IS DIVIDED INTO FIVE SECTIONS:

1. Mission Statement, Philosophy and Non-Discrimination Policy of St. John XXIII Catholic School
2. School Policies – General School Information
3. Student Expectations
4. Appendix

The handbook reflects revisions of past policies and procedures, based on the suggestions of parents, teachers and students.

The teachers provide specific grade level expectations.

This handbook does not constitute a contract. St. John XXIII Catholic School reserves the right to modify as necessary.

5105 Student Handbook for Schools

The school reserves the right to amend the handbook for just cause with proper notice given to parents/guardians if changes are made.

MISSION STATEMENT

Mission Statement

A destination to... Serve. Learn. Love. Lead.... As Disciples of Christ.

St. John XXIII School's Values and Beliefs...

Serve...

- We instill a love of God by being disciples of Christ and by embracing our Catholic Identity.
- We demonstrate human dignity by bringing the beatitudes to life through our service to those in need.

Learn...

- We believe in fostering a love of learning within a student centered environment.
- We believe in challenging our students to their highest potential, while embracing diverse learning styles, in a working partnership with parents, students, and teachers.

Love...

- We value education, worship and service as a pathway to success for all.
- We value a genuine love for God, others and self.

Lead...

- We challenge our St. John XXIII community to be role models spiritually, intellectually, and socially in their lifelong journey while serving the greater good.
- We challenge our students to be leaders in the global society while serving the greater good.

NON-DISCRIMINATION POLICY

The philosophy of St. John XXIII Catholic School is based on the Christian principles of the Gospel message--to love and respect the rights of all people. It is the policy of the school that we shall not discriminate on the basis of race, color, and or national or ethnic origin in the administration of our educational policies, admission policies, financial aid, athletics, and other school programs. St. John XXIII Catholic School reserves the right to deny attendance to anyone whose behavior is contrary to the teachings and ideals of the school or toward the leadership of the school, or whose behavior or attitude is disruptive to the functioning of the student body.

SCHOOL POLICIES

EARLY ADMISSION, REGISTRATION, WITHDRAWAL, READMISSION

General Admission Statement

St. John XXIII Catholic School admits Pre-3-8th grade children from St. John XXIII Parish as well as non-parishioners. Children who are parishioners will be given priority for enrollment. With regard to enrollment, we do not discriminate against any child on the basis of race, color, sex, national origin, or ancestry. St. John XXIII Catholic School follows state guidelines regarding age in all enrollment matters.

In admitting students to our school, the order of priority is given as follows:

- Children of St. John XXIII parishioner families with pupils currently in our school
- Children of parishioners of St. John XXIII
- Children of non-parish families

All proper paperwork, including proof of parish membership (to receive parish tuition rates), must be on file in the office prior to admission.

Registration of Existing Families for the Next School Year

Current school families will receive a registration packet prior to our open house, typically held in January. Families may then register their children for the next school year. Completed registration papers, including appropriate registration fees and deposits, are processed in the order in which they are received. Non-parish families, currently in the school, will also receive a registration packet to enroll their non-parish children. However, parishioners have priority in registration until a date set by the school.

Early Admission

We adhere to state guidelines for admission.

Withdrawal of Student

- If a student is being withdrawn to attend another school, we ask the following procedure to be followed:
- Inform the office, in writing, of the intent to withdraw and the date of withdrawal.
- If withdrawal is not due to a move, a written communique or call to the principal explaining the reason for the withdrawal is appreciated as a source of information and as a courtesy.

- Upon leaving the school an exit interview will be conducted to gather feedback.

Readmission of Students Previously Withdrawn

Readmission of students previously withdrawn requires a conference between parents, principal, and possibly the pastor to determine appropriateness of readmission.

5110: Admission

The parish/school respects the parents as primary educators of their children and provides opportunities in an atmosphere which reinforces the educational and formational priorities occurring within the home environment. Parents freely choose to share their parental authority and responsibility for the education and formation of their children with the parish/school community in a cooperative relationship.

The parish/school respects the dignity of the child. Neither race, nationality, nor other forms of discrimination shall prevent a child from being accepted in the Catholic school or religious education programs.

The Catholic schools offer programs of education and formation for children and youth to all who are willing and able to live within the religious, academic, behavioral, and attitudinal requirements of the school and whose parents/guardians demonstrate a desire to have the school assist them in their parental role as primary educators of their children. The Catholic schools shall not be a refuge for parents/students who seek to avoid integration in the public schools.

1. Families are admitted into the school community when, on the basis of a personal interview, the pastor/parish director/president or designated authority judges the interest and motivation to be in accord with the highest order of Catholic education. The pastor/parish director/president is the final authority on the admission of a student into the school. This decision is not subject to appeal to the School Board or School Advisory Commission.
2. All students are on probation during the first calendar year of their attendance at a Catholic school. Schools are to develop a screening process for all new students entering the school. During the first calendar year probationary period, the school shall determine through this process whether or not it can meet the needs of the students. The principal shall make the final decision regarding the continued enrollment of the student. This decision is not subject to appeal to the School Board or School Advisory Commission. Notification of the probationary period shall be placed in the student/parent handbook.
3. Students who enter the Catholic school from a home-school program shall be placed in a grade level following an academic assessment determined by the administration.

4. In the admission of students to elementary schools, priority consideration shall be given to these criteria in the following order:
 - To all children currently enrolled
 - To children of families with siblings currently enrolled in school
 - To children of parishioners (in case of a parish school)
 - To children from other Catholic parishes
 - To children of other religious affiliation.
5. Schools participating in any of the Wisconsin Private School Choice Programs must adhere to the admissions policies and procedures of the program in which the school participates. The applicable programs are:
 - Milwaukee Parental Choice Program
 - Racine Parental Choice Program
 - Wisconsin Parental Choice Program
 - Special Needs Scholarship Program.
6. In the development of preferential options for the poor, schools should have financial assistance programs available for students from low income families. 7. All schools shall continue and, where needed, intensify their efforts to enroll students to achieve racial integration and cultural plurality while maintaining the Catholic character of the school.

5110.1: Nondiscriminatory Admission

In accordance with federal law, schools and parishes shall be nondiscriminatory in the admission of students. Therefore, the governing body of each parish/school shall adopt a nondiscriminatory policy on the basis of race, color, national origin, ethnicity, gender, or disability in the admission of its students. The parish/school shall include a nondiscrimination statement in all handbooks and promotional materials.

5111: Admissions to Kindergarten (3, 4, and 5 yr. old) and First Grade

Upon admission to kindergarten or grade 1, parents must provide verification of the child's age. This can be done through a birth certificate, passport, or other document that the school has indicated as acceptable. Note: Wisconsin law prohibits a school from photocopying a birth certificate or keeping a copy of a birth certificate in a student's file. A school staff member may view a birth certificate to verify and record the child's date of birth on a school admission form.

- No child may be admitted to 3-year-old kindergarten unless he or she is 3 years old on or before September 1 in the year he or she proposes to enter school.
- No child may be admitted to 4-year-old kindergarten unless he or she is 4 years old on or before September 1 in the year he or she proposes to enter school.
- No child may be admitted to 5-year-old kindergarten unless he or she is 5 years old on or before September 1 in the year he or she proposes to enter school.
- No child may be admitted to the 1st grade unless he or she is 6 years old on or before September 1 in the year he or she proposes to enter school. Completion of 5-year-old

kindergarten is a prerequisite to enrollment in first grade unless certain exemptions apply. Each school shall establish procedures, conditions, and standards for exempting a child from the requirement to complete kindergarten prior to admission to first grade.

- Children entering 3K, 4K, 5K, and 1st grade are required to meet the immunization requirements of the state or have a signed parent health waiver on file. Neither physical nor dental examinations are required by state law.

5111.1: Early Admission into Kindergarten and First Grade

The State Statutes provide for admission of special cases into first grade. Wis. Stat. 115.28(8) states, “The State Superintendent shall prescribe procedures, conditions, and standards under which admissions to kindergarten and first grade may be made at ages earlier than those specified in Wis. Stat. 118.14 in exceptional cases.”

The State Superintendent has recommended that each local school board adopt an admission policy which includes procedures for the admission of exceptional cases, regardless of the regular admission age requirement, and that parents be made aware of these procedures.

In Catholic schools children who have reached age requirements are given priority for admittance into first grade or kindergarten before consideration is given to underage children.

Local schools should develop written policies that relate to whether such early entrance will be considered and if so when and how parents are to apply for early consideration. Schools participating in the Wisconsin Private School Choice Programs must adhere to the admissions policies and procedures of the program in which the school participates and therefore may not admit under-age students to kindergarten or first grade. The applicable programs are:

- Milwaukee Parental Choice Program
- Racine Parental Choice Program
- Wisconsin Parental Choice Program
- Special Needs Scholarship Program

It should be understood that only parents with children whose birthdays fall prior to December 1st but after September 1st may apply for early admission. The procedures for admission of underage children are as follows:

- The parent applies to the principal. An interview is held to determine reasons for requesting early admission to first grade or kindergarten.
- If the school has determined by local policy that they will accept such candidates, a locally devised screen and/or assessment program shall be used to further determine the school readiness of the candidates.
- The principal informs the parent of the acceptance or denial of enrollment decision.
- Admission to first grade or kindergarten is considered to be on a trial basis. If within a reasonable period of time the child does not adjust to the school situations, the

principal may request that the parents withdraw the child and enroll him or her at the regular age.

ATTENDANCE, ABSENTEEISM, TRUANCY, SCHOOL HOURS, EARLY/LATE ARRIVAL, LEAVING EARLY

Attendance

5112: Compulsory School Attendance

Elementary and secondary schools will comply with the compulsory school attendance laws defined by Wis. Stat. §118.15. The statute requires school attendance of a child ages six to 18 unless he/she: 1) is excused, 2) has graduated, or 3) is enrolled in an alternative or home-based private, or other education program as permitted by law. The law further requires that any person having under his/her control a child between the ages of six and 18 shall require the child to attend school regularly during the full period and hours that school is in session until the end of the school term, quarter, trimester, or semester of the school year in which the child becomes 18 years of age.

Parents or legal guardians are required to provide the school with the reason for their child's absence. It is the responsibility of the school attendance officer to record whether the excuse is to be considered excused or unexcused(truant).

Each school or network of schools shall develop local, written policies and procedures regarding school attendance. These shall include, but not be limited to:

- Parameters for excused absences
 - Examples: personal illness (medical verification may be required); family emergencies or crises; attendance at a funeral or religious service; medical and/or legal appointments; severe weather when school is not officially closed
 - A school may recognize a family vacation as an excused absence but should develop guidelines regarding the length of the vacation, whether or not a parent/guardian accompaniment is required, expectations for notification to the school, expectations for missed school work, and principal approval.
- Parameters for unexcused (truant) absences
 - Examples: working, babysitting, car trouble, oversleeping, running late, or missing the bus
- Parameters clearly defined for when a tardy becomes an absence
- Process for the parent or legal guardian to notify the school of an absence

- Process and potential consequences school may impose for excessive tardiness and/or absences
 - In accordance with Wis. Stat. § 118.15, a parent must be sent a written notification when the child has been absent or tardy without an acceptable excuse for a total of five days in a semester. A second notice regarding habitual truancy shall be sent when a student has been absent ten or more days in the school year.
 - There is no legal number of absences which, if exceeded, leads to automatic retention of a student.
 - A school may develop and implement a plan of action to address chronic tardiness or absence of a student. The satisfactory completion of said plan of action may be used as a criteria for enrollment of the student in the school for the succeeding school year.

A student must be allowed to complete the work missed during an absence, regardless of whether the absence is excused or unexcused. A student who is absent from school is normally not allowed to participate in after school or evening activities. The principal may, if circumstances warrant, waive the above requirement and allow the student to participate in an after school or evening activity.

Compulsory School Attendance does not apply to any child who is temporarily not in proper physical or mental condition to attend school but who can be expected to return to his or her program upon termination of his or her illness or condition.

The certificate of a licensed physician, dentist, chiropractor, optometrist, or psychologist shall be sufficient proof of the physical or mental condition of the child and of the expectations for the child upon termination of the child's illness or condition. An excuse shall be in writing and shall state the time period for which it is valid not to exceed 30 days.

5113: Absence/Tardiness

In accordance with the Wisconsin Compulsory Attendance Law, a parent must be sent a written notification when the child has been absent or tardy without an acceptable excuse for a total of five (5) days in a semester. A second notice regarding habitual truancy shall be sent when a student has been absent ten (10) or more days in the school year.

Principals are authorized to require satisfactory explanation from the legal/custodial parent or guardian for the absence of a pupil for all or any part of the school day. The explanation may be obtained in person, by telephone, or in writing.

At the start of each school day, the school shall determine which students enrolled in the school are absent from school and whether each absence is excused. It is the responsibility of the school to attempt to contact the parent or guardian after it has been determined that a child is absent from school without notification to the school by the parent or guardian. All absences, excused and unexcused, must be recorded in the legal attendance records.

The following are considered excused absences:

- Personal illness. Medical verification may be required.
- Family emergencies or crises
- Attendance at a funeral or religious service
- Medical and legal appointments
- Severe weather when school is not officially closed

The following are examples of unexcused absences:

- Working
- Babysitting
- Car trouble
- Oversleeping, running late, or missed bus

Students must be allowed to complete the work missed during an absence. Students who are absent from school are not allowed to participate in after school or evening activities.

5113.1: Release of Students

The principal may release a pupil during the day upon written request of the legal/custodial parent or guardian and after verifying that a valid request exists for the pupil to be released. As a further precautionary measure, the pupil's record is consulted to make certain that the adult requesting the pupil's release is the legal/custodial parent or guardian. Such absences must be recorded as an absence in the official school records.

Mandatory After-School Event

Students are occasionally required to attend activities after-school that are a follow-up or culmination of school instruction. Students are excused only for illness or a family emergency which should be communicated to the teacher and office through a note or telephone call from the parents. In addition, a student's grade may be affected due to an unexcused absence at a mandatory after-school event.

Absenteeism

Absences, with the reason for the absences, are to be called in to the school's 24-hour answering machine prior to 8:20 A.M. Our school's phone number is 262-284-2682. A student is considered a ½ day absent if more than 1 ½ hours of school is missed in the morning or afternoon. Less than 1 ½ hours missed of school, for an excused reason, is still one full day present.

A student who is absent during the day for illness, is not allowed to return for part of the day for a field trip. A student, who is ill during the day, should not participate in after-school or evening activities.

For absences known in advance, please complete a vacation request form, which can be obtained in either school office or in the Appendix. If the school is not notified in advance, daily communication is expected.

Any child absent due to illness for more than 3 consecutive days must have a doctor's note upon return. In addition, please see the Archdiocesan Attendance Policy in the Appendix at the end of this handbook, which reflects the new Wisconsin State Statutes.

Truancy: Wisconsin Compulsory Attendance Law

Any person having under his/her control a child between the ages of 6 and 18 years of age who has not graduated from high school shall cause the child to attend school regularly during the full period and hours, religious holidays accepted, that the public or private school in which the child should be enrolled is in session until the end of the school term, quarter, or semester of the school year in which the child becomes 18 years of age. Wis. Stat. sec 118.15 / Archdiocesan Policy 5112

St. John XXIII Catholic School will consider a student truant if he/she is absent without an acceptable excuse for all or part of one or more days during which school is held. A

student will be considered habitually truant when he/she is absent without an acceptable excuse for all or part of 5 or more days in a school semester.

The school administration and policy will determine what is excused and unexcused. An absence or tardy is excusable under the following circumstances:

- Illness of the student
- Doctor/dentist appointment for the student
- Court appointment

State law allows a parent to excuse his/her child from school in writing prior to an absence for up to 10 days per school year. All absences beyond 10 are deemed unexcused. A student who is tardy or released early is partially absent as the law requires attendance for full periods or hours. Unless the tardy or early release is excused for one of the reasons stated above, the student is considered truant. Oversleeping, outside extracurricular activities, and care problems beyond the 10 days/times will be considered truant.

School Hours

Office Open - 8:00 AM - 4:00 PM

K5-8 Grade - 8:20 AM - 3:30 PM

Pre-3 - 8:20 AM -11:30 AM

K4 AM - 8:20 AM -11:30 AM

K4 PM - 12:20 PM - 3:30 PM

Children should be picked up at 3:30 PM. Children not picked up by 3:40 PM will be escorted to child care. Parents will be responsible for payment at that time.

Early Arrival

Pre-3, K4 AM and K5 - 8th grade students are not to be at school before 8:10 AM. The school is not responsible for supervision before 8:10 AM. K4 PM students are not allowed to be at school before 12:10 PM (unless in our Child Care Program).

Late Arrival/Tardiness

The first bell rings at 8:20 AM. Students should arrive no later to their first class than by 8:20 AM. Arrival after 8:20 AM is considered tardy. All students arriving at school after their start time must sign in at the office before going to their classroom. Tardy Pre-3 - K5 students will be escorted to their classroom by school personnel.

Excessive tardiness or absenteeism will result in communication from the principal.

Leaving School During the School Day

No student may leave the school building without permission.

Any student leaving school early must report to the school office and be signed out by his/her parent or other authorized adult. Children should not be picked up in their classroom. If any student is to leave school premises during the school day for any reason, without the accompaniment of a parent or parent authorized adult, he/she must present a signed note from a parent to the office in order to be excused.

Readmittance After Leaving School During School Day

A student must sign back into school through the office before going to the classroom.

ATHLETICS

If your child participates in athletics, please see the St. John XXIII Athletic Handbook located online.

BIRTHDAY CELEBRATION

Major gifts or recognitions should not be brought/delivered to school out of respect for all students' comfort.

Teachers encourage birthday recognitions. They determine an appropriate time for the class to share treats and celebrate the classmate's birthday. Parents need to keep treats simple (even nutritious) and supply all necessary utensils.

Keep in mind we do not have storage facilities for items needing to be refrigerated or frozen. If your child's treat requires refrigeration, you will need to bring it just prior to the time it is to be served.

We encourage less of an emphasis on food. Please consider stickers, pencils, etc. or a gift for the class such as a book. In all cases, please **KEEP IN MIND THE EXISTENCE OF FOOD ALLERGIES** in your child's class.

Please see Parties/Social Events for our policy on invitations to events.

BLOODBORNE PATHOGENS

Annual training of Bloodborne Pathogens is mandatory for persons coming in contact with school children. Links to online training sessions are provided by the school on SchoolSpeak.

BULLYING (See Appendix A)

BUILDING SECURITY

School doors are to always remain locked. Students, parents, visitors and volunteers entering during the school day are to enter through the main site entrance and get buzzed in. All visitors must report to the school office and sign in AND sign out before leaving.

CARPOOLING

The school is not responsible for setting up carpooling, nor does it assume any responsibility/liability for the drivers used in carpools.

CHEATING

Students in all grades must complete their own work at all times. This includes special projects, long-term assignments, and composition assignments.

If a child is found cheating, he/she will receive no credit for that particular assignment. In addition, a detention or other appropriate behavior consequence will be issued.

Some examples of cheating are:

- Copying another student's work
- Plagiarism
- Using cheat notes
- Turning in work that has been completed by anyone other than the student

CHILD ABUSE/NEGLECT

Administrators, teachers, and school staff are required by law to report any suspected child abuse to the proper authorities. We are **mandatory reporters**. Our procedure is to call the county social services agency. Social Services handles the matter from that point.

5140: School Wellness Policy

The school administrator shall be responsible for ensuring that a local wellness policy is developed and implemented that promotes students' health, well-being, and ability to learn.

A school wellness policy is a written document that guides a school's efforts to create supportive school nutrition and physical activity environments. Each school participating in federal child nutrition programs, including National School Lunch Program or the School Breakfast Program, is required to develop and implement a wellness policy as established by the Child Nutrition and WIC Reauthorization Act of 2004, and recently enhanced by the Healthy, Hunger-Free Kids Act of 2010 (HHFKA)[PDF - 325.4 KB].

Wellness policies can be integrated into the Whole School, Whole Community, Whole Child (WSCC)(<https://www.cdc.gov/healthyschools/wsc/index.htm>) model for school health, and can help put into action several provisions of the Every Student Succeeds Act, including Title I and Title IV.

Local School Wellness Policy Requirements

Schools can develop local wellness policies to meet the unique needs of its students but at a minimum must:

- Include goals for, nutrition promotion and education, physical activity, and other school-based activities that promote students' wellness. In developing these goals, school administrators must review and consider evidence-based strategies.
- Include nutrition guidelines for all foods sold on each school campus during the school day that are consistent with federal regulations for school meals and Smart Snacks in School nutrition standards.
- Include policies for foods and beverages made available to students (e.g., in classroom parties, classroom snacks brought by parents, other foods given as incentives.)
- Include policies for food and beverage marketing that allow marketing and advertising of only those foods and beverages that meet the Smart Snacks in School nutrition standards.
- Permit a diverse group of stakeholders to participate in the development, implementation, and periodic review and update of the policy.

- Identify one or more school officials who have the authority and responsibility to ensure each school complies with the policy.
- Inform and update the public (including parents, students, and others in the community) about the local school wellness policy on an annual basis.
- At least once every three years, measure the extent to which schools are in compliance with the local school wellness policy, the extent to which the local education agency's local wellness policy compares to model local school wellness policies, and the progress made in attaining the goals of the local wellness policy. Make this assessment available to the public.

5140.1: Mandatory Reporting of Child Abuse and Neglect

All children and youth have the right to live, learn, and play in an environment free from abuse and neglect. As individuals who care about children, it is the duty of any adult, employee or volunteer, in a school and/or parish to report abuse, neglect, or maltreatment of a child.

The Archdiocese of Milwaukee requires all adults, employee, or volunteer to comply with reporting responsibilities for any suspected abuse or neglect of minors, whether or not designated as a mandatory reporter under Wisconsin law. Every instance of suspected child abuse or neglect must be reported no matter when it happened or where it happened.

A volunteer in any program should discuss any concerns about sexual abuse, physical abuse, emotional maltreatment, or neglect of a minor with his/her immediate supervisor (such as a DRE or teacher), and collaborate in making a report to local law enforcement officials or to local child protective service agencies. If his/her immediate supervisor is unavailable and the volunteer feels the child is in imminent danger, the volunteer is encouraged to make a report to the local law enforcement or to local child protective service agencies and then follow up with his/her immediate supervisor.

Paid personnel should report directly to local law enforcement officials or child protective service agencies. They should also notify their supervisor (such as a pastor or principal) that a report is being made.

In accordance with state law and moral obligation, any pastoral or school administrator, teacher, counselor, or related professional who has reasonable cause to suspect a child under the age of 18 seen in the course of their duties has been abused or neglected or has been threatened with abuse or neglect that is likely to occur is obligated to report the case immediately (as soon as possible but not more than 24

hours later). Reports must be made by telephone or personal visit to the local Child Protective Services or local law enforcement.

Definitions of Abuse and Neglect

- Child abuse is defined as any physical injury inflicted on a child by other than accidental means; sexual intercourse or sexual contact with a child; sexual exploitation of a child; permitting, allowing, or encouraging a child to be involved in prostitution; emotional damage inflicted on a child; or forcing a child to view sexually explicit activity.
- Neglect is defined as failure, refusal, or inability on the part of a parent, legal guardian, legal custodian, or other person exercising temporary or permanent control over a child for reasons other than poverty, to provide necessary care, food, clothing, medical/dental care, and/or shelter to the child.

Mandatory Reporters

Wisconsin law lists many specific professionals who are mandated to report child abuse and neglect. Included among the list of mandatory reporters are the following:

- School teachers, administrators, counselors, substitute teachers, school employees
- Child-care worker or day care provider/center, childcare provider, in or out of the child's home
- A member of the clergy must report if the member of the clergy has reasonable cause to suspect that a child seen by the member of the clergy in the course of his or her professional duties is being abused or threatened with abuse or has reason to believe that another member of the clergy is abusing a child or threatening a child of abuse.
- Mental health professionals, social workers, marriage and family therapists, professional counselors, alcohol or other drug abuse counselor
- Administrators of social service agencies
- Speech-language pathologist, audiologist
- Physician, nurse, physical therapist, occupational therapist; dentist, chiropractor, optometrist, acupuncturist, dietitian
- Police or law enforcement officer, emergency medical technician; first responder
- Public assistance worker, including a financial and employment planner, mediator

Whoever willfully violates Wis. Stat. 48.981 (2), Stats of the Wisconsin Children's Code by failure to report as required may be fined not more than \$1,000.00 or

imprisoned not more than six (6) months or both. Any person or institution which reports in good faith is immune from either civil or criminal liability. All reports and records must be accorded confidential treatment by the authorities.

- In the State of Wisconsin, the privilege of the priest/penitent relationship is not explicitly abrogated by this law; therefore, a confessor is not personally obligated to report such information obtained within the context of a formal structured sacramental confession.
- Due to the seriousness of this matter, with the exception of the sacramental confession noted above, all priests and parish personnel are expected to comply with this statute. The archdiocese will take similar action if ever a matter of this gravity is brought to the attention of the archbishop or his representative.

Procedures for Reporting

- Generally, a mandated reporter must speak with the child to determine if a reasonable suspicion exists to believe that the child may have been abused. Once the mandated reporter has determined that a report needs to be made (or not), any questioning of the child regarding possible abuse should cease. To continue with questions could potentially contaminate any subsequent investigation by Child Protective Services or law enforcement.
- It is not unusual for a parent or a student to share concerns with an educator about the possible maltreatment of another child. A report should not be made at this point by the educator, unless there is a fear of serious and imminent danger to the child. Typically, the appropriate step is for the educator to meet with the child to gain first-hand knowledge of the situation (if time permits) to determine if a report is appropriate. The educator should encourage the person with the information to make a report to the Child Protective Services (CPS) agency. However, there is no assurance that will occur. It should be emphasized that an educator, as a mandated reporter, must have seen the child in the course of professional duties and have a reasonable suspicion that maltreatment has occurred. Those requirements are not necessary for an educator to make a report as a non-mandated reporter. Any person making a report in good faith is immune from civil and criminal liability.
- Sometimes an educator may be unsure whether or not a report should be made. In addition, sometimes a person with clinical skills (e.g., pupil services professional) needs to interact with the child to determine whether or not a report is required. In short, consultation is acceptable, but it cannot result in delaying a report. Another consultation strategy is for the educator to contact the county Child Protective Services (CPS) agency or a law enforcement

officer, explain the situation, and ask for advice regarding whether a report should be made.

- If any mandated reporter has reason to believe that a child may have been abused or neglected, that person is legally required to report, even if others do not agree.
- When more than one educator is involved, the educator with the greatest amount of first-hand knowledge of the child and the reasons for the report should make contact with the Child Protective Services (CPS) agency or law enforcement. If more than one educator has firsthand and different knowledge of suspected child maltreatment, all of them should participate in the report. An educator with first-hand knowledge should not ask someone else with less knowledge to make a report. Asking someone else does not absolve the educator from the legal responsibility to report. However, another educator with less or no first-hand knowledge could help to facilitate the report, as long as this results in the educator with the most first-hand knowledge, speaking directly to the CPS caseworker.

There are two ways to meet the legal requirement to report suspected abuse or neglect:

- Call the local Child Protective Services (CPS) agency, or
- Call local law enforcement

The reporter should be prepared to share detailed information, including:

- Reporter's name, position, parish/school, parish/school phone number.
 - Child's name, address, and age.
 - Reporter's relationship to the child.
 - Parent's name, address, work place (if applicable).
 - Names and ages of siblings.
 - Description of the suspected child abuse or neglect (or the threat of child abuse or neglect), statements made by the child, statements the child allegedly made to others, observations of the child that may indicate child abuse or neglect, past interactions with the parents or other caretakers that might be indicative of child abuse or neglect.
 - Any previous reports of suspected abuse or neglect related to this child or family (if applicable).
- If a parent, guardian, or significant other could possibly be the abuser of the child or could be contributing to the maltreatment in some way, he/she should not be notified about the report. To do so would allow the accused, if he/she

has maltreated the child or contributed to the maltreatment, to prepare an explanation that will make it more difficult for the Child Protective Services (CPS) initial assessment to result in services and better outcomes for the child. However, if any of the persons mentioned above are not suspected of being the abuser or of contributing to the maltreatment, then parents should be notified, in order for them to take steps to protect their child.

- Within 24 hours after receiving a report of abuse or neglect, the county CPS shall initiate an investigation to determine if the child is in need of protection or services. Elements of the investigation may include observation or interview with the child, visiting the child's home, or interviewing the parents/guardian. CPS can meet with the child in any place without the parent/guardian's permission but may not enter the home without permission.

Report of Suspected Parish/School Employee

In the presence of any suspicion that the allegation may involve a parish/school employee or staff member, the following steps should be taken by the local pastor or administrator in case of an allegation on the parish level or other non-parochial institution within the archdiocese, or by the Archbishop or his representative regarding a cleric or lay person directly employed by the archdiocese.

1. The mandated reporter will immediately communicate his/her suspicions of child abuse or neglect to the proper authorities and allow the authorities to conduct the investigation which is required by law. The reporter is immune from liability, no matter what the outcome under, both the civil and archdiocesan Whistleblower Policy.
2. The pastor/parish director/president/school administrator must begin an internal investigation to determine if the employee (i.e., the suspected abuser) did anything that warrants disciplinary action. If there is any indication that an allegation of the child abuse may be founded in fact, the accused should be temporarily suspended (with pay) by means of a written and dated memorandum from his/her job pending fuller investigation.
3. The pastor/parish director/president/school administrator, as well as the accused, is advised to seek legal counsel immediately. The parish administrator shall consult with the director of the Safe Environment Office, parish and archdiocesan legal counsel, as well as the insurance carrier; the accused should consult other counsel to avoid conflict of interest.
4. Full cooperation shall be given by the archdiocese and its personnel to any investigation conducted by civil authorities. The archdiocese will suspend any internal investigation of an allegation of child sexual abuse until civil authorities

either conclude their investigation or authorize the archdiocese to proceed with its own investigation. The archdiocese will not interfere in any way with any investigation being conducted by civil authorities.

5. Ordinarily, the accused employee should for the protection of all concerned avoid parish or institutional property until the full investigation has been completed.
6. Pastoral care should be extended to the alleged victim, as well as to the accused. The actions taken are not an expression of any judgment of guilt, but rather intended to indicate clearly the serious nature of such cases and to protect the rights of all concerned.
7. Care must be taken to avoid defamation of the character of the accused.
8. An employee may have his/her Safe Environment Certification suspended, revoked, or reinstated during or after the internal investigation or the investigation by the civil authorities.
9. If the accused is a cleric of the archdiocese, the following special steps will be taken by way of recognition of the privileged and trusted role of the clergy and in order to protect the good of the Church and its mission. The archbishop or his representative will report the matter immediately to civil authorities. The archdiocese will remove the cleric from any current assignment and exercise of ministry in any case where the district attorney pursues a criminal investigation.
10. If the civil authorities cannot proceed with criminal action for any reason and the case is returned to the Archdiocese, there will be a thorough investigation of allegations using an established process which includes the Archdiocesan Review Board and an independent investigator. In accordance with the provisions of Canon 1722, the cleric will be removed from any current ministry assignment or exercise of ministry and prohibited from any public exercise of ministry while the investigation is underway. The investigator will take whatever steps are needed to arrive at a compilation of facts in the case. The archdiocese commits itself to full cooperation in this independent investigative process. The Archdiocesan Review Board is charged with making recommendations to the archbishop regarding the substantiation of the allegation and suitability for ministry.
11. Alleged offenders will continue to receive necessary medical, psychological, and spiritual treatment.
12. If an accusation proves unsubstantiated, a cleric will be restored to the exercise of ministry. Both the accused and those with and to whom he ministers are to be provided with support services by archdiocesan personnel.
13. In every case, upon conviction, plea of guilty, or determination by the Diocesan Review Board process that there is a preponderance of evidence that a cleric

has sexually abused a minor, the Archdiocesan Review Board will submit its findings and make its recommendation to the archbishop. If the allegation is substantiated, exercising his episcopal authority, the archbishop will permanently remove the cleric from active ministry and divest him of authority to function as a cleric in any capacity. Proper canonical procedures will be observed at all stages.

14. Any cleric with a substantiated case of abuse of a minor will be permanently prohibited from the exercise of ministry.

Screening, Background Checks, and Training

The following requirements must be met for all parish/school staff, employees, and volunteers who have contact with children or youth prior to employment or commencement of volunteer service:

- Be cleared through a state and national criminal background check. Selection.com is the background check provider
- Attend a Safe Environment Education Training session on recognizing the signs of, and reporting, child abuse and neglect.
- Read and sign the Code of Ethical Standards and the Mandatory Reporting Responsibilities
- Read and sign the Social Media & Digital Communication Policy acknowledgement
- Be approved by a member of the professional staff

A criminal background check must be repeated every five (5) years.

All school employees and staff must be trained in mandatory reporting responsibilities within six (6) months of hire and at least every five (5) years thereafter.

5124.2: Child Custody

The parish/school shall communicate with the parents of a child in a divorce action according to the directives of the court.

- When parish/school administrators learn that a student is the subject of a court decree which restricts the placement or contact of either parent with the child, a request shall be given to the parent who maintains primary physical placement of the child to submit a copy of the court decree. Alternately, a letter from an officer of the court stating the requirements of the court in this manner will suffice.

- If a court has issued an order affecting the physical placement of a child pursuant to Wis. Stat. 767.24 (or a comparable statute of another state), copies of the student progress reports shall be issued to both parents in conformity with Wis. Stat. 118.125 (2) (a) unless one parent has been denied periods of physical placement with the child by the court under Wis. Stat. 767.24(4), in which case, no student information will be provided to the parent who has been denied periods of physical placement, in conformity with Wis. Stat. 118.125 (2) (m).

6164.3: Children with Exceptional Educational Needs

Catholic schools/parishes in the archdiocese welcome children who have special needs and may be able to make reasonable accommodations for students with special needs in some circumstances. Whenever a student seeks enrollment into the Catholic school, the school shall inquire as to whether the student has a history of or is presently eligible for special education and related services available under the Individuals with Disabilities Act (IDEA). A student eligible for placement under IDEA should be enrolled in the Catholic school only if a program and resources are available to meet the student's special needs.

Archdiocesan parishes should offer religious education programs for persons with exceptional educational needs and/or other special needs. The instructional programs relative to religious education may be best served through networking, collaboration, and/or clustering with other parishes.

Catholic school admission, instruction, and retention of students with disabilities or special needs shall be determined on an individual basis by the administrator in consultation with the school's Learning Support Team. A student accommodation plan will be developed in order to document the reasonable accommodations the school will provide to a student with special learning needs.

Parents must provide current, accurate information regarding the student's needs to assist the school in determining whether reasonable accommodations are possible. Proper documentation should be provided by the parents to support the student's need for accommodations.

Those students who may require specialized academic instruction, modification of curriculum, or modification of assessments may complete the Child Find Process for the identification and intervention of their special needs. A child with exceptional

educational needs that cannot be met through reasonable accommodations should be referred to the local public school to determine whether the child is eligible for services.

The final decision for admission, instruction, and retention of any student rests with the principal. Administrators will give careful consideration to the admission of students with special needs but are not required to admit, re-enroll, or continue the enrollment of students whose needs cannot be met with reasonable accommodations.

6151: Class Size

To assure quality learning in the classroom, each school shall have a policy on the local level concerning the size of classes. As schools develop teacher ratio and class size policies, they may consider the following variables that affect class size:

- Grade level
- Achievement ability of students
- Physical facilities
- Availability of support personnel
- Consultation with teachers, parents, board members/education committee and the administrator.

For secondary schools, two more items may be added:

- The subject being taught.
- The desirability of having a subject as part of the curriculum, even though the optimum number of students did not enroll for the course.

Pupil/Staff Ratio

There are no state regulations directing the teacher/child ratio. However, best practices include the following:

Age of Children	Minimum Number of Teachers to Children	Maximum Number of Children in Group
3 years to 4 years	1:10	20
4 years to 5 years	1:13	24
5 years to 6 years	1:17	32

6 years and over	1:18	32
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When eight (8) or fewer children are present, there shall be a second adult available within 5 minutes for emergencies.

Maximum group size does not apply to field trips, outdoor play areas, and areas reserved exclusively for eating.

Pupil/teacher ratio is determined by dividing the total number of students by the total number of professional staff which, in addition to teachers, includes administrators, guidance counselors, and librarians/media personnel. Parttime personnel should be counted in terms of full-time equivalency (FTE). Substantial deviation from these norms are subject to challenge by the superintendent, pastor, school board/committee, and accreditation team.

COMMUNICATION

General Communication

All communications going out to families need to go through the school office and be approved by the administration before being dispersed. Communications need to be in the office by noon on Monday for placement in that week's Wednesday folder.

Wednesday folders will be sent home with the child that parents choose at St. John XXIII Catholic School.

Parent and School Communication – Family Changes

It is imperative to notify the school of any changes regarding marital status, custody, address, work, phone, cell phone, and email changes so we can update your Family Health and Emergency Contact Form. In addition, if any major illnesses, hospitalizations, deaths, changes in family composition, etc. occur, please notify the school office. These matters often affect children and their learning. The office, in turn, will notify the appropriate staff.

Parent and School Communication – Parent Concerns

Parents with concerns are encouraged to first contact their child's teacher. Please do not call or text teachers on their personal cell or home phones. Teachers have been advised not to take parents calls on their phones unless initiated by the teachers themselves. Parents wishing to discuss concerns or a student's progress, other than

at normally scheduled conference times, may do so by sending a note or leaving a message for your child's teacher with the school secretary.

Appropriate channels of communication, as suggested by the Archdiocese, are as follows:

1st Level: Parent and teacher meet (at either's request)

2nd Level: Parent, teacher, and principal meet

3rd Level: Parent, teacher, principal and pastor meet

When these steps do not result in resolution, we move to a formal grievance procedure as outlined by the Archdiocese. A copy of this procedure is available in the school office.

Parent and School Communication - In the Event of an Emergency

In the event of an emergency, parents will be contacted by email and SMS via our Student Information System (SchoolSpeak).

1312: Rights and Responsibilities of Parents

The Catholic Church recognizes and acknowledges the role of parents to be the primary educators of their child. As such, schools partner with parents in the formal education of the child.

Schools in the Archdiocese of Milwaukee should demonstrate respect and support for parents in the education of their child.

Inherent in the parents' choice of a Catholic school for their child is the understanding and expectation that they will support the school's mission and its commitment to the principles of Catholic values and faith formation. Parents are also expected to support and adhere to the policies and procedures outlined in the school's handbooks and demonstrate behaviors aligned with good moral and ethical principles. Parents are not permitted to interfere with the operation of the school nor display distrustful, disruptive, or harassing behaviors toward parish/school staff.

Schools may develop local policies to identify potential corrective actions if parents do not support and adhere to the policies and procedures outlined in the school's handbooks. Such corrective action may include the termination of the enrollment of the parent's child(ren).

Canon 22.6.2. Because they have given life to their children, parents have the most serious obligation and enjoy the right to educate them; therefore, Christian parents are

especially to care for the Christian education of their children according to the teaching handed on by the Church.

Canon 793.1. Parents as well as those who take their place are obliged and enjoy the right to educate their offspring; Catholic parents also have the duty and the right to select those means and institutions through which they can provide more suitably for the Catholic education of the children according to local circumstances.

Canon 793.2. Parents also have the right to make use of those aids to be furnished by civil society which they need in order to obtain Catholic education for their children.

Canon 796.1. Among educational means the Christian faithful should greatly value schools, which are of principal assistance to parents in fulfilling their educational task.

Canon 796.2. It is incumbent upon parents to cooperate closely with the school teachers to whom they entrust their children to be educated; in fulfilling their duty, teachers are to collaborate closely with parents who are to be willingly heard and for whom associations or meetings are to be inaugurated and held in great esteem.

Canon 774.1. Under the supervision of legitimate ecclesiastical authority this concern for catechesis pertains to all the members of the Church in proportion to each one's role.

Canon 774.2. Parents above others are obliged to form their children into the faith and practice of the Christian life by work and example; godparents and those who take the place of parents are bound by an equivalent obligation.

School Communication – Mandatory Parent Meeting

Attendance is required by at least one parent.

CONCILIATION/GRIEVANCE PROCEDURE

1312.1: Parent/Student Complaints Concerning Parish/School Personnel

If a parent or student has a concern or complaint that has not been satisfactorily resolved at the level at which it has arisen, a grievance may exist. To maintain harmony within the Christian community, there should be a local process by which complaints can be handled promptly and fairly. Grievances should be addressed in an atmosphere of mutual respect and compassion so that an equitable resolution can be reached.

Each parish/school is to develop and document local grievance procedures. Grievance procedures should be stated in the student/parent handbook.

In a Catholic parish/school, grievance procedures are not legal hearings and are not intended to apply to complaints alleging criminal behavior. Neither party shall be permitted to have legal counsel at such meetings.

It is incumbent upon parents to cooperate closely with the educators to whom they entrust their children. A grievance occurs when there is an unresolved concern between the parent or guardian of a student enrolled in a Catholic school or parish religious education program and an employee of the parish/school.

Before any formal grievance can be initiated, the parent or guardian must meet with the employee with whom there is an issue to see if reconciliation can occur. If there is no resolution, the parent or guardian may initiate the grievance process by providing documentation of the concern to the employee's supervisor, generally within ten days of the initial meeting with employees. Documentation must indicate the factual information regarding the concern, steps already taken to address the matter, and specific recommendations for resolution. The supervisor will schedule a meeting of all parties to work toward reconciliation.

All individuals have a right to present their concerns fully and openly without fear of retribution. Grievance issues will be dealt with one at a time and on an individual basis only. The right to confidentiality will be respected within the context of finding a satisfactory resolution.

If mutual resolution does not occur, the parent or guardian may provide the pastor or school president, with written documentation of the unresolved concern and the steps already taken. The pastor/president may attempt to resolve the situation in one of the following ways:

- The pastor/president may convene the parties in an attempt to reconcile the concern.
- The pastor/president may contact the appropriate archdiocesan office for assistance in reconciling the concern.
- The pastor/president may convene a local grievance committee to review all details of the concern. The committee will submit a recommended resolution to the pastor/president for final consideration.

Once a review is complete and a final recommendation has been offered at a local level, there is no additional appeal of the decision at the archdiocesan level. The School Board of Directors, School Advisory Commission, School, and/or Parish Pastoral Council is not involved in the grievance proceedings and is not a source of appeal.

CONFERENCES

Conferences for parents with teachers are typically held twice during the year. Specific information will be sent via Wednesday folders/School Speak email prior to conferences.

5124.1: Parent-Teacher-Student Conferences

Conferences shall be held with the parents/guardians of each student on an ongoing basis both formally and informally throughout the year.

Parent-teacher and Parent-teacher-student conferences may not be counted toward the required number of hours of direct pupil instruction. A day devoted only to Parent-teacher and/or Parent-teacher-student conferences may not be counted toward the number of required student contact days.

6135: Continuity of Instruction and Learning

Occasionally events occur that disrupt the ability of a school to deliver in-person instruction to its students. Each school should develop and publish policies and procedures to ensure the continuity of instruction and learning if a disruptive event occurs. These disruptive events will vary in duration but generally would fall into the following:

- Short Term: one-to-five days of in-person instruction lost • Intermediate Term: six-to-fifteen days of in-person instruction lost
- Long Term: sixteen or more days of in-person instruction lost

Policies and procedures should address each term and include, but not be limited to, the following:

- Infrastructure:
 - Internet access for faculty and students
 - Offline support for students without internet accessibility
 - Platform / Learning Management System experience of faculty and staff
 - School-issued devices to students
 - Technology support for faculty and students
- Logistics:
 - Communication of expectation of parents and students during these events
 - Attendance protocol for students

- Expectations for faculty and staff
- Professional development for faculty
- Community partners
- Curriculum, Instruction, and Assessment:
 - Faith formation continuity
 - Protocol for communication between faculty and students and parents, considering:
 - Archdiocese of Milwaukee Social Media & Digital Communication Policy
 - Digital Citizenship
 - Safe Environment protocols
 - Technology safeguards
 - Time expectations for faculty and students to be “online” and for “offline” work
 - Synchronous and asynchronous instruction and learning
 - Content Continuity:
 - Continuation of content that would have been addressed in-person
 - Introduction of new content
 - Assessment of student work
 - Formative assessment and feedback protocols
 - Summative assessment aligned to standards proficiency
 - Student Support:
 - Academic support/accommodations
 - Counseling services
 - English Language Learners Above modeled after the Indiana Department of Education eLearning Program

CRIMINAL OFFENSES

Disciplinary action, up to and including expulsion, will be taken against any student involved in a criminal offense on school or church property. The proper authorities will also be notified.

CROSSWALKS

Students who walk to and from school must cross at the crosswalks with the city crossing guards.

DISMISSAL (See Appendix D)

DIVORCE/SEPARATION

All divorced/separated parents are required to provide the school office with a current copy of the official court document stating custody arrangements.

If a non-custodial parent wishes to have mailings, copies of report cards, progress report letters, etc. sent, he/she must contact the school office with notification of his/her address and what he/she wishes to have sent.

As children often get confused, please provide the office with a written schedule of any custody/visitation schedules. This is extremely helpful in many situations.

DRESS CODE

5132: Dress

Catholic Schools

The local School Advisory Commission/Committee or the school's governing board of limited jurisdiction will be responsible for developing acceptable standards of dress for students. The community in which the school is located, custom, and the economic conditions of the people should be considered in the matter of dress.

All parents and students shall be informed of the school's acceptable standard of dress through the students' or parents' handbook or other written communication.

In the elementary schools, parents, as well as the pastor, principal, and teachers should be involved in a decision regarding the adoption of school uniforms.

In the secondary schools the administration should determine the dress code.

General Statement

The dress code policy for St. John XXIII Catholic School has been established to provide firm guidelines for acceptable clothing. Parents are to enforce the guidelines on a daily basis.

All St. John XXIII Catholic families with students in K5-8th grade are required to purchase uniforms from the acceptable list for each of their students. These lists can

be located in the school office. Every item on this list is acceptable wear for any school day, including Mass days and field trips.

***SJ23 Spirit Wear is acceptable clothing (TOPS ONLY) for students in K5-8th grade.**

GENERAL RULES:

Pre-3 & K4 optional uniforms

K5-8th grade mandatory uniforms - K5 may wear play uniforms on any non-Mass day

- Students will be in uniform during school hours; includes arriving at and leaving the building.
- No logos or labels are to be visible (exception: sweatshirts with school or Phoenix logo).
- Out of uniform days will be announced.
- Shorts may be worn from May 1st to October 31st.
- Clothing must fit properly, be clean and in good repair.
- Skirts, jumpers, and shorts must be knee length.
- A uniform shirt must be worn under sweaters & sweatshirts without hoods.
- If wearing layered clothing under a uniform top, its color must be solid red, white, navy blue, or black.
- Bike shorts (not to be visible under hemline) and leggings may ONLY be worn under skirts/skorts or jumpers.
- Solid color: white, red, navy blue or black tights, leggings or slacks may be worn under skirts, skorts and jumpers from November 1st to April 30th.
- Solid colored socks or tights must be worn (white, red, navy blue or black).
- Hats are not to be worn in the school building except when students are involved in a project (play), or for a designated theme day.
- Visible highlighting of hair, other than natural colors is prohibited.
- No body piercing, other than pierced ears, is acceptable.
- Make-up, jewelry and accessories are to be minimal, non-distracting and age appropriate.
- Flip-flops and backless shoes are prohibited at all times.
- Students are to be prepared for outdoor recess during cold weather with proper attire.
- It is the St. John XXIII faculty, staff and principal's discretion to make decisions as to the appropriateness of uniform, hair and accessories.

VIOLATION TO THE DRESS CODE:

Parents will receive written notification if their child is not in compliance with the dress code. In addition, your child will be provided with an acceptable uniform article of clothing to replace his/hers for the remainder of the day. After a child has received two (2) violations in a given semester, a 3rd violation that semester will result in a consequence as determined for that grade level.

Shirts

Long or short sleeve polo, turtleneck, **Solid Colors** – Navy blue, white, true red. Peter pan collared blouse (white only). Any shirt worn as part of the “layered” look that is visible under the uniform top must be a solid color: white, true red, navy blue or black. **Shirts are not to have any emblems or designs on them.**

Pants Navy Blue, Black, or Khaki/Corduroy

Twill chino or corduroy. No denim. Uniform pants must be navy blue, black, or khaki/corduroy (not light blue, gray or gray-blue). Slacks must be worn with a regulation blouse or sweater. No additional trim. No stretch leggings, yoga pants or jeggings may be worn as pants.

Uniform pants

Uniform pants are to be plain, straight leg pants with no outside (patch) pockets on the back, front, down the side, etc. and not baggy (i.e., cargo style pants are unacceptable). Elastic waist is permissible. No elastic at the ankles. No wide leg or patch pockets on pants legs. No labels or logos visible. Likewise, bell bottoms and hip huggers are also not acceptable.

Capri Pants

Navy blue, black or khaki.

Shorts

Walking length: Knee length. No “cargo styles.” Available at Walmart online or Lands End. Also may be purchased elsewhere as long as they meet the uniform code.

Colors: Navy blue, black or khaki.

Jumpers

Available at Walmart online– Hamilton Plaid (red, navy blue & white). Also available at Walmart online as Classic Navy Large Plaid.

Skirts

Must be knee length. Available at the Uniform Store – Hamilton Plaid (red, navy blue & white). Also available at Lands End as Classic Navy Large Plaid. Solid navy, black or khaki skirts purchased at the Uniform Store or other retailers. (No cargo style.)

Leggings

Must be solid color: white, red, navy blue, or black, and can be worn from November 1st to April 30th only under skirts/skorts or jumpers.

Skorts

Solid navy blue, black or khaki. Available at the Uniform Store or Lands End. Also may be purchased elsewhere as long as they meet the uniform code. (No cargo style.)

Sweaters

Styles: Cardigan, pullover, or vest. Colors: Navy blue, true red, or white.

Sweatshirts

Color: Navy blue, true red, or white. Hoods are only permitted on Friday Spirit wear days.

ELECTRONIC RESOURCES AND TELECOMMUNICATION

Any person wishing to use the school's computers and/or telecommunications equipment is required to sign an Acceptable Use Policy before using such equipment.

6161.2: Acceptable Use of Technology

New technologies are changing the ways that information may be accessed, communicated, and transferred. Use of computers and the Internet are designed to serve students, faculty, staff, and volunteers of the parish/school.

Network and Internet access is provided to further the legitimate educational goals of this institution. All use of the parish/school computer system must be in accordance with the goals and purposes of the institution and conducted in an ethical and legal manner.

The equipment, software, network capacities, and electronic communications systems provided through the parish/school computer system are and remain the property of the parish/school. Access to the Internet and the use of the computer network,

including independent use off parish/school grounds, shall be subject to this policy and accompanying regulations.

The purpose of these regulations is to define guidelines for students, staff, and volunteers for the use of parish/school networked computer equipment, including those that provide Internet access.

Rules for Acceptable Use of Computers and Telecommunications

- Each individual student accepts responsibility to act in a moral and ethical manner when using the computer system and the Internet. General parish/school rules for behavior and communication apply.
- Network storage areas and parish/school issued or personal devices may be treated like school lockers or desks. Administrators have the right to review email, files, device content, and communications to maintain system integrity and ensure that users are using the system responsibly. They may also request access to these types of documents maintained on third-party servers being used for educational purposes. Students should not expect that files will always be private.
- The following are not permitted:
 - Sending or displaying offensive messages or pictures
 - Using obscene language
 - Harassing, insulting, or attacking others
 - Tampering with or damaging computers, computer systems, or networks
 - Violating copyright laws and plagiarism
 - Using another's password
 - Trespassing in another's folders, work, or files
 - Wasting limited resources
 - Employing the network for personal financial or commercial gain
 - Circumventing security measures on parish/school or remote computers or networks
 - Disclosing, using, or disseminating personal identification information regarding minors without authorization

All student users of the parish/school computer system and telecommunications are required to read the rules for acceptable behavior, understand the rules, and agree to comply with the rules. Any person wishing to use the parish/school computer system is required to sign the Student Acceptable Use Form before being permitted access.

Violations may result in a loss of access to computer technology, as well as disciplinary, legal, and/or monetary consequences. The decision of the principal regarding inappropriate use of the computer system is final.

Mandatory reporting guidelines apply to all use of the parish/school computer system.

Personal Electronic Devices

A personal electronic communication device means any device that a student is in possession of which electronically communicates, sends, receives, stores, reproduces, or displays voice and/or text communication or data. These include, but are not limited to cellular phones, pagers, smart phones, wearable devices, Wi-Fi enabled or broadband access devices, laptops, tablets, personal digital assistants, portable gaming devices, and other devices that allow a person to record and/or transmit, on either a real time or delayed basis, sound, video or still images, text, or other information.

It is the user's responsibility to:

- View Internet sites that are allowed at the parish/school.
- Respect the privacy rights of others.
- Receive explicit consent to capture, record, or transmit the words (i.e., audio) and/or images (i.e., pictures/video) of any student, staff, or other person during any school/religious education/youth ministry activity.
- Make sure no unauthorized copyrighted materials enter the network.
- Ensure that the use of the device does not disrupt the learning environment.

Unauthorized use of personal electronic devices includes but is not limited to the following:

- Possessing, viewing, sending, or sharing video or audio information having sexual, violent, or threatening content on parish/school grounds, at parish/school events, or on school buses shall be prohibited and may result in disciplinary action.
- Any files known to carry harmful malware.
- Use of device at any time in any parish/school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include but are not limited to locker rooms, shower facilities, restrooms, and any area where students or others may change clothes or be in any stage or degree of disrobing or changing clothes. The administration has the authority to determine other specific locations and situations where possession of a personal electronic device is prohibited.

The student user of a personal electronic device shall accept sole responsibility for its preservation and care. Student users understand:

- The parish/school is not responsible for content already existing on student owned devices; this would include music, lyrics, movies, pictures, games, etc.
- The parish/school will not be held liable for any lost, stolen, or damaged personal devices.
- The administration may confiscate and search personal electronic devices when there is reasonable suspicion that such devices are being used in violation of the law and/or parish/school rules.

Guidelines for Use of Social Media

Each user of the parish/school computer system has a conditional right to access the social media environment to facilitate educational and personal growth in technology and collaboration. While staff are allowed access to public social media outlets (e.g., Facebook, Twitter, LinkedIn, Instagram, etc.) for parish/school-related activities, students will not be granted access to these sites from parish/school owned computers without approval from an administrator or designee as there is no way to filter the content available on these sites.

The school reserves the right to establish online accounts for students under the age of 13 for educational use with proper parent consent to be in compliance with Federal Child Online Privacy Protection Act (COPPA) regulations.

Rules for Acceptable Use of Social Media:

- Parents must be made aware, in writing, of the parish/network/school's intended use of digital communication through a parish/network/school-based learning management system. Parents must be provided with a means to access the learning management system that their child(ren) is/are required to use for academic purposes.
- Parents must be made aware, in writing, of the parish/network/school's intended use of a social networking site and/or the use of any forms of digital communication for non-academic purposes. The parent should be provided the ability to opt their child out of directly receiving any digital communication from or on behalf of a ministry or activity of the parish/school. Parents must be invited to have access to any social media site or digital communication platform.
- Students should not initiate a request to staff to join a social network being used for personal purposes.

- The user is responsible for adhering to the media release request of each student prior to posting any photos of students on any social media website for educational purposes.
- Principals and/or network administrators will regularly review and regularly monitor all comments and posting on school media sites. Any inappropriate content on a school media site should be deleted immediately.
- Users will treat information, sources, subjects, colleagues, and information consumers with respect. Gathering and expressing information should never cause harm or threaten to be harmful to any person or group of people.
- Parish/network/school social media and digital communications should abide by the Social Media & Digital Communications Policy.

Violations may result in a loss of access to computer systems and networks, as well as disciplinary, legal, and/or monetary consequences. The decision of the principal regarding inappropriate use of social media is final.

6145.2: Elementary School and Parish-Based Athletic Programs

Philosophy

The Catholic parish/school athletic programs offer an opportunity for young people to associate with dedicated adults who not only foster the development of athletic skills but also serve as role models of Christian living. The true goals of athletic competition are sportsmanship, leadership, and team play which develop physical skills.

The Church is working diligently to protect our children and youth against exploitation by overzealous adults. Overworking young athletes not only lends itself to physical strain and a higher probability of injury but to mental exhaustion as well.

The Catholic parish/school athletic programs call for responsible control and limitation of the time and energy expended on extra-curricular activities. This purpose imposes on the administrators and directors of Catholic parishes/schools the obligation to select and prepare adults who will fit the needs as role models for our youth.

Local administrators and athletic associations shall create policies that govern athletics at the local level. It is suggested that pastors/principals confirm/approve all candidates to the local athletic boards before elections/appointments take place.

General Regulations

1. No elementary school student may participate in any phase of a formal high school (grades 9-12) athletic program. This includes practice sessions.
2. The following sports are regulated by the archdiocese in their own season only: Baseball, Basketball, Football, Soccer, Softball, Track, Cheerleading, and Volleyball.

The sport seasons are defined as follows:

- Fall season = Football, Soccer, Volleyball, and Cheerleading. Conference games will not begin before Labor Day.
- Winter season = Basketball, Volleyball, and Cheerleading. Conference games will not begin before Thanksgiving.
- Spring season = Soccer, Baseball, Softball, and Track. Follows the winter season and runs until the end of the school year.

All practices and games (independent, league and tournament) must take place during the defined sport season in accordance with the Archdiocesan Sports Standardized Schedule. This prohibits all schools and parishes from providing coaches, equipment, parish/school names, liability insurance, parish funds, and practice and/or game facilities to their parish/school-based teams to continue play outside the defined sports season. This includes any organized activity such as practices, drills, scrimmages, games, etc.

A group of students (two or more) who attend the same parish/school may participate in a non-archdiocesan sponsored league, such as a recreational league. However, they may not in any way give the appearance of sponsorship by the parish/school. This means they may not use the parish/school's name, colors, athletic team nickname, or any name with an obvious connection to the parish/school. They may not use any parish/school equipment or be coached by the same person(s) who would coach them in an archdiocesan league. These prohibitions extend to all grade levels.

A game is defined as competitive play between two (2) teams of different schools during which time and score are kept. A scrimmage is defined as play between two (2) teams of different schools during which no time or score is kept and during which coaches may interrupt action to give coaching advice. To compete/play is defined as participation in any practice, tryout, game, or scrimmage under the supervision of a coach. Tryouts and scrimmages are considered a practice.

The Sportsmanship Pledge must be displayed at all athletic venues connected to the archdiocese.

Parents

The Catholic Church recognizes and acknowledges the role of parents to be the primary educators of their child. As such, schools partner with parents in the formal education of the child.

Schools in the Archdiocese of Milwaukee should demonstrate respect and support for parents in the education of their child.

Inherent in the parents' choice of a Catholic school for their child is the understanding and expectation that they will support the school's mission and its commitment to the principles of Catholic values and faith formation. Parents are also expected to support and adhere to the policies and procedures outlined in the school's handbooks and demonstrate behaviors aligned with good moral and ethical principles. Parents are not permitted to interfere with the operation of the school nor display distrustful, disruptive, or harassing behaviors toward parish/school staff.

All parents and/or legal guardians are required to sign the Parent/Guardian Sportsmanship Pledge as an acknowledgment that they pledge to:

- Display Christian behavior at all practices and games
- Represent their parish and/or school to the very best of their ability
- Be positive role models for players, coaches, and spectators
- Provide encouragement and support for players and coaches
- Refrain from profanity, racial or ethnic comments, harassment or taunting of players, opponents, coaches, officials, and spectators
- Promote good sportsmanship in their son/daughter
- Take responsibility for their actions

Parents/guardians who do not exhibit good sportsmanship will be subject to disciplinary action by their parish/school and/or the league their parish/school plays in. Such action may include being banned from attending any and all related activities. In extreme cases, the parent/guardian's child may be denied continued participation in athletics.

Programs

All revenue that a parish/school receives in conjunction with its athletic program is considered Parish Ordinary Income. This includes, but is not limited to, participation fees, league/tournament revenue, admissions, and concession income.

Competitive athletic programs are to be limited to grades 5, 6, 7, and 8. A student is eligible only to compete for four (4) years, one (1) year at each of his/her grade level of school. Students must play at their own grade level, unless classes are combined to form one (1) team. Team members must meet the following age requirements as of September 1st: 5th GRADE: Under 12 years; 6th GRADE: Under 13 years; 7th GRADE: Under 14 years; 8th GRADE: Under 15 years.

An athletic program may be structured in one of three ways:

- School-based: only registered students of a single school may participate on the school's sponsored athletic teams.
- School Network-based: only registered students of the network's individual school may participate on the network's sponsored athletic teams.
 - The network must develop and publish a policy and process for determining which network-sponsored team an individual student would participate on.
 - League approval for the division of students within network-sponsored teams is required.
- Parish-based: only registered students who are in the parish-sponsored school or the parish religious education program may participate on the parish's sponsored athletic teams.
 - Cluster Parishes: cluster parish partners may combine athletic programs following the guidelines listed later in this section.

Supervision of Athletic Programs:

- School-based: the principal is responsible for oversight of all extracurricular or co-curricular activities the school sponsors. The principal may delegate supervision of the athletic program to a designated athletic director, but the principal retains the ultimate responsibility for supervision of the program.
- School Network-based: the president is responsible for oversight of all extracurricular or co-curricular activities the school network sponsors. The president may delegate supervision of the athletic program to an individual school principal or a designated athletic director, but the president retains the ultimate responsibility for supervision of the program.

- Parish-based: the pastor/parish director is responsible for oversight of all extracurricular or co-curricular activities the parish sponsors. The pastor/parish director may delegate supervision of the athletic program to the school principal, the parish director of religious education, or a designated athletic director, but the pastor/parish director retains the ultimate responsibility for supervision of the program.

Local Athletic Boards:

- Each program shall establish a local athletic board with appropriate bylaws and defined policies, procedures, and responsibilities to allow for efficient functioning.
- The board shall have a minimum of three elected/discerned members
 - Chair
 - Treasurer
 - Secretary
 - Boards should have a director for each sport that it sponsors
- When boards exist in multi-parish/school situations, each participating parish/school shall have at least one representative.

Cluster Parishes:

Parishes with an existing athletic program may extend an invitation to their cluster parish partners to form a combined parish athletic program. The following requirements must be met and approved by the Archdiocese Office for Schools and the league director:

- The pastors of each parish in the cluster must give consent for participation in the combined athletic program. The pastor/designee is responsible for athletics at each participating parish.
- Each parish is encouraged to have representation on the athletic board.
- All parishes within the cluster must be invited to participate and approve of the combined athletic program. A cluster without a Catholic school may request to form a combined athletic program with a cluster in geographic proximity that has a Catholic school.
- All interested and eligible students within the designated cluster parishes will be invited and allowed to participate in all sports offered at the parish/school.
- The religious education director and/or principal of each parish confirms, in writing, the eligibility of the students participating in athletics. Player eligibility shall follow all existing Archdiocesan rules.
- The parishes will complete the Request to Form a Combined Parish Athletic Program Form 6145.2(n) each year and submit it to the league director of the

athletic league(s) with which the schools/parishes are affiliated on a yearly basis prior to the beginning of the sports season.

All programs may only participate in archdiocesan-approved leagues, tournaments, or competitions. A waiver to participate in any other game or competition must be requested in writing to the Office for Schools.

Teams may not scrimmage or compete against club, AAU, All-Star, or high school teams.

Students in grade 4 and younger: A parish/school may provide organized, non-competitive athletic activities for students in grades 4 and younger. The purpose of these offerings must be to teach students the fundamental skills of the sport and serve as an introduction to team sports. The emphasis is on participation, and local athletic boards should develop policies and guidelines to ensure equal access and participation to all students who are interested.

- These organized, non-competitive athletic activities may be offered for a maximum of 10 consecutive weeks during the school calendar year.
- Practice time/game restrictions may not exceed those for students in grade

Student Eligibility

A student may be eligible to play on a parish/school based teams if the following criteria are met:

- The student is enrolled in good standing in the school
 - The student is enrolled in good standing in the parish religious education program
- The parent/guardian is a registered member of the sponsoring parish
- The student is in a parish-approved, home-based catechetical program
 - The parent/guardian is a registered member of the sponsoring parish

Eligibility requirements for participation apply equally to students in the parish school, the religious education program, and a parish-approved home-based catechetical program. Eligibility to participate shall be determined at the local level by the appropriate administrators and committee, and include the following criteria:

- Academic performance: should be based on multiple factors, and not a single criterion
- Attendance: school and/or religious education classes
- Conduct: school and/or religious education classes

These criteria apply regardless of whether the student attends the Catholic school or a public school. The written criteria and process for determining eligibility shall be published in the parent/student handbook and other forms of communication.

A student who attends a Catholic School that offers athletics is eligible to play for his/her school team and is not eligible to participate for another parish-based team.

No elementary school student may participate in any phase of a formal high school (grades 9-12) athletic program. This includes practice sessions.

A student must be in attendance at his/her school or religious education class for the full day in order to be eligible to participate in a competition, scrimmage, or practice. A full day is defined as the regularly scheduled length of time school is in session or the religious education class would be in session. The school principal or religious education director may excuse a student from this requirement.

A student/athlete may participate with non-archdiocesan teams in the same sport during the season provided that the student's priority and commitment is with the parish/school team and the student maintains the eligibility requirements established by the school administration and published in local policy. Schools teams playing in archdiocesan leagues are considered archdiocesan teams.

A team's entire competitive season must be completed before any member of that team may begin participation in another sport. This restriction applies to practices as well as games or matches. **EXAMPLE:** A player participating with the football or soccer team must complete the entire football or soccer season before participating in any practices, games, matches, scrimmages, etc., for another sport ... such as basketball or volleyball.

Physical Examination Requirement: No student may participate in any phase of a parish/school sponsored interscholastic athletic program without a physical examination by a licensed physician, physician's assistant (PA), or Advanced Practice Nurse Prescriber (APNP) every two years. A physician exam taken April 1st and thereafter is valid for the following two (2) school years; a physical examination taken before April 1st is valid only for the remainder of that school year and the following year.

Example: A physical taken on April 1, 2020 is valid for the 2020-2021 and 2021-2022 school years. A physical taken on March 30, 2020 is valid for the remainder of the 2019-2020 school year and the 2020-2021 school year.

Insurance: pupil accident insurance is required for all students who participate in competitive school athletic programs and may be made available to parents on a voluntary basis at the beginning of each school year. One of the following is required:

- Student accident insurance
- A statement signed by the parent certifying insurance covering personal injury of the student is maintained by the family. This information will become part of the student's school file.

Forms Required: All appropriate forms related to athletics must be completed and returned before a student may participate in any tryouts, practices, or games:

- Medical Information & Emergency Consent: Form 6145.2 (a)
- Parent's Risk Acknowledgement and Consent: Form 6145.2 (b)
- Student Physical Examination: Form 6145.2 ©
- Student Athlete and Parent/Guardian Sportsmanship Pledges, Form 6145.2 (k), Form 6145.2 (l)
- Concussion Acknowledgement: Form 6145.2 (i)

Concussion Awareness: Annually, student athletes and their parents shall be presented with a discussion about concussion and given an educational fact sheet regarding the signs and symptoms of concussion. All student athletes shall be required to participate in concussion education prior to their participation in any sport.

- All athletes and their parents will sign a statement in which the student-athlete accepts the responsibility for reporting personal injuries and illnesses to the coaching/athletic training staff, parents, or other health care personnel, including signs and symptoms of concussion. This statement will also acknowledge having received the above-mentioned educational handout.
- ***When an athlete shows any signs, symptoms, or behaviors consistent with a concussion, the athlete shall be removed immediately from practice or competition.*** The athlete's parent shall be immediately notified of the situation. The athlete may not participate again until he/she is evaluated by a health care professional, is symptom free, and receives written clearance from a health care provider to return to activity. The incident, evaluation, continued management, and clearance of the athlete with a concussion shall be documented.

Transfer Students: A student who participates in any part of, or an entire, archdiocesan parish or school interscholastic athletic program season, or seasons, and transfers to another archdiocesan parish or school is ineligible to participate in any part of the interscholastic athletic program of the new parish/school for one (1) calendar year from the date of registration. This rule applies to students in grades 5 through 8.

Exceptions to the one year period of ineligibility:

- *Change of residence:* The parents/guardian of the student have a change of primary place of residence. For purposes of this rule, a primary change of residence means to move out of the boundary area of one parish and into the boundary area of another.
- *Waiver request:* A waiver of this rule may be granted if it is clearly demonstrated that a transfer was not athletically motivated. Student Transfer Waiver: Form 6145.2 (h) shall be used to request a waiver. The waiver request must be submitted to the Office for Schools for final approval.

A student participates in an interscholastic athletic program when he or she plays, practices, tries out, or submits written permission to compete. During the one (1) year period of ineligibility, the student must attend the new parish school or religious education classes.

Guidelines for Accident/Injury Reporting for Athletics

Minor injuries such as muscle strains, sprains, abrasions, and bruises to student athletes do not need to be reported.

Injuries that require an accident report to be completed include:

- Broken bone
- Head Injury - concussion
- Serious eye injury
- Transport by ambulance
- Other serious injury or an injury that has the coach or parents particularly upset

After attending to the immediate medical needs of the injured person, the coach should report a serious injury to the Athletic Director (AD) that same day. AD reports to principal and/or pastor. Catholic Mutual Group should be notified.

Coach should gather information, including phone numbers, for the injured person, witnesses, and any other person or athlete involved in the injury/event and provide that information to the AD.

Teams:

A team is comprised of eligible students from a single grade level in a single parish / school athletic program whenever possible.

An eligible student may only participate on one parish/school team per sport per year.

- A student needing to move permanently from one parish/school team to another in the same year must submit a written request to the parish/school athletic committee, the league, and the Office for Schools. Final approval of the request may be granted by the Office for Schools only if the local athletic committee and the league grant approval.
- A student may only participate on a parish/school team one grade level above his/her current academic grade.
- In rare instances, a student may need to play more than one grade level above his/her current academic grade. To seek approval for this, the student's parent must submit a written request to the parish/school athletic committee, the league, and the Office for Schools. Final approval of the request may be granted by the Office for Schools only if the local athletic committee and the league grant approval.

Tournament Rosters: Tournament rosters are restricted to the official roster submitted to a parish/school's league.

Merging Teams: Merging teams from two (2) or more schools/parishes is allowed only if there is a shortage of players at a specific grade, only after all internal options have been exhausted, and only with schools/parishes that currently sponsor and administer active athletic programs in Grades 5-8. All eligible students in affected parishes will be allowed to participate on the merged team. A school may not divide players from the same grade between teams at the two (2) different schools.

Written authorization from each pastor/principal of the respective parishes/schools, which are in reasonably close geographical proximity to one another, is needed to field a merged team. The Team Merger Request Form 6145.2 (e) must be completed and sent to the league director prior to the beginning of the sports season. The merger is approved once all signatures are obtained on the merger request form and it has been approved by the respective league director.

Combined grade level teams are allowed for athletes in two consecutive grades only.

Cluster Parishes: Parishes with an existing athletic program may extend an invitation to their cluster parish partners to form a combined parish athletic program. The following requirements must be met and approved by the Archdiocese Office for Schools and the league director:

- The pastors of each parish in the cluster must give consent for participation in the combined athletic program. The pastor/designee is responsible for athletics at each participating parish.
- Each parish is encouraged to have representation on the athletic board.
- All parishes within the cluster must be invited to participate and approve of the combined athletic program. A cluster without a Catholic school may request to form a combined athletic program with a cluster in geographic proximity that has a Catholic school.
- All interested and eligible students within the designated cluster parishes will be invited and allowed to participate in all sports offered at the school/parish.
- The religious education director and/or principal of each parish confirms, in writing, the eligibility of the students participating in athletics. Player eligibility shall follow all existing Archdiocesan rules.
- The parishes will complete the Request to Form a Combined Parish Athletic Program Form 6145.2(n) each year and submit it to the league director of the athletic league(s) with which the schools/parishes are affiliated on a yearly basis prior to the beginning of the sports season.

Playing Down: A parish based athletic program experiencing difficulty fielding a team at any grade level due to an insufficient number of eligible students may appeal in writing for permission to play students down one grade level. This appeal must be submitted at least 7 days before the final team commitment date for the member's league. In no instance will more than two players be allowed to play down, or more than one of the two be allowed on the playing floor at the same time. If a member is allowed to play students down, all opposing teams shall be advised of the names and numbers of the players. This request will be granted as a last resort, specifically an inability of the student to play up a grade, or to merge with a nearby program. The request should first be made to the applicable league directors, who will forward the request to the Archdiocesan Office for Schools with its recommendations. The Office for Schools will make the final determination.

Rosters: Official player rosters with a place for the verification signatures of the pastor and/or principal, athletic coordinator and coach are to be utilized for all league and tournament play.

Only teams comprised of players representing a single archdiocesan parish/school, an authorized combined parish/school in existence as a team during the entire sport season, or a private school team that is an admitted member of an archdiocesan athletic league are eligible to participate in archdiocesan parish/school-sponsored tournaments. Select, all-star, club, AAU, non-league private schools, or public school teams are not allowed to participate in these tournaments.

All teams from non-archdiocesan institutions that participate in archdiocesan leagues must abide by the policies and regulations for athletics of the Archdiocese of Milwaukee. Non-archdiocesan institutions seeking admission to any archdiocesan league must seek written approval of both the league and the Office for Schools of the Archdiocese of Milwaukee. Non-archdiocesan teams playing in Archdiocesan sponsored leagues or tournaments, must sign an 150 ©2021 Archdiocese of Milwaukee Archdiocese of Milwaukee Athletic League Participation Agreement and provide a certificate of liability insurance in the minimum amount of \$1,000,000 which names the specific athletic league and the Archdiocese of Milwaukee as additional insured for their team for the dates of participation in league play. It is the responsibility of the individual leagues to inform the non-archdiocese institution of this requirement.

Leagues

Leagues or conferences provide a structure that helps to make athletic programs more effective. All teams must belong to a Catholic league or conference. If possible, the league or conference should be organized on an area-wide or geographical basis.

All archdiocesan leagues, approved by the archdiocesan Athletic Advisory Board, are affiliated organizations and enjoy the benefits of insurance coverage and tax exempt status:

- Leagues must have bylaws on file with the Office for Schools
- Leagues must maintain a full accounting for their activities and provide an annual financial report to the Office for Schools no later than the following September 15
- Leagues must maintain a full accounting for their activities and provide an annual financial report to league membership upon request

Each league or conference must have a Board of Control to establish game rules, procedures, and discipline within the league or conference which are in compliance with archdiocesan policy:

- Board membership can and should consist of principals, athletic directors, coaches and/or other qualified persons.
- The Board of Control shall elect a minimum of three officers annually to include a chairperson, secretary, and treasurer.
- All league officers and board members shall comply with Archdiocesan Safe Environment Requirements: clearing a state and national criminal background check, attending a Protecting God's Children awareness session, and signing a Code of Ethical Standards.
- All league officers and board members who handle money may be subject to a credit check.
- The Chairperson of the Board of Control shall act as the executive officer of the league or conference. The chairperson shall communicate all schedules, rules, financial reports, and election of officers to the appropriate parish and/or school administrators, and league membership on an annual basis.
- The Chairperson of the Board of Control shall attend all meetings of the Archdiocese of Milwaukee Athletic Advisory Board.
- The treasurer of the Board of Control shall maintain accurate financial records and shall submit a detailed financial report of league activities, along with the most recent bank statement, by September 15th for the prior fiscal year. The fiscal year shall be July 1 to June 30.
- The Board of Control shall establish specific regulations for each sport in conformity with the policies of the archdiocese.
- The Board of Control shall establish schedules for each sport at the beginning of the sport season. Such schedules shall include the time of the events.
- League members are entitled to one vote per parish/school.

Practice and Games

A student must be in attendance at his/her school or religious education class for the full day in order to be eligible to participate in a competition, scrimmage, or practice. A full day is defined as the regularly scheduled length of time school is in session or the religious education class would be in session. The school principal or religious education director may excuse a student from this requirement.

If school is closed due to inclement weather, all after school activities shall be cancelled. If school is cancelled on a Friday, the decision to hold activities on Saturday and/or Sunday should be made locally.

Teams may only participate in tournaments held within the leagues that are sponsored by archdiocesan parishes or league membership.

Local administrators and athletic associations shall create policies that provide for participation by all team members in all games.

There is to be neither practice nor competition during the hours the involved student's school or religious education classes are in session.

Travel to games must be kept to a reasonable distance, especially on days preceding a school day. Therefore, games scheduled at later evening hours are discouraged on days that precede a school days. The player's health and education must be safeguarded by the school.

There is to be no practice nor competition without competent adult supervision present at all times; an adult is a person who is at least 21 years of age. It is highly recommended that there be at least two (2) adults present in a supervisory role at all times. If an event has both male and female minors in attendance, there must be both male and female responsible adults also present.

The official playing rules used for each sport shall be those published by the National Federation of State High School Associations. Adaptations and/or exceptions to these rules may be granted, upon request of a league or conference, by the Archdiocesan Office for Schools.

No sanctioned or organized athletic activities, including league or tournament games, practices, tryouts and scrimmages, involving elementary school and parish teams, may take place on Sundays before 12:00 noon or on Christmas Eve, Christmas Day, or during the Easter Triduum.

Ejection from Competition

Students:

Any student who is ejected from any competition for any reason shall be immediately suspended for the next game. This includes any and all tournament competitions scheduled during this period. The suspension does carry over into the next competitive season the coach participates in.

A second ejection shall result in a suspension of the next two games. This includes any and all tournament competitions scheduled during this period. The suspension does carry over into the next competitive season the coach participates in.

A third ejection shall result in a suspension of the next five games, and future eligibility shall be reviewed by the student's parish/school in consultation with the Office for Schools.

Suspensions resulting from ejections are not subject to appeal.

Students may participate in practice, but not in a scrimmage, during the suspension period.

The parish/school and/or league may impose consequences beyond the above described suspensions.

Coaches:

Any coach who is ejected from any competition for any reason shall be immediately suspended for the next two games. This includes any and all tournament competitions scheduled during this period. The suspension does carry over into the next competitive season the student participates in.

A second ejection shall result in a suspension of the next four games. This includes any and all tournament competitions scheduled during this period. The suspension does carry over into the next competitive season the student participates in.

A third ejection shall result in a suspension of the next eight games and future coaching eligibility shall be reviewed by the coach's parish/school and league in consultation with the Office for Schools.

Suspensions resulting from ejections are not subject to appeal.

During the suspension period, the coach is not allowed to attend any practice, scrimmage, or competition.

The parish/school and/or league may impose consequences beyond the above described suspensions.

Coaches

Coaches provide a very worthy service to a school. They must remember that they play an important part in the development of the student/athlete under their charge. Coaches must conduct themselves as Christians at all times. They must cooperate and not interfere with or impede the school's educational program. Imprudent actions on the part of the coaches are subject to disciplinary action by the principal/pastor and the league Board of Control.

All parish/school employees and all volunteers who have contact with minors must be Safe Environment Certified. An individual considered to be Safe Environment Certified has met the following three (3) requirements:

- Has attended at least one in-person live Safe Environment Education Training Session (SEE) since 2003 in the Archdiocese of Milwaukee. If someone has attended a live Safe Environment Education Training (SEE) session in another diocese and wishes to have the training reviewed for acceptance in place of the Archdiocesan SEE requirement, verification from the other diocese can be submitted to the Safe Environment Office for review. Approval is not guaranteed and will only be granted in certain instances.
- Has a criminal background check that has been reviewed and approved by a Safe Environment Coordinator in the last five (5) years. (See 4111.1: Criminal Records)
- Has reviewed and agreed to the Code of Ethical Standards for Church Leaders in the last five years.

In addition, the following must be met

- Must have knowledge of the Mandatory Reporting Responsibilities.
- Be approved by a member of the professional staff.

All coaches, whether a Head Coach, an Assistant Coach, or any adult actively involved in working with the players shall be certified. Head coaches must be at least 21 years of age; assistant coaches must be at least 18 years of age and a high school graduate. High school students under the age of 18 may assist with coaching activities under the direction of the head coach. No high school student may have any supervisory responsibilities.

The training programs for certification shall include:

- A basic or core preparation in the Catholic/Christian philosophy of coaching, risk management, and the prevention and treatment of injuries, including concussion awareness. Two clock hours (minimum).

- Training in the specific sport to include rules, practice organization, skill development, and coaching behavior. Three clock hours (minimum).
- The basic or core preparation is required prior to assuming coaching duties. Completion of the sport-specific training requirement shall be accomplished within one year of the inception of coaching duties. Once these elements of certification are in place, a coach's certification status is considered complete for life, except for other requirements that are listed in this section.
- The local pastor/principal shall be accountable for monitoring coaches and maintaining certification records. The record keeping may be delegated by the pastor/principal.
- Annually all employees and volunteers shall receive training in the treatment of Bloodborne pathogens and concussion awareness. This training shall be completed prior to working with athletes. All coaches shall sign a statement acknowledging that they understand the importance of recognizing and responding to concussions.
- Coaches should be made aware of the responsibilities of adults who supervise children and youth.

All communication between a coach and students on his/her team should go through the student's parent. A coach should not communicate directly with a student on his/her team.

Other:

Schools, parishes, and leagues are responsible to insure that appropriate first aid supplies, other medical equipment, and an accessible telephone are available at all practices and games.

Title IX of the Civil Rights Act requires that equal opportunity be provided to both sexes to participate in athletics. It requires that all physical education classes be coeducational; however, it allows separation during the participation in contact sports and explicitly permits grouping of students by ability.

Whenever possible, athletic teams should be transported to games and tournaments by a parent or guardian, or in a yellow school bus. Coaches are strongly discouraged from transporting minors other than their own children to and from games and practices and making transportation arrangements to games for students when group transport is not provided. In the event that a coach chooses to transport minors, the following conditions must be met for parish employees and/or volunteers using their own vehicle:

- A leased or privately owned 10-15 passenger van may not be used to transport school-aged children (grades K- 12) for athletic events.
- The driver must be 23 years of age or older, unless 21-22 and approved by Catholic Mutual.
- The driver must have a valid, non-probationary driver's license and no physical disability that may impair the ability to drive safely.
- The vehicle must have a valid registration.
- The vehicle must be insured for minimum limits of \$100,000 per person/\$300,000 per occurrence.
- The driver must complete the Volunteer Driver Information Sheet.
- Drivers must complete the on-line video, "Be Smart - Drive Safe," found on the Catholic Mutual home page at <http://www.catholicmutual.org>. With the exception of emergencies, any coach who feels he/she might transport students should complete a Volunteer Driver Information: Form 6153 (c).

In keeping with the Archdiocesan Code of Conduct for priests, deacons, and lay ministers, the presence and/or consumption of alcoholic beverages is forbidden at an athletic event where children or youth are present.

An open gym must be open to all students, boys and girls, in two (2) or more grade levels. Coaches or assistant coaches for any teams in those grade levels may only supervise and not coach, instruct, or direct activities during an open gym. The open gym must be supervised by at least two adults, 21 years or older, who have completed Safeguarding All of Gods' Family training.

A parish may conduct a summer sport camp program. The camp may not exceed five (5) days per grade, per sport, and must occur between the end of the spring sport season and start of the fall sport season. Participation in a camp should be open to all parish/school students of the appropriate grade level and gender. The parish must ultimately control the camp, including dates, fees, sign ups, and finances. A facilitator from outside the parish's athletic program should be used for the substantive or instructional aspects of the camp.

Sanctions

Appropriate sanctions shall be applied toward teams and/or individuals not in compliance with archdiocesan policies relating to athletics. Sanctions to be considered include, but are not limited to:

- Non-participation in leagues
- Forfeiture of games •

- Removal of parish/school endorsement, use of parish/school name, logo, insignia, team name, and use of physical facilities and equipment
- Loss of funds raised in the name of parish/school athletics • Loss of liability coverage under the archdiocesan insurance
- Removal from positions of responsibility within the parish/school athletic structure
- Declaration of player ineligibility in league games and parish, school, or diocesan-wide tournaments
- Declaration of team ineligibility in league games and parish, school, or diocesan-wide tournaments

Appeals

Decisions regarding player or coach eligibility, player or coach discipline, and any other local decision, made by the parish / school may be appealed via the local appeal process. The decision of the pastor / president is final. Decisions may not be submitted to the Office for Schools for review.

Decisions regarding player or coach eligibility, player or coach discipline, and any other local decision made by the league, may be appealed via the league's appeal process. A family who has followed the league's appeal process without satisfaction may ask the Office for Schools to review. The family must submit written documentation detailing the progress of the appeal through the league's appeal process.

These documents, along with a letter explaining why a review is requested, should be submitted to the Office for Schools within 10 days of the league's final decision. Following the examination of the documents, the Office for Schools will either affirm the decision of the league, accept it for further appeal, or remand it back to the league for further consideration.

EMERGENCY SCHOOL CLOSING

Severe weather conditions during the winter or other emergency situations may warrant the closing of school. The procedure varies depending on whether closing occurs prior to or during the school day.

School Closing Prior to the Start of the School Day

This will be listed on the following sites:

- An Email sent from the school office via School Speak.

- TV Channels 4, 6 & 12
- School Speak Emergency Notification via text

Although we have our own listing on the above sites please note the following if you see or hear a different listing:

- If PWSSD is closed - St. John XXIII Catholic School will be closed.
- If PWSSD has a late start time - St. John XXIII will have a late start time.
- If PWSSD is open, we are probably open as well, but it's best to check the appropriate listing to be sure.

School Closing After the School Day Has Already Begun

Once school has begun and the students are here, we may not close early due to weather unless the PWSSD School System closes. Once school has begun, the dismissal of our students must coincide.

Please do not call the school to see if we are having an early dismissal. These calls congest our phone lines, which are crucial to us at these times. As soon as the Port Washington/Saukville School District makes a decision to close, they will contact us and we will send out an email and initiate emergency phone call procedures, in addition to putting the information on the closing sites as listed above.

A child will only be sent home if direct contact has been made with the parent or legal guardian. Children will remain in school until contact is made. **Consequently, please be sure to keep the school office informed of all current home, work, and other emergency numbers. Also, if we are experiencing inclement weather and you are not at home or work, please be sure that your cell phone is turned on.**

If you do not receive a call regarding school closing and you feel that the weather is not conducive to sending your child to school you may call your child in absent. If school has already started and conditions begin to deteriorate, you may come and pick him/her up.

EXPULSION (see Discipline Philosophy, Policies, Procedures in Appendix F)

6145: Extra-Curricular Activities

Extra-curricular activities supplement the primary education of our children.

The principal has the ultimate responsibility for all extra-curricular school activities. The immediate supervision of an activity may be delegated to qualified staff members or competent adults. A job description shall be written to provide the parameters of this delegation. Parents and other adults who serve as coaches, moderators, and chaperones are accountable to the principal in all activities that are school-based.

The pastor has the ultimate responsibility for all extra-curricular activities in parish-based programs. The immediate supervision of an activity may be delegated by the pastor to a qualified staff member or other adult; a job description shall be written to provide the parameters of this delegation. Parents and other adults who serve as coaches, moderators, and chaperones are accountable to the pastor or his delegate in all activities that are parish-based

FEES

Family Fees

Please see the Tuition Commitment Form.

Pre-3 Families

For new and existing Pre-3 families, if we are required to go virtual due to an extended quarantine or complete shutdown, families should make direct contact with the Principal to discuss reimbursement or prorated tuition at the end of the academic school year.

Registration Fees

All Pre-3, K4, K5 and new 1-8th grade students are assessed a non-refundable fee with their registration form.

Special Program Fees

Students participating in special programs such as clubs, solo, and ensemble are assessed a fee to help defray some of the expense. If such a fee causes a financial hardship for a parent, please notify the principal, as no child should be denied participation due to an inability to pay.

Tuition

Tuition is determined by the Finance Committee and is approved by the School Board. As a Christian school community, no child should be denied a Catholic school education for financial reasons. Parents should call the school at 262-284-2682 for forms to process financial assistance requests. Such requests are presented by the business manager, without names, to a committee composed of the principal, pastor and finance committee members.

The School Finance sets the amount for a non-member student. This is recommended by the Pastor and Principal, usually during the month of April for the following school year.

The Principal has the right to adjust rates for families with mitigating circumstances.

Tuition students get priority over choice students when filling available seats.

Tuition Deposit

All families are assessed a \$200 per family tuition deposit, which is due at the time of registration. Registration for the following school year typically takes place in January. The full tuition deposit **is** applied towards the following year's tuition balance IF submitted by the stated deadlines.

FIELD TRIPS

General Information

Field trips are designed to give children experiences beyond the classroom and to ensure that all children have exposure to various cultural and pleasurable activities and extended learning opportunities.

The school staff, under the direction of the administration, shall take all reasonable and prudent steps to safeguard the physical and educational welfare of participating students. Administration may place restrictions upon a student's participation in such programs (Archdiocesan Policy #6153).

Each student must have a permission slip turned in for each field trip taken. The permission slip must have the student's name listed and be signed by the student's legal guardian. Photocopies of permission slips are taken on the field trip. If any medical information is to be remembered, emergency numbers noted, or medication taken, it is the parent's responsibility to include that information on the permission slip form. The school is not responsible for consequences resulting due to the absence of information on the permission slip.

6153: Field Trips and Community Service

Field trips, excursions, retreats, mission trips, and community service are integral components to learning that support the spiritual and social development of students. Educational trips, excursions, and community service activities are provided to enhance achievement, integrate students with their community, and develop the faith, skills, knowledge, and attitudes that are essential in the learning process. These trips must constitute a clear educational purpose and link to specific [Standards](#). This includes the 8th grade trip.

Educational trips are a rich source of authentic learning for all students. Field trips, excursions, and community service activities are recognized as a source of worthwhile learning activities that broaden students' experiences. All students should have the opportunity to access field trips and excursions that enhance the curriculum.

School and parish administrators are responsible for establishing and implementing regulations and procedures for educational trips and excursions that follow these guidelines:

- The purpose and activities of the trip shall ensure worthwhile learning experiences that extend learning and are consistent with Roman Catholic values.
- All educational trips, excursions, and community service activities shall have appropriate approval.
- Due regard shall be given to ensure the safety and security of participants.
- Details of the trip shall be communicated to parents and the administration.
- Written approval of parent or guardian is required for participation of students in all field trips, excursions, and community service activities.
- For field trips, excursions, and community service opportunities that involve high risk activities, each high risk activity must be individually identified, and parent or guardian permission must be given or denied for each individually identified high risk activity. Page 2 of Form 6153(a) and page 3 of form 6153(b) shall be used for this purpose. The parent or guardian must sign the bottom of this page as well.
- Administration of medication to a student while on a field trip must be done by a trained staff member/volunteer or the student's parent.
- Students are not allowed to leave the field trip unless signed out and removed by a parent.
- All chaperones must be 21 years of age or older.

All parish/school employees and all volunteers who have contact with minors must be Safe Environment Certified. An individual considered to be Safe Environment Certified has met the following three (3) requirements:

- Has attended at least one in-person live Safe Environment Education Training Session (SEE) since 2003 in the Archdiocese of Milwaukee. If someone has attended a live Safe Environment Education Training (SEE) session in another diocese and wishes to have the training reviewed for acceptance in place of the Archdiocesan SEE requirement, verification from the other diocese can be submitted to the Safe Environment Office for review. Approval is not guaranteed and will only be granted in certain instances.
- Has a criminal background check that has been reviewed and approved by a Safe Environment Coordinator in the last five (5) years. (See 4111.1: Criminal Records)
- Has reviewed and agreed to the Code of Ethical Standards for Church Leaders in the last five years.

In addition, the following must be met:

- Must have knowledge of the Mandatory Reporting Responsibilities.
- Be approved by a member of the professional staff.
- Supervising adults/chaperones are not to surrender their responsibility for minors entrusted to them. Minors must be under the supervision of an adult(s) from their own parish/school/trip, never only under the supervision of an adult not associated with the parish/school/trip.

Whenever possible, commercial carrier or contracted transportation should be used for field trips. The use of private passenger vehicles is discouraged and should be avoided if at all possible. If a private passenger vehicle must be used, transportation requirements of the Archdiocese of Milwaukee and Catholic Mutual must be met.

School Field Trips

School field trips, excursions, and community service activities shall provide learning activities related to the curriculum and educational objectives. The explicit purpose of the trip or activity and its relation to the course of study must be stated. Appropriate instruction shall precede and follow each field trip. The trip should be appropriate for the age and maturity level of the students. The school may not authorize any field trip that is strictly recreational in nature.

The principal must initially approve the planning of the field trip or outing. The principal must also give final approval for the trip or outing. The principal reserves the right to

restrict or deny student participation on any field trip due to, but not limited to, poor academic performance and/or poor conduct.

Teachers shall accompany students on all field trips and shall assume responsibility for student safety and behavior. The school shall provide adequate supervision, a qualified adult for every 10 students, including one or more employees of the school.

All field trips shall begin and end at the school. Field trips and community service activities shall not interfere with the regularly scheduled transportation of students to and from school.

Appropriate educational experience and proper supervision shall be supplied for any students whose parents do not wish them to participate in a field trip or community service activity.

Excursions or community service activities that occur outside of the regular school day, such as in the evening or weekend, require written approval of parent or guardian.

A school participating in any Wisconsin Private School Choice Program may not charge Choice students for field trips if the trip is necessary (required) as part of a class, however, if the trip is optional, a fee may be charged and the Choice student may choose not to participate with no academic consequences.

See Policy #4116.4: Responsibilities for Supervision of Children and Youth for more information.

6153.1: Extended Field Trips

Since the requirements for successfully conducting an extended trip are considerably more complex than the average local field trip, these special guidelines and procedures have been developed.

Definition of Extended Field Trips

An extended field trip is any parish/school-sponsored, properly authorized activity which takes students away from the regularly constituted parish/school premises or from their homes for a period extending over one or more nights. Included in this definition are educational field trips, retreats, youth conferences, mission trips, and camps. All such trips shall be limited to members of a specific class or classes or an existing parish/school group and shall provide learning opportunities related to the program and objectives of that class or group.

Planning

When an extended trip is part of a program, the parish/school is responsible for ensuring the safety of the young people through advance preparation and investigation of the location/organization, adequate adult supervision, informed parental consent, suitable transportation, and clear guidelines for student behavior.

The principal must initially approve the planning of the field trip or outing. The principal must also give final approval for the trip or outing. The educational administrator will determine the appropriateness of the proposed extended field trip with staff members involved on the following basis.

1. The objectives of the trip are consistent with the general objectives of the instructional program.
2. The ongoing parish/school program will not be adversely affected.
3. The participating students' total educational program will not be adversely affected.
4. Appropriate provision is made for continuity of learning for those eligible students who do not participate in the trip activity.
5. The financial implications are realistic in terms of the value of the activity.

The principal reserves the right to restrict or deny student participation on any field trip due to, but not limited to, poor academic performance and/or poor conduct.

Adult Supervision

1. Staff members involved in a field trip activity will receive no additional pay for this service.
2. No staff member or member of his or her immediate family shall receive any benefits from outside agencies in relation to parish/school sponsored trips; nor shall any staff member act as an agent or solicitor for any such agency.
3. Adult volunteers, under the direction of teachers or administrators, may be involved as chaperones. The Safe Environment Verification for Overnight Events with Minors form must be completed and submitted to the Safe Environment Program Coordinator at the Archdiocese of Milwaukee.
4. All parish/school employees and all volunteers who have contact with minors must be Safe Environment Certified. An individual considered to be Safe Environment Certified has met the following three (3) requirements:
 - Has attended at least one in-person live Safe Environment Education Training Session (SEE) since 2003 in the Archdiocese of Milwaukee. If someone has attended a live Safe Environment Education Training (SEE)

session in another diocese and wishes to have the training reviewed for acceptance in place of the Archdiocesan SEE requirement, verification from the other diocese can be submitted to the Safe Environment Office for review. Approval is not guaranteed and will only be granted in certain instances.

- Has a criminal background check that has been reviewed and approved by a Safe Environment Coordinator in the last five (5) years. (See 4111.1: Criminal Records)
- Has reviewed and agreed to the Code of Ethical Standards for Church Leaders in the last five years.

In addition, the following must be met

- Must have knowledge of the Mandatory Reporting Responsibilities.
 - Be approved by a member of the professional staff.
5. Expenses for staff members and volunteers who accompany students on trips may be included in the cost of the trip after prior notice has been given to parents of participating students. These expenses shall be identified in the financial records and reports.
 6. At least one certified teacher or parish staff member will accompany students on an extended field trip.
 7. Extended field trips will provide for one adult leader for every 8 students. Male and female adult supervision shall be provided for all overnight trips which are coeducational. On a trip of several nights' duration with a large group of students, it is recommended that one of the adult supervisors be a nurse.
 8. All coeducational contacts and activities will take place in public areas of the building or housing accommodations under adult supervision.
 9. Adult supervision is to be immediately available at all times during the trip.
 10. Supervising adults/chaperones are not to surrender their responsibility for minors entrusted to them. Minors must be under the supervision of an adult(s) from their own parish/school/trip, never only under the supervision of an adult not associated with the parish/school/trip.
 11. If a serious emergency occurs, the staff member in charge shall immediately report the situation to authorities of the district in which the emergency occurs and to the principal or designee.
 12. Accompanying adults will exercise such judgment in their activities as to motivate students to comply with the student code of conduct.
 13. All adult supervisors must complete and sign an Adult Liability and Medical Information: Form 6153.1 prior to the trip.

Financial Accounting

1. Any school sponsored, extended field trip shall require that the cost of food, lodging, transportation, and insurance be included in the overall trip fee. This amount and all other costs shall be communicated to the parents in writing in advance of the trip.
2. A complete accounting of receipts and disbursements for extended field trips will be recorded in a separate activity account in the school's financial records and will be submitted to the school administrator. This report will be available to parents of participating students at the local school upon request.

3282: Fundraising for Field Trips

Field trips, excursions, retreats, mission trips, and community service (hereinafter “field trips”), are integral components to learning that support the spiritual and social development of students. Field trips are provided to enhance achievement, integrate students with their community, and develop the faith, skills, knowledge, and attitudes that are essential in the learning process.

Field trips are a rich source of authentic learning for all students. Field trips are recognized as a source of worthwhile learning activities that broaden students’ experiences. All students should have the opportunity to access field trips that enhance the curriculum.

Certain Field trips will require fundraising activities to cover their costs. In these situations, all fundraising activities must have pre-approval from the pastor/parish director/president and the principal/religious education director. All funds raised must pass through the parish/school and must be used for costs associated with the Field trip. No individual student or family may receive a monetary benefit from the fundraising that is not equally applied to all students or families.

In the event that the Field trip is cancelled for any reason, all funds raised are the parish/school’s and may not be disbursed to individual students or families. The principal/religious education director is encouraged to consult with the students and families to determine a mutually agreeable use of the funds, but the decision of the principal/religious education director on the use of the funds is final.

Accommodations

Separate sleeping arrangements shall be made for males and females. This applies to minors as well as adults, unless the adults are married.

Adults are not to share sleeping quarters with minors in hotel rooms or cabins, except where accommodations are in large open areas, such as multi-bed dorm rooms.

Whenever possible, males and females shall use separate bathroom and shower facilities. This applies to minors as well as adults. In the event this is not possible, separate times should be designated for male/female and adult /minor bathroom and shower use.

Insurance

Safeguards must be taken to insure the safety of pupils and adults at all times.

It is required that all adult participants be covered by liability insurance.

Trip participants, both students and adults, should have private health insurance to respond to accident and illness that might occur on the trip and provide a copy of their private health insurance card to the staff in charge of the trip. In addition, the staff in charge of the trip should consider whether additional travel insurance should be purchased for the group. The fee for travel insurance should be included in the overall cost of the trip. The purchase of travel insurance should be determined based on the length of the trip, the distance to be traveled, and other pertinent factors.

Travel Agencies

Only the school administrator is authorized to sign contracts with travel agencies, transportation firms, and firms providing housing accommodations which might be required.

When situations arise which impose a threat to the safety or welfare of students participating in a trip, the school administrator, in consultation with staff and other participants, will determine whether or not to cancel a trip.

Each agency must be required to present evidence that it:

1. Is capable of carrying out the requirements of the trip.

2. Has the approval of the American Society of Travel Agents. Any information concerning the agency obtained from the Better Business Bureau must be carefully evaluated.
3. Has satisfactory procedures for handling personal emergencies of participants.
4. Does not have as a director or officer any staff member of the parish/school.
5. Has policies with cancellation provisions which meet the needs of the trip.

Parent Involvement

Parents of students eligible for the trip will be informed in writing of the objectives of the trip, standard of conduct required, responsibilities of students, number of chaperones and other adults, how expenses of chaperones and other adults will be paid, the per student cost for the trip including travel, housing, and all other expenses; type of travel arrangements; day-to-day itinerary, arrangements for coping with emergencies, and needs for special clothing or equipment.

The school administrator is responsible for obtaining and keeping on file written parental permission for students to participate in an extended field trip activity.

Recommended Rules of Student Conduct

School policies, procedures and expectations for student behavior are in effect on Extended School Field Trips defined in this policy. Students who violate policies or procedures, or otherwise fail to meet behavioral expectation on an Extended School Field Trip, are subject to school disciplinary action as defined in the parent/student handbook. This includes Extended School Field Trips taken outside of the defined school term calendar, such as during the Christmas, Easter, spring, or summer break

Extended School Field Trips involving 8th grade students must occur between the first day of classes and the last day of classes in the corresponding school year.

It is required that appropriate rules and regulations be developed with participation of students, staff, and parents. These rules will be given in writing to participating students and parents during the planning stage of the anticipated trip. It should be made clear that varying situations might necessitate the adoption of other specific rules.

A recommended list of rules of conduct follows:

1. Since students represent the parish/school, they are subject to its rules and regulations on a field trip.
2. Students are accountable to chaperones for compliance with the rules of conduct adopted for the field trip.

3. The possession or use of drugs and/or alcohol by students is prohibited.
4. The parent of any student carrying prescribed medication will be required to inform the staff member in charge, in writing and in advance of the trip, the type of medication and instructions for its use.
5. No student/students shall leave the group or group's headquarters at any time during the trip without permission of the staff member in charge. If permission is granted, students shall provide the staff member with information such as time of departure, destination, persons accompanying them, and expected time of return.
6. Students on extended trips who wish to visit relatives and/or friends along the way shall meet with them where the group is assembled. Written parent approval will be required in advance of the trip departure.
7. All participants who have elected to join a parish/school sponsored trip shall adhere to the preceding stipulations regardless of whether or not they have reached their eighteenth birthday.
8. If there are serious infractions of rules of conduct, a student may be sent home at the parents' expense.

See Policy #4116.4: Responsibilities for Supervision of Children and Youth for more information.

Attire

Students are to wear their school uniform on field trips unless instructed otherwise.

Cancellation

Students are to be sent to school anticipating their involvement in the field trip. If the trip has to be canceled or adjusted, we will do so and have a normal school day.

Chaperones

The school office is responsible for contacting parents who indicate they are willing to chaperone. Every attempt will be made to rotate parent chaperones throughout the school year. Only adults assigned by the office are authorized to attend the field trip.

Only adults trained in “Safe Environment Program” who have also electronically signed “The Code of Ethics” and have a current background check on file may chaperone or volunteer at school. This is an Archdiocesan Policy. Please see the section entitled, “Safe Environment Program.”

Chaperones may not bring children with them when they are chaperoning or attending a school field trip.

Chaperones must stay with the students they are assigned to throughout the entire duration of the field trip. Chaperones must ride to and from the event with the students.

Transportation

Students and chaperones must be transported with their assigned group via the method determined for the field trip. This generally will be walking or by bus.

In rare instances where only a few students are involved, the school may ask for drivers in accordance with Archdiocesan policy. Drivers must have a seat belt for each child, complete a driver information form, and present a copy of their automobile insurance showing the following information: 100,000/300,000 minimum liability coverage, dates of coverage (must include field trip date) and name of insured (must include driver).

Walking Field Trip Permission Slips

Parents are required to sign a walking field trip permission slip. This slip allows for students' participation in all trips within walking distance of the school.

FUNDRAISING

Periodically, the school may sponsor a fundraising activity. All fundraisers must be approved by the Principal and Home & School Committee in advance. No new fundraisers may be added without their approval.

1210: School Parent Organizations

Principals should develop appropriate channels of communication with members of their educational community, especially parents.

The entire parish community should be encouraged to give assistance in developing and maintaining the school education programs.

Organizations such as the Home and School Association and the Athletic Association are to be fostered as integral parts of the school and parish community and a support system for quality educational programs. A set of operational norms outlining the purposes, operational procedures, and financial accountability of these organizations is to be developed. The officers and general membership are responsible directly to the school principal in school-based situations.

The purposes of the parent organizations are to promote effective communication and cooperation between parents and educators, advance the spiritual and educational formation of adults, provide well-planned programs of information and interest to parents, encourage high standards of family life, create a greater appreciation of Catholic education, and organize appropriate fundraising activities.

A parent organization shall be required to follow the fiscal policies of the Office for Schools and Archdiocesan Finance office. Parishes and schools are encouraged to have a minimal number of bank accounts to ensure proper internal controls. Should a bank account held by parent organizations be deemed necessary, it shall include the name of the parish or school. Proper procedures for signing checks must be followed.

All income raised for a specific purpose must be disbursed for that purpose, unless alternative distribution options were set forth at the time the income was raised.

Fundraising Drives and Street Trades

A street trade means the selling, soliciting, collecting, displaying, or distribution of any articles, goods, merchandise, commercial service, posters, circulars, newspapers, or magazines in any street or public place or from door to door.

A minor working in street trades must have a specific street trade permit and a nontransferable identification card which the minor carries while engaged in street trade.

A minor under twelve years of age may work in a fundraising sale for a nonprofit organization, a public or private school, under the following conditions:

- Each minor, ages 9-12, must give the nonprofit organization or school written approval from the minor's parent or guardian.
- Each minor or group containing minors less than nine years of age must be physically accompanied by a parent or a person at least sixteen years of age.
- No student in the primary level, K-3rd grade under nine years old, shall engage in any type of sales for the benefit of the school, except through the home.
- Each sponsoring organization or individual fundraiser must be responsible for providing, collecting, and documenting the standard permission forms, and determining eligible participants.

Gender Identity

All required school documentation (e.g., registration/application form, official records/transcripts, official school communications, other forms, etc.) that requires the designation of a student's sex will reflect the student's biological sex. Students will be addressed using the pronouns associated with their biological sex and may not designate a "preferred pronoun".

Students will be required to use the bathroom and locker room which matches their biological sex. In extraordinary circumstances, the school may make an individual-use bathroom available to a student.

HEALTH

5141.2: Communicable Disease

All suspected cases of communicable diseases which occur among students or staff shall be reported immediately by telephone to the local public health agency, and the agency's recommendations should be followed.

Whenever a child is sent home with a suspected communicable disease, the local health department is notified by the school administrator.

Direct Contact Communicable Disease

The School Advisory Commission and the St. John XXIII Pastor seek to provide a safe educational environment for students and staff. To this end, students and staff should understand the method of transmission and prevention of diseases that are

contracted through direct contact with body fluids and excretions, especially blood, vomit, feces, or urine. The School Advisory Commission is also committed to assuring, to the extent permitted by State communicable disease reporting requirements, the confidential status of individuals who may have been diagnosed with a contact communicable disease.

For purposes of this policy, these diseases shall include:

- A. HIV (human immunodeficiency virus);
- B. AIDS (acquired immune deficiency syndrome);
- C. AIDS related complex (condition);
- D. HAV, HBV, HCV (Hepatitis A, B, C);
- E. other diseases that may be specified by the Wisconsin Department of Health Services (DHS) as contact communicable diseases.

The School Advisory Commission recognizes that individuals who have contracted these diseases may not exhibit symptoms for many years after exposure and may, in fact, not be aware that they have contracted the disease. They are, however, able to transmit the disease to other individuals.

The School Advisory Commission further directs the Principal to assure that students or staff who reveal the fact they have contracted one of these diseases will have their status safeguarded in accordance with Federal and State statutes dealing with confidentiality, their right to privacy and that their civil rights will be respected. Staff members will have access to school leave policies in accordance with School Advisory Commission policy, such individuals will also be provided reasonable accommodation as required by the Wisconsin Fair Employment Act and the Americans with Disabilities Act. Should a student be unable to attend school as a result of illness, an alternative education program shall be provided in accordance with the School Advisory Commission's policy and administrative guidelines dealing with Homebound Instruction.

The Principal shall also ensure the guidelines are developed for reporting communicable diseases and sending home students or staff suspected of having a communicable disease as provided under State law.

Handling of Communicable Diseases

A. Principal, in consultation with the local health department, shall be responsible for the appropriate maintenance of the health room, lunchroom/cafeteria, restrooms and shower facilities according to school practices in order to prevent spread of communicable diseases in all school buildings. The Principal may delegate these duties and work cooperatively with the Washington Ozaukee Public Health Department, Public Health Division toward this end. As a further precaution, students and employees will observe proper hand washing techniques. For purposes of this policy, communicable diseases include (but are not limited to) the following:

- Amebiasis
- Campylobacter
- Chicken pox
- Chlamydia
- COVID-19
- Cytomegalovirus
- E. coli
- Gastrointestinal viruses
- (Norwalk Agent Rotavirus)
- Giardiasis
- Gonorrhea
- Hepatitis A
- Hepatitis B
- Hepatitis C
- Human Immunodeficiency Virus
- Impetigo
- Influenza
- Lice
- Measles
- Mononucleosis
- Mumps

- Pertussis
- Rotavirus
- Salmonella
- Scabies
- Shigella
- Syphilis
- Tuberculosis

- B. The correct handling of food and high standards for personal hygiene are essential to food safety in schools. The Principal shall develop administrative guidelines to limit the occurrence of food-borne illness. The incidence of such illness can be limited by using basic principles of safe food preparation, storage and serving. The school will consult with Ozaukee County officials in the development of administrative guidelines.
- C. Upon proper confirmation and in conjunction with the Washington Ozaukee Public Health Department and/or a qualified healthcare provider, the local health department will determine the need for notification of parents and staff regarding an outbreak of communicable disease(s).
- D. The contamination source of most communicable diseases is body fluids. Body fluids include blood, semen, vaginal secretions, drainage from scrapes, cuts, and open wounds, feces, urine, vomit, respiratory secretions (nasal discharge) and saliva. Contact with body fluids can present a risk of infection.
- E. In general, the risk is dependent on a variety of factors, including the type of fluid and the type of contact. Individuals carrying a disease may be at various stages of infection: incubating disease, mildly infected without symptoms, and chronic carriers of infectious agents.
- F. When possible, direct skin contact with body fluids should be avoided. Staff involved in dealing with any body fluids are to take necessary precautionary measures, including frequent washing of hands, use of disposable gloves, proper disposal of soiled items (i.e. diapers, towels, tissues, etc.) or disposing of in sealed or lined containers. These containers should be disposed of daily.

- G. If an exposure to blood or other potentially infectious materials (OPIM) occurs, despite the use of precautionary measures, employees should refer to the Bloodborne Pathogens Exposure Control Plan for the school for more specific information on the handling of an exposure incident.
- H. Cleaning of hard surfaces and equipment (tables, mops, buckets, etc.) should be done by either soaking or washing with appropriate hot water and dilution of household bleach (1:10) or other appropriate disinfectant.
- I. The administration may require a physician's statement about a student's or staff member's suitability to attend school or report to work when such person has been suspected of or diagnosed as having a communicable disease.
- J. The temporary exclusion from school may be in effect until such time that the appropriate administrators and health care personnel determine, by assessment, that the risk has been abated and that the student or employee can return to school with any necessary modifications or individual program planning completed.
- K. The primary responsibility for identification and treatment of head lice lies with parent(s)/guardian(s). School staff shall provide information regarding the identification and treatment of head lice. Parents of students who have been identified with live lice or untreated nits/eggs will be notified. A one day's excused absence will be allowed for the treatment of live lice. The administration will reference the administrative protocol for the control and treatment of head lice in school, based on current health practices. (See Policy CONTROL OF CASUAL-CONTACT COMMUNICABLE DISEASES)

In situations where there is disagreement with the administrator's or physician's decision or recommendation, an appeal may be made within five (5) days to the Principal.

The appeal shall be in writing to the Principal and shall include the following:

- statement of facts

- statement of the relief requested
 - any necessary medical information required
- L. The Principal in collaboration with the Pastor will render a decision in writing within five (5) days of receipt of the appeal. In the event that there is disagreement with the Principal's decision, the matter may be appealed within five (5) days to the Pastor. A day for purposes of this procedure shall be defined to exclude Saturdays, Sundays and school holidays.
- M. Bringing pets or other live animals into school as part of general enrichment activities relating to a particular learning experience can have a positive impact on the educational environment. Concern for the health and safety of individual students is the primary reason for development of administrative guidelines. The Principal shall develop administrative protocol for staff that shall be followed prior to placement of animals in the classroom.

Control of Casual-Contact Communicable Diseases

The School Advisory Commission recognizes that control of the spread of communicable disease spread through casual-contact is essential to the well-being of the school community and to the efficient school operation.

For purposes of this policy, "casual-contact communicable disease" shall include diphtheria, scarlet fever and other strep infections, whooping cough, mumps, measles, rubella, and others designated by the Wisconsin Department of Health Services (hereinafter referred to as DHS).

In order to protect the health and safety of the students, school personnel, and the community at large, the School Advisory Commission shall follow all State statutes and Health Department regulations which pertain to immunization and other means for controlling casual-contact communicable disease spread through normal interaction in the school setting.

If a student exhibits symptoms of a communicable disease, the principal will isolate the student in the building and contact the parents. Protocols established by the Wisconsin Department of Health Services shall be followed.

The Principal shall develop administrative guidelines for the control of communicable disease that shall include:

- A. instruction of professional staff members in the detection of these common diseases and measures for their prevention and control;
- B. removal of students from school property to the care of a responsible adult;
- C. preparation of standards for the readmission of students who have recovered from casual-contact communicable diseases;
- D. filing of reports as required by statute and the DHS.

COVID-19

Please review this year's [COVID-19 PANDEMIC: STUDENT / FAMILY STATEMENT OF OPERATIONS, UNDERSTANDING, AND CONSENT FORM \(Spanish Version\)](#). **All families at our school must sign this consent form on SchoolSpeak under Back to School Forms.**

Pandemic Flu

It is important that schools build a strong relationship with local health departments and develop a meaningful plan to prepare for and respond to an influenza pandemic. It is difficult to predict when the next influenza pandemic will occur and how severe it will be. A pandemic may come and go in waves, each of which can last months at a time. The effects of a pandemic can be lessened if preparations are made ahead of time. Further information on pandemic influenza can be found at:

<http://sspw.dpi.wi.gov/sites/default/files/imce/sspw/pdf/pandemictoolkit.pdf>.

The illness rates for both seasonal and pandemic influenza are high among children, and schools are likely to be an important contributor to the spread of influenza in a community.

Scientific models support school closure as an effective means of reducing overall illness rates and suggest that the value of this intervention is greatest if school closure occurs early in the course of a community outbreak. During the peak of a severe pandemic, workplace absenteeism could reach up to 40% due to people being ill themselves or caring for family members. Measures to limit pandemic flu

may include the closure of schools and childcare facilities, as well as the cancellation of extra-curricular activities.

School educators need to work together with state and local efforts to plan, prepare for, and respond to pandemic outbreaks.

5141.3: Health Examinations

All schools shall follow the regulations of the local public schools and/or the local health departments regarding medical examinations and chest X-rays.

5141.31: Immunization Requirements

School administrators must be in compliance with state immunization laws.

Wisconsin law requires schools to develop and implement a plan to encourage compliance with state immunization laws and parents to present written evidence, paper or electronic, that their child has received specified vaccinations. Parents may claim waivers based on reasons of health, personal conviction, or religious beliefs.

Waivers based on health reasons must be signed by a physician.

1. The school or day care center shall notify any adult student and the parent of any minor student who has not submitted either written evidence of immunization or a waiver form within 25 school days of being admitted. Notification shall include instructions for complying with the Wis. Stat. 252.04, including a list of missing immunizations, the availability of waivers for reasons of health, religion, or personal conviction, and an explanation of the penalty for noncompliance. A school may issue a notice for student exclusion for noncompliance on the grounds of health and safety. The school will notify all parents, that failure to comply with the state immunization requirements will be reported to the county district attorney in accordance with the law.
2. For any student who has received the first dose of each immunization required for that student's age or grade under HSS 144.03, but who has not received all of the required doses, the school shall obtain written evidence that the student has received the required subsequent doses of immunization as they are administered, but no later than the deadlines described in HSS 144.03.
3. The school and day care center shall maintain on file the immunization history for each student and any waiver form submitted. Immunization

histories shall be updated with information supplied by the local public health agency, parents, or private physicians.

4. The school or day care center shall maintain a current roster listing the name and immunization history of each student who does not meet all immunization requirements for that student's grade or age.
5. The immunization record of any student who transfers from one school or day care center to another shall be forwarded to the new school or day care center within 10 school days of the request for record transfer. The records of day care students shall be transferred to a school if requested.
6. If one of the diseases covered by Wis. Stat. 252.04 (a) occurs in a student or staff member, the school or day care center shall assist the local public health agency and the department in immediately identifying any unimmunized students, notifying their parents of possible exposure, and facilitating the disease control activities.
7. If a substantial outbreak as defined in HSS144.02 (12) occurs in a school or day care center, or in the municipality in which a school or day care center is located, the school or day care center shall exclude students who have not received all required immunizations against the disease, including students in all grades who have not had two (2) doses of measles vaccine when it is an outbreak of measles that is occurring, when ordered to do so by the department. The exclusion shall last until the student is immunized or until the department determines that the outbreak has subsided.

5141.4: Students with Food Allergies

Some students in attendance at our schools have a dangerous allergy to certain foods such as peanuts, chocolate, etc. For this reason the schools' environment must be as free as possible from the allergy-producing food products. In these grade levels, all families need to consider such allergies in preparing lunches, treats, and snacks. The school will establish allergy-free zones in the lunchroom and other instructional areas where appropriate.

Students with food allergies may have allergic reactions that vary from localized, mild, to systemic, life-threatening reactions. Therefore, students with food allergies must have on file at the school an allergy action plan and healthcare accommodations plan in accordance with the school's medication policy.

Consultation with the Office for Schools and Catholic Mutual should occur when making accommodation arrangements for individual students and their families.

5141.5: Administration of Medication to Students

In all instances where medication is administered, the physician prescribing the medication has the power to direct, supervise, decide, inspect, and oversee the administration of such medication. In order to ensure that the physician retains the power to direct, supervise, decide, inspect, and oversee the implementation of this service, no medication shall be given to a student by any employee of the school unless the following are delivered to the individual administering the medications:

- Written instructions from the prescribing physician for the administration of the prescribed medication. Such instructions shall be signed by the prescribing physician.
- A written statement from the prescribing physician which:
 - Identifies the specific conditions and circumstances under which contact should be made with him/her in relation to the conditions or reactions of the student receiving the medications.
 - Reflects a willingness on the part of the physician to accept direct communications from the person administering the medication.
- A written statement from the parent/legal guardian:
 - Authorizing school personnel to give the medication in the dosage prescribed by the physician.
 - Authorizing school personnel to contact the physician directly.

1. School administrators, school personnel, and school volunteers assigned to give medication must receive training on an annual basis in accordance with DPI regulations. The knowledge (webcasts) training and assessment tests are to be completed every four years, while the skills competency check-off should be completed annually. Knowledge training and skills check-off are not required for oral medication, but are highly recommended.

1. No medication will be administered by school personnel without the Medication Consent Form and the Physician Order for Medication Administration Form being filled out and returned to the individual(s) administering the medication and/or the School Nurse.

- Medication Consent Form must be filled out by the parent/legal guardian and addressed and returned to the individual(s) administering the medication and/or School Nurse.
 - Physician Order for Medication Administration Form must be filled out by the prescribing physician and addressed and returned to the individual(s) administering the medication and/or School Nurse.
 - The School Nurse, where available, or the principal shall maintain an accurate medication file which includes all of these necessary forms on each student receiving medication.
2. Prescription medication must be sent to the school in a pharmacy-labeled container with the student's name, the name of prescriber, name of prescription medication, the dose, the effective date, and the directions for administration. The prescription medication must be supplied by a parent or guardian.
 3. Nonprescription medication must be sent to school in the original manufacturer's packaging with a list of active ingredients and recommended therapeutic dosage. The over-the-counter medication must be supplied by the parent or guardian. Nonprescription medication may only be administered in higher than the recommended dosage by written approval of the medical provider and parent or guardian.
 4. Medication will be taken by the child at the designated time, administered by the School Nurse or by the other individual who has been identified to do so.
 - Schools recognize the importance and necessity of students being allowed to carry certain emergency prescription medications, such as asthma inhalers, glucagon, and EpiPens. Students in grades K-12 may self administer these emergency prescription medications while at school only under the supervision of trained school staff/ volunteers. An elementary student who carries an emergency medication on his/her person will need to have an Archdiocese of Milwaukee release form completed and signed by the student's physician, parent/legal guardian, principal, and homeroom teacher. The Medical Provider Authorization – Prescription Medication: Form 5141.5 (b) states that the student has been instructed in and understands the purpose, appropriate method, and frequency of use of his/her emergency medication. The school is absolved from any responsibility in safeguarding the student's emergency prescription medication.

- The parent must provide to the school a copy of a Health Accommodations Plan: Form 5141.5 (d) for a student who requires an emergency prescription medication.
5. Only limited quantities of any medicine are to be kept at school.
 6. All medication administered at the school will be kept in a locked cubicle, drawer, or other safe place.
 7. The length of time for which the drug is to be administered, which is not to exceed the current school year, shall be contained in the written instructions from the prescribing physician, and further written instructions must be received from the physician if the drug is to be discontinued or the dosage period it is to be administered is changed from the original instructions.
 8. Documentation of every dose of medication and medication errors must occur. An accurate and confidential system of record keeping shall be established for each pupil receiving medication.
 - It is advisable to have in the Principal's or School Nurse's Office a list of students needing medication during school hours, including the type of medication, the dose, the time to be given, and the date the medication is to be discontinued. This list will be updated periodically.
 - An individual record for each pupil receiving medication shall be kept, including the type of medication, the dose, the time given, and the duration.
 - School personnel are asked to report any unusual behavior of students on medication.
 9. Drugs that may be administered in the school setting must be listed in the U.S. Pharmacopoeia and National Formulary or the official homeopathic pharmacopoeia.

Fever/Vomiting

All children who are experiencing fever and/or vomiting must stay home from school, even if the fever can be controlled by Tylenol/Motrin. The student is not to return to school until their symptoms have been absent for at least 24 hours.

Health Concerns or Healthcare

Temperatures can be taken and ice packs/Band-Aids can be dispensed. Parents must pick up their child if they have a temperature of 100 degrees or more, vomiting,

nausea, diarrhea, a suspicious rash or lesions, or any other condition/injury which prevents the student from returning to the classroom.

Hour Policy for Parent Pick-up of a Sick Child

If a child should become ill during the school day, the school will notify the parents/guardian. For the comfort of the child, parents/guardians are required to pick up their child within one hour of notification.

Lice

This must be reported to the school office immediately. **Parents must follow the school protocol. (Appendix E)**

RECESS

Students well enough to be at school should be well enough to go outside for recess. If a child is to remain in for a period of time, a doctor's statement is required. If your child does not have a note, he/she will be sent outside.

OUT OF UNIFORM DAY (OOU)

On an out-of-uniform (OOU) day, a student may wear street clothes. No ripped jeans are to be worn. The first Friday of EACH MONTH is OOU day at both campuses.

LOITERING

Students not enrolled in St. John XXIII Catholic School may not be on the school premises/campus without administrative permission.

LUNCH

Hot Lunch Program

Hot lunch and milk is available to students in grades K5-8 and to children participating in our Child Care Program. Children's lunches must be ordered in advance by parents. Families may deposit money into their FACTS account.

SPECIAL MILK PROGRAM

Students in Pre-3, K4 and K5 have the option of joining the Special Milk Program which allows them to have a milk during their class snack time for a one time fee. Milk taken during an Early Childhood student's lunch time will be charged a daily fee. Please contact the school office for additional details.

LITURGICAL WORSHIP

Students in grades K5-8 attend Mass every Tuesday, as well as Holy Days, etc. K4 students attend Mass once a month. Our Director of Liturgy and Religious Education Coordinators involve the children in actively planning and participating in the liturgy.

LOST AND FOUND

This is located in the main office. Please have your children check it periodically for lost items. Items not claimed by the end of the school year will be donated to charity. Please label all items to help facilitate their return.

PARKING

End of Day Parking

See DISMISSAL AND DROP-OFF PROCEDURES (Appendix D)

Parking During School Hours

You may park in the large east parking lot. Please do not use the school parking lot during school hours. Cars cannot come in or out of the area where the children are playing (school parking lot) during the school day.

PARTIES/SOCIAL EVENTS

Concern over the handling of children being invited to parties or other events after school and leaving directly from school as a group to attend the function has been expressed. Invitations that are not inclusive of entire classes (i.e. all the girls, or all the boys), may not be distributed at school. Parents hosting parties after school, which are not inclusive, should not pick up students directly from school.

We respect a parent's right to plan outside social events for their children. However, we would ask parents to be cognizant of the feelings of those children who may be left out.

PLAYGROUND SUPERVISION

There will be no fighting, wrestling or tackling on the playground. Children are not permitted to leave the assigned play areas. Parents are asked to stress to their children that they may not leave the playground as the school will not assume responsibility for any child who leaves the premises. Out of consideration for private property, children are not to play near the bushes, fence or on the lawns, nor enter neighbors' properties.

Children wishing to go back into the school building during the recess period must ask permission from the designated playground supervisor prior to doing so.

Recess

Students are to be prepared for outdoor recess during cold weather with proper attire:

- Boots are necessary in snowy weather.
- Snow pants are required of all students who wish to play in the snow at recess. All other children are required to remain in areas cleared of snow.
- *Children go outside for recess unless the temperature is below 0 degrees with the windchill.*

Students well enough to be at school should be well enough to go outside for recess. There may be exceptional cases, but generally speaking, this is true. If a child is to remain in for a period of time, a doctor's statement is required.

REPORT CARDS

Report cards are distributed once each trimester for 1st-8th grades and twice a year for the Pre-3 , K4 and K5. 1st-8th grade report cards are sent home in special envelopes with a place for a parent's signature for the 1st and 2nd quarter. The envelopes are to be signed by a parent and returned to school. 3rd trimester report cards will be mailed home at the end of the school year.

RETENTION OF STUDENTS

St. John XXIII philosophy of learning does not support retention. In special circumstances the principal and parent will communicate whether or not to retain the child.

SACRAMENTAL PROGRAMS

Students are prepared for the Sacraments of First Communion and First Reconciliation in 2nd grade. If a transfer student has not made one or both of the Sacraments, parents should contact the parish office and the 2nd grade teacher.

SAFE ENVIRONMENT PROGRAM (SEE TRAINING)

Our curriculum includes the Safe Environment Program, a program on safety and abuse prevention. Students participate unless a parent opts a child out. Families are provided with information prior to context delivery for grades 4-8.

All school volunteers must be trained in the Safe Environment Program prior to the beginning of their service. This includes a three hour training class, a background check (conducted every 5 years), and electronically “The Code of Ethics.” Please contact the school or parish offices for further information.

6141.12 Safe Environment Education

Safe Environment Education shall be a part of the curriculum in all elementary and secondary schools and parish religious education programs. All schools and parish religious education programs are required to use the Circle of Grace Safe Environment Curriculum. The curriculum is required to be taught to each grade level each year. Additional resources can be found on the Safe Environment Education web page.

ADOPTED: 5/3/1993; REVISED: 6/15/2021

SAFETY DRILLS

Safety drills are held monthly. Students are instructed in regard to procedure/conduct to be followed. Regulations set up by the State of Wisconsin Fire Code are followed.

The school has an established safety plan to ensure the safety of students, staff, and families. This plan has been approved by the Wisconsin Department of Justice.

SCHOOL TERM CALENDAR

6111: School Term Calendar

Wisconsin § 115.001 Definitions:

- School Year: Time commencing with July 1 and ending with the next succeeding June 30.

- School Term: Time commencing with the first school day and ending with the last school day that the schools of a school district are in operation for attendance of pupils in a school year, other than for the operation of summer school.
- Session: The time during a school term that the schools of a school district are operated for the attendance of pupils.

Each school shall annually schedule at least 437 hours of direct pupil instruction in kindergarten, at least 1,050 hours of direct pupil instruction in grades 1 through 6, and at least 1,137 hours of direct pupil instruction in grades 7 to 12. Scheduled hours include a maximum of 30 minutes of recess and time for pupils to transfer between classes but do not include the lunch period. (Wis. § 120.12 (15))

These hours of direct pupil instruction must occur over a minimum of 177 days.

- If school is closed due to inclement weather or other emergency event, the day is not required to be made up as long as the total number of hours of direct pupil instruction meets the yearly hour minimum stated above.
- A school may schedule early release or late start days and the day would count toward the 177-day requirement. However, only the hours of direct pupil instruction count toward the yearly hours minimum. Any professional development or similar staff-only activity would not count toward the total number of hours.
- Parent-teacher and or parent-teacher-student conferences may not be counted toward the direct pupil instruction yearly hours minimum.
- A day devoted only to parent-teacher and/or parent-teacher-student conferences may not be counted toward the number of required student contact days.
- The direct pupil instruction yearly hours minimum applies to all students at all grade levels.

Teacher contracts shall be a minimum of 190 days. Days that do not involve direct pupil instruction shall be used for appropriate professional development activities.

In the event of an emergency, a disaster, or extreme weather conditions, schools will follow the decisions of the local public school district with regard to closing school. The Catholic schools will remain open or will close with the public schools. The decision of the Superintendent of the public school district where the Catholic school is geographically located will be followed. If multiple public school districts overlap the geographical boundary of the Catholic school, one of the public school districts shall be designated as the public school district the Catholic school will follow. This designation must be published to parents. (Same language as used in 6114.5: Inclement Weather)

It is recommended that schools correlate their school calendar with that of the local public school. Where bus transportation, shared time programs, etc., are in existence, this is a necessity.

Dates of archdiocesan activities will be incorporated into each school's calendar. The Office for Schools will be notified of deviations from the school calendar.

If days need to be made up, this should be done either by shortening vacation periods or by prolonging the school year to complete the necessary days. Neither administrators nor pastors have the prerogative to grant free days or suspend classes.

Local administrators should give appropriate attention to the observance of the Holy Days of Obligation, including celebration of Mass.

SCHOOL DIRECTORY

Information for the school directory is posted on SchoolSpeak. Only families who have elected to share their information will appear in the directory.

SCHOOL FUNCTIONS OUTSIDE THE SCHOOL DAY

If students are not specifically involved with a teacher or with their class under a teacher's supervision, we request that students remain with their parents. At these events, the teachers are not there to oversee the children except when the children are under their direction.

SCHOOL PICTURES

Student pictures are taken in the fall. These pictures will be used in the yearbook and may be purchased by the parents. A payment envelope is provided prior to picture day for direct payment to the photography studio. Envelopes are handed directly to the photographer on that day.

Absentees and retakes will be scheduled a few weeks after the original picture day.

Eighth graders also have their picture taken in the fall of the year. A more formal picture is taken of each 8th grade student. Parents receive proofs a few weeks later and are able to make their selection from several shots.

SPORTS PROGRAMS

Sports programs are available for 5th through 8th graders. Please see the school office for the appropriate forms if your child is interested in playing a sport. St. John XXIII Catholic School offers volleyball and basketball to both boys and girls in 5th through 8th grade.

We partner with the School district at Thomas Jefferson Middle School to offer more programs and sports to our students. Please contact our Athletic Director, Adam Chilinski for more details.

STANDARD BASED GRADING

5121: School Grading Practices

Effective grading practices are necessary for improved teaching and learning. Schools will adopt local grading policies that will support the following guiding principles:

- Assessment and grading are ongoing processes that guide continuous learning.
- Grading should be standards-based and reflect what students know and are able to do.
- Grading should be transparent and promote common understanding between students, parents, teachers, and schools.
- Grading should support a growth mindset.
- Grading should only reflect student achievement.
- The purpose of homework is to check for understanding, provide feedback, and prepare students for summative assessments.

Teachers must provide feedback, grade and post all assignments and assessments in a timely manner. Homework and assessments should be graded, posted and returned within 48 hours; projects within one week.

Assessment and Grading Beliefs and Practices

Per the Milwaukee Archdiocese: Assessment is a comprehensive set of practices that analyze, inform and drive student learning. Effective grading practices are necessary for improved teaching and learning.

1. We believe assessment and grading are ongoing processes that guide continuous learning.
2. We believe grading should be standards-based and reflect what students know and are able to do.
3. We believe grading should be transparent and promote common understanding between students, parents, teachers and schools.
4. We believe grading should support a growth mindset.
5. We believe grading should only reflect student achievement.

6. We believe the purpose of homework is to check for understanding, provide feedback, and prepare students for summative assessment.

Grading and Reporting Statement

- St. John XXIII Believes grading is for students, teachers, and parents to understand their child's grade level proficiency and growth in each curricular area. The focus of grading is to communicate student mastery of standards, specifically Priority Standards, determined by the Archdiocese of Milwaukee.

Standards Based Grading reporting is an effective practice that is aligned to our purpose when:

- Behavior grades are separate from academic grades- both are reported out
- Self-evaluation and student goal setting on learning targets/standards
- To communicate student progress on learning targets/standards
- Challenges are provided, but not in the form of "Extra Credit"
- Zeros are NOT considered when reporting a final grade

Homework

The purpose of homework is to offer an opportunity to practice a developed skill. This skill will have been developed, but not mastered before homework is assigned. The idea is to move the students towards mastery.

St. John XXIII defines "homework" as practice in the learning progression toward proficiency on identified learning targets. Homework is an effective instructional approach that is aligned to our purpose when it is:

- Not graded;
- intentional/meaningful;
- "Just right";
 - Not mastery "yet"
 - Skill still being developed
 - Individualized

Summative and Formative Assessment STATEMENT

We must first start by defining the purpose of "The power of formative classroom assessment depends on how you use the results." St. John XXIII Defines formative assessment as a variety of methods used by teachers to measure students' learning toward proficiency in a variety of ways. Formative assessment is meant FOR LEARNING, versus summative assessment being OF LEARNING. Alfie Kohn states we should "never grade students while they are still learning' the content.

- Completely agree that each assessment can be either formative or summative- depending on what we do with the information.
- Summative assessment is the students last “check” - when you aren’t re-visiting that content again (students have opportunity for improvements through reassessment)
- We use it to differentiate our lessons, re-teach a concept, or challenge students who are ready for it
- To gauge where student ability is - to modify instruction based on need
- Similar language 4, 3, 2, 1

Reassessment Statement

St. John XXIII Believes all students will learn at high levels when provided multiple opportunities to demonstrate mastery. These opportunities may include a differentiated approach suitable to the students’ learning style. The purpose of reassessment is for all students to progress towards a level of mastery on every standard, embracing the Growth Mindset philosophy.

Reassessment is an effective practice that is aligned to our purpose when:

- Additional learning has taken place
- A reassessment form has been filled out and signed by the parent, student and teacher
- Differentiated to meet the needs of all learners
- Master of standards is the end goal
- Averaging does not occur
- Full understanding and student mastery of standard is achieved
- The requirements for new evidence of learning are determined by the individual teacher

Grading and Reporting/Life Skills (Success Criteria) Statement

St. John XXIII Believes there is significant merit to reporting life skills that influence learning (participation, work completion, collaboration, behavior and engagement). We also ensure that life skills will not influence an academic grade and will be reported separately in our reporting structure.

Reporting/Life Skills is an effective practice that is aligned to our purpose when:

- Teaching citizenship and community building (positive character traits)
- Growing a well rounded individual who can have satisfying social relationships and a successful educational career

6112.1: Instructional Time

Schools will provide class schedules that will most effectively serve the essential components of instruction within that school; namely, the needs of students, the school's philosophy and goals, and the programs that flow from these.

Effective July 1, 2009, the school day shall consist of the following minimum instructional time.

Kindergarten: 437 hours per year or two (2) hours and 30 minutes for five-year old children and two (2) hours for four-year old children.

Grades One to Six: 1050 hours per year or 6 hours.

Grades Seven to Twelve: 1137 hours per year or six (6) hours and 30 minutes.

The school hours are computed as the period from the start to the close of each pupil's daily instructional schedule. Scheduled hours may include recess and time for students to transfer between classes but does not include the lunch period. No more than 30 minutes per day may be counted for recess. In computing the minimum number of instructional hours, days and partial days on which parent and teacher conferences are held, staff development or inservice programs are held, schools are closed for inclement weather, or when classes are not held may not be counted.

Student attendance at liturgies is encouraged; however, only one period per week of liturgy attendance may be included as instructional time.

Schools will provide at least the minimum recommended allocated instructional time per week in each subject area.

While there is a recommended allocated instructional time for each subject, educators are encouraged to integrate subjects within the curriculum whenever possible.

Grade Level	K	1	2	3	4	5	6	7	8
Religion	10%	100	100	100	150	150	200	200	200
Reading/English-Language	40%	700	700	625	600	525	425	425	425

Mathematics	10%	250	250	250	250	250	250	250	250
Social Studies	10%	125	150	175	200	225	250	250	250
Science	5%	100	100	150	150	200	250	250	250
Health	5%	75	75	75	75	75	75	75	75
Physical Education	10%	75	75	75	90	90	90	90	90
Art	5%	90	90	90	90	90	90	90	90
Music	5%	75	75	75	75	75	75	75	75
World Language							40	40	40
Total Allocated Instructional Minutes	110%	1590	1615	1615	1680	1680	1715	1715	1715

Up to one-third of each day in the kindergarten schedule may be reserved for students' self-selected instructional activities. The allocated instructional time recommendations presented in column K apply only to the portion of the schedule planned for teacher-directed activities. The time allocations for kindergarten are expressed in percentages to facilitate planning for various kindergarten schedules.

Middle School (Grades 6-8) instructional times may vary from the above schedule in alignment with DPI parameters "to achieve the objectives and allocation of instructional time identified in the curriculum plans." Schools will submit a supportive rational/philosophy and a revised Instructional Minutes grid for the middle school program if times vary from the recommended schedule.

Health instruction may be integrated into other disciplines as long as curricular content is clearly articulated.

Archdiocesan Proficiency Scale (K5-3 Grade)

3 Proficient

- Student demonstrates consistent understanding and application of concepts and skills aligned with grade level standards.
- Student can complete assigned tasks independently.

2 Developing

- Student demonstrates partial understanding of grade level standards.
- Student can sometimes complete learning activities without assistance.

1 Emerging

- Student needs more time to develop understanding of grade level standards.
- Student can complete learning activities with assistance.

Archdiocesan Proficiency Scale (4-8 Grades)

4 Advanced

- Student demonstrates understanding of concepts and skills extending beyond grade level standards.
- Student can independently complete self-directed studies.

3 Proficient

- Student demonstrates consistent understanding and application of concepts and skills aligned with grade level standards.
- Student can complete assigned tasks independently.

2 Developing

- Student demonstrates partial understanding of grade level standards.
- Student can sometimes complete learning tasks without assistance.

1 Emerging

- Student needs more time to develop understanding of grade level standards.
- Student can complete learning activities with assistance.

Parents of children in grades Pre-3 and K4 should talk to their child's individual teachers for their grading policy.

STUDENT SUPPORT PROGRAM

Intervention is offered through a variety of support programs and in our overall design for learning. See the St. John XXIII Catholic School Booklet in the appendix for description of these various programs.

Placement in the Student Support is dependent upon a formal evaluation process to determine if the child has a special educational need. This process will be handled by the PWSSD and results will be communicated to the Dean of Student Learning and the principal.

STUDENT DISCIPLINE

See Probation, Suspension & Expulsion (Appendix F)

STUDENT LOCKERS

All student lockers are the property of St. John XXIII Catholic School. School personnel have the right to inspect lockers at any time.

STUDENT RECORDS

There is no distinction in Wisconsin law between custodial or noncustodial parents. Unless there is a specific provision in the divorce decree to the contrary, both custodial and noncustodial parents will have access to the student records for their minor child. The school is to be given a 24 hour advance notice on student records access requests.

STUDENTS RETURNING TO BUILDING

Students should not return to the school building after school hours for books, assignments, or forgotten objects.

While in the school building for extra-curricular programs, students may not go to their classrooms or other areas of the school not involved in their extra-curricular program.

STUDENT SUPPORT PROGRAM

Support Programs

The Dean of Student Learning initiatives accommodating meeting procedures, assessment students, and facilitates the learning disabilities/reading program.

We also have on staff a group of degreed and certified reading specialist teachers who work with students identified as having special learning needs.

Students who need additional educational help are assisted in a number of ways, including:

Our **Dean of Student Learning** is trained to identify and develop programs for students who have been identified with various reading/learning challenges.

Special Student Accommodation Procedures

The needs of students who may be experiencing difficulties, academically or otherwise, are addressed through an intervention meeting. Intervention meetings are normally initiated by teachers, but can also be at a parent's request. During intervention meetings, the parents and appropriate staff members meet to discuss ways of providing the best possible educational programming for the student. After a plan is implemented, a follow-up intervention meeting takes place to evaluate the progress. Intervention meetings are generally held 3:15 p.m.-3:40 p.m. Both parents (whenever possible) are asked to participate at these designated times so we can work together for efficiency and effective planning.

Students with Special Needs

Students appearing to have special needs and requiring special programs are evaluated as follows:

1. Child is referred for diagnosis by a teacher or parent.
2. An intervention meeting, which is a discussion with parent, teachers, Learning Support Specialist, special education teacher (public school), principal and private counselor (if a child is seeing one), takes place to determine a plan. Listed below some typical strategies used:
 - a. referral to special education teacher or Learning Support Specialist for individual testing
 - b. direct referral to a local public school for assessment, or to a private evaluative institution
 - c. referral to a professional for individual or family counseling
 - d. recommendation for any combination of the above
3. Programming for the child is dependent upon the findings of the evaluation.
 - a. continual programming with necessary adjustments at St. John XXIII
 - b. placement of child in another setting
4. Follow-up intervention meeting to assess progress

Enrichment

We make every effort to identify and meet the needs of students who are gifted/talented in K5 - 8 grade. Typically, such identification and programming do not apply to the Pre-3 or 4K Program.

FLEX

Flex period happens every day of the week for grades 5-8. We have created this time by eliminating our advisory period. We have a fairly simple structure of what curricular area gets priority, and all teachers (core and electives) have access to this time. Electronic share folders are used to keep the staff aware of where students go, and the staff works together to make FLEX time as effective as possible. FLEX time is used for intervention, additional project time, re-teaching, acceleration, and enrichment. Each teacher has the autonomy to determine how they will utilize FLEX each week.

Social Emotional Coach/Learning (Formally Guidance)

To help foster and support every students' social and emotional intelligence by implementing a school-wide social emotional learning curriculum grades K5-8. Meeting with individual students as needed, small groups, character development classes, Academic and Career Planning through Xello (formally Career Cruising), assist in staff professional development, connect with parents through topic presentations and small group discussions.

6131.1: Tutoring

Tutoring is defined as any instruction provided to an individual student, or a small group of students, outside of the regularly scheduled school day. This instruction includes, but is not limited to, core academic areas and the performing arts. Examples: math, piano lessons, vocal lessons.

A parish/school-sponsored tutoring program must meet the following guidelines:

- Tutoring program activity must occur on parish/school campus
- Tutoring program activity must occur under the supervision of the pastor/principal or designee
- Tutoring program activity must be conducted by a parish/school employee or volunteer
- All Safe Environment guidelines must be followed:
 - Two adults present (reasonable proximity) at all times
 - Employee/volunteer must have Safe Environment Certification (background check, Code of Ethics, etc.)
- All financial transactions must flow through the parish/school:
 - Employees are compensated by the parish/school (a contract addendum for a current teacher will be necessary)
 - Program fees, if applicable, are paid to the parish/school

A parish/school sponsoring a tutoring program must develop and publish written program guidelines that include, but are not limited to, the following criteria:

- Person who will provide oversight of the program
- Qualifications of persons who will provide the tutoring
- When (dates and times) the program will be offered
- Specific locations (e.g., classrooms) that will be used for the program
- Attendance verification procedure
- Program fees (if applicable)
- Employee compensation (if applicable)

This policy does not apply to Title I services provided to students by the Local Education Agency (Public School District) or services provided by a 3rd party vendor, such as piano lessons from an independent practitioner.

Athletics and other extra- or co-curricular activities are not covered by this policy.

TEXTBOOKS

Students are responsible for keeping textbooks in good condition. Students will be required to replace completely or partially cover the cost of any textbooks lost or damaged.

TRANSPORTATION

Bus Transportation Eligibility

Bus transportation is provided to grades Pre-3-8th by the PWS School District and is equal to that provided to the local public schools. The criteria for busing eligibility are as follows:

- Home address must be in the PWSSD
- Home address must be 1 mile or more from the school

Information on all K4-8th grade students eligible for busing is given to the Port Washington/Saukville School District bus provider, Johnson Bus Company, during the summer. It, in turn, sends bus routing information directly to qualifying families.

Bus Transportation Form – Contracting of Bus Services

Transportation not covered under the policy above can be considered through an individual contract. Individual parent contracts with Johnson Bus Company are arranged through the business manager at Johnson Bus Company (262) 284-5330.

Bus Transportation Forms – Daycare Provider

If your child qualifies for bus transportation, and you need to make an arrangement for pick up/drop off of your child to an eligible busing location other than your home, contact Johnson Bus Company for information. Please remember that, even in these cases, the child must first be eligible through his/her HOME address in order to qualify for bus transportation.

Discipline Problems

If problems arise while he/she is on the bus, tell your child to report problems when they occur to the bus driver, who will send a written report to the school. You can also call the principal if the situation warrants immediate action to be taken. Students may be removed from the bus after three discipline notices from the bus driver.

Transportation Home-Parent Drivers

Please note that parents should never drive students other than their own home from school or school-related events without the parent's written permission. A signed note from the student's parent stating the child's name, who is driving the child, and the date it is effective for, is to be brought to the school office. This is for your protection as well as ours.

Student Transportation Changes

In the case of a change in a student's regular transportation schedule, a note must be sent to the school office. If a student forgets his/her note, we cannot, by law, allow the student to deviate from the regular schedule.

While we understand that occasionally a transportation change may occur during the school day, we ask that a parent notify the office prior to 3:00 p.m. regarding that change. Please do not email transportation changes. Transportation changes arriving via email will not be honored.

Student Transportation Changes due to Change of Address

The Port Washington School District has implemented a system regarding communication between parents, the bus company and the respective school. All communication regarding a change in address must go through St. John XXIII

Catholic School. Upon notification of a change, the school will then submit the information to Johnson Bus Company for those families eligible for busing. If your busing needs alter due to a change of home address or child care providers, there are specific forms which we will need to fill out and send to Johnson Bus to inform them of these changes. *Please keep in mind that a minimum of 3 days is required to initiate or change any Johnson Bus service.* Therefore, please contact the office at least 3 school days prior to when you need it.

UNIFORMS

(see DRESS CODE)

USE OF SCHOOL FACILITIES

Only school/parish sponsored functions can take place on our premises as our insurance covers only those events. No parents, whether coaches, facilitators of school activities, or teachers, can bring family or friends into the building for use that is not part of a regular program.

Contact the parish office to reserve school space for afterschool use including athletic events and meetings. The parish office maintains the school building use calendar and can help you arrange for a room based on your needs. Which will avoid any conflict of building use.

Children should never be in the building unsupervised. If parents are in the school building, children need to be with them; they may not be in the gym, halls, etc. Siblings may not be left after school hours with brothers/sisters who are in the building for scheduled activities. There are too many possibilities for injury.

Anyone using the building for meetings, etc., needs to be responsible for checking all windows and doors. Maintenance staff is not always here. We all need to consider this building like our homes – we do not want anyone in here who should not be.

VACATIONS

Student

Taking a child out of school for vacation or extended holiday break is highly discouraged. Much classroom work requires teacher explanation or classroom participation before the child adequately learns the material.

If parents decide that a vacation during the school year is necessary, please complete a vacation form, which can be found in the school office.

All students have as many days as they are absent to turn in missing work.

Parent

When parents leave town and put their children in the care of other adults, please remember to send a note to school notifying the office of this. If this adult has the authority to sign permission slips, school papers, be contacted in an emergency/illness, and/or pick-up your child, you must inform us of this.

VISITORS

All visitors are required to sign in and out at the school office.

VOLUNTEER HOURS

Many of the day-to-day activities and events hosted by our school community are possible only because of the dedicated support of our families. We ask our families to thoughtfully consider ways to enrich our school community. Much assistance is required, and a variety of options are available to accommodate all needs.

Historically, our families have committed 25 hours towards volunteer activities each school year. As fundraising is an essential component to maintain our school, 15 of these hours have been dedicated to this cause. We need everyone to help make all our programs and activities a success.

How to volunteer:

Watch for signups in your child's folder or Phoenix Times.

Come to our monthly Home & School meetings.

Ask any Home & School officer for opportunities.

WEBSITE

Current information regarding the school can be found at <http://stjohn23rd.school/>. In addition our secure school intranet can be found at <http://www.schoolspeak.com>. Click on login in the upper right hand corner.

APPENDICES

- Bullying & Harassment (Appendix A)
- Technology Acceptable Use Policy - Milwaukee Archdiocese/St. John XXIII Catholic School (Appendix B)
- Student Computer Network Responsibilities (Appendix C)
- Dismissal and Drop-Off Procedures (Appendix D)
- Head Lice Procedures (Appendix E)
- Discipline Philosophy, Policies, Procedures (Archdiocesan Policy) & DISCIPLINE FORMS (Appendix F)
- Criminal Background Checks for Volunteers who are Minors (Appendix G)
- Asbestos Management Letter (Appendix H)
- Accreditation (Appendix I)

APPENDIX A

BULLYING AND HARASSMENT

5131.1: Bullying and Harassment

It is imperative to maintain an educational environment that encourages optimum human growth and development. Respect for the dignity of each person is essential to Catholic tradition. It is vital that each school and religious education program maintain an environment free of any form of harassment, bullying, or intimidation.

Bullying and harassment may be defined as a single incident or a pattern of behavior wherein the purpose or effect is to create a hostile, offensive, or intimidating environment.

Bullying and harassment behaviors are prohibited in all school and parish buildings, property, and educational environments, including any property or vehicle owned, leased, or used by the parish/school. This includes public transportation regularly used by students to go to and from school. Educational environments include, but are not limited to, every activity under school and parish supervision.

Bullying and harassment encompass a broad range of physical or verbal behavior which can include, but is not limited to, the following:

- Physical assaults, hitting or punching, kicking, theft, threatening behavior
- Verbal threats or intimidating language, teasing or name-calling, racist remarks
- Indirect threats, spreading cruel rumors, intimidation through gestures, and social exclusion
- Cyber bullying or the sending of insulting messages or pictures by mobile phone or by use of the internet

All staff members and parish/school officials who observe or become aware of bullying are required to report these acts to the administration. Any other person, including a student who is either a victim of the bullying or aware of the bullying or any other concerned individual is encouraged to report the conduct to the staff or administration.

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously. A clear account of the incident is to be documented. A written record of the report will be made by the recipient of the report.

There shall be no retaliation against individuals making such reports. Individuals engaging in retaliatory behavior will be subject to disciplinary action.

If it is determined that students participated in bullying behavior or retaliated against anyone due to the reporting of bullying behavior, the administration shall take disciplinary action, up to and including suspension, expulsion, and/or referral to law enforcement officials for possible legal action as appropriate.

Reporting Procedure

Any person who has been subjected to harassment should contact any adult on the school or parish staff. The person who has been notified of the incident must immediately report this information to the principal, pastor, or appropriate supervisor. An investigation shall be conducted immediately. If the allegation is confirmed, appropriate action will be taken.

Appropriate action could include, but is not limited to:

- Written documentation of the incident
- Disciplinary sanction(s)
- Peer mediation
- Professional counseling
- Referral to outside agencies
- Probation/Suspension/Expulsion

To the extent a complaint of harassment involves sexual misconduct or the apparent infliction of physical or emotional damage, the appropriate civil authorities will be notified pursuant to Wis. Stat. 48.981. According to archdiocesan protocol, any case involving sexual misconduct also must be reported to the Coordinator of Safeguarding All of God's Family.

This policy has been created to support our school's mission, to support our commitment to provide a safe environment for all, and to support our students in developing the self-direction and skills necessary for positive social interaction.

This policy applies to all students, parents, faculty, and adults on our campus, whether attending school, employed by the school, working as contractors, volunteering or visiting.

Policy Statement

At St. John XXIII Catholic School we believe that all people have dignity because they are created in God's image and are of infinite value. We further believe that as a Catholic Christian community we are called to reflect the values of Jesus in His regard and respect for all people. In this way, we build up the Body of Christ within our school community, and provide a physically and emotionally safe environment for all members. Any form of bullying directed toward any member of our school community by another member of the community is contrary to these Christian values and is not acceptable at any time.

SJ23 will provide ongoing and age-appropriate anti-bullying and social skills education for all students, as well as education for staff and parents on these same topics, in order to promote the prevention of bullying behaviors within our school community.

SJ23 will provide ways for individuals to report incidents of bullying and other negative social behaviors that are of concern.

SJ23 will treat seriously any reports of bullying behaviors or concerns. Such reports will be reviewed and investigated in a prompt, confidential, and thorough manner. Consequences will be applied according to our classroom and school discipline cycles, and in some cases may result in suspension and/or required withdrawal depending on the nature of the infraction.

Prevention and Education

Bullying prevention begins with all members of our community being able to communicate clearly about their concerns and issues. Learning to distinguish the difference between normal social ups and downs, negative social behaviors such as meanness and rudeness, and actual bullying is part of the process for all of us. To that end, we provide the following definitions for our common understanding:

Bullying:

Bullying is **deliberate** or **intentional** behavior using words or actions, **intended to cause fear, intimidation, or harm**. Bullying is a **repeated behavior and involves an imbalance of power**. Furthermore, it may be serious enough to negatively impact a student's educational, physical, or emotional well-being.

Physical Bullying:

Using physical force to hurt another student by behaviors that may include but are not limited to hitting, punching, pushing, shoving, kicking, spitting, pinching, getting in the way or holding. It is also physical bullying to interfere with another student's belongings, to take or break possessions, and to demand or steal money.

Verbal Bullying:

Directing words at another student with the intention of putting down or humiliating. This includes but is not limited to threatening, taunting, intimidating, insulting, sarcasm, name-calling, teasing, put-downs and ridiculing. It is also considered verbal bullying when a student uses hostile gestures towards another student, such as making faces, staring, giving the evil eye, and eye-rolling.

Relational Bullying:

When a student influences other students' friendships and relationships by actions that include but are not limited to deliberately leaving them out, spreading gossip and rumor, whispering

about them, giving the silent treatment, ostracizing or scape-goating. Relational bullying also includes writing words or creating cartoons, posters or drawings about another student designed to hurt or humiliate that student.

Bullying :

The use of cell phones, text messages, e-mails, instant messaging, web blogs and postings to bully another student in any of the ways described above. Examples of cyber bullying include but are not limited to sending threatening or insulting messages by phone and email, posting embarrassing pictures and personal information about others on blogs or social networking sites such as Facebook or Instagram, forwarding to others a private email or text message that was meant for a single individual, and spreading hurtful rumors online.

Complaint Procedures

Any student that believes s/he has been or is the victim of bullying should immediately report the situation to the principal or to a teacher or school counselor who will be responsible for notifying the the building principal.

Every student is encouraged to report any situation which they believe to be bullying behavior directed toward a student. Reports may be made to those identified above.

All school staff members and school officials who observe or become aware of acts of bullying are required to report these acts to the principal.

Reports of bullying may be made verbally or in writing and may be made confidentially. All such reports, whether verbal or in writing, will be taken seriously and a clear account of the incident is to be documented. A written record of the report, including all pertinent details, will be made by the recipient of the report.

All complaints about behavior that may violate this policy shall be investigated promptly by the principal. The staff member who is investigating the report of bullying shall interview the target(s) and the aggressor(s) of the alleged bullying and collect whatever other information is necessary to determine the facts and the seriousness of the report.

Parents of each student involved in the bullying report will be notified prior to the conclusion of the investigation. The school shall maintain the confidentiality of the report and any related student records to the extent required by law.

If the investigation finds that bullying has occurred, it will result in prompt and appropriate remedial and/or disciplinary action. This may include student discipline, including, but not limited to time in office, parent contact, loss of privileges, conference with students, in-school suspension, out-of school suspension or possible expulsion.

The parents of the students involved shall be notified of the findings of the investigation, and as appropriate, that remedial action has been taken.

If a student or other individual believes there has been bullying, regardless of whether it fits a particular definition, s/he should report it and allow the administration to determine the appropriate course of action.

Physical Evidence? Yes No

Notes Email Graffiti Video/audio Website Other: _____

Actions Taken:

Consequences: _____

Remediation: _____

Referral for additional support services: _____

Parent/Guardian Contact: Date _____ Time _____

Person making contact: _____

Result: _____

Reported by: _____ Date: _____

Signature: _____



A Destination to... **SERVE. LEARN. LOVE. LEAD....** as Disciples of Chris

Bullying Incident Follow-Up

Follow-up Conference: Date: _____ **Time:** _____

Conducted by: _____

People present:

Administrator:	Parent(s):	Other:
Counselor:	Father Pat:	
Teacher(s):	Student(s):	

According to student, the situation is:(Circle)

Better Worse No different

Conference Comments: _____

Parent Contact: Yes No

Date: _____ **Time:** _____

Person making contact: _____

Additional Actions/Notes:

Character Strong

SJ23 Character Strong Mission: A Destination to SERVE. LEARN. LOVE. LEAD...
as Disciples of Christ.

Serve: perform duties or services for (another person or an organization).

(CharacterStrong: selflessness)

Citizenship: Student demonstrates responsibility for self and community through awareness, social responsibility, and engagement.

- I can follow the directions given by my teacher.
- I can follow directions during group activities.
- I can follow school rules and expectations.
- I can support friends or teachers when they need help.
- I can make positive behavior choices in many different spaces.
- I can organize my materials so I am ready to learn.
- I can respect property.
- I can respect myself and others.
- Follows rules and procedures
- Work ethic
- Catholic values

Collaboration

- Willing to work positively and respectfully with others
- Cooperates, teamplayer, interdependent, flexible, compromise with others, open minded, collaborates with others, share opinion with others, respectful of others in learning environment

Learn:

Gain or acquire knowledge of or skill in (something) by study, experience, or being taught
(CharacterStrong: Patience, humility)

Learner Engagement

- Active in learning (Oral/Visual/Kinesthetic)
- Active participant, cite evidence, ask questions, engaged in lessons, seeks to improve, participate, positivity towards learning, motivated learner, follow directions, on-task, take initiative, attention to detail

Reflective Learner

- Active in learning (Oral / Written)
- Self-evaluates; applies feedback; knows and understands who they are as a

learner; accepts and internalizes feedback; finds the good

Problem solving - Critical Thinking

- Try many ways to solve a problem
- Analyze ideas, draw conclusions, problem solver, accepts critical feedback, realist, deep thinker, asks questions, creative, generates own ideas, works independently, challenge my thinking, reflect on learning, goal setting, supports thinking with evidence, learns from mistakes

Love:

An intense feeling of deep affection for one's self and others.

(CharacterStrong: Kindness, Respect, Forgiveness)

Respectful:

- Thoughtful of peers, staff, self, and belongings
- Safe and ready
- Listens to teacher or peers and responds to feedback
- Kindness

Discipleship

- Promotes Catholic Values & Identity
- Faithful; living; heart; love; fellowship; growing; Christ-Like; prayerful; spirit

Lead:

The initiative in an action; an example for others to follow

(CharacterStrong: Commitment, Honesty)

Responsible:

- Have work and belongings ready
- Have work done
- Bring materials home/back to school
- Takes ownership of their learning
- A disposition for preparation
- Organizes and prioritizes tasks to complete assignment
- Displays self-discipline
- Stays focused on task

Perseverance

- Always willing to try / Never gives up
- Willing to take risks and make mistakes; stick-to-it-iveness; focus on growth; strives to reach full potential

Communication

- Communicates effectively
- Uses different mediums effectively sharing information
- Respectfully listens to others, receives feedback, presents information effectively, contributes to conversation by sharing and asking questions, stays on topic, uses appropriate tools to communicate ideas

ALL Tier 1: (Proactive, instilling good character, ALL STUDENTS AND STAFF)

1. 3-5 School values
2. Universal SEL Curriculum (CharacterStrong)
3. Intentional proactive classroom management
4. Positive behavior expectations set
 - a. System for recognizing students who are doing things “right”
 - b. Monthly Assemblies (Awards for students who have demonstrated serve, learn, love, or lead)

APPENDIX B

ACCEPTABLE USE POLICY FOR THE USE OF COMPUTERS AND TELECOMMUNICATIONS for the Archdiocese of Milwaukee

Computing, data storage and information retrieval systems are designed to serve the students, faculty, staff, and volunteers of the school. Network and internet access is provided to further the legitimate educational goals of this institution. The school provides computing and network resources for the use of students, employees and others affiliated with the school. The equipment, software and network capabilities provided through the school computer services (technology committee) are and remain the property of the school. All users are expected to conduct their online activities in an ethical and legal fashion. **The use of these resources is a privilege, not a right.** Misuse of these resources will result in the suspension or loss of these privileges, as well as disciplinary, legal and/or monetary consequences. Appropriate or acceptable educational uses of these resources include:

- Accessing the internet to retrieve information from libraries, databases and World Wide Web sites to enrich and expand curriculum is encouraged.
- Using email capabilities to facilitate distance learning projects.
- Using newsgroups to gain access to current information on local, state, national and world events.

Examples of inappropriate or unacceptable use(s) of these resources include but are not limited to, those users that violate the law, the rules of network etiquette, or hamper the integrity or security of any network connected to the Internet. Some unacceptable practices include:

- Transmission of any material in violation of any U.S. or state law is prohibited. This includes, not limited to: copyrighted material; threatening, harassing, pornographic, or obscene material; or material protected by trade secret. The transmission of copyrighted materials without written permission of the author or creator through school email or other network resources in violation of U.S. copyright law is prohibited. As with all forms of communications, email or other network resources may not be used in a manner that is disruptive to the work or educational environment. The display or transmission of messages or images, cartoons, or the transmission or use of e-mail or other computer messages that are sexually explicit constitute harassment, which is prohibited by the school. It is also illegal for anyone to knowingly allow any telecommunication facility under their control to be used for the transmission of illegal material.

APPENDIX C

STUDENT COMPUTER NETWORK RESPONSIBILITIES

(As recommended by the Archdiocese of Milwaukee)

Internet Rules:

Students are responsible for good behavior on school computer networks just as they are in a classroom or hallway. Communications on the network are often public in nature. General school rules for behavior and communications apply.

The computer network is provided for students to conduct research and communicate with others. Independent access to network services is provided to students who agree to act in a considerate and responsible manner. Parental permission is required for minors. **Access to the computer network and the internet is a privilege, not a right.** Access entails responsibility.

Individual users of the school computer networks are responsible for their behavior and communications over those networks. It is presumed that users will comply with the school/parish standards and will honor the agreements they have signed.

Network storage areas may be treated like school lockers. Network administrators may review files and communications to maintain system integrity and insure that users are using the system responsibly. Users should not expect that files stored on school servers will always be private.

During school, teachers will guide students toward appropriate materials. Outside of school, families bear responsibility for such guidance, as they are exposed to other information sources such as television, telephones, movies, radios and other potentially offensive media.

The following are not permitted:

- Sending or displaying offensive messages or pictures
- Using obscene language
- Harassing, insulting, or attacking others
- Violating copyright laws
- Damaging computers, computer systems or computer networks
- Using others' passwords
- Trespassing in others' folders, work or files
- Intentionally wasting limited resources

- Employing the network for commercial purposes
- Going to social sites
- Emailing other than for school purposes

Depending on the violation, one or more of the following sanctions may be invoked:

- Loss of access to the equipment
- Additional disciplinary action
- Notification to law enforcement agencies

Note: St John XXIII's Acceptable Use Policy is a separate document that must be read, signed and turned into the school office(s).

APPENDIX D

DISMISSAL AND DROP-OFF PROCEDURES

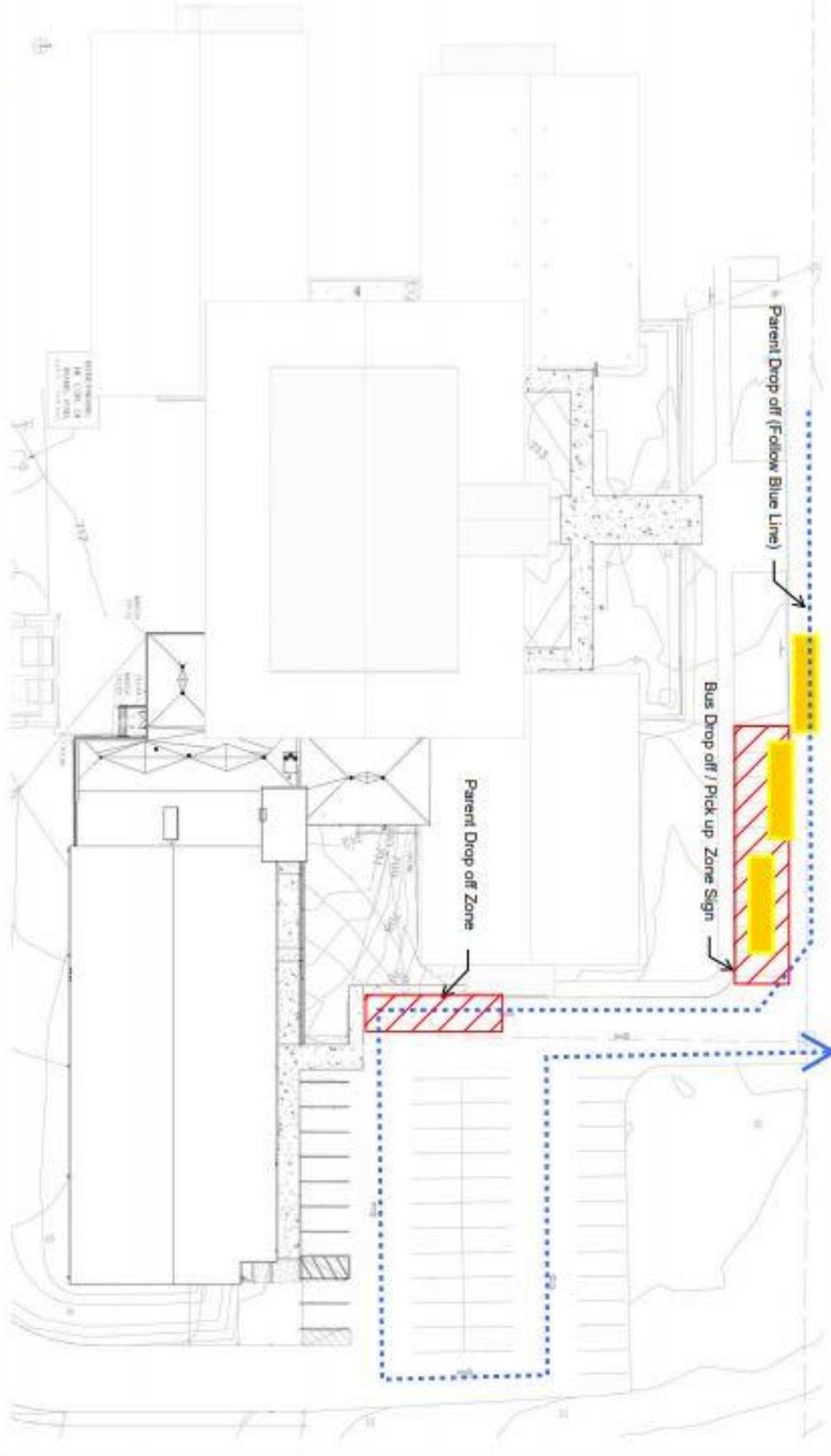
Parents MAY NOT park in the school parking lot at any time *during the school day*.

End of the Day Dismissal

All students in K4 PM and K5- 8th grade are dismissed at 3:30 p.m. Parents picking up students at the end of a school day should refer to the Pickup/Parking Procedures.

Students riding bikes must walk their bikes on the sidewalk in front of school. If crossing the street, bikers are to walk their bikes across the street, crossing with the crossing guard. No child shall cross Wisconsin Avenue unless escorted by a crossing guard.

Many things are occurring after school and staff cannot be responsible for late pick-ups. The situation of children being picked up late should be the exception.



APPENDIX E

HEAD LICE PROCEDURES

Guidelines for Students Infested with Head Lice/Nits

- When a student is suspected to have head lice or nits, the parent/guardian will be contacted to arrange for the student to be transported home.
- An Ozaukee County Public Health Department fact sheet on lice treatment will be given to the parent/guardian.
 - It is the responsibility of the student's parent/guardian to confirm if the child does have lice, to administer the proper treatment and to remove all nits from the student's hair.
 - It is necessary that the parent/guardian monitor the student daily for at least two weeks for any signs of reinfestation (nits or live lice).
- Upon completion of the treatment and nit removal, the student may return to school.
- In the event of a confirmed case of head lice, the school will notify all parents stating the information and encouraging them to take appropriate steps for their children.

APPENDIX F

DISCIPLINE PHILOSOPHY, POLICIES, PROCEDURES

5144: Discipline

A successful Catholic school seeks to educate the whole child by providing an excellent education that reflects the gospel values of love of God and neighbor. Positive concepts of discipline should reflect the dignity of each person and foster social justice within the school environment. Schools must actively promote positive student discipline that contributes to the overall success of each child.

Disciplinary Plans

The local discipline plan or program shall be guided by the following principles:

- Engaging instruction and consistent classroom management are the foundation of effective discipline.
- School discipline is best accomplished by preventing misbehavior before it occurs and using effective interventions after it occurs.
- School safety and academic success are formed and strengthened when all school staff and personnel build positive relationships with students and are actively engaged in their lives and learning.
- Administrators, faculty, and staff should promote and model high standards of Christian behavior and service and should monitor and correct misbehavior in a fair and consistent manner as needed.
- School discipline that is paired with meaningful instruction and guidance offers students the opportunity to learn from their mistakes and contribute to the school community.
- Effective school discipline maximizes the amount of time students spend learning and minimizes the amount of time student are removed from their classrooms due to misbehavior.
- Consequence for misbehavior should reflect the age and developmental stage of the child, the capacity of the student to understand what is expected of them, the seriousness of the offense, and the impact of the behavior on others.
- Corporal punishment is never acceptable or allowed for any purpose.
- Parents/guardians and students are partners in effective discipline plans and shall receive a school handbook annually that outlines expectations and consequences for behavior.

Probation, Suspension, and Expulsion

Whenever a student's conduct is such that it demonstrates a repeated refusal to obey parish/school rules, endangers the property, health, or safety of others, or consistently disrupts the learning environment, action may be taken to restrict his/her privileges and rights of program attendance.

Probation, suspension, and/or expulsion procedures may be exercised in response to serious misconduct by a student, including but not limited to the following behaviors:

- Possession or use of weapons, “look alike” weapons, or any object deemed potentially harmful to others
- Possessing, using, purchasing, selling, or distributing illegal drugs, drug paraphernalia, or alcohol
- Possession or use of tobacco products, tobacco-related devices, imitation tobacco products, lighters, or electronic cigarettes
- Vandalism
- Fighting, physical or verbal harassment, assaults, or behavior intended to cause harm or fear
- Bullying, cyber bullying, or any aggressive behavior that includes threats, intimidation, social exclusion and isolation, extortion, and the use of a computer or telecommunication to send embarrassing, slanderous, threatening, or intimidation messages
- Hazing or hazing-type initiations
- Any severe or inappropriate conduct on school premises or at school related activities that endanger the life or safety of another
- A pattern of behavior (e.g., neglect of duties, truancy, or opposition to authority) that shows persistent resistance to making the changes which would enable the student to prosper from the instruction available

The actions and procedures for probation, suspension, and expulsion must be published in the school handbooks.

Probation

A student may be placed probation if in the judgement of the administration he/she has experienced chronic behavioral problems and/or is new to the school. During the probation time, no serious misconduct will be tolerated, and the student is expected to show positive behaviors and attitude. At the end of the probationary period, a student may be removed from probation, may have the probationary period extended, or may be dismissed from the school.

All students new to a school are considered on probation for a minimum of one semester.

Suspension

Suspension is considered a temporary removal from the classroom/school for serious misconduct or repeated occurrences of less serious infractions. Factors that must be considered in a decision to suspend include issues such as any previous disciplinary action, the age of the student, family and personal circumstances, recognized disability, the behavior in question, and its impact on others.

Suspensions from attendance at classes or school as determined by the school administrator must include:

- An investigation by school officials prior to any suspension
- Notice verbally or in writing to the student and parent/guardian listing the reasons for the suspension and
- offering a meeting with school officials within a reasonable period of time
- An opportunity for the student to attend a meeting with a school administrator which provides, at minimum, a recitation of the infraction, and if the student denies the charges, a summary of evidence; an opportunity for the student to tell his/her side of the story, to present new evidence, and to question the reasons for the intended suspension. Parents may attend the meeting at their request or if the administrator requests their presence.
- Notification to the parent prior to sending a student home from school
- Notification of the conditions of the suspension, including removal from school activities or events while suspended

A maximum of five days of suspension can be imposed unless a written notice of an expulsion hearing is scheduled. Such notice shall allow not more than a total of fifteen consecutive school days to be served in suspension until the expulsion hearing is held. Such a suspension is for investigative purposes. Suspended students remain the responsibility of the school.

The final decision regarding suspension rests with the principal/administrator.

Expulsion

As a definition, expulsion is considered a termination of enrollment, permanently or for an extended period of time. Expulsion shall be considered as a rarity and used only as a very last measure.

Expulsion results from repeated refusal to obey school rules or from conduct which endangers property, health, or safety of others and is deemed to be in the best interest of the school. An extremely serious single offense may also be cause for expulsion.

Students asked not to return the following year for behavior reasons are considered to be expelled.

The Archdiocesan Superintendent of Schools/designee is to be informed before any action leading to expulsion is taken.

Expulsion Procedures

Expulsion can take place only after an investigation by school officials and an expulsion hearing has been held. Parents/legal guardians shall be notified in writing at least five days before the hearing is to take place; this notification period can be

waived by mutual consent of the parents and the school if an expedited hearing date is advisable.

- The Expulsion Hearing Committee is composed of 3-5 people. The committee composition should be such as to insure objectivity. Members from various sources within the parish/school may include current or former trustees or pastoral council members; parents of former students; or at-large parishioners. The administrator may allow the student to choose a faculty person to serve on the committee. Members of the School Board are not appropriate committee members.
- An expulsion hearing is not a legal procedure; therefore, neither party may have an attorney present during the hearing.
- For confidentiality reasons, it is recommended that attendance at the hearing should be limited to the student and his/her parents/guardians. Child advocates, friends, or other family members should not be allowed to attend the hearing.
- At the elementary level, the pastor is present for the entire hearing itself and during the deliberations of the hearing committee. At a secondary level, the principal is present for the entire hearing itself and during the deliberations of the hearing committee.
- The school officials (e.g., elementary school principal, high school dean of students, vice principal) receive a specific and limited amount of time to present the chronology of events that led up to the initiation of the expulsion process, along with the supportive documentation and rationale as to why the expulsion is being sought.
- The student who is the subject of the hearing and his/her parents are given equal time to present their side of the story and reasons as to why expulsion is not warranted.
- Committee members can ask clarifying questions at the end of each presentation time. Representatives of the two sides are not to interrupt the other during their respective presentations.
- A brief amount of time (5-7 minutes) is given to both sides for questions, responses, and final summative comments. Any last questions from the hearing committee can occur at this time also.
- The hearing is ended, and the school representatives and the student/parents leave. The hearing committee weighs the facts and issues that were presented and gives a recommendation as to what it believes is appropriate disciplinary action; this recommendation should be briefly summarized in writing.
- The pastor/high school administrator can accept the recommendation totally, in part, or reject it all together. The pastor at the elementary level/school administrator at the high school level has the final responsibility for the decision to expel or not.
- The family of the student is informed of the final decision within 24 hours. A formal letter is sent by certified mail detailing the final action and signed by pastor and principal no later than the day after the hearing. If the decision to expel is upheld, a date and time by which the expulsion becomes official are

also indicated in the letter. The parent is given the right to still withdraw the student from school before the deadline; this withdrawal must be done through a written notice signed by the parent(s). The letter must include notification of the right to appeal the decision.

Appeal

The student or his/her parent or legal guardian may within five (5) school days following the notification of the expulsion appeal the decision to the pastor/school president in writing with rationale for appeal. The pastor/school president will review the facts and investigate that correct procedures were followed as defined by Archdiocesan and school policy. If procedures were not followed, the pastor/president will refer the issue back to the school administrator with a recommendation about which step of the procedure needs to be further processed. Once a review has taken place and the matter is decided at a local level, there is no additional appeal of the decision at the archdiocesan level.

The School Advisory Commission is not involved in the expulsion proceedings and is not a source of appeal.

Alternatives to suspension and expulsion:

Schools should have alternatives to suspension and expulsion to ensure a safe, orderly, and effective educational environment which may include, but not be limited to the following:

- Counseling with a student or group of students
- Conferences with a parent or group of parents
- Behavioral intervention plan or probationary contracts
- Modified/rearranged class schedule
- After school sessions which require a student to complete missing school work or engage in counseling/conflict resolution
- Loss of privileges, restricting extra-curricular or co-curricular activities
- Removal of a student from a single class for a period
- Assignment of hours of community service at the school, parish, or other non-profit organization with the approval of a student's parent (guardian)
- Removal of a student from school-sponsored or public school transportation
- Referral to outside program (e.g., anger management, social skills, substance abuse treatment)
- Restorative justice program

ADOPTED: 3/2/1990; REVISED: 10/1/2018



A Destination to... **SERVE. LEARN. LOVE. LEAD...** as Disciples of Christ.
(Minor Discipline Form)

Student: _____ Grade: _____ Date: _____

Completed by: _____

School Expectation Broken: Location Expectation was Broken:

- | | | |
|---|---|---|
| <input type="checkbox"/> Respect | <input type="checkbox"/> Learning Environment | <input type="checkbox"/> Open Gym/Outside |
| <input type="checkbox"/> Responsibility | <input type="checkbox"/> Hallway | <input type="checkbox"/> Restrooms |
| <input type="checkbox"/> Kindness | <input type="checkbox"/> Cafeteria | <input type="checkbox"/> Bus |

Specific Behavior by Student:

- | | |
|--|---|
| <input type="checkbox"/> Inappropriate Language | <input type="checkbox"/> Inappropriate Physical Contact |
| <input type="checkbox"/> Disruption | <input type="checkbox"/> Property Misuse |
| <input type="checkbox"/> Defiance/Non-compliance | <input type="checkbox"/> Dress Code Violation |
| <input type="checkbox"/> Other: _____ | |

Brief Description of Incident:

Steps Taken Prior to Report Completion:

1. Name behavior and state expectation
2. Reteach and model expected behavior
3. If compliance, give positive verbal acknowledgment
4. No compliance, choice given to comply or potential privilege removed
5. If non-compliance, incident report completed
6. Send home-parent sign and return
7. Prayerful reflection

Parent Signature: _____ Date: _____



A Destination to... **SERVE. LEARN. LOVE. LEAD....** as Disciples of Christ.
(Major Discipline Form)

Student: _____ Grade: _____ Date: _____

Completed by: _____

School Expectation Broken: Location Expectation was Broken:

- Respect Learning Environment Open Gym/Outside
- Responsibility Hallway Restrooms
- Kindness Cafeteria

Specific Behavior by Student:

- Chronic Inappropriate Language Harassment/Bullying
- Chronic Inappropriate Physical Contact with others Technology Violation
- Chronic Disruption Vandalism
- Chronic Defiance/Non-compliance Chronic Dress Code Violation
- Chronic Truancy Possession of Weapons
- Other: _____

Brief Description of Incident:

Student's Reason Given for the Behavior:

- Peer Attention Obtain Item/Activity
- Avoiding Task Reason Unknown
- Adult Attention Other: _____

Administrative Decision:

- Time in Office Loss of Privilege Conference with Student
- Parent Contact In-School Suspension Out-of-School Suspension

Principal Signature: _____ Date: _____

Parent Signature: _____ Date: _____

APPENDIX G

CRIMINAL BACKGROUND CHECKS

Minors-Volunteers

The Wisconsin DPI defines an employee using Wis. Stat §108.02(12). A volunteer is not considered an employee unless they are receiving compensation directly from the parish/school or indirectly from a 3rd party. According to the DPI Private School Choice Programs & Special Needs Scholarship Program Informational bulletin 02-03 (Rev. July 2018), a volunteer does not need to complete a criminal background check, but the practice of completing criminal background checks is highly encouraged for volunteers. In the Archdiocese of Milwaukee we require criminal background checks to be performed on all adult volunteers that have contact with minors in a school or parish. We do not currently require criminal background checks to be performed on a minor that is volunteering in the parish or school.

APPENDIX H

Availability of Asbestos Management Plan

5140.11: Asbestos Hazard Emergency Response Act (AHERA)

AHERA is a federal law which requires that all primary and secondary schools develop and implement a plan for managing all school building materials which may contain asbestos. As part of this plan, very specific practices are mandated including: periodic inspections, maintenance, removal practices and annual notification. New buildings are inspected and detailed inventories are maintained. Asbestos materials are also investigated prior to any renovations which may disturb suspect materials. The complete asbestos management plan is accessible in the school office.

St. John XXIII Catholic School has been inspected for asbestos-containing building materials. Its management plan has been submitted to the State of Wisconsin for review in compliance with Asbestos Hazard Emergency Response Act (AHERA) 40 CFR Part 763 effective October 1987. Schauer & Associates, not Onyx Special Services, has been contracted to perform the required 3 year re inspections and insure compliance with EPA (Environmental Protection Agency). This letter is part of that compliance.

The management plan shall be available for inspection during normal business hours in each school's administrative office. There will be no restriction as to who will be allowed to review the plan, and there will be no cost involved. Due to the size and complexity of this document, you may require assistance of a staff person familiar with the plan during your examination of the document in our offices.

Copies of the plan or parts of the plan may be requested in writing and will be made available within thirty (30) days. A fee for labor and duplication cost will be charged and is to be paid in advance.

Any response action outlined by the plan has been performed in a timely manner. Mandatory six month periodic surveillance will be performed by personnel of the school or by personnel from Superior Special Services. This service will continue every six months, as will three year re inspections.

These activities do not mean that there is an asbestos problem in our schools. Asbestos related activities and public notification of these activities are mandatory as stated by the EPA Federal Register, Vol. 52, N. 210, Sec. 763.93.

Designated Person

APPENDIX H

Accreditation

6181: Accreditation of Catholic Schools

All schools must be accredited.

Accreditation of Catholic Schools with Grades PK-8 All Catholic schools that include any sequence of grades between PK - 8 are dually accredited by the Archdiocese of Milwaukee and the Wisconsin Religious and Independent School Accreditation (WRISA).

In accordance with the Wisconsin Catholic Conference and the National Standards and Benchmarks for Effective Catholic Schools* (NSBECS), all schools use the Wisconsin Catholic School Accreditation (WCSA) tool. The accreditation cycle is a seven-year cycle with annual renewals.

Accreditation of Catholic Schools with Grades 9-12

All Catholic schools that include any sequence of grades between 9 - 12 are expected to maintain full accreditation status with their approved accrediting agency.

New Catholic Schools or Schools Applying to Become a Catholic School

New Catholic schools or schools applying to become a Catholic school in the Archdiocese of Milwaukee can apply for candidacy. Schools wishing to apply for candidacy must contact the Associate Superintendent for Catholic Schools in charge of accreditation to begin the process.

More Information:

Detailed accreditation information may be found at <https://schools.archmil.org> or by clicking here.

**The National Standards and Benchmarks for Effective Catholic Elementary and Secondary Schools, Center for Catholic School Effectiveness, School of Education, Loyola University Chicago, in partnership with the Barbara and Patrick Roche Center for Catholic Education, Lynch School of Education, Boston College (2012).*

PARENT COVENANT

St. John XXIII Catholic School (SJ23) is a parish school. It was established and is supported by the members of St. John XXIII Catholic Parish as part of its mission of growing the Catholic faith in its community and assisting parents in fulfilling their desire to raise their children in the Catholic tradition.

As a parent, I/we realize that a Catholic education is a gift, not a right. I/we realize and agree that a high quality Catholic education requires and depends upon the commitment and cooperation of all families that choose to attend SJ23. It is this understanding and giving spirit that ensures our success.

In recognition of my/our understanding of the commitment required for an education at SJ23, I/we enter into this agreement for the 2021-22 academic year and agree to the following:

Parent(s) Name (please print)

Obligations and Responsibilities of All Parents

Educational Support

Parents are expected to partner with the school in establishing family routines and priorities that support their child(ren)'s academic, social, emotional, and spiritual development.

Parish Support

All parents are expected to contribute to the success of the parish by attending Mass and being active contributing members of the community.

Tuition

All parents are expected to enroll in our tuition management program FACTS and make tuition payments promptly according to the selected plan.

Financial Support

It is expected that all parent members of the school community contribute to one or more of the fundraising programs that subsidizes the cost of education. These include the Annual Fund, The Key Event, or one of the other Home & School fundraisers. Your level of support should be at a level consistent with your income and gratitude.

Policies

Parents agree to adhere to the policies as written in the SJ23 Parent and Athletic Handbooks.

Home & School Association

Parents agree to support H & S's programs and activities. Each parent also agrees to complete two volunteer assignments each year and understands that such activities may require completion of "Protecting God's Children" safe environment training.

School Advisory Board

Parents agree to stay well-informed of the board's initiatives.

Mandatory Parent Nights

Parents agree to attend two mandatory parent events: Back to School Night and first quarter parent/teacher conferences.

Worship & Celebrations

All Catholic parents are expected to worship and celebrate the sacraments of their parish, thus serving as role models for their children.

Time & Talent

All Catholic parents are expected to help further the mission of their parish by sharing their time and talents.

Financial Stewardship

In gratitude for all that God has given us, all Catholic parents are expected to support the mission of the parish by making an annual stewardship gift.

This covenant must be signed and turned in at registration along with the family registration fee. A copy of this agreement will be kept on file and the signed original will be returned to you for your records.

I/we understand and accept the obligations and responsibilities outlined above in this covenant.

I/we fully intend to support the programs and policies of St. John XXIII School, to participate in the activities of the parish and the school, and to provide financial support at a level that I/we believe reflects my/our gratitude to God and for all we have.

Parent Signature

Date

Parent Signature

Date

Principal Signature

Date