

WILLIS J. EZARD ELEMENTARY SCHOOL STUDENT HANDBOOK 2026-2027

WELCOME

Welcome to Willis J. Ezard Elementary, home of the Bears! We are thrilled to welcome you to our outstanding school community. At Ezard Elementary, our dedicated and highly trained teachers are committed to guiding and supporting you and your students every step of the way. Our goal is to ensure a successful year of learning for all.

To achieve this goal, we need your collaboration! We believe in the power of partnership between parents and schools, as it greatly benefits children. We invite you to join our team by staying actively engaged with us. Whether you have questions about programs, activities, or procedures, please don't hesitate to reach out to your child's teacher or to me. We promise to keep you informed about your child's progress and share ideas on how to support their academic goals.

This handbook has been crafted to provide you with essential information about our school's regulations and procedures. While it may not cover every detail, we hope you find it comprehensive and helpful. For additional resources, visit our school website at www.lacledecountry1.com, where you can access school policies. Feel free to contact me at (417) 589-2171 or via email at sdill@lcr1.org with any questions or concerns.

We are eagerly anticipating an exciting school year ahead! Join us at Ezard Elementary as we embark on this journey of learning, where our students always come first!

Shelly Dill
Elementary Principal

209 S. Shiloh
Conway, MO 65632
Telephone: (417) 589-2171 Fax: (417) 427-7254 www.lacledecountry1.com

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DAILY SCHEDULE

7:20 A.M.	Building Opens
7:25-8:00 A.M.	Breakfast
7:50 A.M.	Classes Begin
3:35 P.M.	Dismissal of bus riders
3:35 P.M.	Dismissal of students to be picked-up

* Students who ride with their parents/guardians will be released at the side of the building.

* Parents who will be picking up their students are encouraged to pick up students prior to 3:15. If after 3:15 we ask for you to wait in the pick-up line to get your student.

*All bus changes need to be made by 2:45 to ensure the teachers get the students in the right place.

The doors of the elementary will remain locked until 7:20 a.m. All students must stay in the car with their parents until the doors open. Parents are not allowed to drop kids off and leave them unattended..

LACLEDE CO. R-I MISSION STATEMENT

The mission of the Conway School District is to provide students with the education and skills for life-long success, while promoting respect and community.

SCHOOL BOARD MEMBERS

Robbie Letterman, President
Mathew Corle, Member
Courtney Gunter, Vice President
Sara Richardson, Member

Ricky Savage, Member
Brett Thompson, Member
Jarid Jensen, Member

FACULTY AND STAFF

Matt Searson, Superintendent
Shelly Dill, PK-6 Principal
Missy Davis, Secretary
Mrs. Deckard, Counselor
Marlena Barker, Adm of Student Services
Christi Williams, ECSE Teacher
Lora Loomis, Preschool Teacher
Heather Witt, Kindergarten
Jessica Berger, Kindergarten
Abbie Chastain, Kindergarten
Amber Livingston, First Grade
Graysen Patten, First Grade
Zoey Reed, First Grade
Brittany Brawley, Second Grade
Jennifer Stark, Second Grade
Cari Ussery, Second Grade
Lilly Sicard, Third Grade
Danielle Martin, Third Grade
Brooke Graham, Third Grade
Angie Brown, Fourth Grade
Meghan Zimdars, Fourth Grade
Cindy Joiner, Fourth Grade
Stacy Rushing, Fifth Grade
Christina Mackey, Fifth Grade
Paula Looney, Fifth Grade
Maggie Sheets, Sixth Grade
Becky Owens, Sixth Grade
Karen McDermott, Sixth Grade

Morgan Carroll, Music Teacher
Madison Dale, 6th grade band
Sara Light, Art
Andrew Lowery, P.E. K-6
Marlana Howerton, Librarian
Abigail Stroup, Special Education Teacher
Christopher Berger, Special Education Teacher
April Pulley- Math Intervention/Gifted Ed.
Kerisha Eads, Title I Reading
Rachel Sheets, Title I Reading
Eric Moore, Technology Director
Karri Eaton, Technology Assistant
Tara Dill, LPN School Nurse
Marie Oliver, Food Service Director
Gunner Berger, Paraprofessional
Lupe Welch, Paraprofessional
Jessica Jemes, Paraprofessional
Teresa Bell, Paraprofessional
Riley Teudhope, Paraprofessional
Sheyann Bohannon, Paraprofessional
Rebeka Floyd, Paraprofessional
Maxine Hellebuyck, Paraprofessional
Wendall Perryman, Director of Maintenance
Jeff Wolken, Custodian
Avery Moore, Night Custodian
Gene Night Custodian

Please note that you may contact teachers via email by using the first initial of their first name followed by their last name @lcr.org. Example: Shelly Dill would be sdill@lcr1.org

School Calendar

All Teachers Report/PD	August 18-20, 2026
Open House	Aug 20, 2026
First Day For Students	Aug 24, 2026
Labor Day No School	Sep 7, 2026
No School Teacher P D Day	Sep 18, 2026
No School Teacher P D Day	Oct. 2, 2026
End of First Quarter	Oct 20, 2026
Parent/Teacher Conferences 3:30 p.m to 7:00 p.m.	Oct 27 & 29, 2026
No School Teacher PD Day	Nov 6, 2026
Thanksgiving Break	November 25-26, 2026
No School Teacher P D Day	Dec 4, 2026
End of Second Quarter	Dec 17, 2026
Christmas Break/ Half Day	December 21-Jan. 3, 2026
No School Teacher PD Day	Jan 8, 2026
No School Teacher PD Day	February 5, 2026
No School Teacher PD Day	March 5, 2026
End of Third Quarter	March 11, 2026
Spring Break	March 22- 25, 2026
No School Teacher PD Day	April 2, 2026
Last Day of School	May 27, 2026
No School Teacher PD Day	May 28, 2026
Summer School	June 1- 25, 2026

ELEMENTARY SCHOOL POLICIES

ABSENCES/ATTENDANCE POLICY

The Laclede County R-1 School District believes that regular attendance in the classroom is conducive to learning and that frequent absences disrupt the continuity of the instructional process. Students cannot learn if they are not present. Poor attendance may limit accomplishments and reinforce a habit, which may handicap the individual in future education or employment.

Attendance and punctuality are extremely important. Employers are interested in hiring persons with excellent work habits and attendance records; therefore, we make it our goal in the Laclede County R-1 School District to emphasize the importance of these characteristics to our students.

Therefore, in accordance with the laws of the state of Missouri, the Laclede R-1 School District requires the regular attendance each day that school is in session of all school age children.

Parents will to the best of their ability:

- Encourage their students to arrive on time and attend school every day.
- Instill the importance of education.
- Inform the school as soon as possible of an address or phone number change.
- Make every effort to schedule appointments for students when school is not in session (it is understood this is not always possible, but should be attempted).
- Notify school with every absence, tardy, or early withdrawal. Written notification should be turned into the school office before the bell rings the next present day. (medical notes, etc)
- Absences caused by personal illness or injury, illness within the family which necessitates that a student be absent, and perhaps other extenuating circumstances, need to be communicated to the student's school.
- Illnesses that would justify an absence from school includes, but is not limited to fever, vomiting, diarrhea, or a diagnosed staph infection.
- All vacation time should be taken while school is not in session. The school district provides a calendar each spring prior to the next school year to help families plan vacations around the days that school will be in session.

This policy is designed to limit student absences, which can inhibit the learning process. Students who are absent more than 5 times per quarter or 10 times per semester may be considered having excessive absences.

1. Teachers will notify the counselor about excessive absences, tardies, or leaving school early.
2. The counselor will verify if absences were due to serious illness or other emergency situations.
3. If absences are not warranted under #2, the counselor will send a letter to parents informing them of the number of absences and that the school is concerned.
4. After 8 absences per semester, the building principal/counselor will notify parents by phone call or letter that the absences are excessive.

5. After 10 absences per semester, the principal/counselor will request parents to come to school for a meeting. At that time they will discuss various ways to promote better attendance.
6. Further unexcused absences will result in a report filed at DFS for educational neglect.
7. Counselor/principal will continue to monitor absences and update DFS as needed.

There are two categories of student absences:

DOCUMENTED – illness of student, medical or dental appointments which cannot be made outside school hours, death in family, etc. that have a paper documenting the child's absence.

UNDOCUMENTED– suspension, other absences not classified as documented.

When students return after an absence, they must bring a note from home stating the 1) reason for the absence, 2) date, and 3) parent or guardian signature. Students should bring documentation from the doctor or dentist. Notes for absences must be brought the day of return. Students who forget to bring a note for admission from their parents or guardians the day they return after an absence will be counted as “undocumented”.

They will be given another chance to bring a note from parents explaining the absence on the second consecutive day of return. Depending on the reason for the absence as explained in the note from home, the undocumented absence may be changed to a documented absence.

The principal/counselor will verify absences at any time they feel it is necessary by making contact with parents at home or work when feasible.

A documented absence does not excuse a child from doing the work missed. Teachers will assist students with make-up work if a note is sent stating one of the reasons already listed for the absence. The child should request the make-up work, and any not completed will be deducted from the child's grade.

If absence exceeds one day, call the elementary office in the morning hours and your child's homework will be ready to be picked up after 2:00 p.m. in the elementary office.

If a student misses classes, the student shall not be considered eligible on that date to participate in extracurricular activities. Further, the student cannot be certified eligible to participate on any subsequent date until the student attends a full day of classes or has a documented absence from all classes missed.

ASBESTOS PROCEDURES

The Laclede County R-1 School District will implement and maintain procedures necessary to comply with the Asbestos Hazard Emergency Response Act of 1986 (AHERA) by adhering to the following guidelines:

1. Use specifically accredited/certified persons to conduct inspections on all school buildings for asbestos-containing material.
2. Take appropriate actions to control the release of asbestos fibers, upon completion of inspection.
3. Describe corrective steps and long-range maintenance in a management plan, to be made available to all concerned persons and filed with the appropriate state agencies.
4. Post warning(s) on all areas containing asbestos, and send a written notice to parents and employees, apprising them of the conditions.

Any Further information concerning the school district's procedures for asbestos control can

be found in the school district offices.

BUS/TRANSPORTATION

Students will be required to present to the bus driver a completed School Bus Transportation Agreement/Health Information Form within one week of the beginning of school. Notification to parents/guardians will be done if there are violations to the bus rules and regulations.

BUS RULES

1. Riders must use their assigned bus stop. School bus stops are established and assigned based upon district policy and guidelines from the State of Missouri. Emergency situations, including weather conditions, may make it necessary to make temporary changes in bus stops based on the driver's discretion. In the case of changed bus plans for the day the student must present a written note from you to his/her teacher in grades K-6, or to the building principal in grades 7-8.
2. Please have riders ready early. Our buses are on a very tight schedule and cannot wait for students who are not at the stops ready to board. Please have your child at the stop five (5) minutes prior to the scheduled pickup time.
3. Due to the crowded situation on buses, parents of students who are having two or more children going home with them for parties, etc., need to provide their own transportation home as there is not room to transport several extra students on any bus.
4. Transportation of some items is prohibited. Items such as balloons, containers made of glass, balls, skateboards, and other toys can be disruptive as well as create safety hazards on the school bus. These cannot be transported. State regulations also prohibit transporting animals and insects. Eating, drinking, or use of tobacco is not allowed by the driver or a rider on or around the bus. Please be certain that all of the child's belongings, such as coats, umbrellas, lunch boxes, books, and backpacks are clearly labeled with the child's name. All school supplies and small items must be placed in the child's backpack or school bag and held in his/her lap.
5. When necessary to cross the road, the student should wait for the driver to signal that it is safe and should cross at least fifteen feet in front of the bus, never cross behind or walk along the bus.
6. Upon entering the bus the student shall go directly to his/her seat, sit down, face forward, and remain quiet.
7. Hands, arms, and other body parts should not be stuck out the bus window at any time.
8. Bus riders are to follow the directions of the driver the first time given, and all posted bus rules. Laclede Co. R-1 Schools have given discipline authority to the bus drivers and contractors. They may assign seats, demand classroom behavior, stop in a safe place along

the road to make on-the-spot corrections of a student misbehaving, and may use proper and necessary procedures in order to insure the safety of all passengers.

**** Any violation to the bus rules could result in suspension of bus privileges.**

BUS LOADING PROCEDURES

1. All parents of students being picked up from school after regular release time will need to wait to enter the parking lot after the buses have cleared the area.
2. Any notes, phone calls, or other correspondence related to bus changes, student pick-up or changes in regularly established transportation procedures will need to be approved through the elementary office.
3. Often parents need to call the school to deliver a message concerning a change in transportation arrangements. **The school asks that these calls be made before 1:45 each afternoon so that classroom teachers, bus drivers and students may be made aware of the changes before school is released.**

CARE OF SCHOOL PROPERTY

Property at school is for educational purposes: it is owned by the patrons of our community. Students are expected to take appropriate care of books and other school property. Students who damage, abuse, or lose school property will be required to pay for all such damages.

CHANGE IN ADDRESS, PHONE, WORK, HEALTH INFORMATION, ETC.

Please report changes to address, phone, work, place of residence, health information of the student, etc. to the elementary office. This information may also be updated on Teacher Ease through the parent portal. This is vital in case of emergency.

COMMUNICABLE DISEASES

The following attendance guidelines must be followed closely concerning children with communicable diseases.

- Chickenpox: Exclusion for 6 days after the appearance of the rash.
- Conjunctivitis - (Pink Eye): Children should not attend during the acute stage (itching, burning and matting of the eyes). Or for 24 hours after medication has begun.
- Tinea Corpus: (Ringworm): Infected children under adequate and continuous medical supervision may attend school. If possible, clothing or band-aids should cover lesions.
- Erythema Infectiosum "Fifth Disease": No exclusion necessary unless fever is present.
- Impetigo: Exclude until skin lesions are healed, or until 24 hours after medical treatment starts.
- Influenza: Exclude for duration of fever and until the child is able to resume routine daily activities.
- Head Lice: Exclusion until insecticiding of scalp, skin and clothing. Children may return to school after being treated with a Pediculicide and after all the nits have been

removed from the hair. (See District No-Nit policy)

- Scabies: Exclusion until the day after adequate treatment is completed.
- Streptococcal sore throat and scarlet fever: Exclusion until at least 24 hours after beginning antibiotic treatment and free of fever for 24 hours. Prescribed treatment should be completed.
- MRSA: Unless directed by a physician, students with MRSA infections will not be excluded from attending school. Exclusion from school will be reserved for those with wound drainage (“pus”) that can’t be covered and contained with a clean dry bandage. Students with active infections will be excluded from activities where skin-to-skin contact is likely to occur (e.g., sports) until their infections are healed.

We ask that students and parents adhere to these guidelines. Students are not to attend school or any school sponsored activity (school musicals, presentations, field trips, etc...) until the above criteria has been met and the student is fever free for 24 hours without medication. Parents/Guardians are encouraged to call the school nurse for questions regarding communicable diseases or to receive instructions regarding school exclusion for other communicable diseases.

Note: Criteria for exclusion from school are based on the recommendations from the Department of Health and Senior Services.

COUNSELOR

The purpose of the counselor is to help each child achieve the highest growth mentally, emotionally, and socially that they can. Examples of some ways a counselor can work to help a child could consist of making new students feel at home in our school, individual conference whenever a student, teacher, or parent/guardian feels that one is necessary, orchestrating a testing program, and by welcoming the opportunity to talk with students, parents, or teachers.

ELEMENTARY DISCIPLINE POLICY

(School Board JG-R)

The Student Code of Conduct is designed to foster student responsibility, respect for the rights of others, and to ensure the orderly operation of district schools. No code can be expected to list each and every offense which may result in the use of disciplinary action. However, it is the purpose of this code to list certain offenses which, if committed by a student, will result in the imposition of a certain disciplinary action. Any conduct not included herein, or an aggravated circumstance of any offense or an action involving a combination of offenses may result in disciplinary consequences that extend beyond this code of conduct as determined by the principal, superintendent and/or Board of Education. Any violation of the District Discipline Code may be documented on the student's discipline record. Any violation of local, state, or federal law may be reported to the proper legal authorities.

It is the intent of disciplinary measures at the lower elementary to apply consequences for inappropriate behavior; but more importantly, to assist the student in developing problem solving and mediation skills and to foresee the possible consequences of his/her actions.

Cubbies, desks, lockers or storage places provided for student use are, and remain at all times property of the Laclede County R-1 School District. These areas and the contents therefore are subject to a

random search at any time, pursuant to board policy. Student backpacks, trappers and other personal property may be searched based on reasonable suspicion of a violation of district rules, policy or law. Reasonable suspicion must be based on facts known to the administration, credible information or reasonable inference drawn from such facts or information. The privacy and dignity of students will be respected and an adult witness will be present during the search.

Student Discipline/Administrative Guidelines

Cell phones must remain in student backpacks for the duration of the school day. When students enter the building he/she must keep their cell phones in their backpacks. If a student violates this policy the phone will be taken away and must be picked up by a parent from the office.

Hats can't be worn in the building during the school day. This includes all types of headwear i.e. baseball hats, and cowboy hats. The only time hats can be worn is on special event days set by the school or classroom teacher.

* An asterisk within the scope and sequence of a discipline consequence indicates that the potential exists for an extended summary suspension, or a suspension of greater than 10 days, and/or expulsion. In accordance with state statutes 160.261, 167.161, and 167.171 RSMo. and Laclede R-1 School District Policy JG-R, student suspensions of greater than 10 days require a Review Meeting before the Superintendent or designee. Extended summary suspensions can be up to 180 school days.

I. Purpose of Administrative Guidelines

The purpose of these Administrative Guidelines is to establish and define the student discipline policies of the School District.

II. Student Discipline Guidelines

The Elementary School's student discipline guidelines are as follows:

- Schools may utilize detention instead of in-school suspension days.
- Whenever a student receives a ten (10) day out of school suspension from the Principal, the Principal may also recommend to the Superintendent that the student's summary suspension be extended up to one hundred eighty (180) days or that the student be expelled from the School District.
- Out-of-school suspensions of more than ten (10) school days may be appealed. In-school suspensions and out-of-school suspensions of ten (10) school days or less are not appealable.
- Deviations from the student discipline guidelines are allowed only when justified and supported by written documentation.
- If more than one infraction occurs during the same incident, the scope and sequence guidelines for the most serious infraction will be used for discipline. The existence of other, lesser infractions will result in an increase in the occurrence of the more serious offense.
- Board of Education policies AC and JFH, "Grievance Procedure for resolution of discrimination complaints" may be used if the student believes the disciplinary action is based on a student's race, national origin, color, ancestry, religion, age, gender, or disabling condition.

III. Scope of Guidelines

The student discipline guidelines set forth in this Administrative Guidelines are applicable to conduct which occurs:

- on or in school district property, including school buses or other vehicles provided by the district which are used to transport students to and from school, activities or programs;
- while the student is traveling to or from school, a school sponsored or school-directed activity;
- while the student is present at or engaged in a school-sponsored or school-directed activity; or

- in the immediate vicinity of school district property immediately before or after, or during the school day.

IV. Non-Discrimination in Application of Policies

The Laclede County R-1 School District prohibits discrimination on the basis of race, national origin, color, ancestry, religion, age, gender, disabling condition or military status in its programs and activities as required by: Title IX of the Education Amendments of 1972, Title VI and Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1975, the Age Discrimination Act, the Americans with Disabilities Act, the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1973, the Uniformed Services Employment and Reemployment Rights Act and Missouri law.

Inquiries regarding compliance with applicable civil rights statutes related to discrimination based on race, national origin, color, ancestry, religion, age gender, disabling condition or military status may be directed to the School District's Compliance Officer, who is Jennifer Snyder, Principal, Ezard Elementary, 209 South Shiloh, Conway, Missouri, telephone numbers (417) 589-2171. All inquiries regarding compliance with applicable statutes regarding Section 504 of the Rehabilitation Act, the Individuals with Disabilities Education Act, and the Americans with Disabilities Act may be directed to the Compliance Officer. Interested persons, including those with impaired vision or hearing, can also obtain information as to the existence and location of services, activities and facilities that are accessible to and usable by disabled persons by calling the Compliance Officer.

V. Application to Students with Disabilities

Administration of student discipline standards for students with disabilities shall be consistent with federal and state statutes.

VI. Use of Disciplinary Reports

Reports prepared by the school district's administrators and employees of the School District concerning violations of the student discipline standards, including but not limited to personally identifiable information about the student committing the violation, witness statements and other information relevant to the violation, may be provided to the appropriate law enforcement agencies pursuant to the requirements of the Safe Schools Act or Missouri Statutes.

Safe Schools Act

Missouri Law requires the Juvenile Office in each county to notify the Superintendent when a student has been charged with, or found to have violated, certain specified juvenile or criminal offenses. The law also requires district personnel to notify law enforcement when acts of school violence or other specified criminal acts occur on school property.

Safe Schools Act Reportable Offenses

1. First degree murder under section 565.020, RSMo;
2. Second degree murder under section 565.021, RSMo;
3. Kidnapping under section 565.110, RSMo;
4. First degree assault under section 565.050, RSMo;
5. Forcible rape under section 566.030, RSMo;
6. Forcible sodomy under section 566.060, RSMo;
7. Burglary in the first degree under section 569.160, RSMo;
8. Burglary in the second degree under section 569.170, RSMo;
9. Robbery in the first degree under section 569.020, RSMo;
10. Distribution of drugs under section 195.211 RSMo;
11. Distribution of drugs to a minor under section 195.212, RSMo;
12. Arson in the first degree under section 569.040, RSMo;
13. Voluntary manslaughter under section 565.023, RSMo;
14. Involuntary manslaughter under section 565.024, RSMo;
15. Second degree assault under section 565.060, RSMo;
16. Sexual assault under section 566.040, RSMo;
17. Felonious restraint under section 565.120, RSMo;
18. Property damage in the first degree under section 569.100, RSMo;
19. The possession of a weapon under chapter 571, RSMo;
20. Third degree assault under Section 565.050, RSMo;
21. Possession of Controlled Substance;
22. First degree Child Molestation under section 566.067, RSMo;
23. Deviate Sexual Assault under section 566.070, RSMo;
24. Sexual Misconduct with a child under section 566.083 RSMo;
25. Sexual Abuse under section 566.100, RSMo;
26. Statutory Rape section 566.032 RSMo;
27. Statutory Sodomy Section 566.062 RSMo;

ACADEMIC MISCONDUCT

This includes cheating on tests, assignments, projects or similar activities; plagiarism; claiming credit for another person's work; fabrication of facts, sources or other supporting material; unauthorized collaboration; facilitating academic dishonesty; and other misconduct related to academics. **Plagiarism** will be defined as using the ideas or words of another and passing it off as one's own work. Teachers maintain the right to accept student work they deem appropriate.

	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference Redo Assignment	Conference Grade Reduction Redo Assignment
<i>Second Offense</i>	Loss of privilege/up to one day ISS Redo Assignment	1 day of ISS Grade Reduction Redo Assignment
<i>Third Offense</i>	1-3 days ISS Redo Assignment	1-3 days ISS No credit for work
<i>Subsequent Offenses</i>	3-5 days ISS Redo Assignment	3-5 days ISS No credit for work

ALCOHOL/DRUGS

Alcohol/Drugs	Possession of or attendance while under the influence of or soon after consuming any unauthorized prescription drug, alcohol, narcotic substance, unauthorized inhalants, counterfeit drugs, imitation controlled substances or drug-related paraphernalia, including controlled substances and illegal drugs defined as substances identified under schedules I, II, III, IV, or V in section 202 of the Controlled Substances Act.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	3 – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement	3 – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement
<i>Subsequent Offenses</i>	10 days OSS with referral for long term suspension or expulsion	10 days OSS with referral for long term suspension or expulsion

Tobacco	Possession or use of any tobacco products on school grounds, school transportation or at any school activity. Nicotine patches or other medications used in a tobacco cessation program may only be possessed in accordance with district policy JHCD.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Confiscation of product, 3 days ISS	Confiscation of product, 3 days ISS
<i>Second Offense</i>	Confiscation of product, 5 days ISS	Confiscation of product, 5 days ISS
<i>Subsequent Offenses</i>	Confiscation of product, 3 days OSS	Confiscation of product, 3 days OSS
Over the Counter Medications	Possession, sale, purchase or distribution of any over the counter drug, herbal preparation or imitation drug or herbal preparation.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1 day ISS – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement	1 day ISS – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement

<i>Subsequent Offenses</i>	10 days OSS with referral for long term suspension or expulsion.	10 days OSS with referral for long term suspension or expulsion.
	Grades PK-4	Grades 5-6
Vaping	Possession or use of vaping devices, electronic cigarettes, or other nicotine-delivery products on school premises, school transportation or at any school activity. If the vaping oil tests positive for agents that fall under drug policy, this becomes a drug violation according to drug policy listed in the handbook.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Confiscation, 3 days ISS	Confiscation, 3 days ISS
<i>Second Offense</i>	Confiscation, 5 days ISS	Confiscation, 5 days ISS
<i>Subsequent Offenses</i>	Confiscation, 3 days OSS	Confiscation, 3 days OSS

ARSON

Starting or attempting to start a fire or causing or attempting to cause an explosion.

	Grades PK-4	Grades 5-6
<i>First Offense</i>	1-180 days of OSS or Expulsion. Restitution if appropriate.	1-180 days of OSS or Expulsion. Restitution if appropriate.
<i>Subsequent Offenses</i>	1-180 days OSS or Expulsion. Restitution if appropriate. Referral to Law Enforcement and/or counseling.	1-180 days OSS or Expulsion. Restitution if appropriate. Referral to Law Enforcement and/or counseling

ASSAULTIVE BEHAVIOR

Intentionally or recklessly causing injury to another. Assaultive behavior is divided into five categories. Some of these categories qualify as a safe schools violation and require central office notification as well as staff members on a need to-know-basis. (*denotes referral to law enforcement)

Class I Assaultive Behavior/FIGHTING	Hitting, striking and/or attempting to cause injury to another person or placing a person in reasonable fear of imminent physical injury.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference- 3 days OSS	3-10 days OSS
<i>Second Offense</i>	1 day ISS- 5 days OSS	3-10 days OSS
<i>Subsequent Offenses</i>	3 days ISS - 10 days OSS*	10 days OSS*
Class II Assaultive Behavior/FIGHTING	Causing significant physical injury to another person where medical treatment is required or encouraged.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1-3 days OSS	5-10 days OSS
<i>Subsequent Offenses</i>	3-10 days OSS*	10 days OSS*
Threatening to Fight	Expressing the intention to engage in assaultive behavior towards another person.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 3 days ISS	Conference- 3 days OSS
<i>Second Offense</i>	1 day ISS – 3 days OSS	3 days ISS – 5 days OSS
<i>Third Offense</i>	2 days ISS- 5 days OSS	3-10 days OSS*

Assaultive Behavior toward a Staff Member or other nonstudent	This offense can occur on or off school campus and can include actual physical harm, the threat of physical harm, or written or verbal intimidation.	
	Grades PK-4	Grades 5-6
<i>First and Subsequent Offenses</i>	3-10 days OSS	10 days OSS*
Threats of Violence	The verbal, written, or physical communication of a threat to: - Inflict serious harm or death upon any person - Bring any unauthorized weapon or explosive device on school grounds for any reason - To use any weapon or explosive device on any person	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1 ISS - 10 days OSS*	3 ISS - 10 days OSS*
<i>Subsequent Offenses</i>	10 days OSS* With referral to the Superintendent for further consequences.	10 days OSS* With referral to the Superintendent for further consequences.

BUS/TRANSPORTATION MISCONDUCT

Any offense committed by a student on transportation provided by or through the district shall be punished in the same manner as if the offense had been committed at the student's assigned school. In addition, transportation privileges may be suspended or revoked.

Inappropriate Conduct

Standing, yelling, littering in the bus, not sitting properly, shoving or horseplay, not following drivers' directions.

	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference- 1 day removal from bus	Conference- 1 day removal from bus
<i>Second Offense</i>	Loss of privilege, 1-3 days removal from bus	Loss of privilege, 1-3 days removal from bus
<i>Third Offense</i>	2-5 days removal from bus	2-5 days removal from bus
<i>Subsequent Offenses</i>	3-10 days removal from bus. Permanent removal possible.	3-10 days removal from bus. Permanent removal possible.

COMPUTER/ELECTRONIC DEVICE USE:

Cell Phones	Personal communication devices such as cell phones, video gaming devices, and personal computers (without permission) are not to be seen or heard during class time. The possession of laser pointers and other unsafe electronic items are prohibited in the school building. Use of such devices WILL result in the following consequences:
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	Grades PK-4	Grades 5-6
<i>First Offense</i>	Confiscation. Students will be allowed to sign out the device after the school day.	Confiscation. Students will be allowed to sign out the device after the school day.
<i>Second Offense</i>	Confiscation, parent signature before device is given back.	Confiscation, parent signature before device is given back.
<i>Third Offense</i>	Confiscation, parent signature required before device is given back. 1 day of ISS.	Confiscation, parent signature required before device is given back. 1 day of ISS.
<i>Fourth Offense</i>	Confiscation, parent signature required before device is given back. 1 day ISS.	Confiscation, parent signature required before device is given back. 1 day ISS.
<i>Subsequent Offenses</i>	Confiscation, parent signature required before device is given back. 1 day OSS.	Confiscation, parent signature required before device is given back. 1 day OSS.
Computers	Any use of technology that violates either district policy or a teacher's direct instruction will be viewed as a misuse of technology. This includes, but is not limited to, the recording or distribution of a video, picture, or sound recording of any confidential or private event involving students or staff. This could include fights, disruptions to the learning environment, or any other event/person you do not have express permission to be recording. Additionally, this can include refusing to comply with appropriate technology usage in the school setting.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference	Conference and Removal of Computer Privileges
<i>Second Offense</i>	Removal of Computer Privileges	Removal of Computer Privileges- 1 day ISS
<i>Third Offense</i>	Removal of Computer Privileges- 1 day ISS, Conference with Parent	Removal of Computer Privileges- 2 day ISS, Conference with Parent

<i>Subsequent Offenses</i>	Removal of Computer Privileges- 2 day ISS, Conference with Parent	Removal of Computer Privileges- 1-3 day ISS, Conference with Parent
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DEFIANCE OR DISRESPECT FOR AUTHORITY

<i>Defiance of Authority/Insubordination</i>	Refusal to comply with a reasonable request or direction of district personnel or others in authority where there is no expressed disrespect for authority.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 3 days ISS	Conference – 2 days OSS
<i>Second Offense</i>	1-5 days ISS	2 days ISS – 3 days OSS
<i>Third Offense</i>	3 days ISS – 3 days OSS	4 days ISS – 4 days OSS
<i>Subsequent Offenses</i>	3 – 10 days OSS	5-10 days OSS
<i>Disrespect for Authority</i>	Overt conduct that exhibits a lack of proper respect for district personnel or others in authority, including incivility, irreverence, impudence, discourteousness or profanity directed towards any person in authority.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 1 days ISS	1 day ISS – 3 days OSS
<i>Second Offense</i>	1-3 days ISS	3 days ISS – 5 days OSS
<i>Third Offense</i>	3 days ISS – 5 days OSS	3 – 10 days OSS
<i>Subsequent Offenses</i>	3 – 10 days OSS	10 days OSS

DISORDERLY CONDUCT

<i>Tomfoolery</i>	Behavior meant to be disruptive, but not physically harmful, but interferes with the educational environment or process.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference	Conference
<i>Second Offense</i>	Loss of Recess-1 days ISS	Conference- 1 day ISS
<i>Third Offense</i>	Loss of Recess- 2 days ISS	1-3 days ISS
<i>Subsequent Offenses</i>	1-3 days Iss	2-5 days ISS

Disrespectful Speech/DISHONESTY	Any act of lying, whether verbal or written, including forgery, or any verbal, written, or pictorial language or gesture that is directed at any person intended as rude, vulgar, defiant, harassing, intimidating, or defaming to a person's race, religion, gender, or ethnic origin or otherwise inappropriate to the educational setting.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Loss of Recess - 1 day ISS	Conference - 1 days ISS
<i>Second Offense</i>	Loss of Recess– 2 days ISS	1-3 days ISS
<i>Third Offense</i>	1-3 days ISS, Conference with parents	3-5 days ISS – 5 days OSS, Conference with parents
<i>Subsequent Offenses</i>	10 days OSS *extreme acts of dishonesty, forgery, or disrespect may receive up to 180 days OSS	10 days OSS *extreme acts of dishonesty, forgery, or disrespect may receive up to 180 days OSS
<i>Disorderly Conduct</i>	Behavior that substantially disrupts classroom work, school activities or school functions. Students will not be disciplined for speech in situations where it is protected by law.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference	Conference – 1 day ISS
<i>Second Offense</i>	1 day ISS	1-3 days ISS
<i>Third Offense</i>	2 – 3 days ISS	3 days ISS – 5 days ISS
<i>Subsequent Offenses</i>	5 days ISS- 5 days OSS	5 days ISS – 10 days OSS
<i>Hazardous Conduct</i>	Conduct that creates or has the potential to create a dangerous, hazardous, or harmful situation. Police Report may be required.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1- 5 days ISS	1 – 5 days ISS
<i>Second Offense</i>	6- 10 days ISS	6- 10 days ISS
<i>Subsequent Offenses</i>	1-10 days OSS	1 – 10 days OSS
<i>Group Disorderly Conduct</i>	Riotous, rowdy, or unruly conduct that breaks up the order of the educational environment, or district sponsored activities or events, and involves 2+ people or is gang related.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1-3 days ISS	1-5 days OSS
<i>Second Offense</i>	2-4 days ISS	6-10 days OSS

<i>Subsequent Offenses</i>	1-3 days OSS	10 days OSS
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Dress Code Violations: The Conway Schools Dress Code is as follows:

- Hats or hoods are not be permitted during regular school hours.
- Clothing cannot contain any of the following:
 - Alcoholic beverages or advertisements for alcohol, drugs, tobacco, or any other product not appropriate for the school environment.
 - Vulgar slogans or pictures, or slogans insinuating vulgarity.
 - Any gang regalia or gang recognition of any kind.
- Halter-tops, midriffs, tube tops, and clothing allowing undergarments, abdomen, cleavage, or buttocks to show are not appropriate. Shorts, skirts and dresses must all be of reasonable length, not exposing buttocks, private areas, or cleavage. Undershirts cannot be worn as shirts.
- Pants/shorts/leggings cannot have excessive holes or holes that are in inappropriate areas.
- Appearance or clothing that contributes to class disruptions are not appropriate for school and will be dealt with on an individual basis.
- Students are required to wear shoes.

Faculty, Staff, and Administration determine what is reasonable or not. Refusal to change clothes when asked to do so will result in a referral for insubordination/disrespect to staff.		
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Verbal warning. Change of attire.	Verbal warning. Change of attire.
<i>Second Offense</i>	Conference. Change of attire.	Change of attire. Lunch Detention.
<i>Third Offense</i>	1 day ISS. Change of attire.	Change of attire. 1-5 day ISS.
<i>Subsequent Offenses</i>	2-3 days ISS. Change of attire.	Change of attire. Discipline is logged as insubordination and is consequence as such.

FAILURE TO MEET/SERVE CONDITIONS OF DETENTIONS/SUSPENSIONS

A student that comes within 1,000 feet of any public school in the district, while on suspension for any offense that requires reporting to law enforcement, will be considered a violation of the suspension policy. This includes suspensions due to acts of school violence or drug related activity, as defined by district policy, and is a violation of the district's disciplinary policy.

In determining whether to suspend or expel a student, consideration shall be given to whether the student poses a threat to the safety of any child or school employee and whether the student's presence within 1,000 feet of the school is disruptive to the educational process or undermines the effectiveness of the school's disciplinary policy.

	Grades PK-4	Grades 5-6
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<i>Failure to attend detention</i>	1 days ISS	1 day ISS
<i>Failure to meet conditions of ISS</i>	1 days OSS	1-3 days OSS
<i>Subsequent Offenses</i>	OSS as appropriate	OSS as appropriate

HARASSMENT

Harassment refers to all negative behaviors including verbal, written, nonverbal but demeaning conduct, bullying, cyberbullying, hazing and Sexual Harassment offenses as defined below.

<i>Inappropriate Non-Physical Harassment</i>	Harassment that is inappropriate verbal, written or nonverbal, non-physical conduct such as demeaning jokes or comments about another person's race, color, religion, sex, disability, or a request for inappropriate favors either physical or nonphysical in nature.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 3 days ISS	Conference to 3 days OSS
<i>Second Offense</i>	1 day ISS – 3 days OSS	3 days ISS – 5 days OSS
<i>Subsequent Offenses</i>	3 -5 days OSS	6-10 days OSS

<i>Inappropriate Physical Harassment</i>	Harassment that is physical in nature including hazing or tormenting a person because of their race, color, religion, sex, disability or unwelcome conduct that is otherwise sexual in nature. This may qualify as a safe school's violation.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 3 days ISS	Conference – 1 day OSS
<i>Second Offense</i>	1 day ISS – 5 days OSS	2 days ISS – 5 days OSS
<i>Subsequent Offenses</i>	1 – 10 days OSS with possible referral for long term suspension.	10 days OSS with possible referral for long term suspension.

<i>Bullying and/or Cyberbullying</i>	Intimidation: unwanted aggressive behavior, or harassment that is repetitive or is substantially likely to be repeated and causes a reasonable student to fear for his or her physical safety or property; that substantially interferes with the educational performance, opportunities or benefits of any student without exception; or that substantially disrupts the orderly operation of the school. Bullying: includes, but is not limited to: physical actions, including violence, gestures, theft or property damage; oral, written or electronic communication, including name calling, put-downs, extortion or threats; or threats of reprisal or retaliation for reporting such acts. Cyberbullying is a form of bullying committed by transmission of a communication including, but not limited to, a message, text, sound or image by means of an electronic device including, but not limited to, a telephone, wireless telephone or other wireless communication device, computer or pager.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference- 3 days ISS	Conference -3 days ISS
<i>Second Offense</i>	1-3 days ISS	2 days ISS – 10 days OSS
<i>Subsequent Offences</i>	1-3 days OSS	3-10 days OSS, and possible referral for long-term suspension
<i>Hazing</i>	Any activity that a reasonable person believes would negatively impact the mental or physical health or safety of a student or put the student in a ridiculous, humiliating, stressful or disconcerting position for the purposes of initiation, affiliation, admission, membership or maintenance of membership in any group, class, organization, club or athletic team including, but not limited to, a grade level, student organization or school sponsored activity. Hazing may occur even when all students involved are willing participants.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1-3 days ISS	3 days ISS – 10 days OSS with referral for long term suspension or expulsion.
<i>Subsequent Offences</i>	1-3 days OSS with referral to law enforcement.	10 days OSS with referral for long term suspension or expulsion, referral to law enforcement.

<i>Sexual Harassment</i>	Use of material of a sexual nature or unwelcome verbal, written or symbolic language based on gender, race, color, religion, sex, national origin, ancestry, disability, or any other characteristic protected by law. Examples of illegal harassment include, but are not limited to, racial jokes or comments; request for sexual favors, and other unwelcome sexual advances; graffiti; name calling; or threatening, intimidating or hostile acts based on a protected characteristic.	
	Grades PK-4	Grades 5-6

<i>First Offense</i>	1-3 days ISS	1 day ISS – 10 days OSS with referral for long term suspension or expulsion.
<i>Subsequent Offenses</i>	1-3 days OSS with possible referral to law enforcement.	3 – 10 OSS with referral for long term suspension or expulsion.
<i>Extortion</i>	Threatening or intimidating any student for the purpose of obtaining money or anything of value.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1 -3 days ISS	2 days ISS – 3 days OSS. Referral to law enforcement if appropriate.
<i>Second Offense</i>	5 day ISS – 3 days OSS. Referral to law enforcement if applicable.	10 days ISS- 5 days OSS. Referral to law enforcement if appropriate.
<i>Subsequent Offenses</i>	5-10 days ISS, with referral to law enforcement.	10 days OSS with referral for long term suspension or expulsion, referral to law enforcement.

Hitting

<i>Hitting</i>	Hitting is defined as intentionally making physical contact with another person in a way that may cause pain, discomfort, or disruption. This behavior is commonly seen in younger children and may include such actions as slapping, pushing, swatting, or striking another student. While considered less severe than fighting, hitting is still inappropriate and will result in disciplinary consequences and reteaching of appropriate behavior.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference	Conference-1 day ISS

<i>Second Offense</i>	Loss of Recess-1 day of ISS	1-2 day ISS
<i>Third Offense</i>	1-2 days ISS Conference with Parents	2-3 days ISS Conference with Parents
<i>Subsequent Offenses</i>	1-3 days OSS	3-5 days ISS

INAPPROPRIATE LANGUAGE

Obscenities and/or name calling do not show respect for the rights of others.

	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference- 1 day ISS	
<i>Second Offense</i>	1-3 days ISS	
<i>Third Offense</i>	3-5 days ISS	
<i>Subsequent Offenses</i>	1-10 days OSS	

SEXUAL MISCONDUCT

<i>Possession of Sexually Explicit/Vulgar Content</i>	Students may not possess or display, electronically or otherwise, sexually explicit, vulgar or violent material including, but not limited to, pornography or depictions of nudity, violence or explicit death or injury.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 10 days OSS	
<i>Second Offenses</i>	1-2 day ISS- 3 days OSS	
<i>Subsequent Offenses</i>	3 days ISS – 10 days OSS with referral for long term suspension	
<i>Sexual Activity- Class I</i>	Inappropriate Physical Contact that is sexual in nature. This includes contact between students that involves clothed or unclothed genitalia, buttocks, or breasts.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	1-5 days OSS	1-5 days OSS
<i>Subsequent Offenses</i>	5-10 days OSS	5-10 days OSS
<i>Sexual Activity- Class II</i>	Acts of sex or simulated acts of sex including, but not limited to, intercourse or oral or manual stimulation.	
	Elementary	Grades 5-6
<i>First Offense</i>	10 days OSS with referral for long term suspension or expulsion.	

THEFT

Theft, attempted theft, or knowingly in possession of stolen property. *THEFT OF AN ITEM/ITEMS THAT ARE VALUED AT GREATER THAN \$100 WILL BE DISCIPLINED PER THE "SUBSEQUENT OFFENSES" GUIDELINES AT EVERY OFFENSE.

	Grades PK-4	Grades 5-6
<i>First Offense</i>	Return of or restitution for property, 1 day ISS, possible referral to law enforcement.	Return of or restitution for property, 1- 3 days ISS, possible referral to law enforcement.
<i>Second Offense</i>	Return or restitution of property, 1-3 days ISS, referral to law enforcement dependent of value of property stolen.	Return or restitution of property, 3- 5 days ISS, referral to law enforcement dependent of value of property stolen.
<i>Subsequent Offenses</i>	Return or restitution of property, 1-5 days OSS with referral for long term suspension or expulsion, referral to law enforcement.	Return or restitution of property, 5-10 days OSS with referral for long term suspension or expulsion, referral to law enforcement.

TRUANCY

<i>Truancy</i>	Absence from school without the knowledge and consent of parents/guardians and/or the school administration; excessive non-justifiable absences, even with the consent of parents/guardians.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference to 1 day ISS	1-3 day ISS
<i>Second Offense</i>	1-3 days ISS	3-5 days ISS
<i>Subsequent Offenses</i>	3-5 days ISS	5-1 days ISS, referral to law enforcement
<i>Out of Assigned Area</i>	When a student is not in the proper place/location at the proper time during the school day according to his/her schedule or teacher permission.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference to 1 day ISS	Conference to 1 day ISS
<i>Second Offense</i>	1-3 days ISS	1-3 days ISS

<i>Subsequent Offenses</i>	3-5 days ISS	3-5 days ISS
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WEAPONS

<i>Ammunition/Component of a weapon</i>	Possessing any form of ammunition or a component of, but not the entirety of, a weapon of any kind.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Principal/student conference – 10 days OSS with referral for long term suspension or expulsion.	

<i>Subsequent Offenses</i>	10 days OSS with referral for long term suspension or expulsion, referral to law enforcement.	
<i>Incendiary Devices</i>	Possessing, displaying or using matches, lighters or other devices used to start fires unless required as part of an educational exercise and supervised by district staff; possessing or using fireworks.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Confiscation, principal/student conference – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement.	
<i>Subsequent Offenses</i>	Confiscation, 10 days OSS with referral for long term suspension or expulsion, and referral to law enforcement.	
<i>Knife</i>	Possession or use of any instrument or device, other than those defined in 18 U.S.C. ' 921, 18 U.S.C. ' 930(g) (2) or ' 571.010, RSMo., which is customarily used for attack or defense against another person; any instrument or device used to inflict physical injury to another person. Knives of any length or type are not permitted on school property or at school events. When it has been determined that a student is in possession of a knife, the knife will be confiscated and returned to a parent or guardian unless the knife is determined to be a weapon as defined by board policy and state statute.	
	Grades PK-4	Grades 5-6
<i>First Offense</i>	Conference – 10 days OSS with referral for long term suspension or expulsion and referral to law enforcement.	
<i>Subsequent Offenses</i>	1-10 days OSS with referral for long term suspension or expulsion and referral to law enforcement.	
<i>Firearm</i>	Possession or use of a firearm as defined in 18 U.S.C. ' 921 or any instrument or device defined in ' 571.010, RSMo., or any instrument or device defined as a dangerous weapon in 18 U.S.C. ' 930(g)(2).	

	Grades PK-4	Grades 5-6
<i>First Offense</i>	10 days OSS with referral for long term suspension or expulsion, referral to law enforcement.	

DISCRIMINATION POLICIES AND GRIEVANCE PROCEDURES

Prohibition Against Illegal Discrimination and Harassment

General Rule

The Laclede County R-1 School District Board of Education is committed to maintaining a workplace and educational environment that is free from illegal discrimination or harassment in admission or access to, or treatment or employment in, its programs, activities and facilities. Discrimination or harassment against employees, students or others on the basis of race, color, religion, sex, national origin, ancestry, disability, age or any other characteristic protected by law is strictly prohibited in accordance with law. The Laclede County R-1

The School District is an equal opportunity employer. Students, Employees and others will not be disciplined for speech in circumstances where it is protected by law.

The Board also prohibits:

1. Retaliatory actions based on making complaints of prohibited discrimination or harassment or based on participation in an investigation, formal proceeding or informal resolution concerning prohibited discrimination or harassment.
2. Aiding, abetting, inciting, compelling or coercing discrimination or harassment.
3. Discrimination or harassment against any person because of such person's association with a person protected from discrimination or harassment due to one(1) or more of the above-stated characteristics.

All employees, students and visitors must immediately report to the district for investigation any incident or behavior that could constitute illegal discrimination or harassment.

Additional Prohibited Behavior

Behavior that is not unlawful or does not rise to the level of illegal discrimination or harassment might still be unacceptable for the workplace or the educational environment. Demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics including, but not limited to, socioeconomic level, sexual orientation or perceived sexual orientation.

Consequences

Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors or others who violate this policy may be prohibited from school grounds or otherwise restricted while on school grounds. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior.

In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported to the Children's Division (CD) of the Department of Social Services.

Definitions

Discrimination B Conferring, refusing or denying benefits or providing differential treatment to a person or class of persons in violation of law based on race, color, religion, sex, national origin, ancestry, disability, age or any other characteristic protected by law, or based on a belief that such a characteristic exists.

Harassment B A form of discrimination, as defined above, that occurs when the school or work environment becomes permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment.

Behaviors that could constitute illegal harassment include, but are not limited to, the following acts if based on race, color, religion, sex, national origin ancestry, disability, age or any other characteristic protected by law or a belief that such a characteristic exists: Graffiti; display of written material or pictures; name calling; slurs; jokes; gestures; threatening, intimidating or hostile acts; theft; or damage to property.

Sexual Harassment B A form of discrimination, as defined above, on the basis of sex. Sexual harassment is unwelcome conduct that occurs when:

- a) benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, request for sexual favors or conduct of a sexual nature; or
- b) the school or work environment becomes permeated with intimidation, ridicule or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the district's programs and activities or the conditions of employment. Sexual harassment may occur between members of the same or opposite sex. The district presumes a student cannot consent to behavior of a sexual nature with an adult regardless of the circumstance.

Behaviors that could constitute sexual harassment include, but are not limited to:

1. Sexual advances and requests or pressure of any kind for sexual favors, activities or contact.
2. Conditioning grades, promotions, rewards or privileges on submission to sexual favors, activities or contact.
3. Punishing or reprimanding persons who refuse to comply with sexual requests, activities or contact.
4. Graffiti, name calling, slurs, jokes, gestures or communications of a sexual nature or based on sex.
5. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching or rubbing.

Grievance B A verbal or written report (also known as a complaint) of discrimination or harassment made to the compliance officer.

Compliance Officers

The Board designates the following individual to act as the district's compliance officer:

Marlena Barker, Special Education Director, Matt Searson, Superintendent
Ezard Elementary, 209 S. Shiloh, Conway, MO 65632
Phone: (417) 589-2171 or (417) 589-2941

The compliance officer will:

1. Coordinate district compliance with this policy and the law.
2. Receive all grievances regarding discrimination and harassment in the Laclede County R-1 School District.
3. Serve as the district's designated Title IX, Section 504, NCLB and Americans with Disabilities Act (ADA) coordinator, as well as the contact person for compliance with other discrimination laws.
4. Investigate or assign persons to investigate grievances; monitor the status of grievances; and recommend consequences.
5. Seek legal advice necessary to enforce this policy.
6. Report to the superintendent and the Board aggregate information regarding the number and frequency of grievances and compliance with this policy.
7. Make recommendations regarding the implementation of this policy.
8. Coordinate and institute training programs for district staff and supervisors as necessary to meet the goals of this policy, including instruction in recognizing behavior that constitutes discrimination and harassment.
9. Perform other duties as assigned by the superintendent.

In the event the compliance officer is unavailable or is the subject of a report that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Marlena Barker, Special Education Director
209 S. Shiloh Avenue, Conway, MO 65632
(417) 589-2171

Public Notice

The superintendent or designee will continuously publicize the district's policy prohibiting illegal discrimination and harassment and disseminate information on how to report discrimination and harassment. Notification of the district's policy will be posted in a public area of each building used for instruction or employment or open to the public. Information will also be distributed annually to employees, parents/guardians and students as well as to newly enrolled students and newly hired employees. District bulletins, catalogs, application forms, recruitment material and the district's website will include a statement that the Laclede County R-1 School District does not discriminate in its programs, activities, facilities or with regard to employment. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

Reporting

All persons must report incidents that might constitute illegal discrimination or harassment directly to the compliance officer or acting compliance officer. All district employees will direct all persons seeking to make a grievance directly to the compliance officer. Even if the potential victim of discrimination or harassment does not file a grievance, district employees are required to report to the compliance officer any observations, rumors, or other information regarding discrimination or harassment prohibited by the policy. If a verbal grievance is made, the person will be asked to submit a written complaint to the compliance officer or acting compliance officer. If a person refuses or is unable to submit a written complaint, the compliance officer will summarize the verbal complaint in writing. A grievance is not needed for the district to take action upon finding a violation of law, district policy or district expectations.

Students, employees and others may address concerns directly with the person alleged to have caused harassment or discrimination in an attempt to resolve the issue, but are not expected or required to do so.

Student-on-Student Harassment

Building-level administrators are in a unique position to identify and address discrimination and harassment between students, particularly when behaviors are reported through the normal disciplinary process and not through a grievance. The administrator has the ability to immediately discipline a student for any behavior that otherwise would lead to disciplinary action in accordance with the district's discipline policy. The administrator will report all incidents of harassment and discrimination to the compliance officer and will direct the parent/guardian and student to the compliance officer for further assistance. The compliance officer may determine that the incident has been appropriately addressed or recommend additional action. When a grievance is filed, the investigation and complaint process detailed below will be used.

Investigation

The district will immediately investigate all grievances. All persons are required to cooperate fully in the investigation. The district compliance officer or other designated investigator may utilize an attorney or other professionals to conduct the investigation. In determining whether alleged conduct constitutes discrimination or harassment, the district will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred and all other relevant information. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances. If, after investigation, school officials determine that it is more likely than not that discrimination, harassment or other prohibited behavior has occurred, the district will take immediate corrective action.

Grievance Process Overview

1. If a person designated to hear a grievance or appeal is the subject of the grievance, the next highest step in the grievance process will be used.
2. Investigation and reporting deadlines are not mandatory upon the district when more time might be necessary to adequately conduct an investigation and to render a decision. When extended, the person filing the complaint will be notified. If more than twice the allotted time has expired without a response, the appeal may be taken to the next level.
3. Failure of the person filing the grievance to appeal within the timelines given will be considered acceptance of the findings and remedial action taken.
4. The district will investigate all grievances, even if an outside enforcing agency such as the Office for Civil Rights, law enforcement or the CD is also investigating a complaint arising from the same circumstances.
5. The district will only share information regarding an individually identifiable student or employee with the person filing the grievance or other persons if allowed by law and in according to Board policy.
6. Upon receiving a grievance, district administrators or supervisors, after consultation with the compliance officer, will take immediate action if necessary to prevent further potential discrimination or harassment during the pending investigation.

Grievance Process

1. Level IB A grievance is filed with the district's compliance officer. The compliance officer may, at his or her discretion, assign a school principal or other appropriate supervisor to conduct the investigation when appropriate.

Regardless of who investigates the grievance, an investigation will commence immediately, but no later than ten (10) working days after the compliance officer receives the grievance. The compliance officer will complete a written report within 30 working days of receiving the grievance that 1) summarizes the facts; 2) makes conclusions on whether the facts constitute a violation of this policy; and 3) if a violation of this policy is found, recommends corrective action to the superintendent. If someone other than the compliance officer conducts the investigation, the compliance officer or acting compliance officer will review and sign the report. The person who filed the grievance will be notified in writing, in accordance with law and district policy, regarding whether the policy has been violated.

2. Level IIB Within five (5) working days after receiving the Level I decision, the person filing the grievance may appeal the compliance officer's decision to the superintendent by notifying the superintendent in writing. The superintendent may, at his or her discretion, designate another person (other than the compliance officer) to review the matter when appropriate.

Within ten (10) working days, the superintendent will complete a written decision on the appeal, stating whether a violation of this policy is found and, if so, stating what corrective actions will be implemented. If someone other than the superintendent conducts the appeal, the superintendent will review and sign the report before it is given to the person appealing. A copy of the appeal and decision will be given to the compliance officer or acting compliance officer. The person who filed the grievance will be notified in writing, in accordance with law and district policy, regarding whether the policy has been violated.

3. Level IIIB Within five (5) working days after receiving the Level II decision, the person filing the grievance may appeal the superintendent's decision to the Board by notifying the Board secretary in writing. The person filing the grievance will be allowed to address the Board, and the Board may call for the presence of such other persons deemed necessary. The Board will issue a decision within 30 working days for implementation by the administration. The Board's decision and any actions taken are final. The Board secretary will give the compliance officer or acting compliance officer a copy of the appeal and decision. The person who filed the grievance will be notified in writing, in accordance with law and district policy, regarding whether the policy has been violated.

Confidentiality and Records

To the extent permitted by law and in accordance with Board policy, the district will keep confidential the identity of the person filing a grievance and any grievance or other document that is generated or received pertaining to grievances. Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the CD and others when necessary to enforce this policy or when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record.

Adopted: May 2008

Cross Refs: EHB, Technology Usage

GBCB, Staff Conduct

GBH, Staff/Student Relations

GBL, Personnel Records

GCD, Professional Staff Recruiting and Hiring

GDC, Support Staff Recruiting and Hiring

IGBA, Programs for Students with Disabilities

IGBCB, Programs for Migrant Students

DRESS CODE AND GROOMING

We support the right of the parents/guardians to exercise their responsibility in determining proper dress and grooming for their child. However, school clothing should be appropriate as to time, place, and weather.

These regulations concerning dress code are requested as it is believed that grooming and dress will contribute to good attitudes and conditions that will enable students to do their best work and avoid distractions to the educational process.

1. Tops with revealing necklines, tops that show bare midriff and visible showing of underwear should not be worn.
2. Shorts and/or cutoffs, skirts and dresses should be of moderate length, at least to fingertip with arms extended at sides.
3. Garments designed for undergarments should be worn as such.
4. Students go outside for recess, so they should wear warm clothing during winter months.
5. No spaghetti tops shall be worn.
6. Apparel with alcohol, tobacco, illegal drug, obscene, suggestive names or slogans, and that is symbolic of gang association shall not be worn.
7. No bicycle shorts, pants or similar garments shall be worn.
8. Footwear must be worn at all times.
9. No headgear (hats, caps, scarves, etc) shall be worn inside the building.
10. No sagging of pants.
11. Muscle man shirts are not to be worn.
12. No jewelry that could be used as a weapon can be worn. (ex: heavy chains, studded bracelets, wallet chains etc.....)

EARLY CHECK-OUT PROCEDURES

To be sure no child is taken from our building, or playground, by an unauthorized person, parents/guardians must stop at the elementary office to check out a student.

If someone other than the parent/guardian is to pick up a student, contact the office by note or phone call. Identification will be required, this is for the safety of the child. Permission will not be given by the office if they do not know ahead of time who is to pick up the student.

Any contact with teachers or students during school time should first be cleared through the office.

EARTHQUAKE INSTRUCTIONS

In the event of an earthquake, we will be unable to ring a bell to notify the students and faculty before the event actually occurs. Because of this, teachers should be aware that they will be responsible for instructing the class as to safety procedures during the first phase of the earthquake.

Upon an onset of an earthquake, students in all classrooms (except the gymnasium) should get underneath the desk and protect their head. All students should be facing away from the windows. Students in the gym should either try to make their way out of the gym, following the fire evacuation instructions, and/or follow the teacher's directions.

After the initial jolts, the principal and maintenance staff will take a quick survey of our conditions and determine if normal fire drill evacuation procedures can be executed in order to clear the building before the structure begins any collapse. If power lines are intact, our normal fire drill procedures will be used. If not, all students will be directed to the best possible routes **before** leaving their classrooms with their teacher. This will be done over the intercom, unless it is damaged. If damaged, the principal will go from room to room to explain the new evacuation plan.

EMERGENCY SCHOOL DISMISSAL

The school will use Teacher Ease messaging/calling system to contact parents in the event of a school closing for any reason. School closing because of inclement weather will also be announced on Facebook, major radio and television stations. Radio stations include KWTO, KGBX & KTTS. Television stations include KOLR 10 and KYTV 3. School closings will also be posted with Lebanon based radio stations.

Unscheduled early closings due to equipment failure or weather may also be necessary. Each child should know where to go if an emergency arises and school is dismissed. Filing such a plan with the child's teacher is probably the best way to handle such an emergency. The bus driver should also be informed as to where a child should go in case a parent/guardian is not at home.

ENROLLMENT

If a student wishes to enroll in kindergarten through sixth grade and has been attending an out-of-state public school, been home schooled, or been attending a non-accredited institution, then enrollment will be based on a review of the following:

- A. Out-of-state public schools must provide appropriate documentation of assessment, enrollment attendance and progress to date.
- B. The school district has the option of testing a child before placement. The student must score at or above the 39 percentile on each of the reading, mathematics and spelling subtests of a current nationally normed group or individual achievement test chosen by the school district.

FIRE AND EMERGENCY EVACUATION INSTRUCTIONS

A recorded message will be broadcast over the intercom

Students should leave the building in an orderly fashion, taking no possessions with them. Students should meet at the designated meeting spot outlined in the building's emergency plan until the all-clear bell/signal is given.

Teachers should take roll immediately upon reaching the outside destination.

When the all-clear signal is given, students should return back to the classroom in an orderly fashion.

The intercommunication system may be used to give emergency instructions and to give alternate instructions to those printed here and posted in the classroom.

GENERAL SCHOOL RULES

1. There shall be no candy consumed or gum chewed in the school building unless otherwise approved by the teacher or administration.
2. The use of tobacco by a student at school or on the bus will bring disciplinary action against that student.
3. Students are not permitted to walk to the high school to catch their bus. They must ride a bus from the elementary school. They must also ride their assigned bus.
4. Running in the halls is not allowed at any time.
5. Obscene language is not allowed.
6. Rules, regulations and policies of Laclede County R-1, Ezard Elementary School are to be followed to insure a positive learning environment.

GRADE REPORTS

Report cards are issued quarterly. These reports include attendance, progress in subject matter, and other related information. Parents/guardians should review the information. Some teachers may require a parent signature to ensure that the parent is aware of the student's progress.

Each grade level has a different set of grading criteria and marks. Kindergarten thru Third grades will be evaluated through the use of a set of objectives. Fourth through sixth grades will be evaluated using A, B, C, D, and F grading scales.

If parents/guardians have questions concerning their child's progress, they should call the elementary office to schedule a conference with the child's teacher. Personal visits are welcomed but appointments are necessary because of classroom instructional duties.

HEAD LICE

The Laclede County R-1 School District encourages regular attendance in school and it is our practice to avoid unnecessary exclusion of students from school. Students with active head lice infestation or nits (eggs) will be excluded from school only to the minimum extent necessary for treatments. The school nurse will perform routine school-wide head lice screenings. Students found to have live head lice or nits will be excluded until effective treatment and removal of all nits is completed. The parent/guardian is encouraged to complete treatment and to return the student to school the next day.

Students that have been sent home for head lice or nits may not ride the school bus until they have been reexamined and cleared by the school nurse and returned to class when it is determined that the treatment was effective and all nits have been removed. For students with excessive absenteeism due to head lice, or in cases when treatment is not secured in a timely manner, the school principal will be notified, and the matter may be reported to the Children's Division of the Department of Social Services.

HEALTH SCREENING PROGRAM

The health-screening program of Laclede County R-1 Schools is designed to examine the students at highest risk at a time when early intervention has the most benefit. This includes annual screening and rescreening for vision, hearing, dental, height and weight conducted during the first semester of the school year. Specific dates are announced in the Principal's Letter.

Students will be excused from any specific screening or all screening upon the receipt of the completed written request form signed by the student's parent/guardian.

Unless otherwise excused, students will, upon first enrolling in the district in Kindergarten or First (1st) grade, receive a **Vision** screening. This screening will not be conducted if the student presents proof of another vision examination for enrollment purposes, as required by law and regulation. In addition, unless otherwise excused, students will be screened again before the end of third (3rd) and fifth (5th) grade; at Pre-school screening and for special education programs and the three-year reevaluation program; new to the district without proof of screening from the previous school and as requested by the teacher or parent/guardian using methods approved by the Children's Vision Commission.

When a student fails the **vision** screening, a written referral will be sent to the parents/guardians with recommendation for medical follow up.

All students enrolling in Kindergarten or First (1st) grade for the first time will also show evidence of either being excused from having received a **comprehensive vision examination**, as defined by law and regulation, by a state licensed optometrist or physician.

Examination and excuse forms will be filed and maintained in the Individual Student Health File.

Parent/guardians will receive a list of sources to which children who need **vision examination**, either as an enrollment requirement or as a result of school screening, may be referred for treatment on a free or reduced cost basis. This list will be one officially sanctioned and compiled by DESE and provided to the school.

Unless otherwise excused, **hearing** screening is conducted annually for students, minimally, in grades K, 1, 2 and 3; students who are being screened for special education programs and the three-year reevaluation program; new to the district without proof of screening from the previous school and as requested by the teacher or parent/guardian.

When a student fails the **hearing** screening, a written referral will be sent to the parents/guardians with recommendation for medical follow up.

Unless otherwise excused, **Dental** screening is conducted annually for students, minimally, in grades K, 1, 2 and 3; students who are being screened for special education programs and the three-year reevaluation program; new to the district without proof of screening from the previous school and as requested by the teacher or parent/guardian.

A written referral will be sent to the parents/guardians of students who are identified as having dental conditions warranting a recommendation for medical/dental follow up.

Unless otherwise excused, **Height and Weight** screening is conducted annually for students, minimally, in grades K, 1, 2 and 3; students who are being screened for special education programs and the three-year reevaluation program; new to the district without proof of screening from the previous school and as requested by the teacher or parent/guardian.

Body Mass Index (BMI) will be calculated for all school age students. Any findings above 95% require a **blood pressure** assessment.

A written referral will be sent to the parents/guardians with a recommendation for medical follow up for students failing to meet American Heart Association Age-adjusted Blood Pressure Guidelines.

OTHER HEALTH PROGRAMS

Unless the parent/guardian provides a written excuse, students participate in puberty education (4th grade girls, grades 5 and 6-all). Explanation and exemption forms are sent out via classroom distribution for each of the programs. The curriculum can be viewed by parents upon request.

The district will not allow a student to attend school until the District has satisfactory evidence on file that the student has been immunized, that the immunization process has begun and satisfactory progress is being accomplished or that the student is exempted from obtaining immunization in accordance with law.

A student is exempted from obtaining immunizations if the district has on file the completed forms necessary to prove that the student will not be immunized for religious or medical reasons. An exemption for medical reasons requires certification by a licensed doctor of medicine or doctor of osteopathy that either the immunization would seriously endanger the child's health or life or that the child has documentation of laboratory evidence of immunity to the disease. An exemption for religious reasons requires written certification from one (1) parent or guardian that immunization of the student violates his or her religious beliefs.

Homeless students who cannot provide proof of immunization will be immediately enrolled, and the district's homeless coordinator will work with the students to obtain the necessary immunizations as soon as possible.

The district will exclude from school all students who are not immunized or exempted as required by law. When immunization is in progress, failure to meet the next scheduled appointment constitutes noncompliance with the immunization law, and the student should be excluded from school immediately.

The district must report to the Department of Health and Senior Services the names of any parent or guardian who neglects or refuses to permit a nonexempt student to be immunized. The district will also report to the Children's Division (CD) of the Department of Social Services any instance of educational or medical neglect.

Missouri State Law section 167.191 RSMo 1986 makes it unlawful for any child to attend public school while afflicted with any CONTAGIOUS OR INFECTIOUS DISEASE. Any student suspected of having a communicable disease or condition shall be removed from school until condition has improved, the recommended exclusion period has passed or a physician determines them not to be communicable any longer. This includes, but is not limited to:

1. Skin rash or lesions suspicious for communicable disease (i.e. open weeping sores, suspected untreated impetigo, ringworm, chickenpox).
2. Head lice, viable head lice nits, scabies, body lice, or bed bugs.
3. Temperature above 100 degrees F. Students should not return to school until they have been fever free without antipyretics (Fever reducing medicines) for 24 hours.
4. Nausea, vomiting, diarrhea. Students should not return to school until they have been symptom-free for 24 hours.
5. Persistent coughing or sneezing.
6. Sudden or severe sore throat.
7. Inflammation of the eye.

Ref: MHD publication, Prevention and Control of Communicable Disease

HEALTH & MEDICATION POLICIES **(Immunizations, Sickness, Accidents)**

An annual health inventory, Student Health Form, is to be completed and signed by the parent/guardian and returned to the School Health Office within 30 days of the beginning of the school year. Decisions regarding some health interventions are based on the accuracy of the information provided, including the administration of over the counter medication. This information will be kept in the Health Office and may be released to emergency medical services.

****There is a Student Health Form in the back of this Student Handbook.**

Medication Procedure

Medication should be given at home if at all possible. However, if the physician's orders indicate it must be given during school hours the medication may be administered at school by complying with the following instructions:

Prescription and Over-the-Counter Medication

- Any student taking **prescription medicine at school** must have a **Medication Authorization Form on file** in the health office even if school personnel do not give the medicine. (See the insert of the student handbook for Medication Form.) All prescription medications shall be brought to the health office upon the student's arrival at school.
- All prescription medications must be in the most recent prescription.
- School personnel will give no prescription over 1 year old.

- **Over-the-counter** medications given at school must have written instructions as to how it is to be administered and a medication form on file.
- All medication at school will be in the **original container** with the name of the medication on it as well as the **student's name**.
- When appropriate, with the nurse's permission, the student may carry one day's dose with them; the medication(s) must be properly labeled in the original container and **medication form** must be on file.
- All prescription medication must belong to the student and have his/her name on the container and must be in the original container.
- **Students should not take any prescription medication that has not been prescribed for him/her.**
- **Students should not give any prescription medication to another student.**
- **Students should not take any medicine given to them by another student or individual.**
- Medications brought in baggies, sacks, tissues, or any other container other than the original containers will not be accepted at school. Most pharmacies will provide a second bottle for transporting medication to school, but the patient or a parent/guardian must ask for it.
- **All prescription/medication bottles will be returned home when medicine is finished.**
- Any over-the-counter medication not taken in 30 days will be returned home.

Emergency Medication

Parents should provide the district with emergency medication to be administered in the event of a severe allergic reaction if the child has known reactions. The emergency medication and physician's orders for the medication shall be kept in a secure location but easily accessible to qualified designated personnel. The school does keep a supply of epinephrine available for any student. Parents must write a letter or sign the medicine log in the handbook if they DO NOT want their child receiving epinephrine in an emergency situation.

Non-life Threatening Allergic Reaction Medication

Antihistamine elixir or tablet/capsule is kept in the Health Office for the treatment of unexpected, non-life threatening allergic reaction for which parents/guardian/responsible person has not sent a medication from home. Oral request for administration from the parents/guardian/responsible person must be obtained prior to such administration. The request for administration must be documented in the phone log and student file. A note to the parents/guardian/responsible person regarding the administration of the medication and a request for a signed statement for the administration must be sent, received and placed in the student file.

Self-Administration of Medication

A physician may recommend that an individual student with a chronic health condition, such as asthma or other potentially life-threatening respiratory illness, assume responsibility for his or her own medication as part of learning self-care. The student may self-administer medication by way of a metered-dose inhaler, provided that the following conditions have been met:

1. The parent/guardians/responsible person must provide written authorization for the self-administration of medication, a written medical history of the student's experience with the respiratory illness, and a plan of action for addressing any emergency situations that could reasonably be anticipated as a consequence of administering the medication and having the illness.

2. The parents/guardians/responsible person must provide written certification from the student's physician that the student has asthma or other potentially life-threatening respiratory illness, and that the student is capable of and has been instructed in the proper method of self-administering the medication and has been informed of the dangers of permitting others to use the student's medication.
3. The Board must inform the parents/guardian/responsible person in writing, that the district and its employees or agents shall incur no liability as a result of any injury arising from the self-administration by the student, absent any negligence by the district, its employees or agents: or as a result of providing all of the above-mentioned relevant information to the school nurse, absent any negligence by the district, its employees or agents, or in the absence of a school nurse, to the school administrator.
4. The parents/guardians/responsible person must sign a statement acknowledging that the district shall incur no liability as a result of any injury arising from the student's self-administration of medication, and that the parents/guardians/responsible person shall indemnify and hold harmless the district and its employees or agents against any claims arising out the student's self-administration of medication. Request for the student to self-administer medication for the asthma or other potentially life-threatening respiratory illness is effective for the school year in which it is granted, and is renewed for each subsequent school year upon meeting the conditions set forth above.
5. The parent/guardian of the student has the responsibility for informing school personnel of any change in the student's health or in the student's medication.

Documentation

Medication administration will be documented on the medication administration form signed by the parent/guardian/responsible person. Over the counter medications will be documented on the daily log sheet, including student name, reason for medication, time, dosage, amount and name of medication. Written notification will be provided to parents/guardian/responsible person regarding the administrator, date, time, dosage and amount of OTC medication that was administered.

You may request a medical form from the school nurse, if your child needs to take medicine at school.

The school district retains the right to reject requests for medication administration.

Immunizations

It is the policy of the Laclede County R-I School District that all students attending the district schools shall be immunized in accordance with the law.

Student Accident or Illness at School

Students who become ill or injured at school should report to the Health Office. First aid and basic care will be provided according to "Recommended Procedures for Emergency Care of Illness and Injuries", as published and distributed by the Missouri Dept. of Health in cooperation with the Dept. of Elementary and Secondary Education.

If a student is considered too ill to return to class, every attempt will be made to contact a parent or guardian to pick up the student. Students will be released to home or to the doctor with parent/guardian consent, only. All injuries, no matter how slight, are to be reported to the nurse or, in the nurse's absence, the school principal.

KINDERGARTEN

A full-day kindergarten is provided for children in the Laclede County R-1 School District.

To be eligible for kindergarten, a child must be five years of age by August 1.

The following are required for students enrolling in school:

- (1) Birth Certificate
- (2) Social Security Number
- (3) Up-to-date Immunization Records
- (4) Proof of Residency

LEAVING SCHOOL

Students are never permitted to leave school during the day by themselves.

Parents/guardians wishing to take a child from school during the day must make the request through the elementary office. A form will have to be signed before the student is released.

LIBRARY SERVICES

Students may check out books from the library. Books must be returned before a student will be allowed to check out any more books. Parents/guardians of students will be required to pay for lost or damaged books.

LOST AND FOUND

Lost items are placed on the hooks at the recess doors. Anything that can't be placed at the backdoor can be brought to the office.

Money in excess of that needed to pay a school bill should not be brought to school.

Coats, sweaters, gym clothes, caps, gloves, ball gloves, etc. should be marked plainly with the child's name so lost items can be easily returned to the owner.

MEALS PROGRAM

Money for meals is collected on any day of the week. Parents are encouraged to use the Parent Portal on our website to view lunch account status.

Payment is best made by check or online. The check or currency should be placed in an envelope and marked on the outside of the envelope as to where the money is to be applied – breakfast, lunch, milk, or to make other payments.

The breakfast price will be \$2.15, lunch price \$2.85 and milk price will be \$.50.

One carton of milk is served with breakfast and lunch. Milk, when **not** served with a meal, is \$.50 per carton and is **not** covered under the free lunch status. Students bringing lunches from home may buy milk to drink with their lunch. **NO SODA/POP IS ALLOWED.**

Students are encouraged to eat as much as they can from the meals provided by the school, but they are never required to eat everything on their trays

Parents/guardians may fill out an application for free or reduced meals online or you can pick up a paper copy at open house. These applications will also be sent out the first day of school and should be returned as soon as possible. These applications include information about MO HealthNet for Kids Program. New applications may be filled out if your financial situation or household size should change throughout the year.

NEEDS REQUIRING NOTES FROM PARENTS/GUARDIANS

Several occasions arise requiring notes from parents/guardians. Listed below are some, but are not limited to, conditions requiring notes.

1. A child must be excused for a short period (one or two days) from physical education because of illness. An extended excuse for nonparticipation in P.E. must come from a doctor.
2. A child must remain inside from a recess because of illness.
3. A child should have extra restroom privileges because of physical problems.
4. A child needs medication administered by the nurse.
5. Change of telephone number, address, place of employment, babysitter, etc.
6. Change of information on Emergency Health Form.
7. To keep a student at school to be picked up by parents/guardians and not ride a bus home.
8. If a student is to ride a bus that is not his/her assigned bus.
9. To explain absences.
10. If a student is to be allowed to walk home.

NOTICE OF NONDISCRIMINATION

The Laclede County R-1 School District does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, disability, age or any other characteristic protected by law in its program, activities or in employment.

The district will identify, evaluate and provide a free appropriate education to all students with disabilities in accordance with law. Anyone who knows or believes that a student may have a disability, regardless of whether the student is currently enrolled in the Laclede County R-1 School District, is encouraged to contact the district's compliance officer listed below.

Boy Scouts of America Equal Access Act

As required by law, the district will provide equal access to district facilities and related benefits and services and will not discriminate against any group affiliated with the Boy Scouts of

America, the Girl Scouts of the United States of America, or any other youth group designated in applicable federal law.

All persons with disabilities requiring accommodations to participate in district programs, activities or employment are encouraged to contact the compliance officer listed below.

The following compliance officer has been designated to address inquiries, questions and grievances regarding the district's nondiscrimination policies:

Matt Searson
209 S. Shiloh, Conway, MO 65632
(417) 589-2941

In the event that the compliance officer is unavailable or is the subject of a grievance that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Marlena Barker
209 S. Shiloh Avenue, Conway, MO 65632
(417) 589-2171

Inquiries may also be made to the U.S. Department of Education's Office for Civil Rights, the U.S. Equal Employment Opportunity Commission, the Missouri Commission on Human Rights, or the U.S. Department of Justice if applicable.

Office for Civil Rights
U.S. Department of Education
8930 Ward Parkway, Suit 2037
Kansas City, MO 64114-3302
1-816-268-0550 TDD: 1-877-521-2172
E-mail: OCR.KansasCity@ed.gov

Equal Employment Opportunity Commission
Robert A. Young Federal Building
1222 Spruce St., Rm. 8.100
St. Louis, MO 63103

OR:

Gateway Tower II
4th & State Ave., 9th Floor
Kansas City, KS 66101
1-800-669-4000 TTY: 1-800-669-6820

U.S. Department of Justice
Civil Rights Division
950 Pennsylvania Avenue, NW

Disability Rights Section – NYAV

Washington, DC 20530
1-800-514-0301 TTY: 1-800-514-0383

Missouri Commission on Human Rights
P.O. Box 1129
Jefferson City, MO 65102-1129
mchr@dolir.mo.gov

OR:

111 N. 7th Street, Suite 903
St. Louis, MO 63101
mchr@dolir.mo.gov

Note: The reader is encouraged to review policies and/or procedures for related information in this administrative area.

Implemented: May 2008
Laclede County R-1 School District, Conway, MO 6563

Missouri school districts are responsible for meeting the educational needs of an increasingly diverse student population by providing a wide range of resources and support to ensure that all students have the opportunity to succeed and be college prepared and career ready. Our school district has programs designed to help meet the unique educational needs of children working to learn the English language, students who are advanced learners, students with disabilities, homeless students, the children of migrant workers, and neglected or delinquent students. For more information, contact Rebecca Strubbe at 417-589-2941.

PARENT CONFERENCES

Parents/guardians may make appointments for conferences with the teachers, counselors, or the principal by calling the elementary office at (417) 589-2171.

PARENT PORTAL AGREEMENT

The Laclede County R-1 School District encourages all families with access to the internet to request a user ID and password to access Parent Portal. This online information system enables our students' families to regularly monitor student attendance, grade book summary, report card grades, discipline, and lunch account activity. A Parent Portal request form may be obtained during Open House or by contacting the school office. Please return the completed form to the school office.

PLAYGROUND RULES AND REGULATIONS

1. Walk up and down the ramp
2. No personal items should be taken outside, i.e. cell phones, purses, toys, etc.

3. Line up immediately when the teacher blows the whistle. Students will be released to walk into the school with their class once they're silent. They shall remain silent and holding all equipment until they reach their classroom. All hats are to be removed before entering the building.
4. Students will *sit* on their bottoms, face front, with legs flat when sliding. Rocks must stay off of the slide.
5. Students will swing in a safe manner by sitting in the swing correctly. Swinging should only go back and forth without jumping from the swings.
6. Basketballs can be played with, on the playground, using only our hands.
7. KEEP YOUR HANDS TO YOURSELF.
8. Take care of all playground equipment.

PROHIBITED ITEMS

At no time are students to bring unrequested items to school. These include knives, matches, rubber bands, water pistols, toys, games or any other item that may be broken, stolen, or lost. There is also no reason for the students to have baseball cards at school. Tobacco in any form shall not be brought to school. Skateboards will not be allowed on the bus or school premises. Some items may be confiscated and parents/guardians will be asked to pick them up. Students are discouraged from bringing cell phones to school. If they are brought to school they must be turned OFF and remain in their backpack. Cell phones seen, used to make a call, or used for texting will be confiscated and discipline procedures will be followed.

Parents/guardians should never allow a glass jar or bottle to be brought to school. These are very dangerous and are often broken before or after they reach a classroom.

Teachers may request at times that students bring items that may be on the list already stated without that teacher's written request.

PROTECTION OF PUPIL RIGHTS AMENDMENT (PPRA)

PPRA Affords parents of elementary and secondary students certain rights regarding the conduct of surveys, collection and use of information for marketing purposes, and certain physical exams. More information is available upon request in the elementary office.

READING PROGRAM

Ezard Elementary Literacy Initiatives & Efforts

At Ezard Elementary, we recognize early reading skills are strong predictors of lifelong academic success for our students. Our teachers dedicate significant instructional time to supporting students in developing literacy skills. We have numerous school and district level supports in place, including

- High-quality evidence based curriculum for all students
- High-quality classroom teachers
- Regular assessments of each child's reading progress
- A comprehensive multi-tiered system of support process that includes a multi-tiered system of supports for students

In order to meet the requirements of SB 681(2022) and Missouri's Dyslexia Screening Requirements, Ezard Elementary will:

- Communicate regularly with parents/guardians of students who are reading below grade level
- Inform parents of reading supports provided to their child at school
- Increase systems of supports for students
- Develop a Reading Success Plan (RSP) for students needing support

We are honored to have the privilege to work with families to build the skills of our students as independent readers across the curriculum. As a commitment to students' success, we screen all students, K-5, with NWEA: MAP Reading Fluency three times a year. All students identified as At Risk will be placed on an Individualized Reading Success Plan (RSP).

Students will receive a Reading Success Plan according to the guidelines listed below:

Kindergarten

- Students require an RSP if identified as At Risk in either of the following:
 - Phonemic awareness
 - At risk for dyslexia or has an official diagnosis of dyslexia

Grade 1

- Students require an RSP if identified as At Risk in any of the following:
 - Phonemic awareness
 - At risk for dyslexia or has a formal diagnosis of dyslexia
 - One year or more below grade level Lexile score

Grade 2 and 3

- Students require an RSP if identified as At Risk in any of the following:
 - Phonemic awareness or phonics
 - At least two of the following essential skills: fluency, vocabulary, or comprehension
 - At risk for dyslexia or has an official diagnosis of dyslexia
 - One year or more below grade level Lexile score

Grade 4 and 5

- Students require an RSP if identified as At Risk in any of the following:
 - Any of the essential skills areas (phonemic awareness, phonics, fluency, vocabulary, or comprehension)
 - At risk for dyslexia or has an official diagnosis of dyslexia
 - One year or more below grade level Lexile score

Exiting a student from an RSP

SB 681 (2022) requires that an RSP remain in place until the student demonstrates grade-level reading competency. The RSP will be updated and revised based on progress monitoring until grade-level reading competency is achieved.

When can a student exit an RSP?

Section 167.645, RSMo, requires that an RSP initiated in grades K-3 remains in place until the student demonstrates grade-level reading competency. A student can exit an RSP when the student: • demonstrates proficiency in all appropriate foundational skills areas as indicated on state-approved assessment scores (and in some cases the student's overall body of evidence) for at least two consecutive reading assessments, and • maintains grade level competency in reading through Tier 1 instruction alone.

RELEASE OF STUDENTS

If a change of custody for the student occurs this must be immediately accompanied by legal proof of such change.

Students are not permitted to leave the school grounds by themselves at any time during the school day.

Parents requesting release of a child for dental or doctor appointments or for emergencies must make the request in the principal's office. For The safety of the child, Parents are required to come to the office and sign the child out.

The principal may release a child because of illness. This release must be to a parent or to authorized adults, if a parent is not available. Every effort will be made to contact a parent in all cases.

If someone other than a parent is to pick up a student, the office must be notified. If there is any change from the usual routine a child is to follow after school, a note should be sent to the office. If the school is not notified, the child will be sent home following his/her usual routine.

RETENTION POLICY

Retention of a student in any given grade is used only in special situations. It is used only after lengthy evaluation of the student's needs. Conferences are held with parents/guardians before the school year's end to inform them of any consideration given to retention.

SALE OF ARTICLES AT SCHOOL

Students will not be allowed to sell items at school unless there is permission and authorization from the administration.

SCHOOL PARTIES

Classroom parties are scheduled for Fall Parties and Valentine's Day. Individual classrooms may have their own parties for Christmas and Easter.

****Due to the risk of possible transmission of infectious disease, homemade food items may NOT be served to our students. Parents wishing to provide party treats are welcome to bring commercially prepared food items.****

Birthday parties, special treats, and/or surprise parties are discouraged in order to prevent disruption of other classes and daily activities. Vases of flowers and balloons are **NOT** allowed on school buses

Parents/guardians should check with their child's teacher regarding special events, parties, room mother assignments, etc.

SCHOOL PICTURES

Pictures are taken in color each fall. All children will have pictures taken, however, parents are not required to purchase pictures. A picture of each child is needed to use in the office for identification and permanent records. At times, pictures will be taken in the spring. There is no requirement to purchase spring pictures either. Oftentimes, group pictures are provided by the photography studio at no cost to the parents.

SPECIAL SERVICES

Grading/Mainstreaming - PL 94-142

In most cases handicapped students enrolled in the regular classroom will be graded by the same criteria as those non-handicapped students in the same class. Handicapped students may be appropriately placed in the regular classroom with modifications to be determined by the I.E.P. conference, the annual I.E.P. review or at a meeting called for the purpose of revising the I.E.P., when the need for modification has been evidenced.

Public Notice

All responsible public agencies are required to locate, evaluate, and identify children with disabilities who are under the jurisdiction of the agency, regardless of the severity of the disability, including children attending private schools, highly mobile children, such as migrant and homeless children, and children who are suspected of having a disability and in need of special education even though they are advancing from grade to grade. The Laclede County R-1 School assures that it will provide a free, appropriate public education (FAPE) to all eligible children with disabilities between the ages of 3 and 21 under its jurisdiction. Disabilities include autism, deaf/blindness, emotional disorders, hearing impairment and deafness, mental retardation, multiple disabilities, orthopedic impairment, other health impairments, specific learning disabilities, speech or language impairment, traumatic brain injury, visual impairment/blindness and young child with a developmental delay.

The Laclede County R-1 School assures that it will provide information and referral services necessary to assist the State in the implementation of early intervention services for infants and toddlers eligible for the Missouri First Steps program.

The Laclede County R-1 Schools assures that personally identifiable information collected, used, or maintained by the agency for the purposes of identification, evaluation, placement or provision of FAPE of children with disabilities may be inspected and/or reviewed by their parents/guardians. Parents/guardians may request amendment to the educational record if the parent/guardian believes the record is inaccurate, misleading, or violates the privacy or other rights of their child. Parents have the right to file complaints with the U.S. Department of Education or the Missouri Department of Elementary and Secondary Education concerning

alleged failures by the district to meet the requirements of the Family Education Rights and Privacy Act (FERPA).

The Laclede County R-1 School has developed a Local Compliance Plan for the implementation of State Regulations for the Individuals with Disabilities Education Act (IDEA). This plan contains the agency's policies and procedures regarding storage, disclosure to third parties, retention and destruction of personally identifiable information and the agency's assurances that services are provided in compliance with the General Education Provision Act (GEPA). This plan may be reviewed in the special services office of the Laclede County R-1 Schools during regular school business hours. This notice will be provided in native languages as appropriate.

STUDENT INFORMATION RELEASE

Directory information may be prepared for mass release (school directory, athletic programs, military recruiters, colleges, etc.) unless parents/guardians or eligible students indicate in writing to the office they do not wish the information to be published. The request not to disclose directory information must be made within two weeks of the beginning of the current school year.

Directory information consists of the following:

- Name of the student
- Telephone number, present address
- Name of the parent or guardian
- Sex, age, school and grade

SURROGATE PARENT PROGRAM

Pursuant to the requirements of state law 162.997-999 RSMo, the state Board of Education is required to appoint a surrogate parent at such time as it becomes evident that a child with a disability does not have a parent or a person acting as a parent to participate in matters dealing with the provision of special education. For purposes of surrogate parent appointment, "parent" is defined as a biological parent, a guardian, or a person acting as a parent of a child including, but not limited to, a grandparent, a step parent, or a foster parent with whom the child lives. The term does not include the State if the child is a ward of the State. The term does not include a person whose parental rights have been terminated.

The local school district is given the responsibility to determine when a child with a disability who requires special education and who resides in the District is without a parent. The District must notify the Missouri Department of Elementary and Secondary Education of the need to appoint a surrogate parent. Training for persons serving as surrogate parents will be provided by the Missouri Department of Elementary and Secondary Education and the District.

If you are interested in volunteering to serve as a surrogate parent, more information can be obtained from the District's surrogate parent contact person - the person responsible for the District's special education program.

TARDINESS

Promptness to class is very important. Students are to be in their seats and ready to work by 7:50 a.m. Thus, it is important that students arrive by 7:45 a.m. in order to be ready by 7:50 a.m.

If a student is tardy, it is necessary to report first to the elementary office to get a pass and then the student may go to class. By the fifth tardy, administration will notify the parent/guardian.

TEACHER QUALIFICATIONS

Professional teacher qualifications (Public Law 107-110) will be provided to students and/or parents upon request. Requests must be made in the Superintendent's office or Federal Programs Coordinator.

TEACHER/CLASS PLACEMENT

Ensuring every classroom is balanced by gender, academic ability and personality is vital to provide the best overall classroom learning environment for our students and teachers. This process will begin in May and will entail many hours of work by our teachers, counselor and administration. Parent feedback will also be an important part of this process. In the spring each year, we will give you an opportunity to tell us about your child so we can better decide placement. Please know that we will not be able to accommodate specific teacher requests. Trying to accommodate specific teacher requests hinders our ability to provide classroom balance. We are confident in the ability of our dedicated staff and faculty to provide the same quality learning experience for all students. Teachers in each grade level plan cooperatively to ensure similar instruction and assessments. It is our tentative goal that parents will be able to access their child's placement by mid-June.

TECHNOLOGY USER PRIVACY FOR DISTRICT

A user does not have a legal expectation of privacy in the user's electronic communications or other activities involving the district's technology resources including, but not limited to, voice mail, telecommunications, e-mail and access to the Internet or network drives. By using the district's network and technology resources, all users are consenting to having their electronic communications and all other use monitored by the district. A user ID with email access will only be provided to authorized users on condition that the user consents to interception of or access to all communications accessed, sent, received or stored using district technology.

Electronic communications, downloaded material and all data stored on the district's technology resources, including files deleted from a user's account, may be intercepted, accessed, monitored or searched by district administrators or their designees at any time in the regular course of business. Such access may include, but is not limited to, verifying that users are complying with district policies and rules and investigating potential misconduct. Any such search, access or interception shall comply with all applicable laws. Users are required to return district technology resources to the district upon demand including, but not limited to, mobile phones, laptops and tablets.

TESTING PROGRAM

A systematic program of testing is carried on during the school year. These tests include not only achievement and scholastic aptitude tests, but also a wide variety of individual tests when they are needed. Test scores are kept in each student's file, and may be reviewed by a parent/guardian upon request.

TITLE 1-SCHOOLWIDE PROGRAM PLAN

TITLE 1-SCHOOLWIDE PROGRAM PLAN

The Ezard Elementary Schoolwide Program plan was developed with the involvement of parents, other members of the community to be served, and individuals who will carry out the plan. *Section 1114 (b)(2)*

COORDINATION WITH OTHER FEDERAL, STATE, AND LOCAL PROGRAMS

Sections 1112(a)(1)(B), 1114(b)(5)

This plan has been developed, if appropriate and applicable, in coordination with other Federal, State, and local services, resources, and programs.

- The following programs are coordinated and integrated as part of the development of the Consolidated Federal Programs plan: Title II.A and Title IV.A

STRATEGIES TO ADDRESS SCHOOL NEEDS *Section 1114 (b)(7)(A)*

The following strategies will be implemented to address prioritized school needs:

- Supplemental Instruction
 - Math-Grades K, 1, 2, 3, 4, 5, 6
 - Reading- Grades K, 1, 2, 3, 4, 5, 6
 - English Language Arts- Grades K, 1, 2, 3, 4, 5, 6
 - Delivery of Title I-funded supplemental instruction services:
 - Preschool
 - Pull out/Resource Room
 - Instructional Personnel:
 - Supplemental Reading- Teachers
 - Supplemental English Language Arts- Teachers
 - Supplemental Math- Teachers
- Schoolwide Positive Behavior Support
- Response to Intervention

The strategies will:

- Provide opportunities for all children, including subgroups of students, to meet the challenging Missouri Learning Standards.
 - The school is aligning ELA and Math curricula and creating a scope and sequence of materials to provide consistency across classrooms, grade levels, and special programs departments. This alignment and curriculum mapping help identify

areas of needed support and fill the gaps to ensure students receive a Free and Appropriate Public Education. Common curriculum assessments and coursework help teachers strategically group students into intervention groups. Supplemental instruction provided by teachers is provided to students who do not show progress in their classroom groupings. Students access support services in the preschool and pull-out/resource settings, providing them with interventions specific to their needs. A schoolwide positive behavior support system is implemented across all settings, providing students with the structure and consistency necessary for learning.

- Use methods and instructional strategies that strengthen the academic program in the school.
 - Aligned curriculum and expectations provide staff and students with a common language across classrooms and grade levels. This leads to continuity and reliability of programming.

Activities that address the needs of those at risk of not meeting the Missouri Learning Standards will include:

- Address the needs of all children in the school, but particularly the needs of those at risk of not meeting the Missouri Learning Standards
 - The school will provide RTI interventions for all students identified as at risk
- Providing professional development and other activities for teachers, paraprofessionals, and other school personnel to improve instruction and the use of data
 - Delivery of professional development services
 - Professional development activities that address the prioritized needs include training for district assessments to ensure reliability and validity of results; training in addressing social and behavioral needs to provide a safe and effective learning environment; professional development in reading intervention programming; and professional development in the use of technology resources to engage students.
- Assisting preschool children in the transition from early childhood education programs to local elementary school programs
 - The school hosts a Kindergarten screening, open house, and orientation in the Spring for all incoming Kindergarten students and their families. This ensures that the transition into Kindergarten is as smooth as possible, with needs being identified and students being placed proactively into Kindergarten classrooms that fit their needs.

SCHOOLWIDE POOL FUNDING

Section 1114 (b)(7)(B)

Funds for this program will be consolidated with other state, local, and Federal programs. The following funds will be consolidated in the schoolwide pool:

- Title I.A
- State and Local Funds
- Title II.A
- Title IV.A

Parent Comments *Section 1116 (c)(5)*

The Title I.A Schoolwide Plan is Satisfactory to parents of participating students: Yes

TITLE 1 SCHOOL PARENT AND FAMILY INVOLVEMENT POLICY

The Title 1 program at Ezard Elementary is considered a Schoolwide program. This school parent and family engagement policy is developed jointly with, distributed to, and agreed on with parents of participating children, including parents of migrant and EL children. *Section 1116 (b)(1)*

The School, Parent, and Family Engagement policy is included in the student handbook, which is distributed to every student. Parents then sign a parent signature page agreeing with the parent and family engagement policy. The district also has the parent and family engagement policy accessible on the district website. A copy of the parent and family engagement policy is also sent home at the beginning of the year, along with the Title services informational folder, which is distributed to all students.

- Parents are notified of the policy in an understandable and unified format. *Section 1116 (b)(1)*
- The school parent and family engagement policy is provided in a language the parents can understand. *Section 1116 (b)(1)*

POLICY INVOLVEMENT

- At the beginning of the school year, the school convenes an annual meeting, at a convenient time, to which all parents of participating children are invited and encouraged to attend. *Section 1116 (c)(1)*
- The agenda reflects that the purpose of the meeting is
 - To inform parents of their school's participation in Title I.A
 - To explain the requirements of Title I.A
 - To explain the rights of the parents to be involved*Section 1116 (c)(1)*
- The school offers a flexible number of meetings. *Section 1116 (c)(2)*
- Title I.A funds will not be utilized to promote parent involvement in the following ways provided by the school: Transportation, child care, home visits. *Section 1116 (c)(2)*
- The school involves parents in an organized, ongoing, and timely way:
 - In the planning, review, and improvement of the Title I.A program and is applicable Schoolwide program plan in the school. *Section 1116 (c)(3)*

- All parents at Ezard Elementary are sent a Title I.A survey to complete in the Spring. The building will use the results from this survey to guide discussions at the Spring Title I meeting. All parents will be invited to participate in the annual planning meeting held in the Spring. This meeting will guide the improvements the school will make in implementing Title I.A programming for the upcoming school year.
- In the planning, review, and improvement of the school parent and family engagement policy. *Section 1116 (c)(3)*
 - All parents at Ezard Elementary are sent a Title I.A survey to complete in the Spring. The building will use the results from this survey to guide discussions at the Spring Title I meeting. All parents will be invited to participate in the annual planning meeting held in the Spring. This meeting will guide the development of the School, Parent, and Family Engagement Policy.
- The School provides parents of participating children
 - Timely information about the Title I.A programs. The school will provide information about Title I.A Programs in the handbook that will be provided to all students. All students will receive a Title IA packet at the beginning of the school year with Title I.A information included. Title I.A information will also be provided on the district's website. The school will provide an online parent library of information about Title IA programs as well as additional resources and learning activities to be implemented at home.
- A description and explanation of the curriculum in use at the school, the forms of academic assessments that are used to measure progress, and the achievement levels of the MAP assessment *Section 1116 (c)(4)(B)*
 - The school will provide information to participating students on MAP achievement, curriculum, and academic assessment during parent/teacher conferences. A written explanation along with a verbal explanation will be provided at that time. Parents will be allowed to provide feedback and make suggestions. The LEA will provide an online parent library of information that can be accessed for additional resources and learning activities to be implemented at home, thereby increasing reading and math success. Additional curriculum resources will also be available through the online parent library.
- The school will provide parents of participating children the opportunity, as appropriate, to participate in decisions relating to their children's education. 1116 (c)(4)(C)

- The school will provide parents of participating children with responses to their suggestions as soon as possible. Section 1116 (c)(4)(C)

SHARED RESPONSIBILITY FOR HIGH STUDENT ACHIEVEMENT

School-Parent Compact

The School-Parent Compact outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards. *Section 1116 (d)*

The School-Parent Compact will:

- Describe the ways in which all parents will be responsible for supporting their children's learning *Section 1116 (d)(1)*:
 - Parents will talk with their child/children about his/her school activities each day
 - Parents will encourage good study and homework habits by providing a quiet, conducive-to-learning space at home.
 - Parents will read with their child/children daily
 - Parents will participate in school events and activities
 - Parents will attend and be active participants in parent-teacher conferences
 - Parents will ensure their child/children attend school each day on time, prepared, and ready to work.
 - Parents will ensure their child is provided with a restful night's sleep
 - Parents will frequently review their student's achievement on TeacherEase
 - Parents will communicate with the teacher through email or phone call if there are any concerns, questions, or suggestions.
- Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment. *Section 1116 (d)(1)*:
 - The school will provide high-quality instruction aligned to the state's learning standards in a supportive and effective learning environment.
 - The school will hold parent-teacher conferences and collaborate with parents to address any questions, concerns, or suggestions in a timely manner.
 - The school will provide parents with frequent reports on their child's academic progress through progress reports, report cards, and assignment updates on Teacherease.
 - The school will provide parents of students participating in Tier II interventions (Reading or Math Intervention) with data on their student's progress in the program.
 - The school will provide parents with reasonable access to staff through email, telephone, scheduled meetings, or written correspondence.

- The school will provide parents with the opportunity to volunteer for Title I advisory boards.
- The school will provide parents with the opportunity to volunteer as chaperones for field trips throughout the year.
- The school will provide parents with an online library of resources accessible from the district website. This library will include topics on reading and math interventions and strategies, as well as helpful resources for social and emotional concerns.
- The School-Parent Compact will address the importance of communication between teachers and parents on an ongoing basis through:
 - Conducting parent-teacher conferences at least annually, during which the compact will be discussed
 - Issuing frequent reports to parents on their children's progress
 - Providing reasonable access to staff, opportunities to volunteer, and observation of classroom activities
 - Ensuring regular two-way, meaningful communication between family members and school staff, and, in a language that family members can understand. *Section 1116 (d)(2)(A) (B),(C),(D)*

BUILDING CAPACITY FOR INVOLVEMENT

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve academic achievement, the school

- Provides assistance to parents, as appropriate, in understanding the Missouri Learning Standards, the Missouri Assessment Program, local assessments, how to monitor a child's progress, and how to work with educators to improve the achievement of their children. *Section 1116 (e)(1)*
 - School administrators and teachers are available by appointment, phone call, or email, to provide information to parents about the Missouri Assessment Program, District Assessment Program, classroom assessments, and the Missouri Learning Standards. The school will provide a resource library that can be accessed on the school's website and will provide information to parents on strategies on how to work with educators to improve student success.
- Provides materials and training to help parents work with their children to improve achievement. *Section 1116 (e)(2)*
 - The school will provide parents with an online library of resources accessible from the district website. This library will include topics on reading and math interventions and strategies and helpful resources for social and emotional concerns.
 - The school will work to educate parents in areas they may have questions or concerns about. This education may come in the form of an informational meeting, a district provided inservice, or informational literature.

- Educates teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school. *Section 1116 (e)(3)*
 - Staff are provided with training on effective communication with parents. This includes the importance of frequent communication, appropriate boundaries, forms of communication, and de-escalation.

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, the school

- To the extent feasible and appropriate, coordinates and integrates parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conducts other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children. *Section 1116 (e)(4)*
 - When the school hosts Title I activity events, learning support events, or parent engagement events, the Title programs will coordinate with early childhood and parents as teacher representatives to include students in those programs in the activity/support/engagement events. All students in the district will have access to these activity/support/engagement events.
- Ensures that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, in a language the parents can understand. *Section 1116 (e)(5)*
- Provides reasonable support for parental involvement activities under this section as parents may request. *Section 1116 (e)(14)*

Optional Additional Assurances

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, the school:

- Arranges school meetings at a variety of times, or conducts in-home conferences between teachers or other educators, who work directly with participating children, with parents who are unable to attend conferences at school, in order to maximize parental involvement and participation. Adopts and implements model approaches to improving parental involvement. *Section 1116 (e)(10)*
- Establishes a districtwide parent advisory council to provide advice on all matters related to parental involvement in Title I programs. *Section 1116 (e)(12)*

ACCESSIBILITY

In carrying out the parent and family engagement requirements of the Title I program, the school, to the extent practicable,

- Provides opportunities for the informed participation of parents and family members, including:

- Parent and family members who have limited English proficiency
- Parent and family members with disabilities
- Parent and family members of migratory children
- Provides information and school reports in a format and, in a language parents understand. *Section 1116 (f)*

**Missouri Department of Elementary and Secondary Education
Every Student Succeeds Act of 2015 (ESSA)
COMPLAINT PROCEDURES**

This guide explains how to file a complaint about any of the programs that are administered by the Missouri Department of Elementary and Secondary Education (the Department) under the Every Student Succeeds Act of 2015 (ESSA) 2 .
NOTICE OF NONDISCRIMINATION

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1. What is a complaint?

For these purposes, a complaint is a written allegation that a local education agency (LEA) or the Missouri Department of Elementary and Secondary Education (the Department) has violated a federal statute or regulation that applies to a program under ESSA.

2. Who may file a complaint?

Any individual or organization may file a complaint.

3. How can a complaint be filed?

Complaints can be filed with the LEA or with the Department.

4. How will a complaint filed with the LEA be investigated?

Complaints filed with the LEA are to be investigated and attempted to be resolved according to the locally developed and adopted procedures.

5. What happens if a complaint is not resolved at the local level (LEA)?

A complaint not resolved at the local level may be appealed to the Department

6. How can a complaint be filed with the Department?

A complaint filed with the Department must be a written, signed statement that includes:

1. A statement that a requirement that applies to an ESSA program has been violated by the LEA or the Department, and
2. The facts on which the statement is based and the specific requirement allegedly violated.

7. How will a complaint filed with the Department be investigated?

The investigation and complaint resolution proceedings will be completed within a time limit of forty-five calendar days. That time limit can be extended by the agreement of all parties.

The following activities will occur in the investigation:

1. Record. A written record of the investigation will be kept.
2. Notification of LEA. The LEA will be notified of the complaint within five days of the complaint being filed.
3. Resolution at LEA. The LEA will then initiate its local complaint procedures in an effort to first resolve the complaint at the local level.
4. Report by LEA. Within thirty-five days of the complaint being filed, the LEA will submit a written summary of the LEA investigation and complaint resolution. This report is considered public record and may be made available to parents, teachers, and other members of the general public.
5. Verification. Within five days of receiving the written summary of a complaint resolution, the Department will verify the resolution of the complaint through an on-site visit, letter, or telephone call(s).
6. Appeal. The complainant or the LEA may appeal the decision of the Department to the U.S. Department of Education.

8. How are complaints related to equitable services to nonpublic school children handled differently?

In addition to the procedures listed in number 7 above, complaints related to equitable services will also be filed with the U.S. Department of Education, and they will receive all information related to the investigation and resolution of the complaint. Also, appeals to the United States Department of Education must be filed no longer than thirty days following the Department's resolution of the complaint (or its failure to resolve the complaint).

9. How will appeals to the Department be investigated?

The Department will initiate an investigation within ten days, which will be concluded within thirty days from the day of the appeal. This investigation may be continued beyond the thirty day limit at the discretion of the Department. At the conclusion of the investigation, the Department will communicate the decision and reasons for the decision to the complainant and the LEA. Recommendations and details of the decision are to be implemented within fifteen days of the decision being delivered to the LEA.

10. What happens if a complaint is not resolved at the state level (the Department)?

The complainant or the LEA may appeal the decision of the Department to the United States Department of Education.

The Laclede County R-1 School District does not discriminate on the basis of race, color, religion, national origin, ancestry, sex, disability, age or any other characteristic protected by law in its program, activities or in employment.

The district will identify, evaluate and provide a free appropriate education to all students with disabilities in accordance with law. Anyone who knows or believes that a student may have a disability, regardless of whether the student is currently enrolled in the Laclede County R-1 School District, is encouraged to contact the district's compliance officer listed below.

PARENT'S RIGHT TO KNOW

Our district is required to inform you of information that you, according to the Every Student Succeeds Act of 2015 (Public Law 114-95), have the right to know.

Upon your request, our district is required to provide to you in a timely manner, the following information:

- Whether your student's teacher has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether your student's teacher is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived.
- Whether your student's teacher is teaching in the field of discipline of the certification of the teacher.
- Whether your child is provided services by paraprofessionals and, if so, their qualifications.

In addition to the information that parents may request, a building receiving Title I.A funds must provide to each individual parent:

- Information on the level of achievement and academic growth of your student, if applicable and available, on each of the State academic assessments required under Title I.A.
- Timely notice that your student has been assigned, or has been taught for 4 or more consecutive weeks by, a teacher who has not met applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

TORNADO/STORM INSTRUCTIONS

A recorded alert message will be broadcast over the intercom.

Students should walk single file to their appointed safe room. Children must remain quiet in order to hear instructions.

In case of power failure, the teachers will receive instructions via radios and guide them to a safe location. Emergency bags with flashlights will be available to all teachers.

TRANSFERS

Students transferring from another school district should bring immunization records and grades at the time of withdrawal from the previous district to the counselor's office. Transfer students will not be enrolled until the counselor has determined that the student's immunizations are up-to-date and the student is not under disciplinary action at the school he/she is transferring from. If no such action is found, the student will be enrolled on a tentative basis until the school records of the transferring student are received. At that time, the counselor will inform the student if changes need to be made in scheduling or in grade placement.

Students transferring from the district must complete a withdrawal form. All school records will be sent to the receiving district upon receipt of a request from that district.

USE OF TELEPHONE

We will deliver all emergency telephone messages to teachers or students. We request that students and teachers not be asked to come to the telephone during class time. Use of telephone by students is limited to emergencies. No calls are allowed home because of forgotten books, assignments, musical instruments, physical education clothes, or to arrange plans for the evening with a friend, etc. The classroom teacher and/or the elementary principal must approve all outgoing telephone calls.

VISITORS

Parents, guardians, grandparents, and other school patrons are always welcome to come to school to visit, as well as eat lunch with a student by either calling before 9:00 a.m. that day or by making arrangements with the classroom teacher at least one day in advance.

Any visitation by a parent/guardian, grandparent, and other school patrons must be arranged with the classroom teacher. Upon entering the elementary school, please check in at the office to obtain a visitor's pass. Visitors are not allowed beyond the lobby without a visitor's pass.

Students should not bring visitors to school such as cousins, siblings, out-of-town friends, etc.

VOLUNTEERS

There are opportunities available for parents to be an active support to the school staff and their child. Contact the office if you would like more information, 417-589-2171.

WALKING HOME

Students are discouraged from walking home from school, instead of riding the bus, due to the heavy traffic and no sidewalks.

In the event that a parent/guardian wishes their child to walk, a written request must be presented to the elementary principal to be kept in our files.

WEAPONS IN SCHOOL

The possession or use of a weapon by any person, except where authorized by law, shall be prohibited in all school buildings, on or about school grounds, and at all school activities.

A weapon shall be defined as any instrument or device customarily used for attack or defense against an opponent, adversary or victim; or any instrument or device used to inflict physical injury or harm to another person.

Violators of this policy may be referred to the appropriate legal authorities. In addition, any student who violates this policy will be subject to suspension and/or expulsion from school.

WELLNESS – HEALTH

Wellness is very important in helping to provide a child with a good education. Therefore, we suggest that a student get to bed at an appropriate time, and eat good wholesome meals, as well as get adequate exercise. Baths, brushing of teeth, and clean clothes are essential to physical wellness and self-esteem.

Parents/guardians will be notified if a student is having problems staying awake in class, is complaining of being sick or hungry, etc.