

## **DISCIPLINE POLICY**

Redeemer School is dedicated to the training of children in a program of study, activity, and living that is Christ-centered. We believe that "all things should be done decently and in good order" and that our students should be taught to accept the responsibility of their actions. Discipline at Redeemer is firm, consistent, just and tempered with Christ's love. Our teachers maintain appropriate standards of behavior in the classroom through kindness, love and genuine regard for each student. If disciplinary action is warranted, including detention, it is firmly enforced and implemented, tempered by good judgment and understanding.

Redeemer students are expected at all times to act in an orderly and respectful manner, striving for the highest standards of courtesy, kindness, morality and honesty.

Gripping, grumbling, bad-mouthing and putting others down is behavior which is inconsistent with Christian principles and is therefore not tolerated at our school. If a student complains to a parent about classroom issues, school rules and/or discipline, the following steps must be followed to resolve the issue:

1. Give the teacher the benefit of the doubt; then
2. Contact the teacher to ascertain all the facts.
3. If necessary, set up a meeting with the teacher to resolve the issue.
4. If after meeting with the teacher the issue is not resolved to your satisfaction, contact the school administrator.
5. If after meeting with the teacher and school administrator the issue is still not resolved to your satisfaction, contact the School Board Chairperson. The School Board Chairperson will then set up a meeting with the parent, administrator, and teacher.

## **SUSPENSION AND EXPULSION**

Redeemer students are expected to refrain from aggressive behavior including threat of bodily harm, cheating, swearing, smoking, gambling, using alcohol or drugs or bringing them on campus. Suspension or expulsion will be administered according to a prescribed plan of action that begins with communication between the school administration and the parents.

Suspensions will not exceed five days and must always be cleared by a principal/parent conference before attendance may be resumed.

Only the School Board may expel a student and their decision is irrevocable.

The following behaviors by Redeemer School students will be dealt with appropriately by the classroom teacher. Should the classroom teacher find it necessary to involve the school administrator, the school administrator may suspend for the following behaviors:

- Swearing
- Gambling

The following behaviors by Redeemer School students **will** result in suspension and/or expulsion:

- Harassment - Harassment is considered to be words and/or actions directed toward an individual or group of individuals which intimidates, degrades and/or fails to respect another person's dignity. Harassment includes, but is not limited to, references made to a person or groups based upon a person's age, sex, race, religion or ethnic origin. Verbal comments, sexual name calling, gestures, jokes, slurs and spreading sexual rumors directed toward an individual or groups are also considered to be harassment. Sexual harassment is defined as unwelcomed sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature.

- Aggressive behavior, including threat of bodily harm (see policy on page 10)
  - Cheating
  - Smoking
  - Theft
- Bringing, using, or being under the influence of alcohol/drugs on campus or at any Redeemer School sponsored activity
  - Bringing and/or brandishing any knife, firearm, or other weapon on campus or at any Redeemer School sponsored activity

## **REDEEMER LUTHERAN SCHOOL POLICY GOVERNING PHYSICALLY AGGRESSIVE BEHAVIOR AND HARASSMENT AMONG STUDENTS**

*Discipline your children, and they will give you peace; they will bring delight to your soul.*  
Proverbs 29:17

*What do you think? If a man owns a hundred sheep, and one of them wanders away, will he not leave the ninety-nine on the hills and go to look for the one that wandered off? And if he finds it, I tell you the truth, he is happier about that one sheep than about the ninety-nine that did not wander off. In the same way your Father in heaven is not willing that any of these little ones should be lost.*

Matthew 18:12-14

The Board of Redeemer Lutheran School finds that physically aggressive conduct among students is inappropriate and disrespectful behavior toward others and is not in keeping with the mores, Biblical principles, philosophy and spiritual underpinnings of this school. It also distracts and burdens the faculty and staff who have to resolve these conflicts. This behavior adversely affects the learning opportunities and enjoyment of all.

The School Board hereby establishes this policy designed to address inappropriate physically aggressive conduct among students. Redeemer is a caring place. We are eager to work with parents and/or guardians to help children address and change the impulses and feelings that manifest as physically aggressive behavior. We appreciate that changing behavior may take time. The intent of this policy is to allow time for those good faith efforts to be made but which still sets clear limits on the amount of misbehavior that will be allowed.

Physically aggressive behavior toward others will not be tolerated at Redeemer. When faculty and/or staff witness this type of behavior (hitting, pushing, throwing objects, “hitting back,” “pushing back,” etc.) they are instructed to report the offending child to the Administrator.

The Administrator is instructed to adhere to the following process, unless the severity of the offense dictates otherwise.

### **First Offense:**

Conference with teacher and student; communication with parent(s); written documentation in Cum folder.

**Second Offense:**

The Administrator is to:

1. Remove the offending child from the daily routine,
2. Suspend the child for the remainder of that day (the student is responsible to complete all missed schoolwork),
3. Release the child immediately into the custody of a parent or guardian.

**Third Offense:**

The Administrator is to:

1. Remove the offending child from the daily routine,
2. Suspend the child for the remainder of that day and one additional day (the student is responsible to complete all missed schoolwork),
3. Release the child immediately into the custody of a parent or guardian.

The child is not to be allowed to return to school until a parent or guardian has met with the Administrator (and others, e.g., teacher, at the Administrator's discretion). The purpose of the meeting is to remind the parent or guardian of this policy and agree to a plan to address the inappropriate behavior. If no plan can be agreed upon the Administrator is to refuse to readmit the child to the school.

Assuming the parent or guardian and the Administrator agree to a plan which is then implemented:

**Fourth Offense:**

The Administrator is to:

1. Remove the offending child from the daily routine,
2. Suspend the child for the remainder of that day and three additional days (the student is responsible to complete all missed schoolwork),
3. Release the child immediately into the custody of a parent or guardian.

The Administrator is to discuss progress relative to the agreed to plan. The plan may be modified if appropriate. If the plan is not being followed the Administrator is to refuse to readmit the child to the school.

**Fifth Offense:**

The Administrator is to:

1. Remove the offending child from the daily routine,
2. Suspend the child for the remainder of that day and five additional days (the student is responsible to complete all missed schoolwork),
3. Release the child immediately into the custody of a parent or guardian.

The Administrator is to discuss progress relative to the agreed to plan. The plan may be modified if appropriate. If the plan is not being followed the Administrator is to refuse to readmit the child to the school.

**Sixth Offense:**

The Administrator is to remove the offending child from the daily routine and release the child immediately into the custody of a parent or guardian. The Administrator is to inform the parent or guardian that the child will not be readmitted to the school. Any tuition paid in advance will be refunded on a prorated basis as of the day the child stops attending school.