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STATEMENTS/EXPECTATIONS

Mission Statement

The mission of Campbell County Christian Academy is to partner with families in providing students a Christ-centered and academically challenging education equipping them with a biblical worldview as they grow in understandings, attitudes, skills, and in favor with God and man.

Educational Philosophy and Purpose

The heart of our philosophy at Campbell County Christian Academy is well reflected by 15th century Christian scholar Desiderius Erasmus, who stated that all studies, philosophy and rhetoric, and the end of all knowledge and eloquence are for this purpose: “that we would know Christ and honor Him”.

At Campbell County Christian Academy (also referred to as CCCA), we believe that this goal and our mission are accomplished best when parents, pastors, and teachers are speaking with one voice. Therefore, we have chosen a discipleship model in which CCCA is working alongside Christian families who are in agreement with our stated core doctrines, philosophies, and principles. Our intent is to communicate the truth, train the mind, and cultivate the heart in a Christ-honoring atmosphere.

We recognize that God has ordained parents as the agents responsible for the academic and spiritual nurturing of their children (Deuteronomy 6:4-7). At CCCA, we endeavor to assist parents with this goal by presenting a Christ-centered and biblical worldview which teaches children to love God with all their heart, mind, soul, and strength.

We believe in fostering an attitude among our faculty and staff and students that all they do should be done "heartily, as unto the Lord." Therefore, we require high quality standards of academics and conduct. This includes biblical discipline principles. Further, it applies to the academic, spiritual, physical, and social growth of each child.

We believe that God's character is revealed not only in His Word but also in every facet of the creation (Romans 1:19-20). Therefore, we teach that all knowledge is interrelated (integrated) and can instruct us about God himself. With this understanding, we ascribe to a methodology and philosophy of education that brings about the highest results of educational excellence.

It is our goal that every student of Campbell County Christian Academy would come to grasp how wide and long and high and deep is the love of Christ (Eph. 3:16-19). We firmly believe that in grasping this, they will be rooted and grounded in their faith and become warriors for Christ.

Statement of Faith

The statement of faith adopted by Campbell County Christian Academy and described below is limited to primary Christian doctrine which is considered to be central to all Christian denominations and which sets Christianity apart from all faiths. The following statement of faith is taken directly from the Campbell County Christian Academy bylaws:

We believe in God, the Father Almighty, Maker of heaven and earth; and in Jesus Christ His only Son, our Lord. Jesus Christ was conceived by the Holy Spirit, and was born of a virgin, Mary. He suffered under Pontius Pilate, was crucified, died, and was buried. On the third day He rose again from the dead. He ascended into Heaven,

where He sits at the right hand of God the Father Almighty. From Heaven He shall come to earth again to judge the living and the dead. We believe in the Holy Spirit, one holy Christian church, the communion of all true saints, the forgiveness of sins, the resurrection of the body, and the gift of everlasting life. ~ The Apostles Creed

On God

We believe that there is one God, eternally existent in three Persons: Father, Son, and Holy Spirit. He is omnipotent, omnipresent, and omniscient. He is the Creator, Sustainer, and Governor of everything that has been made. (Genesis 1:1; Exodus 20:2-3; Isaiah 43:1, 7, 21; Revelation 4:11, 5:9-10)

On Jesus Christ

We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. (Luke 1:34-35; John 1:1,14; 3:16-18; 5:17- 30, 36-47; Acts 1:9-11; 2:22-36)

On the Holy Spirit

We believe in the indwelling of the Holy Spirit in those who have received Jesus Christ as Lord and Savior. He bears witness with our Spirit that we are children of God and joint heirs with Christ. He helps our weaknesses and makes intercession for us. (Romans 8:9-11, 16-17, 26)

On the Holy Scriptures

We believe the Bible to be the inspired, the only infallible, authoritative Word of God, and as such it is the final authoritative rule for faith, life, and standards of education. (Psalm 119:160; John 16:13; 2 Timothy 3:14-17)

On Salvation

We believe that, because of Adam's sin all mankind is in rebellion against God. For the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely necessary. Salvation is by grace through faith alone, and faith without works is dead. (Romans 5:8, 12-21; 8:1-11; 2 Corinthians 5:9-10; Ephesians 2:8-9; James 2:18-26)

On the Resurrection

We believe that Jesus Christ rose from the dead after three days. We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life, and those who are lost to the resurrection of damnation. (Matthew 28:1-10; Mark 16:1-20; Luke 24:1-12; John 20:1-31; Revelation 20:11-15)

On the Church

We believe in the spiritual unity of all believers in our Lord Jesus Christ. (Acts 2:42-47)

On Man

We believe the chief end of man is to glorify God and enjoy Him forever. (1 Corinthians 6:20; Revelation 22:3-5)

Care Values Statements

Our school system's values can be described by the acronym CARE:

Christ-Centered – We will be Christ-centered in all that we are and in all that we do. We seek to build a Christian school where students can be introduced to the supremacy of Christ in all matters. We will seek to establish all aspects of life and learning on the Word of God, leading to a firm commitment to Christ and His Kingdom. Our faculty and staff will seek to integrate Christian faith in all learning and doing, based on the supposition that all truth is God's truth with no contradiction between Holy Scripture and that which is revealed through creation.

Accessible and Affordable – Being Christ-centered, we follow Jesus' example of making Himself available to all that would come to Him. He did not set Himself aside for the most privileged or most affluent but rather was welcoming to all that wanted to hear. Therefore, our goal is to provide an opportunity for Christian education for as many students and families as possible.

Relationally Focused on Christ, Faculty, Fellow Students, the World – Our desire is for each student to know Christ personally by faith. Additionally, hearing His command to love one another, we seek to create a culture focused on godly relationships where both our faculty and students visibly demonstrate their love and value for one another. Finally, we will commit to being a witness of Christ's love to the world in all our words and actions.

Equipping Students with Excellence – We believe that we are called to equip and develop students to possess a biblical worldview and a heart for Christ that they may grow in wisdom, stature, and favor with God and man. Therefore, we believe that a commitment to excellence must motivate all we do. This comes from a desire to do all things for God's glory. Thus, we dedicate ourselves to excellence in every area of our school. It is our desire that each student develop a lifelong love of learning impacting our world for the cause of Christ.

We hold to these values because we believe the following:

Supremacy of Jesus Christ

Jesus Christ is the beginning and end of all we think and do. We recognize Him as the Source, Center and Head of all. He has been given authority by God the Father to rule over all, and every knee will one day bow to His Lordship. Humanism places man at the center of all things and sees human nature as inherently good. Our view is that we exist for God's glory alone and that man is inherently sinful and in desperate need of the salvation offered by Jesus Christ through His atoning death. Each child is encouraged to enter by faith into a relationship with Jesus Christ and grow in his/her knowledge of and relationship with Him. This includes daily submission and surrender of the entire self to His authority and leadership, recognizing His sovereign right to rule pre-eminently over us. Students are taught to submit all areas of their lives to Jesus so they might experience the joy and fullness of a daily relationship with Him.

“He is the image of the invisible God, the firstborn over all creation. For by Him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by Him and for Him. He is before all things, and in Him all things hold together. And He is the head of the body, the church; He is the beginning and the firstborn from among the dead, so that in everything He might have the supremacy.”
Colossians 1:15-18

Authority of the Bible

The foundation for all we teach and do is the only inerrant, infallible, authoritative Word of God. We seek to build within each student a biblical worldview, taking our definition and standard of truth from the Bible as opposed to the post-modern philosophy that truth is relative and subjective to the individual. The Bible itself is a central subject in the academic curriculum. Further, biblical truths are integrated into the learning experience of all subjects. Students learn how to process information and draw conclusions in the context of biblical truth, leading to a life that glorifies God.

“All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the man of God may be thoroughly equipped for every good work.” 2 Timothy 3:16-17

Partnership with families

We believe that God has given parents the ultimate responsibility for the education of their children. We serve as an extension of the home, partnering with parents and serving families in the intellectual and spiritual discipleship of their children. We provide to families the highest quality of education known to us. We believe that God has created each child as unique and worthy of our utmost attention. Further to our partnership with families, we seek to bring God's light, grace, and truth to our broader community.

“These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.” Deuteronomy 6:6-7

Academic excellence

We seek to prepare the student to retain knowledge, think logically and analytically, communicate effectively, and succeed in living out God's calling on his/her life. Within that context, every teacher is passionate about his/her subject and has exceptional qualification to perform his/her role with excellence. High academic standards are maintained for each student, with the expectation that each can succeed. Every child is encouraged to maximize his/her learning potential and develop a lifelong love for learning.

“Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the word of truth.” 2 Timothy 2:15

Cultivation of Christ-like character

We believe that education is not just about training the mind with knowledge, but also training the heart. Students are taught to love God with all their heart, soul, mind, and strength, and to love their neighbors as themselves. As students grow in their relationship to God, they will glorify Him through their interactions with others. A student's relationships with fellow students, parents, and teachers will be Christ-centered and edifying. We recognize the role of the Holy Spirit in the development of Christ-like character in the student. Key virtues that are fostered include honesty, respect for authority and others, self-discipline, courage, compassion, service, responsible stewardship, perseverance, and good citizenship.

“For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, brotherly kindness; and to brotherly kindness, love. For if you possess these qualities in increasing measure, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.” 2 Peter 1:5-8

Position Statements

In addition to the statement of faith, Campbell County Christian Academy adheres and will teach some basic core values that are addressed in Scripture. They are:

- We interpret Scripture to teach Creation over evolution. Students are taught that God created the earth. We do not believe this contradicts scientific evidence; “In the beginning God created the heavens and the earth.” (Genesis 1:1) “For by Him all things were created, both in the heavens and on earth, visible and invisible, whether thrones or dominions or rules or authorities: all things have been created by Him and for Him.” (Colossians 1:16)
- We interpret Scripture to be Pro-Life. We teach a culture of life which would include the sanctity of life in the womb. “For Thou didst form my inward parts; Thou didst weave me in my mother’s womb. I will give thanks to Thee, for I am fearfully and wonderfully made; wonderful are Thy works.” (Psalms 139:13-14)
- We interpret Scripture to approve of sexual relationships only in a marriage between a male and a female. (Genesis 2:24, Leviticus 18:22; 1 Cor. 6:18-20; 7:2)
- We interpret Scripture to be in opposition of any teaching that instructs people to obtain special revelations, insights, or knowledge through the use of spirits,

séances, horoscopes, crystals, prisms or any metaphysical means. (Leviticus 19:26b, 31; Ephesians 5:11,12)

The great compassion and love of Christ calls to love and care every human being, no matter the background or experience. (John 3:16)

Biblical Translation

Curriculum will utilize the King James Version (KJV), but students are welcome to bring the NKJV, New American Standard (NASB), New Living translation (NLT), and English Standard Version (ESV) to utilize in the classroom.

Non-Discrimination

Campbell County Christian Academy admits students of any race, color, national and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admission policies, scholarship programs, financial assistance and loan programs, athletic programs, and other school administered programs and activities.

SCHOOL POLICIES

Policies and Procedures

Admissions

Choosing the best school for a child is an important decision. It requires a great deal of prayer and consideration, and it is something we take very seriously at Campbell County Christian Academy. All families interested in enrolling their student(s) at CCCA go through the same admissions process.

This process starts with an inquiry and potential tour of campus. Once an application is submitted, it is reviewed to see if the student is a good fit for CCCA, a pastoral reference is called, and an appointment is set for admissions assessment and new family interview. Prior to the appointment, academic records are requested and reviewed. The Head of Schools, Principals, School Counseling Department, EQUIP Program Director, and Admissions Team are all involved in making an informed admissions decision prior to enrollment. Once enrolled, administration is notified for planning purposes and the family begins receiving school-wide communication to prepare for the student's first day.

Student Records

Academic Records will be kept in the administrative offices and are the property of CCCA. Requests and/or copies of records may be made at any time during regular school hours, but the administration has up to five (5) business days to respond.

Health and Medication Policies

1. All students must have on file with the school office all medical reporting forms required by Tennessee state law. Families seeking exemption from state immunization requirements must complete and submit a notarized copy of the exemption documents for the state of Tennessee. Both of these forms may be obtained from your family doctor.
2. Parents must provide the school with Emergency Medical Information to be able to care for each student. This information must be completed through an electronic form on Family Portal prior to enrollment. This documentation includes emergency contacts and phone numbers, permission to treat, medical conditions, allergies and medication.
3. CCCA's medication policy requires a medication distribution form signed by a physician/nurse practitioner for ALL medications (this includes over the counter medications.) If your child has a medical condition such as asthma, allergies (requiring epi-pen), or diabetes, you will need to have your physician fill out an action plan. These are required for our staff to respond to emergencies. All forms can be picked up in the clinic or printed from the school website.
4. To avoid the spread of illness in our schools, students can NOT be at school if:
 - a. They have a temperature over 100.0 F. The student cannot return to school until he/she has gone a FULL 24 hours without a fever. (this is without the help of Tylenol or Ibuprofen).
 - b. They have vomited or had diarrhea any time in the last 24 hours.
 - c. They have started an antibiotic within the last 24 hours.
 - d. They have red eyes with thick or crusty drainage.

Emergency Procedures

Fire Drills - Monthly, the fire alarm will be sounded to signal a fire drill. Students are to proceed in a quiet, orderly manner to the places designated on the fire drill exit sheets posted in each room. Students are to remain quiet and follow instructions. All staff and students will stay in their designated areas until an office staff person instructs them to go to another location or return to the building. Fire extinguishers are located in specified areas around the school. State law requires that one fire drill be conducted per month with the execution of the evacuation timed.

Tornado Drills - An alarm will be sounded in the event of a possible tornado or severe storm conditions. Students will leave the room and proceed to the designated areas. They shall get down on their knees and face the wall with their heads in their hands. All staff and students will remain silent and await further instructions from administrative personnel.

Disaster Plan - A disaster is broadly defined, but can be described as, a “sudden and extraordinary misfortune, bringing destruction of life or property.” Many events could constitute a disaster. In the event of a disaster during normal school hours, implemented protocol will be adhered to.

Grievance Procedures

Principle of Love, Correction, and Good Communication:

The Scriptures have a definite pattern to follow in the area of solving interpersonal problems. If a problem arises between a parent and teacher, parent and administrator, or parent and parent, it needs to be dealt with quickly and prayerfully with love, patience, and forgiveness. Open communication and Christ-like relationships are two keys to developing a school that is positive, mature, and glorifying to God.

Appropriate Resolution Process:

1. Student (if mature enough) or Parent to Teacher/Staff member.
2. If unresolved, Principal.
3. If unresolved, Head of Schools.
4. If unresolved, Executive Director then to CCCA Board of Directors.

If a grievance remains with the CCCA Board of Directors:

1. Submit in writing via email to Executive Director of CCCA.
2. Based upon the merits of the grievance, the Board will determine meeting occurrence.
3. Parent/Patron is required to respond accordingly to the Board's decision.

Field Trips

Field trips pertinent to instructional objectives will be conducted during the year.

1. Classes may plan periodic field trips to correspond with classroom instructional objectives.
2. Parents may participate in these field trips by assisting and/or supervising the activities. However, parents who are chaperoning may not bring siblings or others.
3. Parents are not to dress more casually than the students and are encouraged to dress in a way which is both professional and supports a Christian testimony.
4. All behavior on field trips will reflect the school Code of Conduct. In addition, the discipline policy will be enforced. (see Code of Conduct and Discipline policies below)

5. Field trips must be approved by the principal. All overnight field trips must be approved by the Executive Director and the Board of Trustees.

Tuition and Fees

CCCA has pledged to pay salaries and other expenses in a timely manner and each student's parents or guardians agree to help facilitate this by paying all tuition and fees as described below:

1. The enrollment fee is due upon acceptance and completion of the enrollment process. This is an annual fee per student. This fee is non-refundable unless the applicant is denied.
2. Tuition payments may be made annually, semiannually, or in 10 monthly installments beginning August 1 or within 10 days of receipt of acceptance letter. Through the enrollment process, families have the opportunity to select the payment date that works best for their budget.
3. All fees are to be paid on the same schedule as the tuition.
4. In the event that payment is not received within 10 days of your scheduled payment date and no written arrangements have been made with the school, a \$25.00 late fee will be assessed to the account. This late fee will be collected first from the next payment received.
5. If fees are still not paid or arrangements not made within thirty days, the family will be contacted. The essential elements or agreements made at that time will be recorded and filed.
6. If after all the efforts noted above have been exercised and a period of over 60 days has elapsed, the school administration will inform the family(ies) concerned that the student(s) are subject to immediate expulsion for financial reasons.
7. Dismissal by the school, absence of the student, or withdrawal by the parent of the student, shall NOT diminish the obligation to pay the total and full amount of ALL tuition and fees due the school for the entire school year as set forth by the CCCA Board of Directors. Any "unused funds" (monies remaining as a result of a student discontinuing enrollment for any reason) will be calculated and acknowledged as a gift with a receipt to the donor.
8. In the event of crucial circumstances substantially affecting the ability of parents to meet payment obligation to the school or affecting the student's ability to attend the school, as determined by the board in its discretion, the board may adjust, waive, or otherwise alter the payment obligations.
9. No student shall be enrolled for the following school year if payments for the previous school year are not satisfied.

Fundraising

Campbell County Christian Academy makes every effort for fundraising to fall within the Advancement department. CCCA does not want to involve any added expenses/commitment to families through fundraising efforts. All fundraising will be approved by school administration. Anything additional to the suggested list should be approved by Principal/Head of Schools. Fundraising plans should revolve around public, school-wide events.

Information Technology Usage Policy

Note: Not all IT regulations apply to lower school students due to distribution plans

1. Information Technology Tools
The School provides students with access to various hardware, software, and other resources in order to retrieve and transmit information available from

various databases and information networks for educational purposes. As used in this policy, "Information Technology Tools" (sometimes referred to as "Tools") refers to School equipment, hardware, software, databases, information networks, e-mail systems, files, programs, documents, data, information, and e-mail messages. Information Technology Tools also include School hardware, software, documents, and databases stored on and accessed from personal devices.

2. Privacy and Limitations of Use

- a. All Information Technology Tools provided by the School will remain property of the School. All communications and information created by, transmitted by, received from, or stored using these Tools are also the property of the School. Any software, files, or data downloaded into the School's network, School workstations, or School-issued devices become the property of the School and may be intercepted, accessed, or disclosed by the School. Additionally, any School software, files, or data downloaded into a student's personal device remain property of the School and may be intercepted accessed or disclosed by the School. Any such software, files, or data may be used by students only in ways that are consistent with their licenses or copyrights.
- b. Students should have no expectation of personal privacy in any material stored, created, received, or transmitted using any of the School's Tools. The School, in its discretion as owner (or licensee) and provider of the Information Technology Tools, reserves and will exercise its authority to monitor, intercept, access, retrieve, disclose and delete any material stored, created, transmitted, or received using these Tools, for any reason and

without further notice to any student. This includes School material stored, created, transmitted, or received on personal devices.

- c. Students may encrypt e-mail, files, and programs only with the use of software approved by the CCCA IT Department. This software must provide for retention by the School of any key necessary to access encrypted messages or may otherwise limit the degree of protection provided by such encryption. Use of passwords, encryption, or other security measures does not in any way diminish the School's authority to access or disclose materials and will not create any privacy expectation for any student.

3. Code of Acceptable Use

- a. Each user of Information Technology Tools must comply with this Policy and the terms and conditions of use of any host providers or servers to which they are granted access, including, but not limited to, external databases and cloud computing resources. All computing facilities and Information Technology Tools, whether accessed through School-issued devices or personal devices, are to be used for educational purposes in accordance with applicable School Policies and Directives. Both law and School policy prohibit, in general, the misuse, theft, or other abuse of Information Technology Tools.
- b. The Information Technology Tools are to be used for business and education purposes. The School may monitor usage of its Tools to ensure appropriate use in accordance with the following rules:
- c. Confidentiality. No student shall transmit or post confidential information in any manner inconsistent with any applicable School Policies and Directives with respect to confidential information.
- d. Harassment. No student shall transmit or post any information which treats school employees, other students, or others in a manner that is abusive, insulting, obscene or otherwise inappropriate or unprofessional, including:
 - i. information that may be construed as harassment or disparagement of others based on race, ethnicity, color, national origin, religion, sex, sexual orientation, age, disability, or political beliefs;
 - ii. information that may be disruptive or harmful to morale;
 - iii. information that may be defamatory toward any person; and
 - iv. information which in any other way violates the School's standards of ethics and professional conduct.
- e. Purposeful Disruptive Use. No student shall use the School's Information Technology Tools or other facilities knowingly to disable or overload any computer system or network, or to circumvent any system intended to protect the privacy or security of another user.
- f. Viruses. No student shall use the School's Information Technology Tools or facilities to deliberately propagate any virus, worm, Trojan horse, trap-door or other destructive program code.
- g. Sexually Explicit Materials. No student shall use the School's Information Technology Tools or facilities to access, retrieve, store or transmit any sexually explicit, obscene or pornographic materials.
- h. Installing Software. No student shall install software or add wireless access points to the CCCA network unless they have received authorization from the CCCA IT Management. Students may not knowingly use Tools to distribute pirated software or data. Under no circumstances will the School allow installation or development of any new software that may violate the license or terms of use of existing School software.

- i. Uploading and Downloading Files. Confidential information of the School may never be posted on the Internet or forwarded to outside companies or individuals not authorized to receive such information. Students may not upload or download any software, data or other materials owned by or licensed to the School without explicit authorization from the manager responsible for the software, data or other materials. Any posting of any School-proprietary software, data or other materials must include appropriate copyright notices and legends to indicate the School's proprietary interest. Any materials uploaded or attached to electronic messages must comply with all applicable export laws.
 - j. Author Identification and Disclaimers. No students shall communicate under a false name or identity (e.g., to impersonate others). Every student using Information Technology Tools shall identify himself or herself accurately and completely (including one's School affiliation and function, where applicable). Students using Information Technology Tools shall not give the impression that they are representing, giving opinions, or otherwise making statements on behalf of the School or any subsidiary of the School unless explicitly authorized to do so by School Management.
 - k. Lawful Use Only. No student shall use Information Technology Tools to violate any applicable local, state, national, or international law or regulation.
 - l. The School reserves the right to limit or prohibit student internet access for specific students or groups of students. This may include blocking access to specific websites or downloads.
 - m. Any student who discovers misuse of Information Technology Tools should immediately contact their teacher, principal, or the CCCA IT Department. If a student is unsure of what constitutes acceptable use, s/he should contact his/her teacher for further guidance and clarification.
4. Security and Confidentiality Issues
- a. The School has installed a variety of security systems to assure the safety and security of the School's networks. It is a violation of this Policy for any student to attempt to disable, defeat, or circumvent any School security facility or system.
 - b. If a student loses any device, whether issued by the School or not, that contains School hardware, software, documents, or data, she/he must report the lost device to his/her teacher within 48 hours.
5. Use of Personal Devices
- Many students utilize their personal devices, such as mobile phones, tablets, and laptops for School business. The same policies and principles that apply to student conduct on School-issued devices also apply to student conduct while using personal devices for School business. Additionally, students who choose to use their personal devices should be aware of the following:
- a. CCCA has the ability to track the location of any personal device that syncs data with any CCCA server.
 - b. CCCA has the ability to view the applications installed on students' personal devices and may refuse access to School servers and databases on personal devices if such applications could compromise or adversely affect the Information Technology Tools.
 - c. Students are responsible for backing up their own personal data on their personal device.
 - d. A password will be required on all mobile devices.
 - e. All mobile devices must lock within 5 minutes of inactivity.

6. Violations

Violations of this Policy will result in appropriate disciplinary action in accordance with the School's general policies regarding student conduct, up to and including expulsion.

Visitor Policy

Parents are welcome on campus! For safety reasons and in compliance with TCA 49-2008, all parents and guests must report to the administrative office, sign in, and wear a tag identifying them as a guest while on the campus (closed campus regulations). All guests are subject to the same rules of conduct as students during their visit.

- Visitors (student-aged) are not permitted to attend classes with students, except when approved by administration for possible enrollment purposes.
- Non-students are not allowed to visit during school instruction/lunch hours. This includes former students, whether they are attending another school or being homeschooled.
- Special occasion deliveries, including sing-a-grams, are not allowed for students at any time during the year. There are no exceptions.
- Pastors and youth pastors are permitted to visit students during lunch.

To accommodate our families, the following exceptions are also recognized:

- Parents and grandparents are welcome to visit the school at any time during the school year and are more than welcome to have lunch with their children/grandchildren any day. The classroom teacher and principal should be given at least a one-day, advanced notice of a classroom visit. Classes may not be visited during semester exam and achievement test weeks, and preferably not during testing of any kind.
- Classrooms are not open to third party visitors. An administrative process is in place for observation requests conducted by education professionals, paraprofessionals, and teacher training candidates. Observation requests for these areas must be made directly to the program principal and processed administratively.
- Older siblings who wish to visit elementary student siblings during lunch may do so if accompanied by a parent.

Any exceptions to the policies stated above will rest solely at the discretion of the school administration. These exceptions must be pre-approved with administration at least 24 hours before the visit is to occur.

Volunteer Policy

Any person working directly with students will be required to have a background check completed. This also includes lunchroom and office volunteers.

Inclement Weather

1. The responsibility for getting students safely to and from school rests on parents and their designated representatives. Parents are therefore responsible for discerning if road conditions during inclement weather or other emergencies allow for safe travel.
2. In the event of inclement weather, even if school is officially open for classes, parents who do not believe road conditions in their area permit safe travel should

not attempt to get their children to school. They should keep their children at home and notify the school that they are doing so. This will be counted as an excused absence.

3. During times of inclement weather (or other school-closing emergencies), the school will notify parents through ParentAlert via text message regarding school-starting delays, early dismissals, and cancellations. Parents may also monitor local television stations and our social media channels for announcements about school-starting delays, early dismissals, and cancellations. All such announcements will also be posted on the website.

Classroom Holiday Celebrations

1. The school will emphasize the scriptural and spiritual elements of holidays such as Easter (the cross and resurrection) and Christmas (the incarnation of Christ), rather than secular elements (the Easter bunny and Santa).
2. Halloween will not be celebrated. Other holidays shall be observed consistent with the spiritual and academic philosophy of CCCA.
3. Interpretation and application of these holiday observance guidelines shall be the responsibility of the administration.

ACADEMIC POLICIES

Grading System

Kindergarten, Special Area classes and some classroom content areas will utilize the following grade scale:

E: Excellent

S: Satisfactory

N: Needs Improvement

In subjects that utilize the numeric grading system the following scale will be used:

A: 90 – 100

B: 80 – 89

C: 70-79

D: 65 - 69

F: Below 65

Grade Reporting

There are two 18-week semesters. Each semester is divided into two 9-week periods. Report cards will be available on the FACTS system at the end of each 9-week period.

Teachers shall communicate regularly with parents about each student's academic performance and work habits in the classroom. Teachers are required to notify parents before the end of the grading period if a student is in danger of receiving a failing or unsatisfactory grade for the grading term. Failure of the teacher to notify parents of an unsatisfactory grade will not, however, result in the alteration of the grade. Parents are responsible to attend the parent/teacher conferences to become informed of their child's progress.

Honors and Awards

At the end of each nine (9) weeks, students who achieve extraordinary success will be recognized in the following manner:

- Top Scholars List – Students who achieve all A's, E's, or S's in every subject
- Honor Roll – Students who achieve all A's, B's, E's, or S's in every subject
- Perfect Attendance - Students who have no absences and no more than two tardies per quarter

Curriculum

Curriculum will be determined by the Administration along with a team of faculty considering age appropriateness, standards of instruction, and biblical integration. Determination will be made in the interest of learning for all students.

Controversial Subjects and Secondary Doctrine

Classroom discussion of secondary doctrine (ex. future events, roles of women in the church, modes of baptism, etc.) must be on an informative, non-partisan level. Teachers must also be careful not to speak to the students in a manner that would cause offense. Presentation of all sides of an issue is encouraged, and the teacher should encourage students to follow up any questions they have with their parents and/or church leadership. The teacher is to remember that according to Scripture, he or she is serving as a role model of a mature Christian adult to the students. As such, teachers are never to enter into an adversarial debate with students on secondary doctrine within a classroom setting. Even though the teacher may hold strong personal convictions regarding the doctrine, in light of this policy, and sound teaching practices, they should encourage a gracious and scholarly attitude in the students.

If during the teaching of a class, a teacher sees that a controversial subject arises which will not help achieve the goals set for that class in the curriculum guide, then teacher will not use class time for the discussion of the topic. If a subject arises which the teacher has reason to believe is controversial and the discussion of that topic will help achieve the goals set out in the curriculum guide for that subject, then the teacher will do the following:

- Instruct the class of the responsibility of Christians to be charitable in debate.
- Instruct the class on the responsibility to honor the teaching they have received from their parents on the subject.
- As appropriate, direct the students' attention to informed sources on each side of the subject concerned.
- Refrain from pursuing tangents or other unplanned subject matter that will lead to a possible mishandling/ poor teaching of controversial subjects.

Retention

A student who fails two or more core academic subjects (math, science, English, history, bible) within the given year will be placed on an academic improvement plan and may be considered for retention at the end of that year. The decision for

retention will be made by school administration based on a number of factors, including but not limited to: academic achievement, student conduct, student age, and parent request. In the event that the student is promoted to the next grade level, he or she will be required to complete academic remediation during the summer as directed by school administration.

Academic Improvement Plan

An Academic Improvement Plan is intended to motivate our students toward doing their best academically. It also gives notice to the parents and student that a serious academic problem exists. This early notice will enable both school and home to work together toward improving the student's academic progress.

An Academic Improvement Plan will be implemented as follows:

1. If a student earns an F in a subject in any grading period, he/she will be placed on academic improvement plan.
2. A conference (phone or face to face) will be held with the parents, teacher(s), and student to develop a plan of action for improvement.
3. Student Services and teacher(s) will monitor the academic progress of each student during the subsequent grading period.
4. A student who improves to a C or better average in the subsequent grading period will be removed from the improvement plan.

Dismissal from School

1. If the administration, in its professional judgment, concludes that the needs of a student are not being met by the academic program at CCCA (determined after reviewing test scores, report cards, absences, and the student's progress), a conference will be held with the parents, classroom teacher(s), and the principal. At that time, it will be decided if it is in the best interest of the student to repeat a grade level, be retained on probation with an action plan, or be withdrawn from the school.
2. A student whose parent(s) demonstrates an uncooperative attitude with the school and/or a history of disagreement with the philosophy and the mission statement of the school culminating in an inability of the school to meet the student's needs may be dismissed from the school at the Executive Director's discretion and approval of the board.

Testing

CCCA shall administer a nationally standardized academic achievement test to all students in the grades determined by the principal.

STUDENT LIFE

Attendance

To provide the most effective instruction for your student, attendance in all classes is essential to the instruction process and absences of any kind will inhibit the teacher's ability to present the curriculum to all students in the most productive manner.

Parents play a key role with attendance and are asked to schedule off campus appointments (doctors, dentists, etc.) with this in mind. Students who miss class for any reason must take the initiative to communicate clearly with teachers and work with them to make up work missed in a timely fashion. Students with more than 5 unexcused absences per semester are subject to retention at the discretion of the administration.

Excused absences may include family emergencies, sickness or medical appointments, extreme weather conditions, school sponsored activities, and absences that have been pre-approved by administration. A physician's statement is required for an absence to be excused due to medical reasons.

Tardy

It is advantageous for students to arrive before 8:00 in order to go to their locker and have appropriate time to prepare for first period. Students that arrive late to school in the morning are considered tardy after the 8:00 bell. If a student arrives after 8:00, he or she should:

- Check in the main office to receive a note before going to class
- Submit excuse documentation to main office, receive slip
- Enter class as quietly as possible
- Make up any work the student has already missed

A student who arrives to school after the bell rings will be marked tardy. Once a student accumulates 5 tardies they will be converted to an absence. This conversion will take place at the end of each semester, and absences due to tardies will be considered along with any other absences toward the limit of 5 absences per semester.

Missed Work Policy

Missed work is defined as any classroom assignment missed due to sickness or any other excused absence. Students who miss instructional time due to an excused absence will be granted one day per day absent to complete missed assignments. The day(s) will begin once the student has returned to school. Students who miss an extended period of time will be handled on an individual basis between the instructor, administration and the family. Any work that has not been submitted to the instructor after this extension will receive a 10 - point grade deduction per day late, unless permissions are granted otherwise. It is the student's responsibility to seek out teachers for any work missed due to absence.

Late Work Policy

Late work is defined as any classroom assignment missing the instructor's deadline without prior written consent. A student's academic work that misses their instructor's deadline for any unexcused reason is considered late. Late work will receive a 10-point deduction per day the assignment is late. After 3 days the assignment will no longer be accepted and a zero will be assigned in the gradebook. Students are encouraged to communicate with their teachers on a regular basis.

STUDENT CONDUCT AND DISCIPLINE

Code of Conduct

The following are guidelines which establish a consistent code of conduct throughout all grades at Campbell County Christian Academy so students may exemplify Christ in their actions and attitudes. “Finally, brethren, whatever is true, whatever is right, whatever is pure, whatever is lovely, whatever is of good repute, if there is any excellence and if anything worthy of praise, let your mind dwell on these things.”
Philippians 4:8

Our relationship with God ... (Genesis 1:26; Exodus 20:7; Acts 2:42)

- We will speak of God in respectful ways.
- We will encourage a close relationship with God, other people and ourselves through Scripture reading, prayer, fellowship, sharing, etc.
- We will respect ourselves because God created us in His image.
- In all areas of instruction, proper respect and consideration of God’s character will be given. Specifically, class songs, skits, stories, and discussion that include references to the name and attributes of the Lord must be consistent with biblical principles.

Our relationship with those in authority ... (Exodus 20:12; Psalm 19:14; Galatians 5:22-26; Ephesians 6:5-7; Hebrews 13:17)

- We will be respectful in our speech and conduct.
- We will be obedient to those in authority over us.
- We will not condone disrespect displayed by others to those in authority.
- We will be quiet, teachable, and self-controlled within the classroom setting.

Our relationship to others ... (Exodus 20:15-17; Matthew 5:33-37; Luke 6:31; Colossians 4:5-6; Galatians 5:19-26; 2 Timothy 2:16)

- We will be respectful of each other and build each other up.
- We will address each other properly and not resort to name calling, swearing, or dirty language towards each other.
- We will respect each other’s property.
- We will encourage everyone to include others.
- We will respect each other’s person and remember “no touching except for helping.”
- We will learn to apologize and make restitution when we fail and to seek God’s strength to continue building a community of love and respect.
- We will be polite and humble when conversing with others.

Our relationship to school property and property belonging to someone else.

- We will respect school property. This includes furniture, books, equipment, and the building.
- We will respect the property of others, whether attending a field trip, athletic event, and/or other school-related function.
- We will report any damage done and volunteer to pay for damages if we are responsible.

- We will accept responsibility for the cleanliness of the school grounds and other grounds where we may be visitors.

Disciplinary Procedures

The purpose of this plan is to establish a clear and consistent hierarchy of punishment to enable the administration to deal promptly and fairly with students who violate school rules. It is also the purpose of this discipline plan to establish a safe and orderly school environment in which the rights of all students are protected and the efforts of the teachers to maintain order and teach students are supported. All students are expected to conduct themselves in a manner that reflects respect and consideration for the rights and property of others. The handbook and disciplinary policies are not fully encompassing; school administration will make determinations to the best of their ability. The hierarchy of punishments ranges from the less severe to the more severe, ultimately reaching the point where expulsion is recommended. It is the philosophy of the faculty and administration that although expulsion from school is a matter with serious implications for the student and his/her family, it is a step which circumstances necessarily dictate either because of the severe nature of the offense(s) committed or because of the habitual nature of the violations committed by the student. The guiding principle of this or any other good system of school and classroom management is that its purpose is not to punish, but to teach and encourage students to accept responsibility for their actions and decisions, and to regard the rights of others with as much reverence as their own.

School administration reserves the right to make adjustments as needed to the discipline policy and procedures.

Student may be placed on a behavior contract at any time throughout the year.

Students, faculty and staff are encouraged to communicate frequently. Conferences with the students, teachers, administrators, and parents will be held for students experiencing behavioral difficulties.

Before the administrative discipline plan will take effect, the student will be referred to an administrator. Student may be referred to the administrator for 3 classroom violations or severe infractions. Classroom infractions restart at the beginning of each nine weeks grading period.

- First referral to an administrator, the student may be given a warning, (1) day of Detention, ISS, OSS or expelled. Additionally, the parent is contacted either by way of a conference, email, or a phone call. If a conference is required, the administrator is to set it up with the parent.
- Upon the second referral to an administrator, the student may be given two (2) days ISS, OSS or expulsion. Additionally, the parent is contacted either by way of a conference, or a phone call. If a conference is required, the administrator should set it up with the parent. Parent in-person participation is required. Finally, students will be referred to the behavioral specialist for intervention planning.
- Upon the third referral to an administrator, the student may be given three (3) days ISS, or OSS, or recommended for expulsion (depending upon the severity/nature of the offense). A parent conference is also required with the school administration, and behavioral support team.
- Upon the fourth referral to an administrator, the student may be given four (4) days OSS or recommended for expulsion (again depending upon the

nature/severity of the offense). A parent conference is required with the administration of Campbell County Christian Academy. Failure to attend the conference will result in the student being placed on the fifth level of the Administrative Assertive Discipline Plan.

- Upon the fifth referral to an administrator, the student will be recommended for expulsion.
- Disciplinary plans written in a student's academic educational plan will take precedence over the normal Assertive Discipline Plan.
- Consequences of disciplinary actions that cannot be served at the end of a school year due to time constraints will be carried over to the beginning of the next year.

Specific Discipline Policies

Alcohol

Students will not possess, distribute, consume, or be under the influence of alcoholic beverages, in school buildings, school grounds, in school vehicles or buses, or at any school sponsored activity at any time, whether on or off school grounds. Students that violate this policy will be expelled.

Assault

Any assault and battery or vandalism which endangers life, health, or safety which is committed by a student on school will be expelled.

Bullying

Definition of Bullying - Bullying is an ongoing and deliberate misuse of power in relationships through repeated verbal, physical and/or social behavior that intends to cause physical, social and/or psychological harm. It can involve an individual or a group misusing their power, or perceived power, over one or more persons who feel unable to stop it from happening.

Bullying can happen in person or online, via various digital platforms and devices and it can be obvious or hidden. Bullying behavior is repeated, or has the potential to be repeated, over time.

Bullying of any form or for any reason can have immediate, medium, and long-term effects on those involved, including bystanders. Single incidents and conflict or fight between equals, whether in person or online, are not defined as bullying.

What bullying is not:

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression, harassment, or intimidation
- mutual arguments or disagreements

These actions can cause great distress. However, they do not fit the definition of bullying and they are not an example of bullying unless someone is deliberately and repeatedly doing them.

Disrespect

In cases of general disrespect, the consequence is up to ten days in-school suspension or out-of-school suspension. In cases of severe disrespect, overt refusal to

follow administrative directions, or in the threatening of an employee, students will be recommended for expulsion.

Drugs

Students shall not consume, use, possess, give, exchange, transfer or be under the influence of any narcotic drug, amphetamine, barbiturate, hallucinogenic drug, marijuana, or intoxicant of any kind. This also includes, but is not limited to, abuse of inhalants and prescription drugs. The above violations are subject to disciplinary action if they occur on school real property; at a school activity at any time whether on or off campus; or in a school vehicle. Students who possess any drug including any controlled substance, legend drug and/or drug paraphernalia shall be expelled. Abuse of prescribed drugs and/or over-the-counter drugs and/or look-alike drugs shall be considered in the same manner as illegally obtained substances. Students shall not attempt to market or distribute any substance, which is represented to be or is substantially similar in color, shape, size or markings to a controlled substance. Students under prescribed medications must identify themselves to appropriate school officials upon arrival at school and the prescribed medication shall be retained during the school day and administered by the principal's designee. All prescriptions shall bear the name of the medication, directions for administration and the name of the issuing pharmacy. When a principal or designee determines that a student is in violation of the above policy, and will be subject to expulsion.

Electronic Devices

Students shall not make any use of a cellular phone/beeper and/or pager on any school campus during the hours of the school day. Device should be powered off when entering the building until students are dismissed. This includes all forms of message modes currently available in electronic communication devices, i.e., voice communication, text messages, and transmission of visual images. All school handbooks should have rules and consequences applicable to this policy. Personal electronic devices such as CD players, Ipods or MP3 players, including devices with mobile wireless access or devices with video capabilities, may be stored in backpacks, purses or personal carry-alls. However, the use of the devices during school hours is strictly forbidden. Use or improper storage of the personal electronic device will result in confiscation of the device until such time as it may be released to the student's parents or guardian. A student in violation of this policy is subject to disciplinary action. (Policy 6.312). At Campbell County Christian Academy (or any facility under the supervision of school officials) any student who violates this policy shall receive the following discipline:

- First offense: Warning, Device confiscated for remainder of day (to be released to student only at end of day).
- Second offense: Office Referral, Device confiscated for remainder of the day (to be released to parent/legal guardian only at the end of the day).
- All subsequent offenses will result in additional office referrals, with device confiscated until parent pick-up.

Note: All components of cell phones (SIM cards, etc.) will be confiscated with the cell phone. The electronic device policy includes all forms of message modes currently available in electronic communication devices, (i.e., voice communication, text messages, and transmission of visual images). Use of cameras on personal communication devices is strictly prohibited during school hours. Failure to surrender

a phone or electronic communication device will result in a violation of the disrespect policy.

Fighting

Students that are involved in a fight, defined as an exchange of physical blows will be subject to:

- First Offense: Five days out of school suspension, placement on a behavior contract and referral to behavioral support team.
- Second Offense: Students that are involved in a second fight in a school year shall be expelled.

Public Display of Affection

No inappropriate display of affection between students is permissible. Students who violate this policy will be disciplined according to Assertive Discipline Plan.

Threatening of Harm

Students that communicate verbally or nonverbally including transmitting by an electronic device any communication containing a credible threat to cause bodily injury or death to another student or school employee will be expelled.

Tobacco Policy

Students shall not possess or use tobacco products (including e-cigarettes or vapors) at any school event or activity, nor while being transported by school or school system-provided vehicles. At each level of offense for possession or use of tobacco, matches, lighters, etc., these items will be confiscated permanently. Students who violate this policy shall receive the following discipline:

- First Offense: Three days out of school suspension and behavior contract for the remainder of the school year.
- Second Offense: Recommendation for expulsion.

Weapons

Students shall not possess, handle, transmit, attempt to use, or threaten to use any dangerous weapon in school buildings or on school grounds at any time, or in school vehicles and/or buses or off the school grounds at a school-sponsored activity, function or event. Dangerous weapons for the purposes of this policy shall include, but are not limited, to a firearm or anything manifestly designed, made, or adapted for the purpose of inflicting death or serious bodily injury, or anything that in the manner of its use or intended use is capable of causing death or serious bodily injury. Students are further forbidden to use any substance such as chemicals or any instruments such as pencils, scissors, razors, or compasses when they are used or attempted to be used in a manner which renders the item dangerous or with the intent to do harm. Upon information that a student is suspected of violating this policy, the principal of the school will be notified immediately. The principal will notify the student's parent/guardian, and the appropriate law enforcement officials as required by law. If, after appropriate inquiry and obtaining of the facts of the accusations, the student is found to be guilty, he/she will be recommended for expulsion.

Consequences

Behavior Contract (Probationary Status)

To ensure that students who have made mistakes seek to change behavior on a long-term basis, students may be placed under direct supervision of a member of administration. A behavior contract will be used to monitor the noted behavior change(s). A student found to have a pattern of inappropriate behavior will be given guidelines of expected behavior. A meeting with the administration and parents will review the terms of the contract. Parents, student, and principal must sign the guidelines of such a contract.

Suspension

Campbell County Christian Academy is committed to keeping students in the classroom learning environment as much as possible. However, if the administration determines that a student has engaged in behavior or activities which constitute a violation of community standards which warrant removal from the classroom, a suspension may result.

If a student is removed from school for a disciplinary reason, the suspended student is not permitted to be on school property or to participate in any school activity. Before a suspended student is permitted to return to school, the student and his/her parents must give assurance that the student is able to control his/her behavior and to follow the school's Standards of Conduct. The student will be put on behavior probation for the remainder of the school year and will be asked to reapply for the following school year.

Any student receiving a school suspension will automatically be suspended from all co-curricular activities for the length of the suspension. Club sponsors and coaches may also have a specific code of conduct for the students with which they work.

The school retains the right to amend, discontinue, or vary from these procedures without prior notice.

Expulsion

Expulsion is the most severe form of punishment to be exercised at Campbell County Christian Academy. It is recommended only after either all previous forms of discipline have been exercised and the problem(s) persist(s), or, when the offense is by its very nature one which even in a single act permits a situation which the school finds untenable or presents a threat to the safety of its staff or students.

Students who have been expelled from Campbell County Christian Academy may apply for readmission one calendar year after expulsion. Readmission will be determined based on clear evidence of change in the student's attitudes or patterns of behavior, along with normal admissions policies.

Search of Personal Property

Any individual(s) who is reported or under suspicion of possessing a firearm, illegal drugs, tobacco, vaporizer, or stolen property will be subjected to search. The search may include but not limited to person, personal property, locker, and/or automobile. The guardian will be notified of any student searched.

Dress Code

CCCA seeks to set a standard that promotes excellence in academics, Christian Character, and appearance. This is why we have a Student Dress Code based on biblical principles of modesty, neatness, and suitability. Our goal is to instill a desire to promote Jesus Christ and not ourselves in all we do. We feel that a school uniform helps in that regard in the following ways:

- School uniforms help create a team identity.
- School uniforms promote modesty and appropriateness.
- School uniforms help establish an atmosphere of order and respect for each other and for authority while minimizing distractions.
- School uniforms establish habits conducive to future success in life.
- School uniforms help us to avoid extreme fashions that draw negative personal attention.
- School uniforms take peer pressure and economic issues of style out of the classroom which may serve as a distraction.

We stand together as members of the Body of Christ, distinctly different from the world. Our hope is that our outward modesty and appropriateness provide an example that brings glory to God to those around us.

The administration reserves the right to determine the appropriateness of any clothing item, hair style, accessory, or color.

Grades Pre-K – 6

Girls

Shorts, Skorts, Skirts, or Pants

- Must be khaki or navy (approved school plaid is acceptable for skirts/skorts)
- Short, skort, skirt, and jumper length should not be shorter than 3 inches above the top of knee while standing.
- Modesty shorts or leggings must be worn with all skirts, skorts, jumpers, and dresses.

- Modesty shorts or leggings must be worn with all skirts, jumpers, and dresses.

Polos

- Must be solid colored

Jewelry, Hats, Belts, Bows, and Accessories

- Jewelry should be kept simple and non-distracting.
- Earrings are permitted for girls only.
- No other body piercing is acceptable.
- Black or brown belts are permissible.
- It must not have ornamentation such as studs, stones, etc., with no large or inappropriate buckles.
- No tattoos, even temporary.
- No hats, scarves, bandanas, sport-type headbands, sock caps, visors, or sunglasses are allowed during school hours.

Boys

Shorts or Pants

- Must be khaki or navy
- Length of shorts should not be shorter than 3 inches above the top of knee while standing
- No capris.

Polo Shirts

- Solid color polo shirts are the only shirts allowed
- T-shirt beneath the uniform shirt, if worn, must be white. Colored tees or tees with lettering or designs are not considered to be uniform standard.

Belts are not required but are encouraged. Solid colors are permissible. It must not have ornamentation such as studs, stones, etc., with no large or inappropriate buckles.

Jewelry, Hats, Belts, and Accessories

- No earrings are permitted.
- No body piercing is acceptable.
- No tattoos, even temporary.
- No hats, scarves, bandanas, sport-type headbands, sock caps, visors, or sunglasses are allowed during school hours.

Shoes for Boys and Girls

- All shoes must have closed toes and closed heels. Sandals, flip-flops, Crocs, and shoes with retractable skates are not permitted.

Casual/Spirit Wear Days

Casual Wear Days are typically scheduled on Fridays. Students are more than welcome to wear their regular school uniform. However, on Casual Wear Days, a more relaxed dress code is permitted as outlined below. Please remember to follow modesty guidelines during Casual Wear Days.

Jeans

- Must be made of denim fabric, constructed in jean fashion.
- May only be blue jeans – no other colors may be worn.
- Jean shorts are allowed. Shorts length should not be shorter than 3 inches above the top of knee while standing.
- Baggy, ripped, torn jeans, raw hem, or jeans with holes are not allowed.
- Jeggings are not allowed.
- Extremely low-rise jeans are not allowed.

Shirts

- T-shirts, sweatshirts, or other casual shirts may be worn. No inappropriate, suggestive, or political designs are permitted. No low-cut shirts or crop-tops are permitted.

Hair Styles

Hair for all students must be neat, clean, and well groomed. Only natural colors; no exotic hair color or hair bleaching is allowed for any student. For boys and young men, hair must not extend below the middle of the ear or the top of the collar and must be above the eyebrows. Extreme hairstyles are not allowed.

Additional Dress Code Comments

- All clothing and shoes must be in good condition – no tears, cuts, rips, etc.
- Clothing should be replaced when faded, worn out, or outgrown.
- Tight-fitting shirts or pants are not to be worn.
- Pants, shorts, skirts, skorts, etc., are not to be sagging below the hip.

Violation of Dress Code Policy

Dress code is monitored by all faculty and staff. Students will not be allowed to return to class until the violation is appropriately addressed.

Dress code violations will be addressed as follows:

- 1st offense - Student and Parent are notified by the school. Dress code violation is corrected.
- 2nd offense - Student and Parent are notified by the school. Dress code violation is corrected.
- 3rd or higher offense - Student and Parent are notified by the school. Dress code violation is corrected, and additional discipline will be given.

Student and Staff Relation Guidelines

To facilitate professional, friendly, and biblical relationships between staff members and students, the following guidelines shall be observed:

1. Staff members are to remember that they serve as professional, adult role-models before the students (Titus 2:7, 8). Relationships between staff members and students are to be friendly and courteous, not familial or intimate.
2. Staff members are to be careful that any physical contacts and verbal interchanges with each other and with students avoid even the appearance of impropriety (I Peter 2:12).
3. Flirtation, sexual innuendoes, casual disrespect toward authority, excessive familiarity, etc. are examples of the kind of unprofessional and inappropriate behavior that will not be tolerated. Necessary and cautionary measures required to limit these kinds of behaviors should be corporately and individually taken.
4. If it is necessary for a male staff member to spend time alone with a female student or staff member, it should be arranged that they are easily visible to the public (e.g. an open door, windowed room, etc.).
5. Staff members shall not travel alone in a car with one student.