



TRINITY LUTHERAN CHURCH & SCHOOL

Crown Point, Indiana

School Handbook 2023-24

School Theme:

Tread the Heights

“The Sovereign Lord is my strength;
he makes my feet like the feet of a deer,
he enables me to tread on the heights.

Habakkuk 3:19

Mission Statement:

A family growing together, learning God's Word,
serving our neighbor to witness Christ's love



Serving others through Christ,
together!

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Parent/Student Handbook

Trinity Lutheran Church welcomes you to our school in the name of Jesus Christ, our Savior.

Preface

It is the purpose of this handbook to acquaint you with the operation, program, and policies of Trinity Lutheran School. All who enroll agree automatically to the conditions set forth in this handbook. We ask that you read it carefully and help your children understand the significance of the information it contains.

Section 1 – Our Lutheran Identity

Trinity Lutheran School is a Christian school and teaches about Jesus. We expect everyone to love and respect Jesus. Trinity Lutheran School will not discriminate against any potential students based on race, color, and national and ethnic origin, and will follow the school's admissions policy.

The Christ-centered nature of Trinity Lutheran School serves as the primary purpose for our existence. Christian principles are displayed and integrated within instructional strategies at every opportunity. Stakeholders are expected to commit to upholding the Christian values that are taught in the school. Trinity Lutheran School is a Christian school, and we follow the Christian beliefs found in God's Word.

- ✦ We believe that God's Word is without error.
- ✦ We believe in the sanctity of life.
- ✦ We believe that marriage is between a man and a woman.
- ✦ We believe that children are blessings from God and created in His likeness.
- ✦ We believe that Jesus died, rose, and is preparing a place for us in heaven.
- ✦ We believe that Jesus is our friend.
- ✦ We believe God's Spirit is with us at all times, helping us love and learn about Jesus.

Family members may not, in any way, interfere with the Christian teaching at Trinity Lutheran School by promoting beliefs that are contrary to our Lutheran Church-Missouri Synod Christian beliefs. It is our hope and prayer for you as family members that you, too, model our Christian beliefs and apply those Christian teachings at home.

For additional information about the Christian, Bible-centered teachings of the Lutheran Church-Missouri Synod, please visit www.lcms.org or visit with one of Trinity's pastors.

Faith Statement of Trinity Lutheran Church & School

Who is the Lutheran Church—Missouri Synod?

Trinity Lutheran School, Crown Point, IN, is part of The Lutheran Church—Missouri Synod (LCMS). The LCMS is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

LCMS churches and schools voluntarily choose to belong to the Synod, and, although diverse in many ways, all hold to a shared confession of Jesus Christ as taught in Holy Scripture. We believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. Churches and schools of the LCMS, while upholding teachings and practices that are consistent with Scripture and the Lutheran Confessions, are self-governed and establish policies based on local circumstance and expediency.

Respect for All

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31) following the example of Jesus Christ. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of the Lutheran Church-Missouri Synod.

Sanctity of Life

We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).

Gender Identification

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). An individual’s sex or gender (male or female) means an individual’s immutable biological sex as objectively determined by genetics existing at conception.

The Lord teaches us in His Word that sexuality is a gift granted by God. Rejection of one’s biological sex is a rejection of the image of God within that person. Deviations from His perfect design, including homosexuality, gender dysphoria, etc., demonstrate the brokenness of our world and the importance of a biblically faithful Christian ministry.

At Trinity Lutheran School, we hold to the biblical teaching and acknowledge these behaviors, as well as all others contrary to God's Word, as sins. Students who struggle with the sin of homosexuality, for example, should feel safe and welcome at our school while simultaneously understanding that their lifestyle is contrary to God's Word. The student is encouraged to seek guidance and counseling from our staff and ministry partners regarding these issues. Publicly demonstrating or advocating a lifestyle contrary to God's design is not allowed at Trinity Lutheran School.

All instruction, intra, and extracurricular events are done in honor and praise of our Triune God. Trinity Lutheran Church and School distinguishes between male and female based on an individual's gender as indicated on their birth certificate. Employees, students, participants in events, and those using Trinity facilities, are to

- dress in conformance with one's biological sex
- use restrooms, locker rooms, and changing facilities conforming with one's biological sex
- participate in Trinity sponsored or hosted programs or activities that are clearly designated for their biological sex, unless the activity has been determined to be coed
- use pronouns which correspond to a person's biological sex
- keep from intentionally presenting their physical features or dress in a manner opposite their biological sex
- abstain from intimate sexual conduct outside the marriage of one man and one woman

Additionally,

- Formal change of name obtained through proper legal office with jurisdictional authority must be provided before a name change is recognized
- Expressions of behavior or speech by a student which are intended to flaunt his or her claim to change, question, or challenge his or her sexual identity orientation, or activity will not be permitted.
- Directions from a parent or guardian in conflict with these expectations will not be accepted or followed.

Homosexuality

Although we understand and support the Lutheran interpretation of the Biblical references to homosexual behavior – and will teach the same in our classrooms - we will not judge those students whose orientation may be homosexual and will not condone any teasing, taunting, or bullying over one's sexual orientation. Our anti-bullying policy applies equally to all students, regardless of their sexual orientation.

Displays of affection that evidence a homosexual nature are not allowed. Administrators and faculty members will exercise appropriate discretion in such matters, recognizing that not all manifestations of affection between students, whether of the same or opposite sex, are inappropriate.

Marriage

We believe that the term marriage has only one meaning: the uniting of one male and one female in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a male and a female who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a male and a female. We believe that any form of sexual immorality is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

The Holy Scriptures teach that God, in creating the world, gave marriage to be the lifelong union of one man and one woman (Gen. 2:24), a gift to be held in honor and kept pure (Heb. 13:4; 1Thess. 4:2-5). As a man and woman freely commit themselves to one another, God himself joins them as one. Marriage is far more than a social contract or a mere interpersonal bond. It is an act of God the Creator. So our Lord Jesus says in Matt. 19:4-6: "Haven't you read that at the beginning the Creator made them male and female and said, 'For this reason a man shall leave his father and his mother and be united to his wife and the two shall become one flesh'? So they are no longer two, but one flesh. Therefore what God has joined together, let no one separate."

Forgiveness through Christ

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

Scriptural Integrity

We believe that in order to preserve the function and integrity of Trinity Lutheran School as the local Body of Christ, and to provide a biblical role model to the members of Trinity Lutheran School and the community, it is Trinity's expectation that all persons employed by Trinity in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22).

Statement on Race

Trinity Lutheran Church and School teaches in accord with God's Word that God made mankind in His image and that all human beings share the same origin, suffer from the same fall into sin, and are offered full redemption in Jesus Christ. Strictly speaking, there is only one human race. Accordingly, we serve students and families of all ethnicities and colors without distinction. We seek to provide a learning environment in which all skin colors and ethnicities are respected.

We also acknowledge that despite Christianity's clear teaching that all people have the same inherent value and ultimate origin, differences in skin color have often led to injustice, bitter hatreds, prejudice, and divisions in the world and even among Christians. These sins and afflictions can be difficult to overcome, and God's Word calls to repentance anyone who manifests or perpetuates them. Although we are required to collect and report certain demographic data to the State, we strive not to import worldly politicization into the classrooms or into the hearts and minds of our students according to our Christian and educational mission and purpose.

We reject any religious doctrine, sociological theory, or educational practice that

- perpetuates negative stereotypes based on race/color
- tolerates abusive language based on race/color
- accuses people of being racist based on their race/color
- categorizes or segregates students according to race/color
- asks students to classify themselves or others according to race/color
- applies differing academic expectations or standards of behavior based on race/color
- expects or assumes solidarity or group loyalty among people of the same race/color
- treats individuals as representatives of their race/color

Expectations of Trinity's Community

Trinity is reflective of the respect for God's word and the Lutheran teachings of His Word. We will continue to adhere to the 6th Commandment and Martin Luther's explanation of it. This policy and the rules within it apply equally to all our students. Likewise, we expect and require that all our administrators, teachers, aides, and staff members adhere to the same policy and rules as they strive to live their lives as examples to those that they serve.

We will address God's Word and sound management principles to any faculty, staff, student, or parent who violates these teachings and policies. Persistent violations may lead to removal from the Trinity Lutheran Church and School family.

Section 2 – Admissions and Enrollment

Accreditation

Trinity is recognized as a fully accredited school by the State of Indiana. Trinity is also recognized as a fully accredited Lutheran school by the National Lutheran Schools Association (NLSA). Trinity is continuously working to improve those areas noted in our self-study as recommended by the Site Visit Team of the NLSA.

Non-Discrimination

Trinity Evangelical Lutheran Church's school admits students of any race, color, national and ethnic origin to all the rights, privileges, programs and activities generally accorded or made available to students of the school. It does not discriminate on the basis of race, color, national or ethnic origin in administration of educational policies, admission policies, and school-administered programs.

Admission Policy – Enrollment

Trinity Evangelical Lutheran Church's school strives to provide a Christian education for the children of Trinity's congregation and the communities of northwest Indiana. Children are enrolled on a first come first served basis, based on the following:

1. Priority Enrollment begins February 1st and is available to currently enrolled school children and their siblings, and Trinity Lutheran Church members.
2. Open Enrollment begins March 1st and continues until classrooms reach capacity, at which time a waiting list will begin.

Enrollment Decisions

The gaining of children from outside the church is a mission venture of the school and is viewed as a challenge to the congregation. The Day School Board reserves the right to make the final decisions relative to enrollment. Regardless of the class size limit, the children of "Divinely Called" workers will be accepted into the class.

Expectations for Students

When applicable, a new student should be in good standing at his/her previous school. A Trinity student is expected to use their God-given gifts to their full potential; show respect for God, others, self, and property; be faithful in school attendance; and be committed to their school.

Expectations for Families

Parents are expected to uphold the Partners in Ministry agreement (required for enrollment) and support the educational program at Trinity Lutheran School. Trinity's education is centered first on the clear and unapologetic truth of God's Word found in the Bible, and that truth is used as we teach the Indiana Academic Standards. Parents are invited and encouraged to participate in the life of the Trinity church and school family.

Enrollment Procedure

- Parents will submit
 - A complete **Student Application Form**, which includes a "Release of Records" enabling a request for a complete transcript of records (academic, health, testing, disciplinary, etc) from the most recent education provider.
 - A copy of the most recent report card, and a copy of the previous year's report card if transferring midyear.
 - When applicable, a copy of the child's most current IEP, academic evaluations, and/or behavioral evaluations.
 - A copy of the child's birth certificate as per the State of Indiana law. **Indiana Code §20-33-2-10(C):** *If the proof of a student's date of birth is not provided within 30 days of*

enrollment or appears to be inaccurate or fraudulent, the school shall notify the Indiana Clearinghouse for Information on Missing Children to determine if the child is reported missing.

- A copy of the child's current immunization record
- All 1st-8th grade students, whether new to Trinity or returning after a previous withdrawal student will be tested using a baseline academic assessment approved for that year.
- Trinity will request records from the previous school upon receipt of the Student Application Form. An enrollment decision cannot be made until the student's school records are received and reviewed by Trinity
- Once all forms, paperwork, and testing are completed then parents and student(s) will attend an interview with the principal, which will include a review of the Partners in Ministry agreement (required for enrollment).
 - Following this interview, the principal will meet with teaching staff to review received records and testing results to determine the viability of educating the student at Trinity.
 - If the enrollment decision is uncertain, the information will be taken to the Day School Board for final decision.
- If the child is accepted for admission, the family is expected to comply with the appropriate tuition policy requirements.
- The final step in completing the enrollment process is completing online registration in the school information system.

Trinity's Nine-Week Acceptance Policy

All new students to Trinity Lutheran School are subject to a nine-week acceptance period. During these nine weeks, Trinity will evaluate the viability of being able to educate the new student. A release from enrollment would be due to student conduct, a determination that the school is unable to meet the child's needs, or a parent breach of the Partners in Ministry agreement. (See Policy 2105)

Birth Certificate and Immunization Records

As a part of our registration requirements, parents must present a copy of their child's birth certificate and immunizations.

If the birth certificate is not in the school office within 30 days of the first day of school, the student will not be able to attend school until those documents have been submitted. As a state accredited school, we must adhere to the following state law:

Indiana Code §20-33-2-10(C): If the proof of a student's date of birth is not provided within 30 days of enrollment or appears to be inaccurate or fraudulent, the school shall notify the Indiana Clearinghouse for Information on Missing Children to determine if the child is reported missing.

If immunization records are not compliant by the first day of school, the student will not be able to attend school until such records have been made compliant.

Preschool students must have a current physical on file in order to begin the school year.

Entrance Age Requirement

The State of Indiana requires that a child must be five (5) years of age on or before August 1, in order to enroll in Kindergarten. Any waiver of the age requirement is based on the policy of the Public School district in which the child resides. (This is usually no more than one month.) A family having a child with an August birthday would need to contact the local public school to arrange for screening.

Tuition

The Day School Board is committed to the mission of Trinity Lutheran Church and School. After investigation and application of funds from the Indiana Parent Choice Scholarship funds and SGO funds, Trinity Lutheran Church also commits itself to assisting with tuition costs for each student.

Tuition Payment Procedure and Policies

1. Parents who transfer their children to another school prior to the close of the 1st Semester will be responsible for 65% of that year's tuition. Parents will be responsible for full tuition if the transfer occurs at any point in 2nd Semester.
2. Parents of students in K-8 are responsible for the full year's tuition if children are enrolled at any point during the 1st semester.
3. A twelve month tuition payment plan for the coming school year will begin in April, with the final tuition payment being made the following March. If a student enrolls after April, monthly tuition payments will be adjusted to be paid in full by March. All accounts paid in full by July 31 will receive a 5% discount.
4. Tuition is due by the 15th of the month. Late payments will be considered delinquent.
5. Parents are responsible for applicable charges from Trinity's bank if a NSF check is submitted.
6. Monthly Payment Instructions:
 - a. Make payments by check or money order payable to TRINITY LUTHERAN SCHOOL. **Do not send cash in the mail.**
 - b. Drop off payments in the Atrium mailbox, or mail your payments to:
Trinity Lutheran School, 250 S. Indiana Avenue, Crown Point, IN 46307
 - c. Payment may be made on Trinity's website: trinitycp.org/school.
 - d. ***A SPECIAL NOTE: If a scheduled payment cannot be made, it is the responsibility of a parent or guardian to contact the school office.***

Delinquent Accounts

Habitual delinquency of tuition and fee payments will result in families meeting with the Business Manager to discuss payment. If a family's account becomes 90 days delinquent, and either no alternative arrangements have been made or such arrangements have not been adhered to, families will receive official Day School Board notification that the ability to re-enroll for the following year will be forfeited unless payment in full is made immediately with the deadline clearly specified in writing.

After enrollment for the upcoming school year has been established, if the account is delinquent for the previous year as of June 30, the enrolled classroom position will be cancelled. Resolution of the delinquent account will place student(s) at the next available position of the classroom, which may include the waiting list.

Any family no longer with children enrolled at Trinity Lutheran School that still has delinquent accounts may be sent to a collections agent, at the discretion of the Business Manager and Day School Board. In the event that delinquent accounts are submitted to a collections agent for collection, the Business Manager will pursue reimbursement for any agent fees, postal fees, legal fees including court costs, or any administrative fees accrued due to the delinquent accounts.

Fees

Athletics - An athletic fee is charged to any student participating in extracurricular athletic activities. This fee is used to help offset the cost of uniforms, other related equipment, referees, etc.

Hot Lunch Program - Trinity is under the hot lunch satellite program of the Crown Point Community School Corporation. Hot lunches include a milk (or orange drink for the lactose intolerant.) Lunch orders are taken each morning and called in by 8:15am. Glass containers are not allowed on the school property. **Children are not to bring carbonated beverages to school.** Parents pay for lunches in advance online through the trinitycp.org website.

Milk Program - Milk is available for children bringing sack lunches. Glass containers are not allowed on the school property. **Children are not to bring carbonated beverages to school.** Parents pay for milks in advance online through the trinitycp.org website.

Extracurricular Music - Children who wish to participate in after-school music are assessed a fee to help cover the costs of music and equipment.

Financial Aid Policy

This policy applies to all students enrolled in Trinity Lutheran School from Kindergarten through 8th Grade. The policy will be administered by a committee consisting of the School Administrative Assistant, Church Administrator, the Congregational Treasurer, and one member each from the Day School and Finance Boards.

1. Students enrolled in Trinity Lutheran School for grades K-8 may apply for a scholarship to assist in tuition expenses.
2. Assistance inquiries are to be referred to the school administrative assistant.
3. All scholarship applications will be turned in to the administrative assistant, who will collect any other necessary forms and data to comply with Indiana Choice, SGO, and TLCS policies, and will maintain these records for audit as required by those same policies.
4. If a family qualifies for an Indiana Choice scholarship, the administrative assistant will make arrangements with the parent(s) to apply for it during the enrollment period set by the Indiana Department of Education.
5. Enrolled families who believe they will qualify for an Indiana Choice scholarship must apply for the scholarship by the last day of the current school year or pay private pay tuition until such time that they are approved for the scholarship. Upon scholarship approval any private pay tuition that has been paid will be credited to the students account for the family's portion of the scholarship or refunded back to the family if the scholarship is full.
6. If a family does not qualify for an Indiana Choice scholarship, they will be provided with an additional application for both an SGO and a TLCS scholarship (the latter of which seeks information on extenuating circumstances that cannot be used in evaluating Indiana Choice or SGO eligibility.)
7. SGO and TLCS scholarship applications will be presented to the Scholarship Committee.
8. The Scholarship Committee will meet as needed between April and September and once in January to review all SGO and TLCS scholarship applications and to grant awards.
9. SGO and TLCS scholarships may be awarded based on availability of scholarship dollars, financial need, and/or unique circumstances.
10. All families who qualify for the Indiana State Choice or SGO scholarship will be given an application and assistance in enrolling in the Free & Reduced Lunch program.
11. The identity of those in need of scholarship support will be kept confidential and will be limited to the Church Administrator, Treasurer, and School Administrative Assistant.
12. Following the awarding of Indiana Choice, SGO, or TLCS scholarships, the School Administrative Assistant will work out adjusted billing that reflects the reduced tuition that is due.

Health Forms – Medical Records – Immunization Requirements

A master questionnaire and health form must be filled out for each new student. The information is needed to complete the student's master record which is kept on file in the school office. Information concerning the student's immunizations, which is required by the State of Indiana, disease history, and physical growth pattern is kept on this record. Please help us keep our records up to date by informing us of additional immunizations in a timely manner.

- The school will maintain confidentiality of all student medical records. Records are kept under the supervision of the state of Indiana.
- Trinity Evangelical Lutheran Church's school maintains student medical records as required by the State of Indiana. These records are to be updated annually regarding the student's allergies, previous diseases, and immunizations.
- A physical is required before participation is allowed in any sports season. If this physical is completed independently of the school, a copy of the physical results is to be made available for the school files. Preschoolers also need to have a physical on file before beginning their school year.

Immunizations

Please see the school website - www.trinitycp.org - School Tab/Admissions/Admission Forms for the current set of immunization requirements.

Kindergarten

Trinity Lutheran School offers only a full day Kindergarten program. Our Kindergarten offers the full complement of the core subjects of Math and Language Arts, as well as Social Studies, Science, Health, Art, Computers, Library, Chapel, partner activities that include opportunities for cooperative learning, and field trips. Our Kindergarten suits the needs of those children who still enjoy working through an activity to completion and/or mastery. Our Kindergarten program explores all of the concepts to prepare our students for first grade.

Student Files

A current cumulative file will be kept for each child according to state law and regulation. These files are confidential and may not be removed from church property without proper authorization. Parents may request a copy of information in the student files. A written request must be submitted to the School Office and/or the Principal. Copies will be provided within 24 hours of the written request. Student files may be transferred to other schools only on written request of the parent.

Custody Notification

Unless a court order restricting contact by a parent is on file at the school, the school staff cannot be responsible for keeping a child from the parent.

Parent Commitment Covenant - "Partners in Ministry"

Parents are asked to complete and sign a Parent Commitment Covenant indicating willingness to become "Partners in Ministry" with Trinity Lutheran School. It sets forth the commitment of Trinity Lutheran Church, the role of parents, and the commitment of students, teachers, parents and the school, one to another as together we work for the good of each student. Parental commitments include regular church and communion attendance, stewardship, regular payment of fees and tuition, family Bible study, and a desire to make our school better as a blessing for years to come.

Section 3 – Administration

The following information defines the expectations and duties fulfilled by the administrative entities within Trinity Lutheran Day School.

Day School Board Members

The Day School Board members are volunteers who have been elected by Trinity Ev. Lutheran Church to provide leadership with issues related to planning and administering the total education program of Trinity Lutheran School. There is no advantage to being a member of the Day School Board.

Our Board members donate an incalculable amount of time away from their families in service to our school, but they still have family obligations and careers outside of their volunteered hours. The appropriate time and setting to address issues with the Board is at a scheduled meeting. Please respect our Board members' opportunities to enjoy their interests and family activities, as they afford the same to you.

In administering the total education program of the Day School on behalf of the congregation, the Day School Board's primary responsibilities are determining policies, managing a sound budget, selecting personnel, and providing support and counsel for Administrator and faculty. As a rule, the Day School Board focuses on the "what and why" regarding expectations, and seeks to provide the means, resources, and support the Administrator and faculty need to meet said expectations. The Board is strategic, whereas the Administrator is tactical.

Administrator (Principal)

In addition to being the School's spiritual leader, the Principal is responsible for the day-to-day operations of the School. The Principal holds authority to implement and enforce policies. The Principal develops and carries out plans to achieve education standards while staying true to the Trinity Lutheran Church & School mission statement. The Principal is accountable to the Day School Board, and reports to the Board regularly. The Principal also takes counsel from the Board as needed.

Teachers

Our Teachers carry the prime responsibility for achieving the School's Christian mission, purpose, and education objectives. Teachers work together to plan and pursue the School's mission and objectives. Teachers are called to be models of a lifestyle that exemplifies Christian faith and life; the expectation is that this modeling role is not considered a separate component of teaching, but rather an integral part of it.

Section 4 – The School Day

Calendar

Trinity maintains a 180 school-day calendar which is adopted by the Day School Board after reviewing the calendar of the Crown Point Community School Corporation as per the requirements as an Accredited School with the State of Indiana. Our goal is to match the major vacation dates of Crown Point Community School Corporation's calendar, making it convenient for our families to arrange transportation and plan vacation times. There are circumstances that require our calendar to deviate from Crown Point's, but we work hard to keep them as closely aligned as possible.

School Hours

	<u>Starts</u>	<u>Ends</u>
Kindergarten-8th Grade	8:00am	2:45pm
Morning Preschool Classes	8:00am	11:00am
5-day Preschool (M-F)	12:00pm	3:00pm
Extended Care Program	7:00am	6:00pm

Cancellations and Delays

Trinity will use the School Messenger Instant Parent Contact Information System for communicating school cancellations and delays. Trinity often observes the same cancellations as Crown Point Community Schools, but not always. These announcements are typically made by 6:00am. If no announcement is made, school will be in session as usual.

If school is cancelled, Extended Care will be closed as well. In the case of a delay, Extended Care will be available at the regularly scheduled time. If school is cancelled during the course of the school day due to a weather issue, Extended Care will remain open until 6:00 PM.

Extended Care Program

The Extended Care Program ministry is available for all children registered as students in Junior Preschool through grade 8. Extended Care is a registered ministry under the administration of Trinity Lutheran School and operates from 7:00am-6:00pm, Monday through Friday, any day that school is in session.

You are welcome to use this service at any time. A per child hourly charge will apply. An additional charge will be assessed at \$1.00/child/minute when a child is not picked up by 6:00pm. If you have any further questions please contact the Extended Care Administrator.

Parents who use the program regularly are encouraged to pay for Extended Care in advance. If fees are not cared for in a timely manner, or if a child is regularly picked up late, the offer for a family to use this program may be revoked.

Arrival and Dismissal Procedures

THE SAFETY OF OUR CHILDREN IS OUR MAIN CONCERN. Monitor your speed in our parking lots – before, during, and after school – mindful of the children who may be in the area. Please follow these instructions for our children’s safety.

Arrival Procedures

- Prior to 7:45am, Parents will enter through Door F and walk children to Extended Care.
- At 7:45am, the Atrium Doors will be unlocked, and Staff will open Door E for Carline dropoff
- Arrival Options
 - **7:45-7:55am (Preferred) Door E: Carline Dropoff** - Parents use Carline on the east side of the building to drop students off at Door E. Doors close at 7:55 so staff members can get to class.
 - **7:45-8:00am Door A: Walk-in Dropoff** - Parents use Door A to walk students into the building and drop them off at the security doors (at school office upstairs, at elevator downstairs)
 - **After 7:45, parents must use Door A for Walk-in Dropoff.**
- 8:00am - Tardy students must be accompanied to the school office by the parent.
- Preschool - Parents will park in the South Lot and use Door F exclusively for dropoff/pickup.
 - During the school day, those using Extended Preschool will enter through the Atrium and continue to the ExPK classroom for drop off/pick up.
- During the School Day - Parents enter through Door A and must accompany students to the office.
 - NO PARKING in the South parking lot facing the building until after 3:15pm. This area is for Preschool drop-off and pick-up only.

Dismissal Procedures

- No parents should come in to pick up children unless the child is currently in Extended Care.
- Parents park in East Lot facing the building, preserving the sidewalk spaces for safety.
- Prior to 2:35 - Waiting cars should go to Sauerman Woods park to wait. Cars are **NOT** to park along South Street while they wait.
- 2:35pm
 - Students will remove cones from blocking the entrance to the East Lot to protecting the sidewalk. Once students are safely off the lot, cars may enter the lot and park in the spots in the middle of the lot, with three cars deep.
- 2:45pm
 - Parking lot will be “closed” to incoming vehicles while students are dismissed from the building straight to their cars. New cars will need to wait for admittance.
 - A staff member will signal the dismissal of cars - please leave the parking lot cautiously. Cars must exit the parking lot through the South St. driveway only. Cars still awaiting children will move to park alongside and parallel to the playgrounds.
 - Students without a car will wait on the sidewalk with their teacher.
 - When signaled, waiting cars will enter the parking lot to park and pick up their children.
 - When dismissal is over, all remaining students will go to Extended Care.
- 3:00-3:15pm - Parents picking up children from Extended Care must park and enter through Door A.
- After 3:15pm
 - Extended Care use Door A or F. Music pickup in North Lot. Sports pickup in East Lot.

Attendance

Regular attendance is essential for student success. Absence is a chief cause of poor performance and low achievement. The learning process is sequential – each day’s lesson builds on the class activities of the previous days. If a child is absent, that experience can never be completely made up. One cannot duplicate the classroom experience, which includes verbal instruction, hands-on activities, and discussion.

Trinity Lutheran School recognizes that a parent has the right to withhold a student from school. However, school administration, under state law, reserves the right to determine whether absences from school are to be classified as “excused” or “unexcused”. Every effort should be made to schedule appointments outside of school hours. In the event that this is unavoidable, written communication should be sent to the school office in advance stating the reason, date, and time of an absence.

Repeated interruption in class due to tardiness negatively impacts learning for all students in the class. Excessive absenteeism affects performance. The accounting of absences and tardies will be cumulative through the year and may affect the promotion status of the student.

Tardies and Half-Day Absences

Students are required to be in the classrooms at 8:00am when the school day begins. After 8:00am, tardy students must be escorted to the school office by a parent/guardian to obtain a slip before going to the classroom. A student will receive an excused tardy if he/she comes in late because of a doctor’s appointment or if there has been a family emergency. **Even in these circumstances a student must receive a pass to class before he/she comes to the classroom.**

Students arriving between 8:00-9:30 A.M. will be considered tardy. Any student missing 90 minutes of school at the beginning or end of the day will be marked for a half-day absence.

Absence Classification

When a student must be absent for a full day or at any point during the day, whether he or she arrives late or leaves early, the student MUST

- have written communication sent to the school office ahead of time, or
- be called off by his/her parent/guardian prior to 8:30 a.m.

All children should be fever-free for 24 hours before returning to school after an illness. Students absent for illness are not allowed to participate in extracurricular activities.

Trinity Lutheran School classifies absences as certified, excused, and unexcused:

- **Certified**
 - Any absence, planned or unplanned, for which written documentation is received (medical, dental, legal, religious, personal) within 5 school days of the absence.
 - Unplanned absences communicated to the school office by email.
- **Excused**
 - Advance-notified absences, including appointments and vacations
 - Unplanned absence (illness, emergency, weather) communicated to the school office by phone call only from parent/guardian on the day of absence
- **Unexcused**
 - Truancy
 - Suspension, in or out of school

Students are allowed only 8 days of uncertified absences in a semester. After 8 days of uncertified absences, all other absences are considered unexcused. Hardship cases will be considered for exception by the administrator on an individual basis.

Indiana law considers students to be habitually truant when they have 10 or more unexcused absences in an academic year. The school may also be required to turn the matter over to the Lake County Truancy Officer or Child Protective Services, in accordance with Indiana's Compulsory School Attendance Law (IC 20-33-2). Habitually truant students who are thirteen or fourteen years old (or of middle school age) are subject to penalties enacted by the State of Indiana.

Truancy

Truancy is defined as an unauthorized/unexcused absence. A student is truant if he/she does not attend school and a parent does not confirm the absence.

Regular attendance at school is required by Indiana State law. Frequent absences of students from classroom learning experiences disrupt the continuity of the instructional process. Students whose families insist on regular attendance reinforce the idea that education is an important part of their lives. Learning this behavior of responsibility from parents encourages the development of other patterns of conscientious behavior. Parents are urged to make certain that their child is in school each day the student's health permits.

Corrective Actions for Excessive Absenteeism

Trinity Lutheran School considers 10 or more unexcused absences as Excessive Absenteeism. Further, Trinity also considers any combination of classifications of absences in excess of 20 as Excessive Absenteeism.

Instances of Excessive Absenteeism will/may be subject to the following:

- Notice sent from school administration
- Parent/Guardian conference with school administration
- Parent/Guardian conference with the Day School Board to discuss potential consequences that could include
 - releasing the student from current enrollment
 - holding re-enrollment forms for acceptance until June 1st
 - forfeiture of re-enrollment for the next school year
- Absenteeism in excess of thirty days in one school year may lead to a recommendation of retention.
- Re-enrollment may be denied if it is determined by school administration and the Day School Board that there is excessive student absence or a spirit of non-support and non-cooperation of the attendance policy.

Vacations

Family vacations are important to build strong family ties, however, taking vacations during the school year hinders a child's learning. Sequential development of skills cannot be accomplished through completing work at home. Families are discouraged from taking vacations while school is in session. Parents who take a child out of school for a vacation must assume the responsibility for any unsatisfactory work or difficulty in school caused by the absence. Teachers may or may not be able to provide missed work in advance. Normally a child is given one day to complete assignments for each day of absence. The child's age and the material missed will help to determine the teacher's timeline for completion. It is not our practice to provide work to be completed before or during a student's time away.

Homework for Absent Students

Be aware of the following procedures for picking up your absent student's homework:

1. If you plan to request homework, please do so when you call the school in the morning to report your child's absence.
2. Requested homework will be gathered and waiting in the school office at 3:00pm.
3. Parents should come to the office to pick up homework - it will not be sent with a sibling.

Infectious Disease

If a child has been absent due to an infectious disease, a doctor's release is required before the child is allowed to return to school. Indiana public health laws place the responsibility for reporting infectious diseases upon physicians, their agents, hospital administrators, and laboratories. It is the policy of the local schools to report all suspected infectious diseases to the local health department. It is also school policy to request a diagnosis from a physician for any questionable illness or condition a student might present.

If a child has been absent due to an illness, a diagnosis and/or doctor's release may be required before the child is allowed to return to school. The decision to require a diagnosis or doctor's release is the judgment of the principal, who may consult with the Lake County Health Department. This policy is for the protection, health, and disease prevention of all students and staff.

Announcements – Trinity Weekly Announcements (TWA)

Weekly announcements, called "Trinity Weekly Announcements (TWA)," are emailed on Fridays or the last school day of the week. They are also available via the Trinity Lutheran School Website

Lost and Found

Any article found should be turned in to the Lost and Found box located at the Reception Desk in the Atrium. Periodically during the year, items are displayed for several days in the Atrium.

Locker Usage

Students in grades K-8 are assigned a locker at the beginning of the school year. They are expected to use it for storage of school supplies and personal clothing. Access to the locker during the school day is determined by the teachers. Students are expected to keep their lockers and the floor around their lockers clean.

Students are not to decorate lockers as if they are personal property – teachers will ask for decorative items to be removed. Students are not to store any items that should not be in the building or on their person. God has given us this building and its contents. We should care for it and respect it as a part of God's house.

Birthdays

Students' birthdays may be celebrated with a small treat during the school day. We ask that the teacher be informed of your intent to share before the fact. Treats will be shared at a time the teacher decides is appropriate. We ask that, if parents or children distribute party invitations in school, that **all** children in the class are included. Students' baptismal birthdays are announced and celebrated at each weekly chapel service.

Section 5 – Academics

Curriculum

The subjects taught at Trinity Lutheran School are in accordance with those required by the Indiana Department of Education Course of Studies and meet all requirements for elementary and middle schools through 8th grade. In addition to these requirements, our pupils receive daily instruction in God's Word following the teachings and doctrine of the Lutheran Church-Missouri Synod. There is no separation of subjects as to religious or secular. All subjects are taught in the light of God's revealed Word, the Holy Bible. We are concerned with the child's total development - spiritual, social, mental, emotional and physical, at all levels of the school program.

Formal curricular subjects taught are Religion, Reading, Mathematics, Spelling, English, Handwriting, Geography, Current Events, History, Science, Art, Music, Physical Education and Computer.

Equal Opportunity

The Day School Board does not discriminate on the basis of age, sex or race in the administration of educational policy, educational programs and activities, or employment opportunities or conditions. The primary concern of the board is to provide Christian education opportunities of the highest degree.

Special Services - Special Needs

Trinity Lutheran School is not equipped to serve the child with special academic or behavioral needs. All records of testing and counseling are to be shared with the school so the school and the home can work together for the benefit of the child. Parents of children with special needs that cannot be met at Trinity Lutheran School will be encouraged to seek a school or a counselor for their child that provides special services. Trinity's Resource Teacher will assist in the interventions required by the State of Indiana for the purposes of testing for remediation. Children with an Individual Education Plan (IEP) usually receive only consultation or very limited services from Crown Point's Department of Exceptional Learners.

A Care Team of Trinity teachers and administrators may form to act as an intervention team for a student, meeting to discuss behavioral and academic needs. The team's purpose is to discuss, share, and utilize creative and positive ideas, suggestions, and responses to intervention designed to assist the child who is challenged to accomplish school work at their grade level. The team also communicates with and supports the family.

The Care Team also acts as an intervention agent to assist parents and teachers with referrals for the testing necessary for placement in special education or speech and language programs offered through Crown Point. These programs provide specifically designed instruction for the child's needs, which are appropriate in the general education classroom with the provision of accommodations, adaptations, modifications and supplemental aids and services.

<u>Grading Scale</u>	<u>Kindergarten</u>	<u>Grades 1-2</u>	<u>Grades 3-8</u>
+	Proficient	1 Consistently	A 92% – 100%
D	Developing	2 Usually	B 83% – 92%
-	Emergent/Needs Improvement	3 Sometimes	C 74% – 82%
O	Not assessed	4 Seldom	D 65% – 73%
			F 64% and below

Homework

Homework is a visible method of providing instructional support and practical experience to the students at Trinity Lutheran School. In addition, parents become knowledgeable not only of students' performance and progress but also of the academic program. In an effort to support classroom instruction, homework will be prescribed to improve the quality of student academic performance. It should be further understood that homework assignments encourage the student to accept a stronger role in his/her educational responsibilities.

Homework joins is a cooperative effort between teachers, parents, and student.

- Teacher:** Define the purpose of the homework.
Assign reasonable homework with definitive time expectations.
Assess homework in a meaningful and timely manner.
Where applicable, teachers work as a team to eliminate unnecessary burden.
- Parents:** Provide a quiet and well lit study area.
Allow for necessary study time.
Encourage and support students, offering minimal advice and/or assistance.
Communicate student difficulty to the teacher.
- Student:** Adhere to teacher directions and instructions.
Assume responsibility for accurate and complete work, positive study habits, and efficient use of time in class and after school.

Homework at Trinity Lutheran School may be assigned on the basis of individual need such as completion of unfinished classroom assignments, make-up work due to excused absence(s), enrichment/extension of projects, and/or additional review and reinforcement of classroom work.

The responsibility for making up missed work for an excused absence rests with the student. When a student is absent for one day, the assignments should be obtained from the teacher as soon as possible the following day. If absence is longer, homework may be obtained by calling the school and requesting all assignments be sent to the office. (See "Homework for Absent Students" under the "Absences" section of the Handbook.) In this case, 24 hour notice is required in order to obtain assignments and the parent/guardian must make arrangements to pick up books and assignments. The student will have two days for every day of absence to make up work.

Report Cards and Midterm Progress Reports

Report cards are issued at the end of each quarter to students in Kindergarten-8th grade. Report cards are made available through the Harmony communications system.

Midterm Progress Reports are available through Harmony and are sent home at the halfway point of each quarter to grades 4-8. (See the School Calendar for exact dates.) Parents have the ability to check their child(ren)'s progress on Harmony at any time. Teachers will share with parents the frequency of corrected work and when it will be available on Harmony. Teachers are encouraged to report academic concerns to parents at any time during the school year. If parents desire to know how their student is doing, they are encouraged to contact the classroom teacher and arrange for a conference.

If it is a family's request, Trinity Lutheran School will duplicate copies of report cards, midterm reports, and all school information. Court documents preclude any sharing of information.

Parent-Teacher Conferences

The school year is divided into four quarters, each including approximately 45 school days. Conferences for grades 1-8 are held after the first quarter, and preschool and kindergarten conferences are held after the second quarter:

- to explain or answer questions which parents may have regarding their child's report card
- to discuss the individual child's progress
- to consider any health and social factors that may be related to school work
- to review church and Sunday school attendance
- to give teachers and parents an opportunity to be better acquainted

Parents are welcome to call and make an appointment outside of the school day to discuss their child's achievement. It is not necessary to wait for a formal report. We are all interested in the progress of your child.

Honor Roll

Honor Roll is for students in grades 4-8. "A" Honor Roll is for students who receive all A's in a given quarter. "A/B" Honor Roll is for students who receive only A's and B's in a given quarter. Honor Roll recipients are publicized at the end of each quarter. "Principal's List" is the distinction for a student who has had all A's throughout every course for the entire year.

Technology Acceptable Use

Trinity Lutheran School uses computers, tablets, an internet connection, and educational software to support the educational objectives of Trinity Lutheran School. These tools provide opportunities for students, staff, and patrons to communicate, learn, access, and publish information online. We believe that the resources available through the internet and the skills that students will develop in using it are of significant value in the learning process, and to student's success in the future. These new opportunities also pose many new challenges including, but not limited to, access for all students, age-level appropriateness of material, security, and the cost of maintaining expensive computer systems. Trinity Lutheran School will endeavor to ensure that these concerns are appropriately addressed, but cannot ensure that problems will not arise.

Trinity Lutheran School intends only to provide a means for educational activities. We support the required equipment, and grant access to it by users, only for the educational activities authorized under this policy and procedures and under the specific limitations contained therein.

These four basic rules set down by Trinity Lutheran School must be followed in all cases:

1. All use of the Trinity Lutheran School internet must be used to support school work, other formal education or community service involvement;
2. All internet use by students must be supervised by a Trinity faculty member (the student should have permission to use the Internet if a Trinity Lutheran School faculty member is not present);
3. No student should offer anyone's address, phone number or other personal information online;
4. Students are not to search the Internet (e.g. Google Search, Yahoo Search, Bing Search, YouTube, etc..) without explicit adult permission and **direct** adult supervision. "Direct adult supervision" means that an adult is working directly with the student to help him or her to decide which of the search results will be most appropriate for the student's purposes.

The internet is neither a playground nor an amusement park and should not be used in that manner – at any grade level. We must instill in our students the proper use of this great resource and help them develop the responsible behavior with which they are charged as a user of the technology.

Trinity Lutheran School will provide training and procedures that encourage the widest possible access to electronic information systems and computers by students while establishing reasonable controls for the lawful, efficient, and appropriate use and management of the system. This includes the freedom to change procedures when deemed necessary. Violations of the policy may be cause for loss of access, disciplinary action, and/or legal action.

The entire Technology Acceptable Use Policy is available for viewing on Trinity's website.

Trinity Testing Policy

Trinity Lutheran School administers a variety of academic measurements such as: Northwest Evaluation Association (NWEA) MAP Test, Indiana's Learning Evaluation Assessment Readiness Network (ILEARN), Indiana Reading Evaluation And Determination (IREAD-3), Star Reading, and Star Math. The purpose of these tests will be to provide parents and teachers measurable academic results.

The purpose of ILEARN is to measure student achievement in the elementary subject areas of English/ Language Arts, Science, Social Studies, and Mathematics. In particular, ILEARN reports student achievement levels according to the Indiana Academic Standards that were adopted by the Indiana State Board of Education.

The purpose of the IREAD-3 assessment is to measure foundational reading standards through grade three and ensure that all students can read proficiently before moving on to grade 4.

NWEA MAP is used for formative assessment of our students in grades 3-8. Lastly, Star Math and Star Reading provide valuable feedback to our teachers about how our students are performing in those areas.

Retention

Students who do not perform to their capabilities or whose performance is significantly behind current grade level may be recommended for retention. The following procedures will be utilized in cases of retention.

1. At the end of the first semester, the parents will be notified in writing of a possible retention recommendation, and a parent conference will be scheduled.
2. Student progress will be reported to the parents at a conference at the end of the third quarter and again at a conference at the midpoint of the fourth quarter.
3. A Retention Committee consisting of the classroom teacher, the departmental teachers, if applicable, and the Principal will be formed. Following the committee's input, the principal will have the final responsibility for determining the promotion or retention of the student.
4. The recommendation will be announced by the Principal to the parents.
5. Students are prohibited from being retained for the sole purpose of improving the student's ability to participate in extracurricular athletic programs.

Extracurricular Activities

Any extracurricular activity, e.g. sports program, musical production, academic competition, etc., at Trinity Evangelical Lutheran Church's school will be viewed as an extension of the Christian education program. Participation in these extracurricular activities shall be limited to students enrolled in the school. Students who have been absent due to illness will not be permitted to participate in that day's extracurricular activities.

Health and Wellness

Trinity Lutheran School looks to Luke 2:52 as a verse which encompasses the “total” wellness or health of one of God’s children. “And Jesus grew in wisdom and stature, and in favor with God and men.”

- wisdom – academic health
 - stature – physical health
 - favor with God – spiritual health
 - favor with men – social health
1. Academic health – Provide a positive environment and academic curriculum that develop and promote lifelong learning.
 - a. Offer a variety of age appropriate learning experiences inside and outside the classroom and in extracurricular activities.
 - b. Align academic curriculum with the state standards.
 - c. Provide a safe and inviting learning environment for students and staff.
 2. Physical health – Provide a healthy environment where children learn and participate in positive dietary and physical activities.
 - a. Nutrition
 - i. Ensure that all students have access to healthy food choices during school hours.
 - ii. Develop the knowledge, attitudes, and skills for lifelong health eating habits
 - iii. Provide a pleasant eating environment for students and staff
 - b. Physical activity
 - i. Students will receive physical education, meeting the minimum state recommendation for minutes per grade level.
 - ii. Physical activity will be included in the school’s daily education program
 - iii. Students will be offered a variety of physical activities outside of the daily education program (ex. Athletics)
 - c. Personal Hygiene – students will be taught how to care for their bodies.
 - d. Sleep Requirements – students will be taught the importance of adequate sleep for proper function of body and mind.
 - e. Chronic Disease Prevention, Risk Reduction, and Substance Abuse – students will be taught various ways to protect their bodies from diseases and foreign substances.
 3. Spiritual Health – Provide an environment that encourages growth in one’s relationship with Jesus Christ.
 - a. Instruct and equip students to grow in the understanding of God’s Word.
 - b. Provide opportunities for sharing Faith
 - c. Provide service opportunities
 4. Social Health – Provide an environment which encourages loving relationships.
 - a. Friendships/peer relationships
 - b. Family
 - c. Respect for others in authority
 - d. Conflict resolution (apply Law and Gospel)

Physical education classes are scheduled at all grade levels. We recognize the importance of physical education in laying a foundation for active, healthy lifestyles. We expect the curriculum to address good stewardship of our physical being and also important aspects of social interaction. Children who are not able to participate must provide the teacher with a physician’s excuse.

Recess

It is important that young children have opportunity to interact and exercise in situations that are relatively less structured than regular classroom and physical education times. Outdoor and indoor recess times are scheduled for our children. Since many of these recess times take place outdoors, we ask that all children be prepared for the elements of that day's weather. If the temperature's "real feel" is 20°F or below, children will not go outside for recess.

If there is snow on the pavement, children are required to wear boots; to play in snow, children must wear winter coats, boots, snow pants, hat, and gloves. Children who are not dressed appropriately may lose recess privileges on snowy days.

In most cases, children who are too sick to go outside are also probably too sick to be in school. Please communicate to your child's teacher in writing should you find an outside recess to be health threatening. We have limited supervised settings available for those children who must remain indoors.

Chapel Service

It is the policy of Trinity Evangelical Lutheran Church's school to hold a weekly chapel service to allow the school family to meet together as a community in worship of our Savior. An opening worship service is held on the first day of school at 8:30 am. Chapel is on Wednesday mornings at 8:15 am in the church. During Advent and Lent, the student body will worship with the congregation. A closing worship service is held on the last day of school at 2:00 pm.

Baptismal anniversaries are recognized weekly. A special memento is given to each child. Students serve in worship in the following ways: 1st-2nd graders are church mice who straighten and reset the sanctuary for the next worship service, 3rd-5th grade students serve as ushers, and 6th-8th graders serve as acolytes. Parents and other members of the congregations are invited to attend chapel services.

Preschool classes worship on the first Monday of each month at 10:45 am and at 12:00pm in the church. Jr. Preschool classes worship on the first Thursday of each month at 10:45am in the classroom. Parents are always welcome to attend chapel services.

Church Attendance

God has so graciously given us the gift of salvation through Jesus Christ. We are witnesses of this through our words and actions, one of which is attending church and Sunday School as a family unit. Children are a gift from God and He has given us the responsibility to share with them the joy of salvation and the responsibilities that are ours as His people. Because of our school's concern for you and your child's spiritual well-being, we encourage and record student's church and Sunday School attendance, including it in report card information.

It is desired that all would delight in taking the opportunity to worship. Regular, frequent church attendance provides opportunity to share the Word, nurture faith, grow in knowledge and wisdom, and give glory to God. All are welcome to worship with us at Trinity. We respect that some will choose to maintain fellowship elsewhere.

Traditional worship services	Sundays at 8:00 am and 10:30 am; Mondays at 6:30 pm.
Blended service	Saturdays at 6:30 pm
Contemporary services	Sundays at 8:00 and 10:30 am
Sunday school/Bible class	Sundays at 9:20 am

Section 6 – Special Opportunities

Music Program

Choir

All students in grades K-5 participate in a choir. Students in grades 6-8 audition for a choir. All choirs rehearse during the school day but make a commitment to worship in those church services when the choir is scheduled to sing. A choir grade is based primarily on attendance, whether it is at the scheduled church services or, for Jubilate Choir, at state competitions and other various events. Singing dates are published well in advance to encourage family cooperation.

6th-8th grade students not in choir are enrolled in a separate Fine Arts course..

The choirs are: *Gloria Choir* – Kindergarten-1st Grade *Alleluia Choir* – 4th-5th Grade
 Hosanna Choir – 2nd-3rd Grade *Jubilate Choir* – select 6th-8th Graders

Handchimes/Handbells

Groups meet on Wednesdays after school and participate at specially scheduled worship services and other events. A deep commitment is required on the part of the individual and families – the groups cannot produce its sounds with less than 100% participation at practices and performances.

Orchestra Programs

The Orchestra programs are open to grades 1-8 students. The groups practice one morning a week, starting at 7:15am.

Sports Expectations

It is the responsibility of home and school, working together, to provide guidance and support as children learn to organize their priorities. High intellectual ability should not be a prerequisite for sports participation. It is reasonable to expect respect and cooperation from all students. These behaviors are in no way tied to scholastic ability. We ask that student athletes agree to the following:

- I will come to class prepared and ready to participate in a positive way.
- I will hand in all written assignments when they are due.
- I will take care to be diligent in my attitude and study and work habits.
- I will cooperate with my teachers and classmates to make my classroom a safe place in which to learn as I witness my faith in word and deed.

Should adherence to any of these points come into question, participation in sports activities will be in jeopardy. Daily, weekly, or seasonal suspensions will be dealt with on an individual basis.

All athletes, parents/guardians, teachers, principal, and Athletic Director will sign an Athletic Code of Conduct before sports participation begins. A copy of this Code is on the school website.

Library

Our library is open to all Trinity students. Materials may be checked out by students on their designated Library Day. (Please see the teacher for the classroom schedule.) The following rules may apply:

- Jr. Preschool, Preschool, & Kindergarten may check out one library item per week.
- Students in 1st through 8th grade may check out two library items per week.
- Library materials are checked out for one week at a time. Students may not check out additional materials until they have returned the items already checked out.

- There are library materials of interest to parents and families that may be checked out during library hours.
- Parents are expected to teach their children to return library materials on time and in “good” condition, showing no more than one week’s normal wear. (Please send a note with your child if an item is damaged. This will serve to alert the volunteer library staff that repair needs to be done before the item is returned to circulation.)

In an effort to keep the library in working order, library volunteers have asked that groups and individuals alike would not use the library for unsupervised play of small children.

New books are always welcome gifts that benefit the entire school. Books given in honor of someone or as memorials will be inscribed on the inside cover acknowledging the special occasion. The proceeds from Book Fairs go toward the purchase of new books for the library.

Parent Teacher League (PTL)

Trinity Lutheran School maintains a *Parent Teacher League* (PTL) and encourages participation of all teachers and parents. The PTL executive board consists of President, Vice President, Secretary, Treasurer, and Publicity Director - the Principal and a designated teacher also attend. Parent meetings will typically be held in the evening during the school year. Fundraising projects must be approved annually according to the congregational fundraising policy. Income generated by fundraisers will be used to meet the needs expressed by the staff. The PTL will continue to solicit requests from the staff to maintain the Staff Wish List.

In accordance with the constitution and by-laws of the PTL, their purpose shall be to help parents and teachers to achieve a greater competence in Christian child training. The PTL shall seek to:

- Help parents increasingly understand and appreciate their children, and to help provide parents with the skills needed for Christian child training
- Support and uphold the Trinity Evangelical Lutheran Church's day school teachers, in an effort to extend their influence into the home, and to encourage Christian family life
- Help develop a closer relationship between the school and the Board of Christian Education, especially through closer cooperation between parents, teachers and the board
- Support the designated need of the school through named projects

Field Trips

As an important part of the instructional program, various classes take field trips during the course of the year. Field trips are designed to add to the instruction of the class. Specific arrangements are made by the teacher in charge of the class taking the trip. The teacher will be responsible for scheduling the trip, sending out permission slips, and arranging for transportation, notifying parents about food, money, special clothing needs, adherence to the Child Protection Policy, etc. (*See Child Protection Policy for further information.*)

Field trip fees must be paid separately from school tuition or lunches.

Drivers for field trips are to have a valid driver’s license, have working seat belts for each child, and carry full insurance. When on a field trip, representatives of Trinity Ev. Lutheran School want to create a Christian public impression. Students who elect not to conform to specified apparel or conduct will remain at school. Prior to the field trip, students **MUST** return to the teacher a parent/guardian signed permission slip. Without this signed paper, the student will not be allowed to participate in the trip, and will be expected to remain at school during the trip.

Indiana State Law, as of July 1, 2005, requires that all children up to age eight must be in a child restraint system, or booster seat, unless it is reasonably determined that the child won't fit into a system. Trinity will uphold this law and expects parents to provide appropriate seats for their children when participating in field trips. Any time private automobiles are used to transport students and teachers to a school related function, seat belt usage will be required for each student. The teacher in charge of each outing is to notify each driver of this requirement.

Eighth Grade Class Trip

The pinnacle of the eighth grade year is a class trip - ideally to Washington D.C., but recent health events have necessitated alternative plans. The 8th grade teacher will lead the trip and may conduct an informational/planning meeting with the parents of the current 7th grade students before the end of the school year. While the 8th grade families will fundraise a substantial amount by participating in the school auction – A Night of Abundant Blessings – it is expected that students will be saving/earning money on their own in preparation for this once-in-a-lifetime experience. Parents or legal guardians are welcome to accompany the class as chaperones. Parent/Guardian chaperones pay their own way and assume responsibility for assigned supervisory tasks. Final commitment in numbers and payment of initial fees has historically come due in October of the 8th grade year. Students who do not attend this field trip are expected to report to school as usual on school days. *(See Field Trips for further information.)*

National Lutheran Schools Week – (NLSW)

National Lutheran Schools Week (NLSW) is celebrated early in 2nd Semester. The faculty and all school children lead and sing in Sunday services connected with this celebration. Preschool registration and re-enrollment for the following school year may begin during this week.

Substance Abuse Education

Drug and alcohol education and prevention program materials which are age appropriate and are consistent with our doctrinal positions will be used in the school. Trinity participates in the DARE program sponsored by the Crown Point Police Department.

Section 7 – Discipline

Discipline

“Train a child in the way he should go and when he is old, he will not turn from it.” Proverbs 22.6

Consistent with our Covenant, the teaching staff at Trinity Lutheran School is committed to correcting inappropriate school behavior through loving discipline. When a parent enrolls their child(ren) at Trinity, they and their children agree to follow the Christian principles of showing respect for:

1. God
2. Him/Herself
3. Others
4. The teaching/learning process
5. The purpose of Trinity Lutheran School

Inappropriate Behaviors will result in disciplinary consequences:

Bullying	Inappropriate dress (See <i>Dress Code</i>)
Disregard for school rules	Possession of weapons
Disrespectful language or attitude	Stealing
Fighting	Use, possession, or sale of drugs (including tobacco and alcohol)
Harassment of others	Using someone else’s belongings without permission
Inappropriate restroom behavior	Vandalism

Possible Consequences

Whenever a student behaves in such a manner that one of the following consequences is deemed necessary, a note may be sent home with the child for the parent to sign and return to school. Consequences for misbehavior will depend on the misbehavior and the factors involved in the situation. Students who engage in rule breaking behavior could receive any of the following consequences, depending on the severity of the infraction:

1. Time out in another classroom
2. Loss of privileges (recess, social time at lunch, sports participation...)
3. Loss of classroom points
4. Lunch restriction
5. After school detention
6. Financial restitution
7. Suspension – In school and Out of school (see further explanation under *Suspension*)
8. Expulsion (see further explanation under *Expulsion*)

Consequences of various types and severity can be applied when the Covenant is broken. (Forgiveness does not preclude this.) In most cases, the staff member most deeply involved takes responsibility. This is the application of the Law. The process is not complete unless reconciliation is accomplished. The goal is to maintain the bond we share in Christ Jesus. It is only within the reconciliation process that the Gospel is at work.

Corporal punishment will not be administered at Trinity Lutheran School.

Bullying Policy

In accordance with God's Word, students will be expected to conduct themselves as children of God, respecting authority and showing consideration for their fellow students. Improper actions will invoke disciplinary actions.

When acting in the interest of providing the safest environment possible for students and faculty,

Administration reserves the right to escalate any incident to an appropriate action level regardless of all other circumstances.

- I. Trinity Lutheran School will practice zero bullying tolerance as the standard of behavior. Teachers will actively and consistently teach positive behavior, dissuading aggressive or harassing behavior, using Jesus as the model of behavior.

For this policy, and in consistency with the United States Department of Health and Human Services, bullying will be defined as repetitive, unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. Types of bullying can be verbal, social, and physical.

Trinity Lutheran School also recognizes bullying can occur during or after school hours, in or outside of the school property, and in the cyber environment as well.

- II. Students who are bullying will be subject to the discipline process as explained in the student handbook, and summarized briefly in the options below:
 - A. Classroom Level Discipline for Single or Minor Incidents:
 1. Verbal warning – The teacher will help students define bullying and express the inappropriateness of bullying, referencing Jesus's example of reaching out in love and kindness and practicing the fruit of the Holy Spirit (Gal 5:22-23)
 2. Time-out in classroom – Moved away from other students
 3. Loss of privileges and/or special activities
 4. Inform parents of their child's actions.
 5. Inform Principal
 6. Time-out in Principal's office
 - B. Administrator Level Discipline for Repeated or Major Incidents:
 1. Principal, Student, & Parent Conference (possibly including other invested staff persons)
 - a. Options for further action:
 - (1) Consultation of student and parents with Pastors
 - (2) Refer student to counseling or therapy
 - (3) Draw up a behavioral contract
 2. In School Suspension – The student will spend a day in the principal's office, which includes the loss of that day's privileges and/or special activities
 3. In School Suspension of longer duration – The student will lose those days' privileges and/or special activities. After two in school suspensions, a behavioral contract will be written. The principal will inform the Day School Board of the disciplinary actions being taken.
 4. Out of School Suspension – The principal, possibly in consultation with the Day School Board, may issue up to a three-day out of school suspension.

C. Day School Board Level Discipline for Ongoing or Severe Incidents, or Violence:

1. Law enforcement will be notified when criminal intent is obvious, or a perceived threat to student or faculty safety exists.
2. Immediate Removal from School, followed by Conference of Principal, Student, Parents, and School Board Representative – This must occur before the student would even be considered for return to the classroom.
3. Expulsion – When every effort to correct the inappropriate behavior has been exhausted, and after the Day School Board has reviewed the case with the principal and parents, the Day School Board may expel the student.

Seclusion and Restraint Plan

Trinity Lutheran School believes a safe and healthy environment should be provided in which all children can learn, develop, and participate in instructional programs that promote high levels of academic achievement. As an Indiana accredited nonpublic school, state law requires that our school has a Seclusion and Restraint Plan. The purpose of the plan is to ensure that all students and staff are safe in school, and that students who may have behavior crises are free from inappropriate use of seclusion or restraint.

Behavioral interventions for children must ensure all children are treated with dignity and respect. This environment should allow all children to be free from physical or mental abuse, aversive behavioral interventions that compromise health and safety, and any physical seclusion or restraint imposed solely for purposes of discipline or convenience.

Seclusion or restraint shall not be used as routine school safety measures; that is, they shall not be implemented except in situations where a child's behavior or action poses imminent danger of physical harm to self or others and not as a routine strategy implemented to address instructional problems or inappropriate behavior (e.g., disrespect, noncompliance, insubordination, out of seat), as a means of coercion or retaliation, or as a convenience. Any use of either seclusion or restraint shall be supervised, short in duration and used only for the purposes of de-escalating the behavior.

Dress Code

Trinity desires to have its students learn how to exercise good judgment in the clothing they wear and in their personal grooming. As we seek to nurture our young people in the ways of the Lord, it is appropriate that we encourage students to make wise choices in how they will care for the body God has given them. It is our desire that parents will work with the school in helping our children to set good examples in their dress and their behavior. Parents help by reviewing attire in the home before the student comes to school each day.

Within this dress code, students are able to represent themselves in a manner that shows respect and pride in oneself, but also supports Trinity's spiritual and educational programs. Any clothing which disrupts or distracts from the learning environment is inappropriate. Clothing may not be used for purposes of segregating an individual or a group or used for discrimination of another student or students. The administration, with the help of teachers, reserves the right to determine whether dress items are appropriate in a school setting.

This dress code applies for all school sponsored activities or events, unless there is a stated dress code approved by the administration for a specific unique occasion. This includes when representing Trinity at an event outside our school building.

1. **Health and Safety:** Student dress protects the physical well-being of the student.
 - a. Footwear must have a back and/or heel strap and be securely fastened to the foot. Unsafe footwear for school includes slides, backless sandals, flip-flops, high heels, and platform shoes.
 - b. Outdoor attire may not be worn indoors, including sunglasses and headwear. Children will go out to recess unless the weather is inclement or the temperature is below 20°F, and should dress accordingly.

2. **Modesty:** Student dress honors and respects the bodies God gave us.
 - a. Clothing should not contain a design element which draws attention to or exposes the chest, midriff, or buttocks during typical student movements (including raising a hand and bending over completely).
 - b. Clothing should have no skin showing through a rip or hole above the knee, and it should be free of frayed edges.
 - c. Any clothing which suggests undergarments or a state of undress is inappropriate. If undergarments are ever visible, the article of clothing is unacceptable.
 - d. Leggings may only be worn with a skirt or dress, not as pants alone. Form fitting pants have back pockets and are not considered leggings.
 - e. Dresses and skirts may be no shorter than 3 child's finger-widths above the knee, regardless of the presence of shorts or leggings underneath. Girls in K-4th are required to wear shorts or leggings under dresses or skirts.
 - f. Bermuda-style shorts no shorter than mid-thigh length may be worn April 1-October 31. Legging shorts are not school appropriate.
 - g. All clothing must be size-appropriate and worn correctly. Hoods will not be worn up indoors. Belts are encouraged.

3. **Christian Witness & Chapel Days:** Student dress promotes our witness as God's children.
 - a. Clothing or accessories may not have words, logos, phrases, symbols, or pictures that contradict what Christians profess or promote ungodly behaviors. This includes alcohol, drugs, sex, death (skulls/crossbones), destruction, cults, profanity, or that which is disrespectful of the educational environment, its authorities, or work.
 - b. On Chapel days, attire reflects the special occasion of worshipping in God's house. "Dressing for Picture Day" is a good example for Chapel day dress. Students are not permitted to wear t-shirts with words or graphics, athletic clothing, sweatpants, or hoodies to school on chapel days. Jeans worn to school on Chapel days must be free of holes or rips.

4. **Grooming & Accessories:** Student grooming shows pride in God's unique creation.
 - a. Hair must not hang in the eyes or be a cause for distraction.
 - b. Parents should be attentive to their children's needs for personal care and good hygiene, instilling age-appropriate care routines as the child gets older.
 - c. Make-up should enhance a young lady's natural beauty. Make-up shall not be brought to school.
 - d. Jewelry can include only earrings, watches, bracelets, rings, or necklaces.
 - e. Head coverings should not be worn in the school building.
 - f. Any accessory determined by teacher observation to be distracting or a nuisance will be collected and returned to a parent. Please do not wear glitter, decals, tattoos, etc.

Application: Due to rapid changes in fashion and fads, Trinity Lutheran School further reserves the right to disallow any other clothing that is deemed inappropriate for school wear.—In the event that a student is inappropriately dressed, any of the following steps may be taken:

- The student will be asked not to wear that clothing again by way of a note home to parents explaining the violation.
- If clothing is extremely inappropriate, the student will be removed from class until such time as parents are able to bring a change of clothing. Until attire is received, the student in violation of the dress code may be issued Trinity-owned clothing so that they may resume classroom work until parents arrive. The family is responsible to launder any school-issued clothing, which is to be returned on the next school day.
- Should dress code violations for a particular student/family become excessive, further disciplinary measures will be taken according to Trinity's discipline policy.

Make-up - Cosmetics

In an effort to encourage good grooming skills, the school permits students to utilize lipstick, lip balm, hair spray (no aerosol cans), combs, and brushes only when such use is limited to the restroom and DOES NOT result in any loss of class time. Students in grades 5-8 may use non-aerosol deodorant after P.E. classes.

The following items are not to be on campus:

- Make-up (other than lipstick) including eye shadow, mascara, blush, nail polish, etc.
- Hair mousse, gels, coloring, etc.
- Perfumes, colognes, etc.
- Any aerosol cans

This policy is not meant to ban the tasteful use of make-up. It is in place to put an end to re-application on campus. To prevent the spread of disease, NO personal grooming items should be shared with other students. Any make-up found in the building will be confiscated and returned only to the offending child's parent/guardian.

Nuisance Items

Nuisance items identified by teachers as detrimental to the classroom learning situation and the school environment may not be brought to school. (Gum, toys, trading cards, etc.) Students should not bring personal entertainment items or electronic devices to school unless permission to do so is given by a teacher. (*See Cell Phone Policy*) The school will not assume responsibility for nuisance items lost or damaged. Such items, if brought to school, will be confiscated.

Cell Phones

Cell phones may be brought to school if a child needs to contact parents after school while they are in the care of an adult who is not school personnel. While in the care of the school (during the school day, during Extended Care, or during sports involvement) a student may use the school phones under the supervision of a teacher or coach in order to contact parents. This is true whether the call is local or long-distance. Students will be asked for the reason for the call before the call is placed. These calls should be minimal in length and frequency.

A cell phone brought to school must be accompanied by a note from the parent expressing its need for the after-school, off-campus activity. Both phone and note are to be given to the teacher first thing in the morning for safe-keeping throughout the school day.

Although this may be seen as an inconvenience, the Faculty, together with the Day School Board, raises the following concerns/issues as reasons why cell phones should not be brought to school:

1. During the school day, a student's attention needs to be upon their work, not upon their need/ability to communicate with those outside the building.
2. Be it noted that if students have cell phones in their possession during the school day, they will find a way to use them.
3. Cell phones kept in lockers could be damaged or stolen.
4. Cell phones could potentially be a distraction during passing periods.
5. The school wishes to remove the temptation of using photo features for less than appropriate reasons.
6. A cell phone in the building is tempting to keep in your pocket, pencil pouch, or desk. Some children can text without looking.
7. Adults in charge of after-school activities often have a cell phone that can be used in case of emergency.
8. Parents/guardians are advised that the best way to get in touch with their child during the school day is by calling the school office or emailing the teacher.

Suspension – Expulsion

In keeping with our challenge to model Christ and His mission, suspension will not be taken lightly. The Principal reserves the right to suspend a student for cause. Parents will be informed before any suspension is in effect.

A suspension (in school or out of school) will not be less than one day nor more than three days for the first offense. The suspended student will not be allowed to participate in class or extracurricular activities will be counted as absent and held responsible for all assigned work.

A day of suspension begins at 7:30am and runs for 24 hours. The child does not participate in school-related events (except Chapel) until the suspension has been served. A second suspension may have up to a five day duration. A third suspension will require a meeting of the student, parents/guardians, the Principal, and a representative of the Day School Board. Cause for an expulsion hearing may be determined in this meeting.

Decisions regarding expulsion and re-admittance rest in the hands of the Day School Board. Should individuals adamantly and steadfastly refuse to participate in an ongoing reconciliation process, they are, in effect, excluding themselves from the community.

A request for re-admittance may be made to the Day School Board on behalf of the child at the beginning of the following school year, providing the duration of the expulsion has been no less than one full quarter. All parties present in the original hearing are eligible to speak. A decision to readmit will be made only in cases where the reconciliation process has brought about the restoration of community and a commitment to partner in ministry once again.

Due Process – Parent (Grievance Policy)

When a parent has a concern, the parent is encouraged to follow the procedure contained in the Bible in Matthew 18. The parent will be directed to first voice the concern in person to the individual in question. Address classroom concerns to teachers; address policy concerns to the principal.

If, after personal conference, the parent feels the concern with a teacher has not been resolved, the parent may request a conference with the Principal and the individual in question.

If the conference does not resolve the classroom or policy matter, the parent may present the concern in writing to the Chairman of the Day School Board. The decision of the Day School Board will be communicated, in writing, to the concerned individual(s) and shall be final.

Property Damage

The cost of replacement for any damage to the school building, equipment, and property which is above normal wear will be assessed to the families involved at the determination of the Principal and the Day School Board. Purely accidental damage, not caused by misbehavior, will not be assessed.

Damaged Book Charges

At the beginning of the year, students in Grades 1-8 are issued hardcover textbooks which are reissued in subsequent years. At the completion of a school year, textbooks are expected to show a year's normal wear. At the discretion of the teacher, students may be assessed the retail cost of any replacement.

Chromebook - Inappropriate Usage

Trinity Lutheran School's Principal will receive notifications for flagged activity. If a student violates our Acceptable Use Policy, parents will be notified as soon as possible, especially regarding instances of violence or danger to self or others. Inappropriate usage will result in disciplinary action.

If a charger or Chromebook has been lost and unrecovered, or damaged due to intentional abuse, families will be charged for the replacement or repair costs.

Section 8 – Health and Safety

Student Safety and Health

Safety

For the safety of students, no student will be allowed to leave the school grounds during school hours, except for those participating in public or other school programs, unless the school has written permission from the parent or legal guardian, or the child is in the company of an adult family member or legal guardian.

All children will be expected to observe school safety rules. Children are to play in the supervised playground area. Bikes are not to be ridden on the playground during the school day, or 30 minutes before or after the school day.

All accidents in school or on the playground should be brought to the attention of the supervising teacher and/or Principal immediately. First aid will be administered by the teacher or school office personnel. In case of a serious accident, the parent, legal guardian, or person designated by the parent or legal guardian will be contacted. The school will not dispense medication without having proper forms on file at the School Office. All prescription medication must be in original pharmaceutical containers.

Health and Medications

We are concerned over the health of each child in the school. If parents notice signs of illness (fever, rash, pain, etc.), they are asked to keep the child home for his/her own sake as well as the sake of others. A child should be fever free for 24 hours before returning to school. In the event of a child becoming ill while at school, the teacher will notify the parents asking them to arrange transportation home.

The school staff will not administer or distribute medicine without written consent from the parents or legal guardians. If it is necessary that medication be brought to school, the school must be advised in writing on a *MEDICAL PERMISSION FORM*.

The parents or legal guardians must complete a master questionnaire for each new student. This questionnaire will be retained in the student's permanent file.

The information provided includes student immunization records, required by State law, (*See Medical Records – Immunization Requirements*) disease history and physical growth pattern. The parents are responsible for providing updated information as appropriate.

Emergency Drills and Information

All Indiana schools are required to have periodic tornado, lockdown and fire drills. Procedures for these drills will be reviewed by classroom teachers. Teachers will instruct students in regard to the procedures to be followed for each area students occupy during the day. Speed and efficiency of each drill is evaluated. During any emergency drill, students are to:

- Be quiet at all times.
- Walk slowly and in an orderly fashion.
- Proceed to their designated spot.
- Be in an orderly line to facilitate their teacher getting an immediate and accurate count.

Child Protection Policy - Volunteers

Trinity Lutheran Church and School is committed to providing a loving, secure, and safe environment for every child who participates in our programs and uses our facilities. Trinity has its own policy regarding appropriate behavior and discipline. The Child Protection Policy was established to protect our children, workers, church and school family. These guidelines are to be followed by every individual who serves in our ministry for minors. All members of our church and school who come in contact with children in a supervisory role taking responsibility for the children in their care must register with the appropriate application, submit to a background check, and take the training class on appropriate behavior and abuse prevention prior to supervising our children.

Adult volunteers in the classrooms, offices, and library are greatly needed. Volunteers may serve in a variety of capacities, including (but not limited to) the following: sorting library books, assisting a teacher, tutoring a child, creating bulletin boards, Room Parent, transporting children on field trips, etc. Please notify your child's teacher, the Principal, receptionists, librarian, or a Pastor if you have an interest in serving voluntarily at Trinity Lutheran School. All volunteers must submit to the Child Protection Policy.

Reporting of Abuse

In Indiana, any individual who has reason to believe that a child is a victim of child abuse or neglect must, in good faith, make a report to the proper authorities. If a child makes a claim of abuse, it is not the responsibility of the reporter to determine the truth but to abide by the law. If you suspect or know of child abuse, sexual assault, or other maltreatment, contact the Indiana Child Abuse Hotline at 1-800-800-5556.

Sexual Harassment

It is the policy of the Day School Board to provide employees and students a school environment free from discrimination, including freedom from sexual harassment. Sexual harassment is prohibited and will not be tolerated. Lutheran schools of the Lutheran Church-Missouri Synod that comprise Corporation #9230 will provide employees an employment environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, or communications constituting sexual harassment as defined and otherwise prohibited by State and Federal law.

No person associated with Trinity Lutheran Church and School shall make unwelcome sexual advances or request sexual favors nor engage in any unwelcome conduct of a sexual nature when: 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, 2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, 3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment. Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct which has the effect of humiliation, embarrassment or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

If an employee or student feels that another person has sexually harassed them with unwanted sexual advances, requests for sexual favors, or other forms of verbal or physical abuse of a sexual nature, they should directly inform the person engaging in such conduct that the harassment is offensive, against school policy and must stop.

If an aggrieved employee or student does not wish to communicate directly, or if such communication has proven unsuccessful, the employee or student should contact the teacher(s), principal, pastor(s) or a board

member. The facts surrounding the incident(s) will be documented by the employee or student and submitted to the principal, pastor(s) or board director, thus providing a basis for complete and impartial investigation of allegations.

In the event that the accused party is

- a student, the parents will be notified, and the student may be excused from classes until the investigation is completed.
- a staff member, an immediate leave of absence will be granted until the allegation is investigated and a final disposition is reached. The salary of the staff member is to be continued during the investigation.
- a professional church worker, the LCMS district office is to be notified immediately.
- a volunteer, he or she will be excluded from further participation in the program until the accusation is investigated and a disposition is reached.

The investigation team is to be made up of at least three persons including a member of the Day School Board, the pastor(s) and the principal. If the principal or the pastor(s) is the accused, a member of the Parish Planning Committee will be placed on the investigation team.

Allergies

Trinity has a clear plan for handling all allergies. School and family work together in helping the child live independently with an allergy without stigmatizing the child. If your child has an allergy for which the school needs to be notified, please contact the School Office.

Pandemic Emergency Plan

In case of need, Trinity Lutheran School is prepared with a Pandemic Emergency Plan, in which case the Health Officer of the local health department, in collaboration with Trinity Lutheran School Administration, has the legal authority to dismiss or close school operations. The location and severity of the pandemic will be discussed prior to making decisions. Centers for Disease Control and Prevention (CDC) will provide case definitions and guidance for precautionary measures. Isolation, quarantine and movement restriction decisions will be made by the local health department and implemented with local police jurisdictions. For more information, please see the principal.

If a student or staff member is showing signs of illness, he/she will report to the office for a visual assessment. If it is determined that the student or staff member needs to go home, he/she will be kept in a room separate from other people until they go home. Guidelines will be provided by CDC and the local health department to assess if students or staff should come back to school. Parents are encouraged to assess their children daily prior to coming to school.

Chemical Management

Trinity reduces student and staff exposure to hazardous chemicals by selecting products with lesser hazards. By properly using these products, there will be a reduced risk of exposure to these products. Trinity has an implemented Chemical Management Plan. For further information, see the principal.

Insurance – Accident Coverage

Trinity Ev. Lutheran School provides accident coverage for all school supervised and sponsored activities. *This is a brief description of the coverage:*

- This coverage is for medical bills resulting from ACCIDENTS only. An accident is defined as an unexpected, sudden, and definable event which is the direct cause of bodily injury, independent of any illness or congenital predisposition.

Conditions which result from participating in sports do not necessarily constitute an accident. Illnesses, diseases, degeneration, and conditions caused by continued stress to a particular area of the body, and existing conditions aggravated or exacerbated by an accident are not covered.

This plan is excess coverage, and payment is made only after payment has been made by the primary carrier. If you are a member of an HMO/PPO, the proper procedures outlined by that plan must be followed before this coverage has any liability.

Treatment by a licensed practitioner of medicine must begin within 60 days of the accident. Only expenses incurred within 52 weeks of the date of the original accident are considered. Benefits are determined by reasonable and necessary charges for the geographic region.

Exclusions include, but are not limited to: sickness, disease, or hernia in any form, non-prescription drugs, fighting, the use of electric biomechanical devices and orthodontics not prescribed exclusively for rehabilitation (e.g. playing brace, mouth guard).

If an accident occurs, contact the Operations Manager of Trinity Lutheran Church, who will assist you.

Live Animal Policy

Live animals with the exception of fish in aquariums are only to be in school for educational purposes. At no time will animals considered dangerous be brought into the classrooms.

When an animal is to be brought into a classroom, a note will be sent home with the students of that class notifying the parents that an animal will be present. If known in advance, this will be done at the beginning of the school year. It is up to the parents to notify the teacher or the principal if their student is allergic to the animal. Upon such notice, the Principal will confer with the Teacher and determine what options are available including having the student transferred to a different classroom without animals or changing to a different species with no allergy problems or not having an animal in the classroom. The school will not reveal the name of the student with allergy issues to the students or parents. If after an animal is brought into the classroom, the parent finds their student is allergic to the animal the school will work with the parent and teacher to resolve the issue. If necessary, the custodians will clean all surfaces in the classroom to remove any animal dander that may still cause an allergic reaction by the student.

Examples of educational purposes where animals would be in the classroom for an extended period are:

1. Animals used in health class to demonstrate effects of different diets.
2. Animals used in science/biology to show developmental changes or diversity.
3. Eggs incubated to show development.

Examples of educational purposes where animals are in the classroom for one day or less:

1. Pets/animals brought into the classroom to allow students exposure to a variety of species.
2. Pets/animals used to demonstrate obedience training.

This is not a comprehensive list of appropriate uses. The Principal, when requested by a teacher, has the authority to determine if it is appropriate to bring an animal into the classroom.

Cleaning: Cages shall be cleaned by the teacher in charge of the animal (not students) on a routine basis as to avoid offensive odors or pest issues. Aquariums with fish are to be maintained by the teacher in charge of the aquarium including cleaning as needed.

When appropriate, teachers may allow students to handle and/or feed the animals.