

# **Holy Family Catholic Schools**

## **Parent and Student**

### **Policy & Procedure Manual**

#### **2020-2021**

Approved by Holy Family Catholic Schools Board of Education on May 19, 2020.



[www.holyfamilydbq.org](http://www.holyfamilydbq.org)

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## **Dress Codes (Elementary, Middle and High School)**

### **2020-2021 School Calendar**

Please note: Policies of the Archdiocesan Faith Formation Commission and Archdiocesan Catholic School Board (AFFC/ACSB) are referenced throughout this document. Copies of these policies can be obtained from the Archdiocese of Dubuque website: <https://dbqarch.org/acsb-policies>

The policies are also available at the Holy Family central office or the Office of Faith Formation and Education at the Archdiocese of Dubuque.

**The Holy Family Catholic Schools Policy and Procedure Manual is subject to annual review by the Board of Education. Holy Family Catholic Schools reserves the right to modify the published information on an ongoing basis as necessary.**





**COVENANT**  
**between**  
**Parents/Guardians and Holy Family Catholic Schools**

Holy Family Catholic Schools and all family members play an integral role in each student's educational experience. It is the goal of Holy Family Catholic Schools to promote the development of each individual to his/her fullest potential through an educational program permeated with a Catholic spirit and Catholic values. The following statements were set to confirm and clarify the partnership between Holy Family Catholic Schools and our parents:

**Parents can expect Holy Family Catholic Schools to:**

- Provide a challenging Catholic education to students
- Establish positive, professional relationships with students, characterized by mutual respect, warmth, and good will
- Keep parents informed of their students' progress
- Enforce standards of student behavior in a fair, firm, compassionate and educationally sound manner

**Holy Family Catholic Schools can expect parents to:**

- Provide a home environment that supports the development of positive learning attitudes, habits, and values that are consistent with Holy Family Catholic Schools
- Attend Mass on Sundays and Days of Obligation
- Participate actively in their parish, sharing time, talent and treasure
- Maintain good communication with teachers
- Develop students' moral values by modeling integrity, civility, honesty, and respect for the value of each individual and support consequences for behavior deemed unacceptable by Holy Family Catholic Schools

We, Holy Family Catholic Schools and parent(s), promise to do the utmost to raise our child(ren) in the Catholic faith and promise to continue their faith development throughout their growing years.

## Section I. Philosophy

### A. **Mission Statement of the Educational Apostolate, Archdiocese of Dubuque:**

The mission of the Educational Apostolate of the Archdiocese of Dubuque is to promote life-long faith formation which challenges individuals to:

- Respond to God's continuous call for conversion to Jesus Christ
- Form and be formed in Christian community life
- Grow in knowledge of faith
- Participate in liturgical celebrations and prayer
- Collaborate in the Church's mission of evangelization

### B. **Holy Family Catholic Schools Mission Statement:**

*Forming disciples of Jesus Christ through Catholic educational excellence.  
Achieve. Lead. Soar*

### C. **Holy Family Catholic Schools Philosophy Statement:**

To effectively form and support families and students in understanding and living a Catholic way of life, the members of the Holy Family Catholic Schools believe that:

- Families are domestic churches and the foundation of a Catholic way of life.
- Children are gifts from God and they have the right to know the nurturing love of their Creator. Parents are the first and primary educators of their children.
- Each parish and their programs of Catholic education are an extension of the family and assist families in their mission.

To this end, the Catholic parishes and schools of the greater Dubuque area have come together to effectively support students and families in understanding and loving the Catholic way of life through Message, Community, Worship and Service.

### D. **Holy Family Catholic Schools Student Attributes**

Who is the student of Holy Family Catholic Schools?

- **Person of Faith**
- **Moral Decision Maker**
- **Critical Thinker**
- **Productive Worker**
- **Effective Communicator**
- **Creative Person**

#### **Person of Faith**

A graduate of the Holy Family Catholic Schools system will be a **Person of Faith** who seeks knowledge and insight through participation in a:

- Community of hospitality
- Community of sharing God's word
- Community of worship
- Community of stewards
- Community of witness to Christ's presence in the world

### **Moral Decision Maker**

A graduate of the Holy Family Catholic Schools system will be a **Moral Decision Maker** who will:

- Gather and assess situations requiring moral judgment and systematically determine the right course of action.
- Interpret information in light of Catholic traditions and teachings and apply them in various situations.
- Apply the principles of justice to a love of God, neighbor and self. These principles of justice include:
  - Communicative justice that demands honesty and fairness in all exchanges between persons and private groups.
  - Distributive justice requires society to ensure its social goods are fairly distributed.
  - Social justice, which is the responsibility of society to create structures that protect the dignity of all and allow each member to participate in public life.
- Experience the world from the point of view of others, especially those who are different from themselves.
- Display empathy for the needs of others and those around the world.
- Empower him/her and others to action that reflects God's covenant love for all people.

### **Critical Thinker**

A graduate of the Holy Family Catholic Schools will be a **Critical Thinker** who will:

- Raise and explain vital questions and problems, formulating them clearly and precisely.
- Gather and assess relevant information, using abstractions to interpret it effectively.
- Come to well-reasoned conclusions and solutions, applying them against relevant criteria and standards.
- Think open-mindedly within alternative systems of thought, recognizing and assessing, various perspectives, their assumptions, implications and practical consequences.
- Communicate empathetically with others in figuring out solutions to complex problems.
- Engage in self-directed, self-disciplined, self-monitored and self-corrective thinking.

### **Productive Worker**

A graduate of the Holy Family Catholic Schools system will be a **Productive Worker** who will:

- Grasp the essential elements of content knowledge necessary for their career or work environment and will work toward the success of the community. He/she anticipates the needs of the working environment.
- Interpret information in a variety of contexts and situations. He/she adjusts his/her personal behaviors accordingly.



- Apply talents and abilities in a variety of work environments.
- Examine, critique and accept differing perspectives in the work community.
- Listen empathetically as a cooperative team member, work to avoid misunderstandings and project himself/herself into differing points of view.
- Recognize his/her work ethic as well as personal qualities and attributes, which contribute or hinder the growth of the community. He/she is able to self-assess as well as accept feedback and criticism.

### **Effective Communicator**

A graduate of the Holy Family Catholic Schools system will be an **Effective Communicator** who will:

- Explain thoughts and feelings through a variety of modes and multiple contexts.
- Interpret information in meaningful ways using context to come to significant and insightful conclusions.
- Apply information to a variety of modes and multiple contexts. He/she extends information in novel and innovative ways.
- Apply a critical perspective to information presented in a variety of formats and create an analysis assessing the intent of the information.
- Listen empathetically in order to appreciate another's position, find insight in another's thinking or ask questions to extend understanding.
- Self-evaluate and adjust communication behaviors after an examination of verbal, nonverbal and written contexts in which the student is working.

### **Creative Person**

A graduate of the Holy Family Catholic Schools system will be a **Creative Person** who will:

- Explore and provide explanations of the cultural expression of a society.
- Interpret global cultural expression in light of the historical and biographical background of a society/people.
- Apply creative expression and skill in the visual and performing arts.
- Integrate a variety of artistic perspectives into his/her life.
- React empathetically to the artistic creation of others; acknowledging differences and moving toward and understanding of another's creativity.

## **E. Holy Family Catholic Schools Governance**

Holy Family Catholic Schools is governed by the Board of Education that includes a Pastoral Coordinator appointed by the Archbishop and a Pastor/Pastoral Administrator from the Dubuque deanery selected from the supporting parishes. The additional members of the interparish Catholic School Board include six elected members and two at large appointed members for a total of eight lay members.

Elected lay membership from supporting parishes is defined as:

- Parish configuration of Nativity & St. Anthony – 1 lay member
- Parish configuration of St. Raphael Cathedral & St. Patrick – 1 lay member
- Holy Spirit Parish – 1 lay member
- Resurrection Parish – 1 lay member

- St. Joseph Parish, Key West – 1 lay member
- Parish configuration of St. Columbkille & St. Joseph the Worker – 1 lay member
- Holy Family New Melleray Parish, Peosta – 1 non-voting lay representative

## **Section II. Catholic Dimension/Uniqueness**

### **A. Catholic Atmosphere**

Faith formation and education at Holy Family Catholic Schools occurs in two major areas: the study of the Catholic faith and integrating faith experiences into the life of each student. In addition to classroom instruction in religion, liturgical and sacramental participation is part of system programs. Celebration of the Sacrament of Reconciliation, school liturgies, and opportunities to participate in Mass and service are part of the spiritual life of the system. When applicable they are coordinated with the local parishes. Parents/guardians are encouraged to become aware of and encourage their child(ren) in their faith life. The system can only support what is taught and experienced at home.

### **B. Prayers, Practices, and Beliefs**

A list of prayers and other basic beliefs and practices for students is available on the Holy Family website at [www.holyfamilydbq.org/document.doc?id=366](http://www.holyfamilydbq.org/document.doc?id=366).

Prayers may be introduced at one level and students may not be expected to have them memorized until the next year. However, students are expected to have an understanding of these prayers and participate in prayer at school. Parents are also expected to pray with their child(ren) at home.

### **C. Pro-Life Policy**

The Holy Family Catholic School system regards all life with the greatest respect and dignity. It is our obligation to cherish and respect all life. Our goal will be to provide the greatest degree of respect, safety, understanding, compassion, and Christian charity for all. At Holy Family Catholic Schools, in dealing with young women who are pregnant, the position of this school system is that all life is to be respected, dignified, and protected. The system will offer support not only to young women who are pregnant, but also to the father and the parents of both parties involved.

The decision of life will be supported. The system assists individuals in the continuance of their education at Holy Family Catholic Schools, if this is the wish of the family. Because each individual situation is unique, each young person will be accorded individual consideration with respect to specific circumstances.

### **D. Spiritual Program**

Formal classroom learning is only the beginning of a student's faith formation. Every Christian has the responsibility to use one's gifts for the good of the community and to minister as Jesus did. This is the core of Christian life.

Students and staff plan and participate in liturgical celebrations. Parents/guardians are always welcome to attend liturgical celebrations. Opportunities for the Sacrament of Reconciliation and retreat participation are also provided throughout the school year.

Sacramental programs are administered through the individual parishes. Parents/guardians should be directly involved and sessions are held at the parish level to inform and assist parents/guardians in the sacramental preparation for their child. Students prepare for the first reception of the sacraments of Reconciliation and Holy Eucharist in second grade. Students prepare for the Sacrament of Confirmation at the parishes during their high school years.

#### **E. Sacramental Guidelines**

All sacraments are to be celebrated in the home parish of the candidate for First Reconciliation, First Communion, and Confirmation. Special circumstances require permission from the pastors or pastoral administrators of both parishes.

Catechesis for sacraments will take place in the student's family and home parish and will be supplemented by basic preparation at Holy Family Catholic Schools. Immediate preparation for First Reconciliation, First Eucharist, and the Sacrament of Confirmation will take place in the child's home parish and in the family (AFFC/ACSB policy 150.4).

### **Section III. Admission Policies/Notice of Nondiscrimination**

#### **A. Admission**

Children who are five years of age by September 15 are eligible to enroll in kindergarten. Children who are six years of age by September 15 are eligible to enroll in the first grade. **Exceptions to this policy are not allowed** (AFFC/ACSB policy 5111.2). Holy Family Catholic Schools will accept students of any religious conviction. Every student is considered a part of the total school community and will be included and expected to participate in all activities scheduled as part of the class day and all required classes, including those of a religious nature.

#### **B. Tuition Assistance Program**

Holy Family Catholic Schools is aware that Catholic education can mean substantial financial sacrifice for many families and is committed to structuring a comprehensive tuition assistance program to benefit all who need assistance.

While Holy Family Catholic Schools believes the primary responsibility for financing a Catholic education rests with the family, specific circumstances can often mean tuition assistance is needed. Applying for tuition assistance is a result of the realities of family life and the rising cost of education at all levels. This fact has long been true for college and high school and now also for elementary school.

Based solely on the financial need of the student and family, tuition assistance is available to any prospective or current student of Holy Family Catholic Schools. Each family's personal situation is taken into consideration when evaluating need. Tuition assistance is not offered in the form of scholarships based on academic, athletic, or other

special abilities. Tuition assistance is offered on a year-by-year basis and must be applied for annually.

Only one application form needs to be completed per family. Information obtained from the application is confidential, evaluated by FACTS Grant and Aid Assessment, and used solely for the purpose of establishing need. The level of financial assistance recommended by FACTS will be based upon family income, number of dependents, and total tuition charged for the family. FACTS forms are available on the Holy Family Catholic Schools website or through the Holy Family Catholic Schools central office.

### **C. Tuition Policies**

Holy Family Catholic Schools makes every effort to keep tuition charges affordable. A FACTS Grant and Aid Assessment tuition assistance application is available on the Holy Family Catholic Schools website. Families may also contact their parish since many of the parishes have separate endowment funds. Tuition statements will encompass the entire family, grades K-12. Tuition charges are based on parish membership, which is confirmed with the parish each year. Members of parishes outside of the Holy Family Catholic Schools Corporation will pay an additional fee and non-Catholic/non-parish students will be charged a non-Catholic tuition rate (AFFC/ACSB policy 4216.2).

Every family must complete a tuition contract on or before registration. Several payment arrangements are available with initial payment due at registration. There will be a \$20 charge for each check or direct deposit returned for insufficient funds.

Tuition expenses incurred by Iowa residents may qualify for a tuition tax credit on state taxes. A year-end tuition statement will be sent in January to each family informing them of the amount of the tax credit.

Specific questions regarding a tuition account should be directed to Holy Family Catholic schools at 563-582-5456.

### **D. Equal Opportunity**

Holy Family Catholic Schools is an equal opportunity employer. No student will be discriminated against because of his or her race, creed, color, sex, sexual orientation, gender identity, national origin, religion or disability. However, students are required to meet the school's academic requirements. As a religious institution, the Archdiocese affirms the right to consider creed a bona fide qualification in certain cases (AFFC/ACSB policy 4216.2)

### **E. Knowledge of Policies**

The knowledge of the rules and regulations, their processes and their implementation, are the responsibility of each Holy Family Catholic School student and parents/guardians. Lack of knowledge or understanding of the rules or regulations will not be the cause of

releasing a student from responsibility to know and understand the stated policies. The regulations found in this handbook are considered a binding contract between the students and staff by virtue of choosing Holy Family Catholic Schools.

## **Section IV. Academic Policies and Programs**

### **A. Concussion Management**

Concussions are a type of brain injury that can range from mild to severe and can disrupt the way the brain normally works. Concussions can occur with or without loss of consciousness. Concussions are among the most commonly reported injuries to children and adolescents who participate in recreational activities. Continuing to engage in activities with a concussion or symptoms of a brain injury leaves a young athlete vulnerable to greater injury. Concussions can impair how a student athlete thinks, acts, feels and learns. A student who has sustained a concussion may need adjustments, modifications to curriculum, and monitoring by medical staff until the student is fully recovered (ACSB policy 5141.4).

Schools within the Archdiocese of Dubuque will follow these protocols:

1. “Return-to-Learn”: Personnel at schools with enrolled students who participate in an extracurricular interscholastic activity, which is contest in grades seven through twelve, shall develop a return-to-learn plan based on guidance developed by the Brain Injury Association of America in cooperation with a student removed from participation in the interscholastic activity and diagnosed with a concussion or brain injury, the student’s parent or guardian, and the student’s license health care provider to accommodate the student as the student returns to the classroom.
2. “Return-to-Play”: The Iowa Department of Public Health has created a return-to-play protocol based upon peer-reviewed scientific evidence consistent with guidelines of the Centers for Disease Control and Prevention of the United States Department of Health and Human Services, for a student’s return to participation in any extracurricular interscholastic activity after showing signs, symptoms, or behaviors consistent with a concussion or brain injury.
3. Personnel shall develop a return-to-play plan for any PK-12 student who has been diagnosed with a concussion by a medical professional and requires accommodations for a safe return to learning. Parent(s) or guardian(s) shall provide documentation of diagnosis upon request of a return-to-learn plan.

### **B. Copyright**

It is the policy of the educational programs governed by the Archdiocese Catholic School Board that all employees, volunteers, and students will abide by the federal copyright laws. Employees, volunteers, and students may copy print or non-print materials allowed by:

- copyright law
- fair use guidelines
- specific licenses or contractual agreements
- other types of permission

Employees, volunteers, and students who willfully disregard copyright law are in violation of Archdiocesan policy and are doing so at their own risk and assuming all liability (AFFC/ACSB policy 2510).

### **C. Field Trips**

Field trips aid the instructional program by enabling the student to experience educational resources not found in the classroom. All students are expected to observe school policies when they are on field trips. Students must have on file the Archdiocese of Dubuque Parental/Guardian Consent Form and Liability Waiver and a Field Trip Permission slip signed by their parent(s)/guardian(s) in order to participate in a field trip. Student attire will be determined by the site principal prior to the activity. Tuition does not cover the cost of field trips. If field trips are cost prohibitive, families should contact the principal to make arrangements.

Only a license adult (over age 21) may volunteer to drive for field trips. The Archdiocese of Dubuque requires that all drivers complete the following forms/trainings:

- Archdiocese of Dubuque Driver Information Sheet/Volunteer Driver Form
- Archdiocese of Dubuque Questionnaire for Volunteers
- Archdiocese of Dubuque Catholic Mutual online Defensive Driving training.

These forms/trainings are available on the Holy Family Catholic Schools website or by contacting the site office.

Individuals who drive system vehicles must also have a completed Dubuque Archdiocesan Protection Program (DAPP) form and complete the online Defensive Driving training provided by Catholic Mutual Group. The DAPP form must be completed annually and is available at the activities office at Wahlert Catholic High School.

Each student must use a seat belt. Drivers are to take students directly to and from designated events. Drivers of cars that have a front seat airbag will not be permitted to place students under 12 in that seat. Parent drivers who bring their child's siblings along are solely responsible for their supervision.

A child under six years of age shall be secured during transit by a child restraint system that is used in accordance with the manufacturer's instructions. A child at least six years of age, but below eleven years of age, who is being transported in a motor vehicle, shall be secured during transit by a child restraint system that is used in accordance with the manufacturer's instructions or by a safety belt or safety harness. Parents who wish to specify that their child is secured by a child restraint system should deliver the restraint system to the school on the morning of the field trip. For purposes of this section, "child restraint system" means a specially designed seating system, including a belt-positioning seat that meets federal motor vehicle safety standards.

## **D. Guidance**

The Holy Family Catholic Schools guidance program focuses on all students, kindergarten through 12<sup>th</sup> grade, and their academic development, career development, and personal/social development. A guidance counselor or coordinator complements the academic program by offering support to students in a number of areas. Students can be referred to the counselor by an administrator, teacher, parent, or by student request for individual appointments.

The guidance curriculum is implemented in several ways:

- Regularly scheduled religion and guidance classes.
- Individual and small group support services offered by the guidance counselor/coordinator.
- Use of the problem-solving method coordinated by the administrator and guidance counselor in conjunction with Keystone AEA.
- Support services from Keystone AEA and Catholic Charities as needed.
- Consistent use of the discipline policy.
- Parent/teacher/student conferences

## **E. Homework Philosophy**

Homework is encouraged in order to teach students the importance of practice, review, and application. Teachers will assign homework in accord with the age of the students. Homework may also include assignments that the student did not complete during class time. Parents/guardians should not have to instruct students but are encouraged to support the process through questions and suggestions when appropriate.

## **F. Human Sexuality Program**

Human sexuality instruction is presented from the Catholic perspective in the context of total growth. Parent/guardian support and involvement is an essential component of this program. An option is provided for students whose parents/guardians do not want them to participate in these classes. A request for exemption must be made in writing to the principal. Parents have the option of reviewing the course materials at any time (AFFC/ACSB policy 6141.11).

## **G. Computer and Internet Acceptable Use Policy**

The 21<sup>st</sup> century is a time of new and ever-changing technologies. Holy Family Catholic Schools believes that the use of new technologies, electronic resources, and Internet access can enhance student learning and provide a quality educational experience for all students. It is a privilege to be able to offer the use of such technological resources. Holy Family Catholic Schools is aware that despite these benefits, the Internet reflects the values of a global society and can provide access to sites that would be considered inappropriate. The purpose of this policy is to ensure proper use of technologies while enrolled or associated with Holy Family Catholic Schools.

All users are expected to use the technology available at Holy Family Catholic Schools in a manner that is consistent with the teachings and mission of the Catholic Church and the Holy Family system's academic programs. Users are expected to be responsible and use technology that has been accessed appropriately. Accessing obscene, pornographic, or threatening material, or engaging other inappropriate use of technology, including but not limited to email, instant messaging, social networking sites, web pages, and the use of hardware and/or software that disrupts or interferes with the safety and welfare of the school community, is prohibited, even if such uses take place after school hours or off school property (for example home, business, private property, etc.)

**Students are expected to:\***

- 1. *Respect and protect the privacy of themselves and others.***
  - Use only assigned accounts.
  - Decline to view, use or copy passwords, data, or networks without authorization.
  - Avoid the distribution of their own or others' private information.
- 2. *Respect and protect the integrity, availability, and security of all electronic resources.***
  - Observe all network security practices as posted.
  - Report security risks or violations to a school administrator, teacher, or network administrator.
  - Refrain from destroying or damaging data, networks, or other resources that do not belong to them without clear permission of the owner.
  - Conserve, protect and avoid sharing these resources with other students and Internet users.
  - Abstain from overriding the Internet content filtering system.
- 3. *Respect and protect the intellectual property of others.***
  - Refrain from copyright infringement (copying music, games, movies, etc. in not allowed).
  - Avoid plagiarism.
- 4. *Respect and practice the principles of the school community.***
  - Communicate only in ways that are kind and respectful.
  - Report threatening or discomfoting materials to a school administrator, teacher, or network administrator.
  - Refuse to access, transmit, copy, or create material that violates the system's code of conduct (examples include, but are not limited to, messages that are pornographic, threatening, rude, discriminatory, or intended for harassment).
  - Avoid accessing, transmitting, copying, or creating material that is illegal (examples include, but are not limited to, obscenity, stolen materials or illegal copies of copyrighted works).
  - Refrain from buying, selling, advertising, or otherwise conducting business, unless approved as a school project.



- Avoid posting or disseminating any harassing, demeaning, threatening, or immoral comment or visual injurious to the reputation of the school, supporting parishes, the Church, or an individual, whether the action occurs on school property or off the grounds.

*\*Please note that this list of uses and activities that are deemed inappropriate is not all-inclusive.*

### **Consequences for Violation:**

Violations of these rules may result in disciplinary action according to the disciplinary procedures of the system, including the loss of a student's privileges to use the system's information technology resources. Disciplinary consequences of misuse or abuse of these resources will be dependent on the severity of the situation.

### **Supervision and Monitoring:**

School and network administrators and their authorized employees periodically monitor the use of information technology resources to help ensure that uses are secure and in conformity with this policy. Users should have no expectation of privacy with respect to the use of Holy Family Catholic schools' technology resources. Administrators reserve the right to examine, use, and disclose any data found on the system's information networks in order to further the health, safety, discipline, or security of any students or other person, or to protect property. The school administration has the right of access to any electronic devices brought onto school property. This information may also be used in disciplinary actions and may also be furnished to law enforcement as evidence of a criminal act, should one be committed.

### **Agreement Form:**

In order to ensure the proper use of technology resources, it is necessary that each user (grades 6-12) and a parent/guardian annually sign an *Acceptable Use Policy User Agreement Form*. This form is available on the Holy Family Catholic Schools website and must be on file with Holy Family Catholic Schools before technology usage will be granted. By signing this form, the user agrees to abide by the rules and policies governing internet use and other technology access as stated in this policy.

## **H. Multicultural/Non-Sexist/Global Education**

Holy Family Catholic Schools offers a global, multicultural, gender-fair approach to the educational program. Holy Family Catholic Schools is committed to "*a curriculum that fosters respect and appreciation for cultural and racial diversity and an awareness of the rights, duties, and responsibilities of each individual as a member of a multicultural, gender-fair society*" (AFFC/ACSB policy 6144.2). The education program is one of permeation and action for the implementation of the global, multicultural, and gender-fair elements of the students' education.

### **I. High School Credit (K-8)**

Students who successfully complete high school equivalent courses before entering high school will have classes noted on their high school transcript.

## **J. Physical Education Waivers**

Per Iowa Department of Education Code, the Holy Family Catholic Schools Board of Education has approved that students in grades 9-12 may be excused from the physical education requirement in order to enroll in academic courses not otherwise available to the student (additional information is available on the Iowa Department of Education website at [www.educateiowa.gov](http://www.educateiowa.gov)).

Holy Family Catholic Schools adheres to the State of Iowa standard 12.5(6), which mandates the following: *“A student shall not be required to enroll in either physical education or health courses if the student’s parent or guardian files a written statement with the school principal that the course conflicts with the student’s religious beliefs.”* In notifying the principal, the objection should be based on religious/personal beliefs and state which activities violate the religious/personal beliefs (AFFC/ACSB policy 6144.3).

A student who cannot participate in a physical education class because of a physical injury or illness must provide the school a written statement from a physician.

## **K. Problem-Solving Process**

Problem-solving is a process used to show teachers and parents how to work together to help a student who is having some type of difficulty. The goal of the problem-solving approach is to identify interventions that will help the student improve. An intervention is a particular action taken by the teacher, parent, or other staff member to assist the student. Interventions may include changes to:

- the classroom environment such as where a student sits
- the materials a student used to learn the information
- the way a teacher presents information to the student
- how the student takes tests or completes assignments
- how the school personnel respond to student behavior

Holy Family Catholic Schools makes every attempt to help all students be successful and is proud of the efforts to provide a variety of modifications and interventions to help students improve if they begin to have difficulty.

A problem-solving model is used to address student concerns. Problem-solving is a systematic set of procedures designed to look at different factors that might be affecting student success, such as what is taught, how it is taught, and how the student responds to these processes. Parents are key participants during all facets of problem-solving. During the problem-solving process, school personnel including special education staff and Keystone special education personnel may be involved in gathering information that will be used to develop effective interventions.

Parents must give a written consent if a student is recommended for special education services. Parents may also request that their student be considered for special education services at any time by contacting the student’s principal. Each site will have a problem-

solving team that will coordinate the process in-line with the established guidelines from Keystone AEA.

#### **L. School Parties/Deliveries/Invitations**

Parties that consume valuable school time are discouraged. All birthday celebrations must be **non-food** celebrations with the focus on the child. Each school site will develop a method of birthday recognition in accordance with their community and tradition.

Schools are encouraged to celebrate occasions that highlight our Catholicity or patriotism. All celebrations must be approved by the principal. Special classroom and school celebrations including food are to be limited to several per school year. Only healthy food choices and beverages of unflavored water or low-fat/skim milk should be provided. An approved list of healthy food choices is available at each school office. Additionally, these celebrations should never conflict with lunch times and should include portion sizes that would still allow students to choose proper portions at lunch.

Sending flowers or balloons to school for students is discouraged and such items will not be delivered to classrooms. The office will page students to the office at the end of the day to pick up deliveries.

Invitations to parties taking place outside of school should be handled outside of school time. Invitations should not be distributed during class, lunch, or recess. They should be mailed or delivered. The schools are not allowed to give out addresses or phone numbers or classmates without prior permission from a parent or guardian.

#### **M. Seal of Biliteracy**

Holy Family Catholic Schools will award the Seal of Biliteracy to students who have attained proficiency in two or more languages, one of which is English, by the time of their high school graduation.

The Seal of Biliteracy is important because being able to know and use more than one language is a critical skill for the 21<sup>st</sup> century. The Seal of Biliteracy:

- Values language as an asset
- Recognizes the value of language diversity and cultural identity
- Prepares students with 21<sup>st</sup> century skills that will benefit them in the labor market and the global society
- Provides employers, universities, and grant/scholarship providers with a method to recognize applicants for their dedication to attainment of biliteracy

The Seal of Biliteracy focuses not on “seat time” or completion of language courses; it relies on demonstrating proficiency in a given language.

**English:** To be eligible to be awarded the Iowa Seal of Biliteracy, each student shall demonstrate proficiency in English. This requirement must be met during the course of

each student's high school years. The assessment options to demonstrate proficiency in English include:

- ACT: 18 or higher in English
- Advance Placement Language or AP Literature: 3
- English Language Proficiency Assessment for the 21<sup>st</sup> Century (ELPA 21) in grades 9-12: Level 3 (proficient)
- SAT: 470 in English
- Iowa Statewide Assessment of Student Progress (ISASP) in grades 9-12: Proficient in English/Language Arts
- Most recent Iowa Assessment results (2018-2019 only): Proficient in Reading Comprehension

**World Languages:** To be eligible to be awarded the Iowa Seal of Biliteracy, students shall demonstrate proficiency in world language. The assessment option to demonstrate proficiency in a world language includes:

- Advanced Placement Language and Culture Exam (Spanish, Chinese): 3

**Recognition:** Students who earn the Iowa Seal of Biliteracy will receive a seal on their diplomas and a notation on their transcripts. If they earned the designation before graduation, their achievement will be noted on the graduation program.

Contact the Seal of Biliteracy Coordinator via the Wahlert Catholic Guidance Office with any questions.

## **N. Student Assemblies and School Liturgies**

All school assemblies and liturgies are part of the school program. When any person is presenting to the assembly (Mass, assemblies, pep rallies), students are expected to show respect. Parents/guardians and members of the parish communities are always welcome to attend school liturgies and assemblies.

## **O. Student Assessment**

Each year several assessments are given to students.

Some tests provide individual student data and some provide school/system data. When individual test results have been returned and analyzed, parents/guardians will receive information. In addition, personal conferences are available with parents/guardians to go over the results in more detail.

## **P. Substance Abused Education**

A substance abuse education program is one component of the guidance program. The program includes basic student education reinforcing activities/events, family education (through parent/guardian meetings), and utilization of appropriate community agencies.

## Section V. Communication

### A. Absence

Regular attendance is a key factor in the success of schoolwork. The value of the work missed is difficult to make up by out-of-class work.

If at all possible, doctor/dentist appointments should be made for after school hours or on non-school days. A student who must be excused for an appointment should submit a written notification to the office. A written request from the parent/guardian or a phone call is also required any time a student needs to leave school before the standard dismissal. No student will be released unless the office is notified of the reason for the release and of the individual responsible for the student upon release. The system accepts no responsibility for any student who leaves school property without the proper permission.

If a student will be absent, parents/guardians must notify the school prior to the start of the school day. If a student will be absent for an extended time due to illness, parents/guardians should inform the school so work can be sent home or other arrangements can be made.

Parents/guardians should also notify the school if they plan to take their student out of school for a planned absence such as a vacation. While the school acknowledges families may have opportunities for enriching experiences outside of school, vacations during the school year are discouraged. The teachers and school should be contacted in advance about the intended absence so that mutually satisfactory arrangements for makeup work can be made.

The principal, secretary, or nurse approves the dismissal of students who are ill. Parents or guardians are notified when the illness is detected and will be required to make transportation arrangements for the student to be picked up from school. Examples of conditions which warrant notification are:

- obvious illness or injury
- vomiting and/or diarrhea
- temperature of 100 degrees for one hour or more or a one-time temperature of 101 degrees or above
- sore throat that needs medical attention
- excessive nasal drainage
- persistent cough
- rashes that are not diagnosed
- suspected communicable disease
- ear pain or suspected eye infection

When a student returns to school after an absence, a note should accompany the child explaining the reason for his/her absence. A student may return if:

- free from diarrhea/vomiting for 24 hours and able to retain foods
- free from eye infection for 24 hours or per physician discretion
- impetigo lesion is covered
- child is free of live lice or nits (eggs) on hair shaft
- a child has been given antibiotics for 24 hours and is fever-free due to strep throat
- is free of fever for 24 hours

## **B. Compulsory Attendance Guidelines**

The Iowa Compulsory Education Law (Iowa Code 229.1) states: “*Children between the ages 6 and 16 are compelled to receive education, and each child’s parent, guardian or legal custodian (hereafter referred to as “parent”) is the person held responsible in the law for compelling the child’s education.*” The Archdiocesan Catholic School Board requires 148 days annually, to be met by attendance for at least 37 days per quarter or 49 days per trimester.

The following procedures apply to all absences:

1. A student’s attendance will be monitored and a referral sent to the principal after the seventh absence during the semester. The student’s attendance record will be reviewed by administration.
2. After the review of the attendance records, the parent/guardian will be notified. Documentation of the notification will be placed in the student’s cumulative file.
3. If warranted, a home visit is made after the seventh absence in a quarter. This visit will be made by an appropriate school, parish, or community member.
4. Following the fifteenth day of absence in a semester, a review of the student’s attendance record is conducted by the local school administration. As per Policy 299.1 of the Iowa Code, the County Attorney’s office will also be notified.

## **C. Academic Reporting**

### **Dual Parent Report:**

In the case of a student(s) whose parents’ marriage has been dissolved or a separation of a parent from the home, the name and address of **both** parents should be on file. A certified copy of the Order of Dissolution, as well as any subsequent modification of the Order, should be on file in the school office. Unless otherwise decreed by a court order, information commonly made available to parents of any student in attendance at Holy Family Catholic Schools (i.e., notices of school function, progress reports, newsletters, etc.) will be made available to both parents (AFFC/ACSB policy 5124).

### **Parent/Guardian/School Communication:**

Adequate and clear communication between school and home is essential for the success of the students. Parents/guardians may contact teachers at any time regarding student progress or other situations of concern.

**Parent/Guardian-Student-Teacher Conferences:**

Individual conferences are held after the first and third quarters. At least one parent/guardian is expected to attend these conferences. Other parent/guardian-student-teacher conferences can be scheduled by either parents/guardians or teachers when the need is recognized. Students are invited and encouraged to attend these conferences.

**Progress Reporting:**

The purpose of progress reporting is to communicate the individual student's learning growth. Effective communication is best established through parent-student-teacher conferences, appropriate phone calls/notes/emails and quality progress reporting. Such communications necessarily focus on the individual learner in order to determine the performance level in terms of the student's ability and background.

**D. Accidents and Emergencies**

Parents/guardians are asked to provide cell, home, and work phone numbers to the school and at least two other emergency numbers, which could be used in case of an accident or emergency. Families should update information on Power School or notify Holy Family Catholic Schools of any changes to contact information.

**E. Complaints**

Holy Family Catholic Schools adheres to the following policies of the Archdiocesan Catholic School Board when dealing with complaints:

Complaints Concerning Instructional Materials, AFFC/ACSB policy 1312  
Due Process: Complaints against Teacher, AFFC/ACSB policy 4119.4g  
Due Process: Complaints against Administrator, AFFC/ACSB policy 4119.4h  
Due Process: Complaints against Board Members, AFFC/ACSB policy 8252

Copies can be obtained from the administrator, Board of Education chairperson, or the Office of Educational Services and on the Archdiocese of Dubuque website at:  
<https://www.dbqarch.org/about/officials-boards-commissions-councils/faith-formation-commission-catholic-school-board/policy-manual/>

Any complaints that cannot be resolved at the point of origin are referred to the next higher level of authority. The normal process is complaint to teacher, to the principal, to the chief administrator, to the Board. Parents/guardians should meet with the teacher in an appropriate place that is private from students to gather the facts of the situation. Differences that may arise should be dealt with respectfully with constructive communication.

**F. Early Dismissals, School Closing and Late Start Procedures**

Holy Family Catholic Schools follows the Dubuque Community School District regarding school closings for bad weather. The Dubuque Community School District will

consider alternatives, the most common being a delayed start, cancelling school for the day, or early dismissal.

Families will be notified of any changes by Power Announcement, email, and local media outlets.

#### **G. Non-Curricular Materials**

In alignment with the system's green vision, Holy Family Catholic Schools will post on the eBulletin Board website links to information on upcoming events from nonprofit community members to which approval is granted. This is in lieu of sending informational flyers home in student backpacks. New links will be posted weekly as received, and notification of new postings will go out in the first site e-newsletter of each month. Information is available on the Holy Family Catholic Schools website: [www.holyfamilydbq.org/ebulletin-board](http://www.holyfamilydbq.org/ebulletin-board).

#### **H. Student Privacy Act**

In conformity with the Student Privacy Act, Holy Family Catholic schools does not share student/graduate information with any outside organizations without written authorization of the student/graduate. (AFFC/ACSB policy 5125)

#### **I. Student Records**

A permanent record of each student is kept on file. These records are private property and are submitted only when lawfully requested. Parents/guardians should contact the site principal if they wish to review the records of their child. (AFFC/ACSB policy 5125/5125.1)

#### **J. Phones**

Students must have the permission of the principal/teacher to use the school telephone before, during, or after school. Cell phones should not be used during the day by students without teacher permission.

#### **K. Site Visits**

Parent/guardian interest and support is always welcome. Site visits for parents/guardians can be arranged through the principal and site office. The system does not allow visitation on its premises during operational hours by parents who are not the primary caregiver. All visitors must check in and out of the site office.



## **Section VI. Discipline Code**

### **A. Philosophy of Discipline**

Consistent with the mission of Holy Family Catholic Schools, which focuses on supporting families, each of our institutions and all of their specific programs exist primarily and fundamentally to assist in the comprehensive development of each and every student as a child of God. Accordingly, as all schools establish rules and regulations to provide and maintain an atmosphere that allows for orderly and efficient operation, it is the intent of the Holy Family Catholic Schools to establish a code of conduct that will support the development of young people who consistently manifest the attributes of a committed Christian.

Students of Holy Family Catholic Schools will be expected to act as persons of faith in their daily lives. They will be productive workers who will utilize critical analysis to evaluate their actions. For all human actions there are consequences, some positive and some negative. One of the most distinguishing signs of growth is the ability to anticipate and make appropriate moral decisions with regard to how a specific action will affect the rights and responsibilities of each individual student and all the members of the school community.

Accordingly, the Holy Family Catholic Schools Board of Education and administration have established policies and procedures after consultation with the faculties, parents, and students of Holy Family Catholic Schools.

The overall effectiveness of these policies and procedures requires the positive and voluntary cooperation of all concerned. Knowledge of the rules and regulations and all their processes are the responsibility of each Holy Family Catholic Schools family. Lack of understanding of the rules and regulations will not release a student or parent/guardian from the responsibility to cooperate with the stated policies.

### **B. Corporal Punishment, Restraint, and Physical Confinement**

State law forbids school employees from using corporal punishment against any student. The Iowa Code and Iowa Administrative Code both define corporal punishment as the “intentional physical punishment of a student.” This includes using reasonable or unnecessary physical force, or physical contact made with intent to harm or cause pain. Corporal punishment is not to be used, nor is it directed to be used, upon a student by any employee of a school district, area education agency (AEA), or accredited non-public school.

Certain actions by school employees are not considered corporal punishment. Additionally, school employees may use “reasonable and necessary force, not designed or intended to cause pain” to do certain things, such as prevent harm to persons or property.

State law also places limits on school employees' abilities to restrain or confine and detain any student. The law limits why, how, where, and for how long a school employee may restrain or confine and detain a child. If a child is restrained or confined and detained, the school must maintain documentation and must provide certain types of notice to the child's parent/guardian.

The complete text of the law and additional information is available on the Iowa Department of Education website at [www.educateiowa.gov](http://www.educateiowa.gov).

### **C. Due Process**

A discipline system in a Catholic school is a structure that leads to self-discipline that is directed toward discipleship and service. Discipline is the responsibility of each individual student. It has the two-fold purpose of providing for the common and individual good. Discipline helps all students contribute to the climate for learning and living. Guidelines are prepared and set by teachers for each of their individual classrooms, consistent with school procedures and Holy Family Catholic Schools and the Archdiocese of Dubuque policies. To assure adequate development and concern for each student, frequent communication with parents by teachers is encouraged. All procedures are based upon the premise that parents and teachers must work together and support the efforts of each. The options available for discipline in normal and routine matters at each building are many and varied.

Severe misbehavior that seriously disrupts the learning environment and possibly threatens the safety or well-being of students or teachers, demonstrate blatant defiance and major disrespect, or breaks the law, must be immediately referred to the administration. The consequences of such behavior can include: in-school suspensions, out-of-school suspension, disciplinary probation, and expulsion.

The principal or his/her designee has the authority to place a student on probation or to temporarily suspend a student from school. There is no appeal of the decision from the principal.

A discipline committee of the school, appointed by the principal, shall have the authority to expel a student. The decision of the building discipline committee may be appealed to the Student Services Disciplinary Review Committee appointed by the board of education president or his/her designee. The Student Services Disciplinary Review Committee shall have the authority to affirm, reverse, or modify the decision of the Building Discipline Committee.

#### **Probation:**

Probation is conditional attendance during a trial period. Probation may, but need not always, precede suspension. It is hoped that, through probation and notifying the student and the parent/guardian, suspension can be avoided. Probation may be imposed by principals/assistant principals for infractions of school rules, which do not warrant the necessity of removal from school. The following procedures shall be followed:

1. The principal/assistant principal shall conduct an informal investigation of the allegations against the student prior to imposition of probationary status;
2. Such investigation shall include, but not necessarily be limited to, written or oral notice to the student of the allegations against him/her and an opportunity to respond;
3. If it is necessary to place a student on probation, the parent/guardian shall be notified and a probationary contract drawn up by the principal/assistant principal and signed by the student and his/her parent/guardian. The Chair of the building Disciplinary Committee will have access to a copy of the contract.

Should the student breach the condition imposed for probation, the student may be removed from academic or extracurricular privileges or be given more severe penalties, such as suspension. An investigation similar to that for the informal investigation above shall be made to determine whether the condition imposed has been breached.

### **Suspension from School for a Definite Time:**

Suspension is the removal of a student from the school environment for periods of short duration, either in-school or out-of-school. Suspension is to be employed only when all other available school resources are unable to cope constructively with the student misconduct.

A student may be suspended for up to five (5) school days by the principal/assistant principal for the commission of gross or repeated infractions of school rules, or when the presence of the student will cause substantial interference with the maintenance of the educational environment or the normal operation of the school. The principal/assistant principal may suspend such students only after conducting an informal investigation of the charges against the student, giving the student:

1. an oral or written notice of the allegations against the student;
2. the factual basis for the charges; and
3. the opportunity to respond to those charges.

Should the principal/assistant principal find it advisable, the student may be allowed to confront witnesses against him/her or call witnesses on his/her own behalf.

The notice to the student, investigation and informal hearing must precede removal of the student from school. However, nothing should prevent the immediate suspension of a student when the student's continued presence on the school grounds would endanger the student's safety or well-being, the safety or well-being of other members of the school community, or substantially interfere with the proper functioning of the school. In the instance of an immediate suspension, hearing will ordinarily be held within three (3) school days to determine future action. Such a hearing will be conducted in the spirit of the process described above. Notice of the suspension, including a brief statement of the circumstances that led to the suspension, will be provided to the student's parent/guardian and will be included in the student's file.

Notice of the suspension shall be communicated as soon as possible to the student's parent/guardian. Written notice to the parent/guardian shall include a brief statement of the circumstances that led to the suspension. Under no circumstances may more than one administrative suspension be imposed upon a student for the same set of facts.

If practical, efforts shall be made to continue the student's educational program or an alternate program during the time of suspension, so that after the matter has been resolved, there will be a minimum of harm to the student's future.

When a student is disciplined with an out-of-school suspension, the school must heed the following guidelines:

1. Suspensions are not to be counted as unexcused absences, and thus, cannot be counted as a reason to impose additional punishment.
2. The suspended student must be given a reasonable amount of time in which to make up missed coursework.
3. If the make-up work is completed within a reasonable amount of time (the school communicates up front the amount of make-up time to the student), reduced credit is NOT a reasonable additional sanction.
4. Additional work (again, a reasonable amount) may be assigned to compensate for lost class time. In certain situations, service hours or restitution related to the infraction might be considered.
5. Failure to attend a make-up session, to do the make-up work (and/or additional work), or to turn in work within a reasonable time may constitute grounds for reduced credit.

A copy of all in-school and out-of-school suspension notifications shall be given to the chair of the Building Discipline Committee.

### **Suspension from School for an Indefinite Period of Time:**

When the principal/assistant principal deems it necessary, a suspension from school may be for an indefinite period of time, with reinstatement conditioned upon a conference between school authorities and the parent/guardian or upon the completion of educational or psychological testing and observation. In such instances, prior to the suspension, the principal/assistant principal shall make known to the student the allegations against him/her and allow the opportunity for his/her response. The principal/assistant principal will notify the parent/guardian in a brief written statement of the circumstances involving the student and enclose a copy of Board policy and rules pertaining to the suspension.

The parent/guardian of a student so suspended shall make an appointment to meet with the principal/assistant principal at the earliest possible time. At the conclusion of such conference, the principal/assistant principal shall determine whether the student will be reinstated and, if so, under what conditions.

If practical, efforts shall be made to continue the educational program during the time of suspension, so that after the matter has been resolved there will be a minimum of harm to the student's future.

**Expulsion:**

Expulsions is the removal of a student from the school program, and possibly the denial of future access to the program. The expulsion of a student from a Catholic school is such a serious punishment that it should be invoked rarely and then only as a last resort. The fact that a student presents serious problems to a school is not in itself sufficient reason for expelling him/her. The principal should use every means available to discover the cause of the problem and should exhaust all appropriate remedies such as a referral to guidance personnel, a physician or the parish priest.

Ordinarily, expulsion will not be the first punishment invoked against a pupil. His/her record should normally show that many and serious conferences have been held, including conferences with parents/guardians to discuss the student's problems. The record should normally show that at one time or another he/she has been on probation or has been suspended so that he/she is fully aware of the consequences of subsequent infractions.

Upon recommendation of the principal, the Building Discipline Committee may expel a student. The Building Discipline Committee, appointed by the principal (who is not a member of the committee), is comprised of five members of the professional staff. The principal also appoints a committee chair.

The decision of the Building Discipline Committee to expel a student may be appealed to the Student Services Disciplinary Review Committee. The Student Services Disciplinary Review Committee shall have the authority to affirm, reverse or modify the decision of the Building Discipline Committee. The yearly composition of the Disciplinary Review Committee shall be appointed by the Chair of the Student Services Committee and be composed of the Pastoral Coordinator or his designee, the Chair of the Student Services Committee and one other voting member of the Board of Education, one parent member of the Student Services Committee, two building administrators, and one faculty member. The Chief Administrator of Holy Family Catholic Schools conducts the hearing as a non-voting member.

**Expulsion Procedures:**

When the principal determines that long-term suspension is not an adequate discipline, he/she shall place the student on long-term suspension while recommending to the Building Discipline Committee that expulsion be considered. A copy of the recommendation shall be mailed to the parent/guardian of the student. This recommendation shall include a brief statement of the essential elements that form the basis of the charge.

The Building Discipline Committee shall schedule a hearing; a notice of the time and place shall be sent to the parent/guardian in advance of the hearing. The notice shall also advise the parent/guardian or his/her right to be represented at the hearing, to question any evidence and testimony presented and to present witnesses and other evidence on the student's behalf.

Every effort shall be made to ensure the presence at the hearing of persons having knowledge of the facts concerning the charges. Such persons shall state their understanding of the facts at the hearing. The student, his/her parents/guardians, or their representative shall have the right to question the evidence and testimony as provided by the principal; the student and his/her parents/guardians may present witnesses or other evidence. At this meeting, the student is entitled to be represented by counsel or a spokesperson and will be afforded the following rights:

1. to confront and question any witness testifying adversely to the student;
2. to present witnesses and evidence; and
3. to comment on the evidence presented and make statements in his or her behalf.

The student, his/her parent/guardian, or their representative shall have the right to question the evidence and testimony provided. The student and his/her parent/guardian may present witnesses or other evidence. The chairperson of the Building Discipline Committee shall conduct the hearing in an orderly fashion and further, shall be responsible for determining the sufficiency of the evidence. The chairperson shall not be bound by either standard rules of evidence or courtroom procedure. An accurate non-verbatim record of the proceedings shall be made.

The Building Discipline Committee shall render a written opinion, as soon as reasonably possible, stating its decision and the reasons therefore, a copy of which shall be mailed to the parent/guardian. The Building Discipline Committee may adopt, modify, or reject the recommendation of the principal. The student remains suspended pending the results of the Disciplinary Committee's hearing.

The decision of the Building Discipline Committee may be appealed by the student or parent/guardian to the Student Services Disciplinary Review Committee by a formal written request stating the grounds or basis for the appeal. Said request must be filed with the president of the Board of Education within ten (10) days of receipt of the decision of the Building Discipline Committee. The Student Services Disciplinary Review Committee will schedule and conduct a hearing using the same procedures as described above for the Building Discipline Committee. The student remains suspended pending the results of the Student Services Disciplinary Review Committee's hearing.

The student, parent/guardian have the right to waive their rights to a hearing before the Building Discipline Committee by written statement to the principal of the school. The parent/guardian shall be deemed to have waived their right to appeal the decision of the Building Discipline Committee to the Student Services Disciplinary Review Committee by failing to file a written request within ten (10) days as noted above.

The Student Services Disciplinary Review Committee shall schedule a hearing; a notice of the time and place shall be sent to the parents/guardians in advance of the hearing. The notice shall also advise the parents/guardians of the right to be represented at the hearing, to question the evidence and testimony presented by the principal and the decision of the Building Discipline Committee, and the right to present witnesses and other evidence on the student's behalf.

Every effort shall be made to ensure the presence at the hearing of persons having knowledge of the facts concerning the charges. Such persons shall state their understanding of the facts at the hearing. The student, his/her parents/guardians, or their representative shall have the right to question the evidence and testimony as provided by the principal; the student and his/her parents/guardians may present witnesses or other evidence. At this meeting, the student is entitled to be represented by counsel or a spokesperson and will be afforded the following rights:

1. to confront and question any witnesses testifying adversely to the student;
2. to present witnesses and evidence; and
3. to comment on the evidence presented and make statements in his or her behalf.

The chairperson, the Chief Administrator of Holy Family Catholic Schools or his/her designee, shall conduct the hearing during executive session in an orderly fashion and shall be responsible for determining the sufficiency of the evidence and shall not be bound by the traditional rules of evidence or courtroom procedure.

The Student Services Disciplinary Review Committee shall render a written opinion, as soon as reasonably possible, stating its decision and the reasons therefore, a copy of which shall be mailed to the parents/guardians. The Student Services Disciplinary Review Committee may adopt, modify, or reject the recommendation of the Building Discipline Committee. Its decision shall be final.

A probation or suspension is indicated in the student's cumulative record but not placed on the permanent record. An expulsion is noted on the permanent record (AFFC/ACSB policy 5144.1).

### **Other Inappropriate Behaviors**

If a student is in serious violation of the Iowa Criminal Code or publicly advocates or acts contrary to the moral teachings of the Catholic Church, as determined by the administration, the school reserves the right to impose penalties up to and including expulsion.

## **D. Definitions of Suspensions/Expulsions**

### **In-School Suspension:**

The student will be assigned to a specific area within the school building for the school day. While the student may not attend classes or non-religious assemblies, he/she will be permitted to work alone on school assignments and be given credit for class work completed and turned in on time. Students may also make up tests, quizzes, and assignments from the days of suspension.

### **Out-of-School Suspension:**

A student who serves an out-of-school suspension will not be permitted in the school building for the duration of the suspension. The student will also be required to maintain telephone contact at established intervals with designated school personnel. A student serving an out-of-school suspension will be required to complete and return assigned

work due during the suspension period. In addition, during periods of out-of-school suspensions, no participation in any school-sponsored activities will be allowed until the student has been appropriately readmitted to school and has attended a half-day of school.

**Expulsion:**

Expulsion is the removal of a student from the school program and possibly the denial of permanent access to the program. Expulsion from school will occur only if the following considerations are judged by school officials to be true:

1. the continued presence of the student is clearly a detriment to the good or safety of the individual or others;
2. the school is no longer able to be effective in the positive development of the student.

**E. Substance Abuse Policy**

Involvement with alcohol or other drugs is always a serious offense. The use or possession of alcohol or other drugs is to be avoided at all times. Students who consume, possess, or are in the proximity of alcohol or illegal drugs are subject to the following policy.

This policy applies to all students K-12 in the Holy Family Catholic Schools. Offenses in elementary school and middle school are considered separately from offenses that occur following completion of 8<sup>th</sup> grade. Offenses that occur following completion of 8<sup>th</sup> grade are considered high school violations.

**CBD oils and products containing CBD** are prohibited on school premises. The Federal government's Food and Drug Administration has not approved CBD products for use or consumption and still consider it a controlled substance.

Detailed information regarding offenses and consequences are included in this policy.

***In possession of or having consumed alcohol or illegal drugs on school grounds or at a school activity:***

If a student is determined to be in possession of or having consumed alcohol or illegal drugs on school grounds or at a school activity, a parent/guardian will be notified. The administration reserves the right to notify the police. The student will be suspended from school and school activities for up to five days in addition to the substance abuse penalties listed below. The administration reserves the right to impose additional sanctions up to and including expulsion. The student will also be required to undergo a substance abuse evaluation at parent/guardian expense. Evaluation results will be presented to the administration within 24 hours of the evaluation.



**In possession of or having consumed alcohol or illegal drugs:**

Students under the influence of alcohol or other drugs and/or with evidence of alcohol, other drugs or other drug apparatus on their person and/or in their control or possession will be subject to the following provisions. A parent/guardian of the student will be contacted if the offense is noted by faculty/staff. If parents or other community members witness a student violating this policy, they should call legal authorities.

Examples which would violate this section of the Substance Abuse Policy include, but are not limited to: students who have been observed consuming or those charged with possession of a drug other than alcohol; students who bring alcohol to school; students testing above 0.00 on a breathalyzer, legal blood alcohol test, or urinalysis administered within 2 hours of being reported by either legal authorities or certified appropriate medical personnel; students admitting use; or students riding in a car containing alcohol or other drugs, where circumstances indicate that said alcohol or other drugs are for the illegal use.

A breathalyzer will be present at most school-sponsored activities. Students who are suspected of using or being under the influence of alcohol will be offered the opportunity of clearing themselves by using the breathalyzer. Students who refuse the breathalyzer test or register a blood alcohol level above 0.00 will be considered to have consumed alcohol. A conference with the principal and/or dean will be required.

Multiple offenses are to be served consecutively. Service hour requirements are in addition to any other school mandated service requirements. The school activity suspension is not completed until the educational component, service component, and time period of the suspension has lapsed. Suspension from extracurricular activities (the second component of the policy) is served independent of and in addition to the school activity suspension.

In the event a student is charged with any other alcohol-related charges including, but not limited to making alcohol available to a minor, aiding and abetting, interference with official acts, etc., the student will be treated as if they were charged with consumption.

A student must be able to physically participate in a sport in order to serve their suspension.

**School Activity Suspension:**

***First offense of the policy:*** a 15 consecutive school day (including weekend days) suspension from all school activities including, but not limited to, athletic sports, banquets or potlucks, attendance at performances and sporting events, or fundraising activities which occur during said period, with the exception of graduation exercises and religious activities. Additional consequences will be enforced for participants in extracurricular activities as noted in this policy.

The student shall also participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for four (4) hours of service at school-approved community organizations. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Second offense of the policy:*** 30 consecutive school day (including weekend days) suspension from all school activities including, but not limited to, athletic sports, banquets or potlucks, attendance at performances and sporting events, or fundraising activities which occur during said period, with the exception of graduation exercises, religious activities, and direct participation in extracurricular activities, which is referenced in another part of the policy.

The student shall also participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for eight (8) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Third offense of the policy:*** 60 consecutive school day (including weekend days) suspension from all school activities including, but not limited to, athletic sports, banquets or potlucks, attendance at performances and sporting events, or fundraising activities, which occur during said period with the exception of graduation exercises and religious activities, and direct participation in extracurricular activities, which is referenced in another part of the policy.

The student shall also participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for twelve (12) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Fourth and all subsequent offenses:*** a full one-year suspension from the date of violation from all school activities including, but not limited to, athletic sports, banquets or potlucks, attendance at performances or sporting events, or fundraising activities excluding only graduation exercises and religious activities, and direct participation in extracurricular activities, which is referenced in another part of the policy.

The student shall also participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for sixteen (16) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

### **Extra-curricular Participation Suspension:**

Students who are members of an extra-curricular athletic or activity group are held to a higher standard than the general student body. As a result, members of those groups who violate the consumption/possession portion of the Substance Abuse Policy will also be subjected to the following suspensions from extra-curricular activities.

***First offense of the policy:*** The student will be suspended from participating in his/her performance season for a total of 25% of that season or number of performances during which the student is a member of the activity. If a student is not currently in-season, the suspension shall be enforced in the next season in which he/she is a participant for the entire season. (A participant is a person who makes the team/activity and is a part of the team/activity for the entire duration of the program.)

In cases where the season has already begun, the number of events included in the suspension may exceed the number of remaining contests or performances. In that case, the equivalent percentage of the remaining suspension will be carried over to the next season or activity. Normal rounding applies with a minimum of one event. Rounding is such that .01 to .49 rounds to the lower number and .50 to .99 rounds to the higher number.

***Second offense of the policy:*** The student will be suspended from participating in his/her performance season for a total of 50% of that season or number of performances during which the student is a member of the activity. If a student is not currently in-season, the suspension shall be enforced in the next season in which he/she is a participant for the entire season. (A participant is a person who makes the team/activity and is a part of the team/activity for the entire duration of the program).

In cases where the season has already begun, the number of events included in the suspension may exceed the number of remaining contests or performances. In that case, the equivalent percentage of the remaining suspension will be carried over to the next

season or activity. Normal rounding applies with a minimum of one event. Rounding is such that .01 to .49 rounds to the lower number and .50 to .99 rounds to the higher number.

***Third offense of the policy:*** The student will be suspended from participating in his/her performance season for a total of 100% of that season or number of performances during which the student is a member of the activity. If a student is not currently in-season, the suspension shall be enforced in the next season in which he/she is a participant for the entire season. (A participant is a person who makes the team/activity and is a part of the team/activity for the entire duration of the program.)

In cases where the season has already begun, the number of events included in the suspension may exceed the number of remaining contests or performances. In that case, the equivalent percentage of the remaining suspension will be carried over to the next season or activity. Normal rounding applies with a minimum of one event. Rounding is such that .01 to .49 rounds to the lower number and .50 to .99 rounds to the higher number.

***Fourth and all subsequent offenses:*** a one calendar year suspension from all extracurricular activities shall be enforced.

***Non-possession, non-consumption, in proximity of alcohol or illegal drugs:***

A student in proximity of alcohol or illegal drug use will be presumed to have been consuming said alcohol or drugs unless they test 0.00 with a breathalyzer, legal alcohol blood test, or urinalysis to be administered within 2 hours of being reported by either legal authorities or certified appropriate medical personnel to the school. Acknowledging the good choice that is made not to consume, students should not place themselves in an environment where illegal drugs and/or alcohol is occurring or enable others to illegally consume drugs or alcohol. Those found in proximity of the illegal use of drugs or alcohol, but not in possession or not consuming, will be subject to the following provisions. Parents of the student will be contacted if the offense is noted by faculty/staff.

**School Activity Suspension:**

***First offense of the policy:*** The student must participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for four (4) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Second offense of the policy:*** The student must participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for eight (8) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Third offense of the policy:*** 15 consecutive school day suspension from all school activities with the exception of graduation exercises and religious activities, and direct participation in extracurricular activities, which is referenced in another part of the policy.

The student must participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for twelve (12) hours of services at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Fourth offense of the policy:*** 30 consecutive school day suspension from all school activities with the exception of graduation exercises and religious activities, and direct participation in extracurricular activities, which is reference in another part of the policy.

The student must participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for sixteen (16) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

***Fifth and all subsequent offenses:*** A one calendar year suspension from the date of violation from all school activities, excluding only graduation exercises and religious activities, and direct participation in extracurricular activities, which is referenced in another part of the policy.

The student must participate in an approved educational/assessment program monitored by Juvenile Court Services or must undergo a substance abuse evaluation/educational program at parent/guardian expense. Any recommendations from the substance abuse program must be followed. Any program expenses incurred will be the responsibility of the family.

Violators will arrange for twenty (20) hours of service at a school-approved community organization. It will be the responsibility of the student to arrange for service hours. Students must provide written verification of the service signed by the organization representative.

### **Extra-curricular Participation Suspension:**

Students who are member of an extra-curricular athletic or activity group are held to a higher standard than the general student body. As a result, members of those groups who violate the non-consumption, non-possession, proximity portion of the Substance Abuse Policy will also be subjected to the following restrictions:

***First and second offense of the policy:*** No forfeiture of extra-curricular participation.

***Third offense of the policy:*** A student would forfeit 25% of the season or number of performances during which the student is a member of the activity. If a student is not currently in-season, the suspension shall be enforced in the next season in which he/she is a participant for the entire season. A participant is a person who makes the team/activity and is a part of the team/activity for the entire duration of the program.

In cases where the season has already begun, the number of events included in the suspension may exceed the number of remaining contests or performances. In that case, the equivalent percentage of the remaining suspension will be carried over to the next season or activity. Normal rounding applies with a minimum of one event. Rounding is such that .01 to .49 rounds to the lower number and .50 to .99 rounds to the higher number.

***Fourth offense of the policy:*** The student will be suspended from participating in his/her performance season for a total of 50% of that season or number of performances during which the student is a member of the activity. If a student is not currently in-season, the suspension shall be enforced in the next season in which he/she is a participant for the entire season. A participant is a person who makes the team/activity and is a part of the team/activity for the entire duration of the program.

In cases where the season has already begun, the number of events included in the suspension may exceed the number of remaining contests or performances. In that case, the equivalent percentage of the remaining suspension will be carried over to the next season or activity. Normal rounding applies with a minimum of one event.

***Fifth and all subsequent offenses of the policy:*** A suspension of one calendar year from all extracurricular activities shall be enforced. (AFFC/ACSB policy 5144 and 5144.1)

**In possession of or having consumed alcohol or illegal drugs:**

<u>Offense:</u>	<u>School Activity Suspension:</u>	<u>Service:</u>	<u>Educational Program:</u>	<u>Extra-Curricular Suspension:</u>
1 <sup>st</sup>	15 school days	4 hours	yes	25%
2 <sup>nd</sup>	30 school days	8 hours	yes	50%
3 <sup>rd</sup>	60 school days	12 hours	yes	100%
4 <sup>th</sup> and following	365 calendar days	16 hours	yes	365 calendar days

**Non-possession, non-consumption, in proximity of alcohol or illegal drugs:**

<u>Offense:</u>	<u>School Activity Suspension:</u>	<u>Service:</u>	<u>Educational Program:</u>	<u>Extra-Curricular Suspension:</u>
1 <sup>st</sup>	none	4 hours	yes	none
2 <sup>nd</sup>	none	8 hours	yes	none
3 <sup>rd</sup>	15 school days	12 hours	yes	25%
4 <sup>th</sup>	30 school days	16 hours	yes	50%
5 <sup>th</sup> and following	365 calendar days	20 hours	yes	100%

**Tobacco policy:**

Involvement with tobacco or related products is a serious offense. The use or possession of these products at any location or use or possession of these products on school property or at any school-sponsored activity is to be avoided at all times. Iowa law prohibits the use of tobacco on any school campus by anyone regardless of age. Any student who is found to be using tobacco or any related products, in any form, is subject to the following policy.

***First offense of the policy:*** Five (5) school day suspension (including weekend days) from all extra-curricular activities with the exception of practice or rehearsal.

***Second offense of the policy:*** Ten (10) school day suspension (including weekend days) from all extra-curricular activities with the exception of practice or rehearsal.

***Third and subsequent offenses:*** Fifteen (15) school day suspension (including weekend days) with the exception of practice or rehearsal.

**Vaping or e-Cigarette Policy:**

Vaping, use of an e-cigarette, or possession of vaping or e-cigarette paraphernalia by any student is extremely forbidden. Iowa law prohibits the use of tobacco or tobacco-related products such as e-cigarettes on any school campus by anyone regardless of age. (Federal law states tobacco/e-cigarettes use or possession is illegal under the age of 21.)

The use or possession of e-cigarettes or related products on school property or at any school-sponsored activity is to be avoided at all times. Any student who is found to be using or possessing e-cigarettes or related products, in any form, is subject to the following policy.

***First offense of the policy:*** Three (3) days out-of-school suspension, five (5) school-day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal, plus holidays or school out-of-session days if applicable, and two (2) hours of community service.

***Second offense of the policy:*** Three (3) days out-of-school suspension, ten (10) school day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal, plus holiday or school out-of-session days if applicable, four (4) hours of community service, and participation in an approved educational program.

***Third and subsequent offenses:*** Three (3) days out-of-school suspension, fifteen (15) school day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal, plus holiday or school out-of-session days if applicable, six (6) hours of community service, participation in an approved educational program, and the possibility of additional suspension time or expulsion from Holy Family Catholic Schools.

The use or possession of e-cigarettes or related products outside-of-school supervision is to be avoided at all times. Any student who is found to be using or possessing e-cigarettes or related products, in any form, outside of school supervision is subject to the following policy:

***First offense of the policy:*** Five (5) school day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal.

***Second offense of the policy:*** Ten (10) school day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal.

***Third and subsequent offenses:*** Fifteen (15) school day suspension from all extra-curricular activities (including weekend days) with the exception of practice or rehearsal.

\*e-cigarette devices suspected of containing illegal drugs (controlled substances) or alcohol will be turned over to the Dubuque Police Department for further investigation and possible legal action and will subject the student to “in possession of or having consumed alcohol or illegal drugs” consequences listed in the Holy Family Substance Abuse Policy.

## **F. Classroom Expectations**

Holy Family Catholic Schools students are expected to conduct themselves in a way that fosters their development in the following six attributes defined earlier:

- Person of Faith
- Critical Thinker
- Productive Worker
- Effective Communicator



- Creative Person
- Moral Decision Thinker

Taking into consideration classroom dynamics and individual student needs, teachers will design and communicate classroom expectations for their appropriate subject matter and/or grade. The grade, age, and development stage will be considered in developing consequences for student behavior. All Holy Family Catholic Schools and Archdiocesan policies will apply.

### **G. Courtesy and Respect**

Courtesy and respect are expected at all times among staff, parents, visitors, and students. Appropriate tone of voice, language, and body language are required at all times. Anyone who enters a Holy Family Catholic School building is expected to conduct themselves in a courteous and respectful manner. Parent/guardians or other visitors who do not conduct themselves with courtesy and respect will be asked to leave the building.

### **H. Detentions**

Detentions may be assigned as a consequence for inappropriate behavior.

### **I. Dress Code**

The approved elementary, middle school and high school dress codes are included at the end of this document. Current dress codes are also available on the Holy Family Catholic Schools website at <http://www.holyfamilydbq.org/students-parents/handbook-policies>.

### **J. Fire Extinguishers**

Any student handling or discharging a fire extinguisher at any time other than in an emergency will be fined the cost of refilling or replacing the extinguisher.

### **K. Gambling**

Betting, exchanging money and/or other types of gambling is not allowed during the school day.

### **L. Gangs**

Realizing that gang activity is a community concern, youth gangs and gang-related activities are prohibited. Communication will be maintained with the police department and public school officials on all matters related to gang activity within the community. Involvement and jurisdiction of school authorities in gang-related incidents occurring outside of the school or off school property will be determined in cooperation with legal authorities and police and will take into consideration the nature of the incident, the safety of the student, the effect of the incident and other students, and the good order and functioning of the school.

If a student is suspected of or identified as being a member of a gang, initiates or participates in any gang-related activity, or is actively involved in recruitment for a gang, any or all of the following steps may be taken:

- Parents/guardians will be contacted immediately, and appropriate intervention initiated.
- A behavior contract will be prepared stating the conditions for the student remaining in the school.
- Students may be referred to counseling (personal and/or family).
- Students may be referred to the Department of Human Services or other welfare or childcare agencies of the respective county.
- Students may be referred to outside agencies or programs for treatment when use of drugs and/or alcohol is involved.
- Students may be referred to the Task Force on Violent Crime (if applicable).
- Police, Juvenile Court, and other appropriate authorities will be notified of violence and/or illegal activities.
- Students may be suspended and/or expelled as outlined in the school and Archdiocesan discipline policies.
- Parents/guardians and students will be held liable and financially responsible for all forms of vandalism.

**Related Gang Policies:** In order to prevent the onset of gang activity, the following related policies will be strictly enforced:

- The dress code as defined in this manual and approved by the Holy Family Catholic Schools Board of Education.
- Discipline policies and consequences as defined elsewhere in this manual.
- The right of school authorities to search lockers, student desks and, upon request, personal property, if suspicion of gang involvement exists.
- Policies and procedures as defined elsewhere in this manual relative to the scheduling, supervision, participation, and attendance of school-sponsored events, held during the school day, in the evening, or on weekends, whether held on school property or at other facilities.
- Supervision and attendance at school-sponsored events, held during the school day, in the evening, or on weekends, whether held on school property or at other facilities.
- Insistence on parent/guardian cooperation in not permitting students to host/attend unsupervised parties or activities.

### **Definitions:**

A *gang* is defined as any non-school-sponsored group, usually secret and/or exclusive in membership, whose purpose or practices include unlawful and/or anti-social behavior or any action that threatens the welfare of others.

*Gang activity* includes, but is not limited to: recruitment, initiation, a manner of grooming, hair style and/or wearing clothing, jewelry, head coverings, or accessories which by virtue of color, arrangement, trademark, or other attribute denotes membership

in a gang; displaying gang markings or slogans on school or personal property or clothing, having gang tattoos, possessing literature that indicates gang activity, fighting, assault, hazing, extortion, establishing “turf,” use of hand signals, gang vocabulary and nicknames, unexplained use of beepers or cellular phones on school property, possession of weapons or explosive materials, possession of alcohol, drugs or drug paraphernalia, attendance at functions sponsored by a gang or known gang members, exhibiting behavior fitting police profiles of gang-related drug dealing, being arrested or stopped by police with a known gang member, selling or distributing drugs for a known gang member, helping a known gang members commit a crime, or any other action directly resulting from membership or interest in a gang (AFFC/ACSB policy 5133).

## **M. Bullying/Harassment**

### **Purpose:**

Holy Family Catholic Schools, the Archdiocese of Dubuque and the State of Iowa are committed to providing all students with a safe educational environment in which all students of the community are treated with dignity and respect. A safe educational environment is necessary for students to learn and achieve at high levels. Bullying and harassing behavior can seriously disrupt the ability of employees and volunteers to maintain a safe environment and the ability of students to learn and succeed.

### **Policy:**

It is the policy of the Archdiocesan Board of Education and Holy Family Catholic Schools to maintain a learning environment that is free from any type of sexual harassment or bullying of any type. No student associated with the educational programs governed by Holy Family Catholic Schools and the Archdiocesan Board of Education will be subjected to any type of harassment/bullying while on school property, at any school functions, or at a school-sponsored activity regardless of location. It is a violation of this policy for any school employee, volunteer, or student to harass/bully a student through conduct or communications as defined below. Each administrator is responsible for promoting, understanding, acceptance, and compliance with local, state, and federal laws and board policy and procedures governing harassment/bullying with the educational program. Violations of this policy will be cause for disciplinary action.

### **Definitions:**

*Bullying* and *harassment* is construed to mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

1. places the student in a reasonable fear of harm to the student’s person or property;
2. has a substantially detrimental effect on the student’s physical or mental health;
3. has the effect of substantially interfering with a student’s academic performance;
4. has the effect of substantially interfering with the student’s ability to participate in or benefit from the services, activities, or privileges provided by the educational program

*Bullying and harassment* includes, but is not limited to:

1. epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts;
2. written or graphic material that denigrates or shows hostility or aversion toward an individual or group that is circulated within or placed on walls, bulletin boards, or elsewhere on premises where educational programs operate; and
3. name-calling, sarcasm, spreading rumors, excessive teasing, and hazing.

*Trait or characteristic of the student* includes, but is not limited to age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability, or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. *Electronic* means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. *Electronic* includes, but is not limited to, communication via email, internet-based communications, paper service, cell phones, and electronic text messaging. *Volunteer* means any individual who is not employed by Holy Family Catholic Schools and who has regular, significant contact with students.

**Standard:**

The standard for determining whether verbal or physical conduct is sufficiently severe or pervasive to create a hostile or abusive environment is whether a reasonable student in the same or similar circumstances would find the conduct intimidating, hostile, or abusive. It is not necessary to show that the victim was psychologically harmed.

**Prevention:**

Prevention is the best tool for the elimination of harassment. An educational program governed by the Archdiocesan Board of Education will maintain an environment free of bullying/harassment. Bullying or harassing conduct may be challenged even if the complaining person is not the intended target of the conduct.

Holy Family Catholic Schools includes a curriculum in both the guidance and religion courses at each grade level to identify harassment and promote pro-social and Christian behavior. The curriculum focuses on identifying behaviors consistent with harassment, the consistency of the behavior, the impact of the behavior as defined by law, and the belief that all forms of harassment are immoral. The faculty and staff of Holy Family Catholic Schools are provided an in-service on harassment each year, both in the recognition of behaviors and implementation of the harassment curriculum.

**Procedures:**

Any school employee, volunteer, parent, guardian, or student who witnesses or becomes aware of conduct in violation of this policy should file a complaint in writing directly to the victim's or perpetrator's teacher, immediate supervisor, principal, Chief Administrator, or the Superintendent of Schools of the Archdiocese of Dubuque. The complaint shall describe the perceived violation, name the perpetrator and the victim, and identify any potential witnesses to the incident.

**Sanctions:**

A substantial charge against a student in any educational program governed by the Archdiocesan Board of Education will subject that student to disciplinary action up to and including suspension or expulsion. A substantiated charge against an employee or a volunteer will subject that individual to disciplinary action, up to and including discharge.

**Notifications:**

Training sessions on this policy and the prevention of harassment shall be held for employees, volunteers, and students in all educational programs governed by the Archdiocesan Board of Education. School programs are required to develop and maintain a system to collect bullying and harassment incidence data. This information is to be reported annually to the local community as part of its Comprehensive School Improvement Plan (AFFC/ACSB policy 5144.3)

**N. Search and Seizure**

It is the policy of Holy Family Catholic Schools and the Archdiocese of Dubuque to operate its educational institutions in a Catholic, orderly environment. Recognizing that the presence of contraband on school program property or on the person of a student attending school programs is no consistent with the above policy, the Archdiocese of Dubuque hereby adopts the following rules relating to period inspection, to the search of students, and/or to protected student areas:

**Search of Student and/or Protected Student Area by School/Program Official:**

The Board of Education of the school/program shall establish and may search a student or protected student area pursuant to a student search rule. The student search rule shall be published in the student handbook of the school program. A school official may search individual students and individual protected student areas if both of the following apply:

1. The official has reasonable grounds for suspecting that the search will produce evidence that a student has violated or is violating either the law or a school rule or regulation.
2. The search is conducted in a manner which is reasonably related to the objectives of the search and which is not excessively intrusive in light of the age and gender of the student and nature of the infraction.

If a student is not, or will not, be present at the time a search of a student protected area is conducted pursuant to paragraph one, the student shall be informed of the search either prior to or as soon as is reasonably practicable after the search is conducted.

Under no circumstances may a search be made which is unreasonable in light of the following:

1. the age of the student
2. the non-seriousness of the violation
3. the nature of the suspected violation
4. the gender of the student

A school/program official shall not conduct a search which involves:

1. a strip search
2. a body cavity search
3. the use of a drug sniffing animal to search a student's body
4. except for the administration of a breathalyzer, the search of a student by a school official not of the same gender as the student

The administration of a breathalyzer test to a student by a school official constitutes a search under Iowa law. Except when required for admittance to school functions, a school official must have reasonable grounds to believe a student is under the influence before administering a breathalyzer test.

An effort should be made to administer the breathalyzer test in a private setting. If a student tests positive, the school official should contact the student's parent or legal guardian and the police if not involved already. Because Holy Family Catholic Schools has elected to make admittance to school-related functions for all high school students contingent upon submitting to a breathalyzer test, in addition to all other admittance requirements, parents/guardians will be informed of the practice. A permission slip signed by the parent/guardian and student authorizing the breathalyzer test shall be required upon admission to designated school-related functions.

School officials may conduct periodic inspections of all, or a randomly selected number of, school lockers, desks, and other facilities or spaces owned by the school and provided as a courtesy to a student. The furnishing of a school locker, desk or other facility or space owned by the school and provided as a courtesy to a student shall not create a protected student area and shall not give rise to an expectation of privacy on a student's part with respect to that locker, desk, facility, or space. Allowing students to use a separate lock on a locker, desk or other facility or space owned by the school and provided to the student shall also not give rise to an expectation of privacy on a student's part with respect to that locker, desk or other facility or space. However, each year when school begins, the school shall provide written notice to all students and the student's parents/guardians, or legal custodians that school officials may conduct periodic inspections of school lockers, desks, and other facilities or spaces owned by the school/program and provided as a courtesy to a student without prior notice.

From time to time, the school will utilize the canine unit of the Dubuque Police Department or the Dubuque County Sherriff to search lockers and parking lots for contraband. Such an inspection shall either occur in the presence of the students whose lockers are being inspected, or in the presence of at least one other person. School officials shall notify a student if a search is conducted of a protected area.

#### **Student Search by Peace Officer:**

The search of a student or of a protected student area by a peace officer who is not a school official, or by a school official at the invitation or direction of a peace officer who

is not a school official, shall be governed by the statutory and common law requirements for police searches.

**Definitions:**

1. *Student* means a person enrolled in a school for any grades kindergarten through twelve.
2. *School official* means a certificated school employee and includes non-certified school employees employed for security or supervision purposes.
3. *Contraband* includes substances or items which, if found on school property, violate the law and school regulations, or are detrimental to an orderly environment at school. Contraband includes by way of illustration, but is not limited to, drugs, narcotics, tobacco, liquor, weapons, and stolen property. It consists of substances or items, which may cause a substantial disruption of the school environment and/or which present a threat to the health and safety of the students and staff.
4. *Protected student's area* includes, but is not limited to:
  - a student's body
  - clothing worn or carried by a student
  - a student's pocketbook, briefcase, duffel bag, book bag, backpack, knapsack, or any other container used by a student for holding or carrying personal belongings of any kind, and in the possession or immediate proximity of the student
5. *Student search rule* means a rule established by the authorities in charge of the school controlling the manner of the searching of students or protected student areas. To be valid, a student search rule shall require that all searches of students or protected student areas be reasonably related in scope to the circumstances, which gave rise to the need for the search and based upon consideration of relevant factors which include, but are not limited to, the following:
  - the nature of the violation for which the search is being instituted
  - the age(s) and gender of the students who may be searched pursuant to the rule
  - the objectives to be accomplished by the search

(AFFC/ACSB policy 5145.2)

**O. Fundraising**

A fundraiser is defined as an activity that asks for the Holy Family Catholic Schools or outside community for financial support by:

- selling items or goods
- selling a service
- selling advertising
- holding events or promotions
- soliciting donations from individuals or businesses

A fundraiser also includes participation in an event or promotion in exchange for financial support.

Any fundraiser within any Holy Family Catholic Schools site for any activity that meets the above criteria must have a fundraising request form completed. A fundraising request form must be completed no matter how many years a fundraiser has previously taken place.

The request form is available on the Holy Family Catholic Schools website and all requests must be completed using the online form. All fundraising requests for the upcoming school year must be completed by August 1. The administrative team will review all fundraising requests.

Any external organization that wishes to raise money on behalf of non-Holy Family Catholic Schools' groups must first receive the permission of school authorities.

#### **P. Tardiness**

A student is tardy if he/she is not present in the classroom at the time set for the opening of school. Parents will be contacted if tardiness is habitual.

#### **Q. Vandalism/Theft**

Anyone destroying, stealing, or defacing school-issued items, school property or the person or property of a school employee, is liable to disciplinary action. Restitution must be made in proportion to the damage done. If damages are deemed significant, a referral to the legal system may be made. Specific consequences may include, but are not limited to restitution, community service, and/or suspension from activities.

#### **R. Weapons and Dangerous Instruments**

It is the policy of Holy Family Catholic Schools and the Archdiocesan Catholic School Board that weapons and other dangerous objects are taken from students and others who bring them on the school premises. Parents/guardians of students found in possession of a weapon or dangerous object shall be notified. Confiscation of weapons or dangerous objects will be reported to law enforcement officials and the student will be subject to disciplinary action. Students in possession of a firearm while on school property, coming to and from school, or participating in any school-related activity away from school premises shall be expelled for not less than twelve months (AFFC/ACSB policy 5131.7a).

### **Section VII. Extracurricular Activities**

#### **A. Activity Options**

Students have opportunities to participate in school-sponsored events and activities. Participants represent Holy Family Catholic Schools and with these privileges come responsibilities.



## B. Athletics

Holy Family Catholic Schools provides organized sports for students. Students participating in these programs are required to have a physical and a signed statement of fitness by a physician. It is also mandatory that these same students have some kind of accident insurance coverage. Students who do not perform in accord with their academic potential or who display consistent behavior problems will be suspended from the team until the necessary improvement is shown.

At athletic contests, students should treat opponents, spectators, and officials with Christian courtesy and respect. Students are not to lead cheers that interfere with the organized cheers of the cheerleaders of either team. All representatives of Holy Family Catholic Schools should strive to be known for good sportsmanship.

Spectators are permitted to attend school-sponsored or school-approved activities only as guests of the school, and as a condition of such permission, they must comply with the school's rules and policies. Spectators will not be allowed to interfere with the enjoyment of the students participating, other spectators, or with performance of employees or officials supervising the school-sponsored or school-approved activity. Spectators, like the student participants, are expected to display appropriate behavior and sportsmanship. The failure of spectators to do so is not only disruptive, but embarrassing to the students, the school, and the entire community.

Holy Family Catholic Schools, in accordance with the Iowa High School Athletic Association, Iowa Girls High School Athletic Union, Iowa High School Speech Association, and Iowa High School Music Association will not tolerate the following actions from spectators:

- Disrespectful conduct, including profanity, obscene gestures or comments, offensive remarks of a sexual nature, or other actions that demean individuals or the event.
- Throwing articles onto the contest area.
- Entering the contest area in protest or celebration.
- Physical confrontation involving contest officials, coaches/directors, contestants or spectators.
- Spectator interference with the event.
- Jumping up and down on the bleachers.
- Use of artificial noisemakers, signs or banners.
- Chants or cheers directed at opponents.

All Holy Family Catholic Schools parents/guardians and high school students who participate in athletics are required to sign an Athletic Participation Agreement. This form specifies the expectations and is available on the website at <http://www.holyfamilydbq.org/wchs/athletics>.

If a spectator at a school-sponsored or school-approved activity becomes physically or verbally abusive, uses vulgar, obscene, or demeaning language, or in any way impedes

the performance of an activity, the spectator may be removed from the event. The administrator may recommend to the Board of Education the exclusion of the spectator from future school-sponsored or school-approved activities (AFFC/ACSB policy 1251).

### **C. Student Activities**

Students represent Holy Family Catholic Schools at all times. Student actions at any time and in any location can be considered to be within the jurisdiction of the school.

## **Section VIII. Health/Safety Issues**

### **A. Abuse and Mandatory Reporting**

In compliance with School Laws of Iowa and Archdiocesan Catholic School Board policy 4116.30a, any certified or licensed employee of Holy Family Catholic Schools who has a reasonable belief that a child under the age of 18 has been abused by a person responsible for the care of the child, as defined by law, shall report the suspected abuse verbally to the Department of Human Services (DHS) within twenty-four hours and follow the verbal report with a written report on appropriate forms.

Employees will not commit acts of physical or sexual abuse, including inappropriate and intentional sexual behavior, toward students.

*Holy Family Catholic Schools is committed to protecting all students from all types of abuse. If you believe that a student is suffering from any type of abuse, please contact the principal or Kim Hermsen, Superintendent of Schools, so that this can be reported to trained investigators. This policy is in compliance with Iowa Code 280.17, School Rules of Iowa 281-102.1 15 (280), AFFC/ACSB 4116.30a & AFFC/ACSB 4116.30b.*

### **B. Reports of Sexual Abuse of Minors by Personnel**

All personnel\* of the Archdiocese shall receive a copy of the Archdiocese of Dubuque *Standards of Conduct*, Archdiocese of Dubuque *Sexual Misconduct Policy*, and the Archdiocese of Dubuque *Policy for the Protection of Minors*, along with training and in-service. Personnel shall sign an Archdiocese of Dubuque Verification Form indicating they have received, read, and understood the *Standards of Conduct*, *Sexual Misconduct Policy*, and the *Policy for the Protection of Minors*. Personnel shall comply with the expectations of these documents. In particular, they shall comply with the expectations for reporting.

All cases of alleged, suspected, or known sexual abuse of a minor committed by any personnel of the Archdiocese and Archdiocesan entities while acting in their capacity as personnel of the Archdiocese and Archdiocesan entities must be immediately reported to in accordance with the Archdiocese of Dubuque *Policy for the Protection of Minors*.

Additional information is available at:

<https://www.dbqarch.org/?s=Protection+of+children>

\*For a complete definition of personnel, see *Policy for the Protection of Minors*, Archdiocese of Dubuque, Appendix A, Scope of Application.

### **C. Bloodborne Diseases**

Children diagnosed as having any bloodborne pathogen disease, or with laboratory evidence of infection with a bloodborne pathogen associated virus (HIV-III/LAV) and receiving medical attention may attend classes in an unrestricted educational setting (AFFC/ACSB Policy 5141.2).

### **D. Animals**

All animals to be kept in classrooms must be approved by the building principal. If a student has an allergy to a particular species, then the animal cannot be kept in the room. Anyone wishing to bring an animal into the school for an educational purpose must receive the approval of the building principal.

### **E. Asbestos**

Federal regulations require Holy Family Catholic Schools to inform parents/guardians that there is asbestos in some school buildings. All buildings have been inspected by a certified asbestos inspector and all the asbestos found has been sealed and encapsulated. The most recent inspection was spring of 1997 (AFFC/ACSB policy 7113).

### **F. Chemical Right to Know Law**

The Chemical Right to Know Law requires that all schools in the nation prepare a list of chemicals that are known to be present in their buildings and to maintain material safety data sheets (MSDS) on them. The law further states that all chemicals are to be appropriately labeled, storage areas are to be posted for the hazardous chemicals, and employees who work with the chemicals are to be trained in the safe handling of these chemicals. The school is also to acquaint the local fire department with the location of hazardous chemicals in the school. Persons wanting to know what chemicals are used in the school and where they are stored should contact the principal or head of maintenance.

### **G. Health Services**

Holy Family Catholic Schools offers the services of a registered nurse who rotates among the sites. This nurse is qualified to assist the school in the task of caring for the sick and injured. The nurse usually contacts the parents/guardians of those students who have been sick and absent from school for three or more consecutive days.

The school nurse keeps accurate records of each student in the school. For this reason, communication with the school concerning a student's illness is very important in order that the school will be able to provide medical or first aid service.

Students entering school for the first time must have proof of immunizations on the first day of school. A health record is maintained on each student and updated yearly through

a Health Assessment Sheet. Evaluations are held at any time during the school year for students with special health needs. Individualized Health Plans are developed for students with specific health concerns that require interventions at school.

Screening programs conducted each year are:

- A vision screening for grades K-5. Mandatory screening for grades K and 3.
- If requested by parent, a scoliosis screening will be completed by the school nurse for any 6<sup>th</sup>, 7<sup>th</sup> or 8<sup>th</sup> grade student who has not had a physical examination or sports physical for the current school year.
- Hearing tests are performed by Keystone AEA staff for students in K-2 and 7<sup>th</sup> grades. Parents/guardians will always be contacted by the nurse if a problem is suspected.

## **H. Immunizations**

Iowa law requires that all students have a record of their immunizations on file in the nurse's office. Students not complying with this law will not be allowed to attend classes. All students are required to be in compliance with immunizations required by the Iowa Department of Public Health (IDPH). The certificate of immunization will need to be updated as your child receives shots.

Some facilities choose to be exempt from immunizations for religious or medical reasons. If so, they will need to follow the Department of Public Health guidelines and have an exemption certificate on file.

In the case of a medical exemption, the student must provide the Iowa "Certificate of Immunization Exemption – Medical Exemption" signed by a doctor who is licensed by the State Board of Medical Examiners in which it is stated that, in the doctor's opinion, the immunizations required would be injurious to the health and well-being of the student or any member of the student's family or household.

In the case of a religious exemption, the student must provide the Iowa "Certificate of Immunization Exemption – Religious Exemption" signed by the parent/guardian and notarized acknowledging the Iowa Department of Health has published information regarding immunizations on the Department's website including:

- Information that failure to complete the required immunizations increases the risk to the child and others of contracting, carrying, and spreading a vaccine-preventable disease; and
- Information that there are children with special health needs attending schools and childcare that are unable to be vaccinated or who are at a heightened risk of contracting vaccine-preventable disease and for when such a disease could be life-threatening.

In the event of an outbreak of a reportable communicable disease, we will follow guidelines set by the Department of Public Health.

## **I. Lead in the Drinking Water**

All Holy Family Catholic Schools sites have been tested for lead in the drinking water. The test results indicated the lead levels were below the established safety levels. Based upon these results and the rules of the Iowa Department of Public Health no additional testing for lead needs to be done at this time.

## **J. Lockdown**

Lockdown procedures have been established in cooperation with the Dubuque Police Department. All staff have been trained in the event there is an internal or an external lockdown at any of our sites. Lockdown drills will be conducted periodically at each site in conjunction with the Dubuque Police Department.

## **K. Medications**

Dispensing of prescription drugs will be administered by a nurse or designated party with training and with the written consent of parent(s)/guardian(s). A physician's signed, dated authorization, including the name of the student, physician, medication, dosage, and medication schedule, must be given to the school on or with the original container. A record of each dose of medication administered will be documented in the student's health record. Students utilizing asthma or airway constricting prescription medication are allowed to administer their own dosage provided a completed consent form is on file in the school's office. Contraceptives will not be dispersed.

Acetaminophen (i.e., Tylenol), Ibuprofen (i.e., Motrin) and cough drops may be administered by the school nurse or authorized staff member with signed parental or guardian consent based (to be completed during the online registration process) on student self-referral and staff/nurse assessment. Parents of elementary students will receive notification each time medication is administered. Students may receive up to 10 doses, after which the School Nurse will assess the student and contact parent or guardian to determine if medical referral is needed before any more doses can be given. Furthermore, based on the assessment findings, a school nurse may refuse to administer either medication regardless of number of doses given until parent obtains written permission of licensed health care provider via a medication release form/order or can determine if appropriate to administer medication regardless of number of doses given.

## **L. Radon Testing**

All Holy Family Catholic Schools sites have been tested for radon. The test results indicated the rooms were below the established safety levels. Based upon these results and the rules of the Iowa Department of Public Health, no additional testing for radon needs to be done at this time.

## **M. Reporting Suspicious Behavior – *If you see something, say something***

Parents/guardians who see suspicious behavior on school grounds or at school activities should report the suspicious behavior to the building administrator(s), the police and/or 911. Be prepared to describe:

- Who or what you saw;
- When you saw it;
- Where it occurred; and
- Why it's suspicious.

If you see suspicious behavior:

- Do not take direct action;
- Do not confront the individual;
- Do not reveal you are suspicious;
- Do record as many details as possible;
- Do notify authorities as soon as possible.

## **N. Safety Drills**

Unannounced drills are conducted at various times during the year in accordance with Iowa codes. State law requires four tornado drills and four fire drills each year.

Fire drills are conducted in order to instruct students, faculty, and staff the process of vacating the school building as quickly and orderly as possible in the event of fire. Directions for fire drills are posted in each classroom and at other places which are accessible to all persons in the building. Students are informed as to the fire drill routine prior to a drill. The following routine is used for drills as well as in the event of an actual fire. The siren will continue to sound until everyone is out of the building.

Students who willfully create a false alarm are seriously violating the rights of others and endangering many people. As a result, students engaged in this activity will be dealt with harshly.

Procedures have been adopted for the safety of the students, faculty, and staff in the event of a tornado emergency. These procedures are used for drills as well as in an actual emergency. Silence is necessary so that the alarm system and instructions can be heard by everyone. Students should proceed through the halls and to the shelter areas in absolute quiet and in an orderly manner. Since the greatest danger in a tornado is flying debris, everyone should stay away from windows and glass doors.

## **O. Tobacco/e-Cigarette-Free Campuses**

The *Iowa Smokefree Air Act* applies to the Archdiocese and Holy Family Catholic Schools. This policy applies equally to all employees, volunteers, students, or other visitors to any Holy Family site. Smoking, any other tobacco use and e-cigarette use is

prohibited on all Holy Family Catholic School properties and at all Holy Family Catholic School events.

**P. Visitors**

All visitors report to the school's main office and follow on-site procedures. Visitors are expected to abide by appropriate school regulations and conduct themselves properly.

**Q. Wellness**

The Holy Family Catholic Schools Wellness committee addresses issues pertaining to physical, mental, and spiritual health of the students and faculty and implementation of the Healthy Kids Act passed by Iowa Legislature. The committee consists of parents, students, administrators, and faculty. The committee meets regularly to discuss issues of wellness that pertain to the Holy Family Catholic Schools. The Wellness Policy is available on the Holy Family Catholic Schools website.

**Section IX. Services**

**A. Automobiles**

Holy Family Catholic School students are not allowed to drive school vehicles. All drivers of school-owned vehicles must be 21 years of age and must also have completed annually the Dubuque Archdiocesan Protection Program (DAPP) form and complete the online Defensive Driving training provided by Catholic Mutual Group.

**B. Bicycles/Motorized Scooters**

Students are permitted to ride bikes to school. Bikes may not be ridden on school grounds or on sidewalks. Students are encouraged to wear helmets. The school accepts no responsibility for bikes parked on school property. All bike riders bring bikes at their own risk.

**C. Bus**

Transportation is provided by the Dubuque Community School District and through other arrangements. Rules established by these agencies are to be followed as though they were rules of Holy Family Catholic Schools. A student may be suspended from bus transportation for inappropriate conduct. Transporting students to school requires the cooperation of bus drivers, students, and parents to assure that high safety standards are maintained.

**D. Lockers**

Lockers are to be kept clean and orderly. Valuables should not be placed in a student locker. No inappropriate decals or pictures may be pasted to the inside of lockers.

Masking tape may be used. Nothing is to be placed on the outside of locker doors. Lockers are subject to inspection by administration. Lockers are to be used only by the student to whom they have been assigned. If any damage is incurred during the year, the damage will be charged accordingly. Interior locker decorations must be in good taste representing school values. Students are responsible for valuables brought to school that may get lost or stolen.

#### **E. Lost and Found**

Each school maintains a lost and found area. Periodically, any unclaimed items will be given to a charity.

#### **F. Food Services**

Breakfast and lunch are available through the Holy Family food services program. Free and reduced lunches are available through the program. Applications are available at the site offices and may be submitted any time during the school year.

#### **G. Textbooks**

Textbooks are provided to all students. Materials such as workbooks, which are consumed by the student during the year, are charged to the student at cost. Undue wear, damage, or loss will require payment at the end of the school year. Parents sign an annual request from for textbooks provided under the state reimbursement program.

#### **H. Tuition Tax Credits**

Expenses incurred by parents may qualify for tuition tax credits as part of their Iowa income tax reporting. Information is distributed annually in January.

#### **I. Volunteers**

Volunteers are an important part of the Holy Family Catholic Schools community. Volunteers working with children an average of one hour or more per week must complete Safe Environment Training, review the Archdiocesan Protection of God's Children policies, and complete an Archdiocesan background check. All Holy Family Catholic Schools sites will also provide volunteer orientation that includes a review of the current volunteer handbook and acknowledgement form.



## 2020-2021 HOLY FAMILY ELEMENTARY SCHOOL DRESS CODE

The purpose of the dress code in the Holy Family Catholic School system is to aid in providing a focused learning environment and to minimize faddishness and comparison among students. The dress code must be consistently appropriate for that environment to foster Christian respect and modesty. Parents are expected to help the school staff enforce the dress code policy. The school administration will have final discretion on what is appropriate or not appropriate for school.

### Shirts:

- Solid colors of NAVY or ROYAL BLUE, GOLD (yellow), WHITE or BLACK
- Short or long-sleeved polo shirts or dress shirts with fold-down collars
- Must be free of lettering (except for HFCS system or HFCS school names)
- Must be free of contrasting embroidery and trim (except for small manufacturer logos)
- Must be worn as designed and buttoned appropriately
- Must be long enough to be tucked in for liturgies and other special events
- Turtlenecks are allowed
- Only solid white t-shirts may be worn under uniform shirts and must be tucked in at all times.
- Holy Family crested shirts may also be purchased from the HFCS eStore @ [www.holyfamilydbq.org/students-parents/estore](http://www.holyfamilydbq.org/students-parents/estore) or from Lands' End School at [landsend.com/school](http://landsend.com/school), Preferred School #900186404. Any Holy Family crested shirt may be worn at any Holy Family site.

### Sweaters/Pullovers/Jackets:

- Solid colors of NAVY or ROYAL BLUE, GOLD (yellow), WHITE, BLACK or GRAY
- HFCS system garments with color combinations of blue/gold/white are acceptable
- Must be free of lettering (except for HFCS system or HFCS school names)
- Must be free of contrasting embroidery and trim (except for small manufacturer logos)
- None of these garments may have a hood
- A dress code shirt must be worn under sweaters, pullovers and jackets
- Holy Family crested pullovers and jackets may also be purchased from the HFCS eStore @ [www.holyfamilydbq.org/students-parents/estore](http://www.holyfamilydbq.org/students-parents/estore) or from Lands' End School at [landsend.com/school](http://landsend.com/school), Preferred School #900186404. Any Holy Family crested pullover or jacket may be worn at any Holy Family site.

### Pants:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK dress pants
- Must be free of contrasting stitch or trim
- Denim, spandex, leggings, sweatpants, and wind pants are not allowed

### Shorts/Capris:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK
- Dress shorts and capri pants may be worn from the beginning of the year through October 15 and from April 15 through the end of the year
- Shorts must be no shorter than 3 ½ inches from the top of the kneecap

### Skirts/Skort/Jumpers/Polo Dresses (girls only)

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK uniform skirt, jumper or skort
- Lands' End plaid uniform skort or jumper in Classic Navy Plaid. Must be purchased through Lands' End School at [landsend.com/school](http://landsend.com/school), Preferred School #900186404.
- Solid colors of NAVY BLUE or BLACK polo dress

- Leggings (NAVY BLUE, KHAKI (tan) or BLACK only) and shorts may be worn under skirts/jumpers/polo dresses
- Skirts/skorts/jumpers/polo dresses must be no shorter than 3 ½ inches from the top of the kneecap

**Shoes/Socks/Tights:**

- Closed-toed and closed-heeled tennis shoes or dress shoes (no heelys, crocs, or moccasins)
- Boots with low-heel, indoor soles and designed for indoor wear may be worn.
- Solid colored socks or tights must be worn

**Accessories/Hairstyles:**

- Simple post earrings only; no hoop earrings
- Hair must be a non-distracting color and style
- Hats/caps, makeup, and tattoos are not permitted

**Non-Dress Code Days:**

- No clothing that has drug, alcohol, tobacco, or sexual references
- No bare midriffs, spaghetti straps or halter-tops
- Shorts, dresses, or skirts must be no shorter than 3 ½ inches from the top of the kneecap
- Regular dress code shoe regulations always apply, including non-dress code days

**Scout Uniforms**

- Allowed on meeting day

*Note: The dress code is reviewed and revised annually by the Holy Family Catholic Schools Student Services Committee. This committee meets throughout the school year. Comments, concerns, and suggestions regarding the dress code may be submitted to Holy Family Catholic Schools Student Services Committee at [tpetsche@holyfamilydbq.org](mailto:tpetsche@holyfamilydbq.org).*

## 2020-2021 MAZZUCHELLI MIDDLE SCHOOL DRESS CODE

The purpose of the dress code in the Holy Family Catholic School system is to aid in providing a focused learning environment and to minimize faddishness and comparison among students. The dress code must be consistently appropriate for that environment to foster Christian respect and modesty. Parents are expected to help the school staff enforce the dress code policy. The school administration will have final discretion on what is appropriate or not appropriate for school.

### Shirts:

- Must be Holy Family approved and include a crest (purchased from the HFCS eStore @ [www.holyfamilydbq.org/students-parents/estore](http://www.holyfamilydbq.org/students-parents/estore) or Lands' End School @ [landsend.com/school](http://landsend.com/school), Preferred School #900186404). Any Holy Family crested shirt may be worn at any Holy Family site.
- WHITE, NAVY BLUE, ROYAL BLUE, GOLD (yellow), or BLACK short or long-sleeved polo shirts or oxford-style shirts (not all apparel choices available in all colors/sizes)
- Only solid-colored short-sleeved (navy, gold (yellow), white, black, gray or royal blue) t-shirts (no visible lettering or graphics) may be worn under uniform shirts

### Pullovers and Jackets:

- Must be Holy Family approved and include a crest (purchased from the HFCS eStore @ [www.holyfamilydbq.org/students-parents/estore](http://www.holyfamilydbq.org/students-parents/estore) or Lands' End School @ [landsend.com/school](http://landsend.com/school), Preferred School #900186404). Any Holy Family crested pullover or jacket may be worn at any Holy Family site.
- WHITE, NAVY BLUE, ROYAL BLUE, GOLD, or BLACK (not all apparel choices available in all colors/sizes)
- A dress code shirt must be worn under pullovers and jackets

### Pants:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK dress pants
- Must be free of contrasting stitching or trim
- Denim, spandex, sweatpants, and leggings are not considered dress pants

### Shorts/Capris:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK
- Shorts must be no shorter than 3½ inches from the top of the kneecap
- Skirts/Skorts are not allowed

### Shoes:

- Any low-heel, closed-toe shoe that is appropriate for school wear may be worn. Open-toe shoes may be worn-if there is a strap on the back of the shoe.
- Boots with low-heel, indoor soles and designed for indoor wear may be worn
- Flip flops, heelys, and five finger shoes may not be worn

### Accessories:

- Small post or hoop earrings, fingernail polish, and simple makeup is allowed
- Hats/caps and scarves are not permitted
- Display of body piercing other than ears is not allowed
- Display of tattoos either temporary or permanent is not allowed
- Beards, mustaches, and sideburns are not allowed

**Out-of-Dress Code Days:**

- No clothing that has drug, alcohol, tobacco, or sexual references
- No bare midriffs, spaghetti straps, or halter tops
- Shorts, skirts, and dresses must be no shorter than 3½ inches from the top of the kneecap
- No hats, face paint, or distracting hair color/hair styles unless administrative exceptions are made in advance
- Regular dress code shoe regulations always apply, including non-dress code days
- Out-of-Dress code days will not be scheduled for all-school Mass days

*Note: The dress code is reviewed and revised annually by the Holy Family Catholic Schools Student Services Committee. This committee meets throughout the school year. Comments, concerns, and suggestions regarding the dress code may be submitted in writing to Holy Family Catholic School Student Services Committee at [tpetsche@holyfamilydbq.org](mailto:tpetsche@holyfamilydbq.org).*

## 2020-2021 WAHLERT CATHOLIC HIGH SCHOOL DRESS CODE

The purpose of the dress code in the Holy Family Catholic School system is to aid in providing a focused learning environment and to minimize faddishness and comparison among students. The dress code must be consistently appropriate for that environment to foster Christian respect and modesty. Parents are expected to help the school staff enforce the dress code policy. The school administration will have final discretion on what is appropriate or not appropriate for school.

### Shirts:

- Must be Holy Family approved and include a crest (purchased from the HFCS eStore @ [www.holyfamilydbq.org/resources/uniforms/holy-family-uniform-estore/](http://www.holyfamilydbq.org/resources/uniforms/holy-family-uniform-estore/) or Lands' End School @ [landsend.com/school](http://landsend.com/school), Preferred School #900186404). Any Holy Family crested shirt may be worn at any Holy Family site.
- WHITE, NAVY BLUE, ROYAL BLUE, GOLD (yellow), or BLACK short or long-sleeved polo shirts or oxford-style shirts (not all apparel choices available in all colors/sizes)
- Only solid-colored (navy, gold (yellow), white, black, gray or royal blue) t-shirts or turtlenecks (no visible lettering or graphics) may be worn under uniform shirts
- Teams/Clubs/Organizations may add the name of the group below the crest on items purchased from the eStore.

### Pullovers and Jackets:

- Must be Holy Family approved and include a crest (purchased from the HFCS eStore @ [www.holyfamilydbq.org/resources/uniforms/holy-family-uniform-estore/](http://www.holyfamilydbq.org/resources/uniforms/holy-family-uniform-estore/) or Lands' End School @ [landsend.com/school](http://landsend.com/school), Preferred School #900186404). Any Holy Family crested pullover or jacket may be worn at any Holy Family site.
- WHITE, NAVY BLUE, ROYAL BLUE, GOLD, or BLACK (not all apparel choices available in all colors/sizes)
- A dress code shirt must be worn under pullovers and jackets
- Teams/Clubs/Organizations may add the name of the group below the crest on items purchased from the eStore.

### Pants:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK dress pants with waist-level zipper
- Must be free of contrasting stitching or trim
- Denim, spandex, sweatpants, and leggings are not considered dress pants

### Shorts/Capris:

- Solid colors of NAVY BLUE, KHAKI (tan), GRAY or BLACK
- Shorts must be no shorter than 3½ inches from the top of the kneecap
- Jean-type, stretch-type, bib, biking, athletic, cut-off, spandex, nylon shorts or shorts/capri pants with contrasting stitching are not appropriate for school wear

### Shoes:

- Any low-heel, closed-toe shoe that is appropriate for school wear may be worn. Open-toe shoes may be worn if there is a strap on the back of the shoe.
- Boots with low-heel, indoor soles and designed for indoor wear may be worn
- Flip flops, heelys, and five finger shoes may not be worn

**Accessories:**

- Jewelry may be worn as long as it is appropriate for school wear
- Display of body piercings beyond the ears is not appropriate; such piercings must be covered and remain covered throughout the school day
- Hats/caps, scarves, and leg warmers are not to be worn in the building during school hours

**Facial Hair:**

- Boys must be clean shaven; beards or mustaches are not allowed
- Sideburns may be no longer than the end of the ear

**Tattoos:**

- Display of a tattoo is not appropriate for school
- Tattoos must be kept covered throughout the school day

**Casual days & Spirit days:**

Periodically throughout the school year, there will be special days designated as “casual” days or spirit days. Variance from the regular dress code will be expected and accepted. Dress must be consistently appropriate for an environment that fosters Christian respect, modesty and learning. On casual days/spirit days, although the dress code will be relaxed, students will be expected to comply with the specific dress parameters provided for the occasion. Casual days/spirit days will not be scheduled for all-school Mass days.

*Note: The dress code is reviewed and revised annually by the Holy Family Catholic Schools Student Services Committee. This committee meets throughout the school year. Comments, concerns, and suggestions regarding the dress code may be submitted to Holy Family Catholic School Student Services Committee at [tpetsche@holyfamilydbq.org](mailto:tpetsche@holyfamilydbq.org).*



# Holy Family Catholic Schools 2020-2021 School Calendar

Approved: 1/15/19

July							August							September							October							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
												1																
			1	2	3	4	2	3	4	5	6	7	8			1	2	3	4	5						1	2	3
5	6	7	8	9	10	11	9	10	11	12	13	14	15	6	7	8	9	10	11	12	4	5	6	7	8	9	10	
12	13	14	15	16	17	18	16	17	18	19	20	21	22	13	14	15	16	17	18	19	11	12	13	14	15	16	17	
19	20	21	22	23	24	25	23	24	25	26	27	28	29	20	21	22	23	24	25	26	18	19	20	21	22	23	24	
26	27	28	29	30	31	30	31	27	28	29	30	25	26	27	28	29	30	31										
							Aug. 7 First Tuition Payment Due Aug. 17-21 Professional Development Aug. 20 K-8 Conferences Aug. 21 9th Grade Orientation Aug. 24 First Day of School							Sep. 7 NO SCHOOL							Oct. 2 NO SCHOOL Professional Development Oct. 26-29 PK-12 PT Conferences Oct. 29-30 NO SCHOOL							
November							December							January							February							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
																				1	2							
1	2	3	4	5	6	7			1	2	3	4	5	3	4	5	6	7	8	9			1	2	3	4	5	6
8	9	10	11	12	13	14	6	7	8	9	10	11	12	10	11	12	13	14	15	16	7	8	9	10	11	12	13	
15	16	17	18	19	20	21	13	14	15	16	17	18	19	17	18	19	20	21	22	23	14	15	16	17	18	19	20	
22	23	24	25	26	27	28	20	21	22	23	24	25	26	24	25	26	27	28	29	30	21	22	23	24	25	26	27	
29	30	27	28	29	30	31	31	28																				
Nov. 17 End MCMS First Trimester Nov. 25-27: NO SCHOOL							Dec. 23-31 NO SCHOOL							Jan. 1 NO SCHOOL Jan. 4 Classes Resume Jan. 15 End WCHS First Semester Jan. 18 NO SCHOOL Professional Development Jan. 31-Feb. 6 Catholic Schools Week							Feb. 5 NO SCHOOL Professional Development Feb. 22-25 PK-12 PT Conferences Feb. 25-26 NO SCHOOL							
March							April							May							June							
S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	
																					1							
			1	2	3	4	5	6				1	2	3	2	3	4	5	6	7	8							
7	8	9	10	11	12	13	4	5	6	7	8	9	10	9	10	11	12	13	14	15	6	M	8	9	10	11	12	
14	15	16	17	18	19	20	11	12	13	14	15	16	17	16	17	18	19	20	21	22	13	14	15	16	17	18	19	
21	22	23	24	25	26	27	18	19	20	21	22	23	24	23	24	25	26	27	28	29	20	21	22	23	24	25	26	
28	29	30	31	25	26	27	28	29	30	30	31	27	28	29	30													
Mar. 3 End MCMS Second Trimester Mar. 15-19 NO SCHOOL Spring Break							April 2 NO SCHOOL Good Friday							May 23 WCHS Graduation May 27 MCMS Recognition May 28 Last Day of Classes							June 1-2 Professional Development (or after last day of classes) June 1-4, 7 Possible Snow Make-Up Days							

**Inclement Weather Days:**

1st Make up day for school cancellation: June 1  
 2nd Make up day for school cancellation: June 2  
 3rd Make up day for school cancellation: June 3  
 4th Make up day for school cancellation: June 4  
 5th Make up day for school cancellation: June 7  
 Additional make up days will be added to the end of the school year if necessary.

**Early Childhood Centers Closed:**

July 3, Sept. 7, Nov. 26-27, Dec. 24-25  
 Dec. 31, Jan. 1, Apr. 2, May 31

**Holy Family Offices Closed:**

July 3, Sept. 7, Nov. 26-27, Dec. 24-25  
 Dec. 31, Jan. 1, Apr. 2, May 31

**Graduation/Recognition Dates:**

May 23 WCHS Graduation  
 May 27 MCMS Recognition

**Key:**

○ Professional Development, No School  
 □ Non-School Day  
 M Make-up Day  
 / Parent / Teacher Conference Day