

GENESIS

INNOVATION ACADEMY

Family and Scholar Handbook

2017 - 2018

All policies contained herein are subject to change at the discretion of Genesis Innovation Academy. Families will be informed of changes when and if they occur

Dear Parents and Scholars:

We are honored that you have chosen to enroll your child at Genesis Innovation Academy (Genesis); the best school in the state of Georgia! We invite all family members to work with us as we continue to build a legacy of excellence that will make history by changing the expectations that the world has for young men and women in urban public schools.

Genesis is committed to transcending traditional methods of education in favor of a relevant and innovative program and curriculum design that will prepare our graduates to compete with the world's most talented scholars.

The success of our scholars will require them to be proactively committed to excellence; it will also require all the other stakeholders (family members, teachers, staff, and the community) to act as responsible stewards and overseers of the growth and development process. All of us must become, and remain, involved in the process of challenging our young scholars to fulfill their potential and achieve a level of distinction, in and out of the classroom, that will position them for long term success.

The purpose of the Family Handbook is to communicate the basic policies that we expect all members of Genesis to follow to ensure a safe, healthy, and productive learning environment every day. Please review the policies together as a family and keep it handy so that you may refer to it when necessary.

Together, we will work to ensure that every scholar at Genesis reaches their full potential.

With Kindest Regards,

The Genesis Academy Team

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INTRODUCTION

HISTORY

Genesis Innovation Academy was conceived to address the overwhelmingly disappointing statistics which show that urban students continue to languish behind other populations in terms of school performance. When those students become adults, the school-based underperformance contributes to a cycle of lower college attendance and college graduation rates, higher unemployment and underemployment, and a host of life outcomes that are simply unacceptable to concerned citizens of all races, religions, and political affiliations, and must be reversed. The intense focus on test score improvement has not changed the outcomes in urban communities.

The team at Genesis realized something had to be done. Genesis was formed as a school of Innovation to engage students in a way that would get them excited about learning. An Innovation focus creates an expectation that scholars will apply what they learn, combine it with the passion and gifts that they already possess, and make or create something that is as unique, special, and amazing as they are. The goal is to prepare our scholars to be successful in the increasingly complex and demanding world of the 21st century in which computers do the simple, regular, and routine, but rewards the creative, innovative, independent thinker – which is exactly what a Genesis scholar will become!

MISSION

To create the next generation of path-breaking innovators, who maximize their talents and assets, pursue their unique vision, purpose and passion; and lead by serving with uncompromising discipline and integrity

The 21st century world is an increasingly dynamic place in which the routine is being automated and outsourced while visionaries are creating value and being rewarded. The focus on creating innovative servant-leaders is therefore vital because it requires students to develop the higher order thinking skills we routinely covet. But it also provides an important context for students from underserved communities – create something novel that the world finds useful and valuable -- but do it the right way!

VISION

To partner with parents to help raise scholars to be all they were called to be: great men and women of character, persistence, and intellect who create a legacy of prosperity for their communities by:

- *developing strong minds, bodies, and souls*
- *faithfully stewarding healthy families*
- *demanding fair and equitable policies*
- *building successful, socially-responsible organizations*
- *conscientiously generating and leaving wealth for the next generation*

What We Expect of our Scholars

Each Genesis Academy scholar is expected to follow the effort and conduct expectations contained in the Scholar Commitment Contract in Appendix A.

What We Expect of Our Families

Each Genesis Academy family is expected to follow the Parent Commitment Contract which lays out expectations for the family's role in supporting scholar success. See Parent Contract in Appendix B.

What We Expect of Our Faculty and Staff

Each member of the Genesis Academy faculty and staff is expected to sign an Employment Contract, the Employee Handbook signature page (acknowledging receipt and agreement) and a separate Code of

Conduct policy which lay out expectations for supporting the school’s mission and the success of each scholar. Specific expectations for all Genesis staff are included in both the Scholar and Parent Commitment Contracts. A copy of the Employee Handbook can be requested from Genesis.

Each teacher, scholar, and at least one parent/guardian is expected to be aware of their roles and responsibilities and commit to the collaborative effort of educating our scholars. Together we will hold one another accountable for providing our scholars with best possible environment for sustaining academic excellence.

Note: For the remainder of the document, the term “parent” refers to parents and guardians.

DAILY OPERATIONS

Early Morning Drop Off

Early morning drop off will be available to parents who must drop their children off prior to regular opening time. The expected start time for Morning Drop Off is 6:30 a.m., and the expected fee is \$25.00 for the week (pro-rated for shorter weeks). The fee will not be reduced for scholars who arrive close to normal drop off hours.

The service will only remain available if there is sufficient demand and participation. Parents must sign scholars in and pay at time of drop off (unless they have paid in advance). Genesis is not responsible for scholars whose parents do not sign them in, and for whatever reason do not make it to morning care. Scholars are expected to remain with the supervising staff member in the designated area. Scholars who leave the designated area without permission, will be considered truant.

Doors Open/Regular Drop Of

Scholars may arrive as early as **7:15 a.m.** (unless they enroll in early morning care). Genesis is not responsible for scholars who are left on premises before 7:15 a.m. who are not enrolled in morning care. Scholars will be required to report to a designated area(s) and remain there until instructed otherwise.

Breakfast

Breakfast service begins at 7:15 a.m. in the cafeteria. If scholars want to eat breakfast at school, they must arrive prior to the breakfast serving line closing at **7:45 a.m.**

School Day

School begins promptly at **8:00 a.m.** Scholars should arrive no later than **7:55 a.m.** to make it to class, morning assembly or other scheduled activity on time. Scholars are tardy at **8:01 a.m.**

Dismissal and Pick Up

The school day is scheduled to end at:

- Early Elementary (grades K-3) 3:00 p.m.
- Upper Elementary/Middle (grades 4-6) 4:00 p.m.
- Early Elementary scholars dismissed at 3:00 can wait for older siblings to be picked up at 4:00 p.m. Please inform your scholar’s teacher if they need to wait for 4:00 p.m. dismissal with a sibling. If your scholar is not picked up by 30 minutes after dismissal, and is not enrolled in an after-school program, you are subject to a \$1 per minute charge beginning at 31 minutes after dismissal. Parents are expected to pick-up their scholars in designated areas.

MONDAY - FRIDAY

Doors Open	7:15 a.m.
School Day Begins	8:00 a.m.
School Dismissal	3:00 p.m. (Grades K-3)
	4:00 p.m. (Grades 4-6)

Aftercare and After School Programs

If scholars are unable to be picked up after school by the required time, it is recommended that they be enrolled in an after-school program (at Genesis or another location); scholars cannot otherwise be in the building after-school (they must be a participant/enrolled in an actual program). The Academy may partner with various service providers to offer programs to families that require after-school care, or who simply want to take part in the activities offered. Genesis provided programs vary from year to year and are not guaranteed. Cost will be determined based upon the program offerings. All scholars enrolled in after-school are expected to check-in with the after-school care providers by 15 minutes after dismissal.

Vendors and/or staff are contracted to manage after care for a fixed time. It is unfair to expect staff or vendors to stay beyond the time allotted for after care. In addition, Genesis is not allowed to leave any scholar unattended. Therefore, if your scholar is not picked up within 30 minutes of dismissal, Genesis reserves the right to call local or state authorities.

Genesis Staff are not allowed to transport any scholar without an accompanying staff member and prior approval of a parent or guardian, except in cases of emergency.

Extra-Curricular Activities

Genesis Scholars will offer extra-curricular activities based on demand and availability of services, that scholars can choose from that occur on various days throughout the school year. Those offerings may vary year to year. Please inquire with Administration or Coaches, and/or consult the Genesis website for continuing updates.

Start and end times will vary by activity. There will be a 15-minute grace period for parent pick-up after practices or meetings end. The same \$1 a minute fee that applies to other after school activities will apply for sports and extra-curricular programs as well.

Note: Genesis does not provide snacks for sports and club activities after-school.

Saturday School

Saturday School may be scheduled periodically to offer scholars an opportunity to take classes or workshops in non-traditional subject areas, to assist scholars who require additional academic assistance, or to address behavior that is not in compliance with Genesis guidelines. Saturday School classes will typically be held between the hours of 9:00 a.m. – 12 p.m. (families will be informed if alternate times are scheduled).

All scholars who are required to attend Saturday School will be notified in advance.

ATTENDANCE

To maintain an orderly learning environment, each scholar is expected to be present and on time for school, and for each class, every day. At Genesis, each tardy and absence will be recorded for internal tracking and state reporting.

The section on ATTENDANCE focuses on policy related to a family's responsibility to ensure their scholar's arrival to, and attendance at, school. Concerns related to class attendance and tardiness that are the sole responsibility of the scholar will be covered in the Code of Conduct section of this document.

Tardiness

A scholar is considered tardy to school if they are not in place for the activity that begins the morning (assembly, class, etc.) by 8:01 a.m.

Note: Faculty and Staff will mark a scholar tardy for school if they are not in place at the designated area (homeroom, assembly, etc.) by 8:00 a.m.

Excessive Tardiness

If a scholar's record reflects excessive tardiness (3 occurrences) to school, a letter/note will be sent to parents indicating a concern regarding tardiness. Additional tardiness (6 occurrences) will initiate a second letter/note about tardiness. Once a scholar reaches 9 occurrences of tardiness, the family will be referred to the school counselor/social worker.

Excused Absences

If a scholar is absent, he is expected to bring a signed note from his parent/guardian upon his return to school. The signed note must contain the date or time of absence and the reason for the absence. Approval of excused absences is made by School Administration (families may be required to fill out an "Absence Approval" form for a scholar's file). If a scholar misses a day(s) due to illness, medical appointments, court appointments, funerals, or religious holy days it is typically approved as an excused absence. If a child is absent for more than 3 days (at one time or over the course of the year) additional documentation (a doctor's note, a funeral notice, court documentation, etc.) will need to be submitted.

Note: Parent/family emergencies (e.g. a death in the family that requires long-term travel out of town, losing a home) are not considered a reasonable excuse for a scholar to be out of school for an extended period. The family is expected to plan to ensure their scholar's attendance at school should such emergencies arise. Genesis staff is available to assist with making such arrangements.

Excessive Absences (Truancy)

Georgia law requires that after any scholar accrues five (5) days of unexcused absences in a given school year, the parent, guardian, or other person who has control or charge of said child shall be in violation of O.C.G.A. § 20-2-690.1(b) and the child will be considered truant. The law also places notice requirements on Georgia school systems.

Therefore, Genesis will enact the following policy:

After 3 unexcused absences: In order to avoid violation of truancy regulations, Genesis will contact a parent/guardian after a scholar accumulates 3 unexcused absences. A referral will also be made to the school counselor/social worker.

After 5 unexcused absences: Parent will be contacted regarding truant attendance. If a parent/guardian does not respond after two reasonable attempts at notification, Genesis will send a certified letter to the parent/guardian requesting a return receipt. In addition, a referral shall be made to truancy officers/personnel.

When administrative actions taken to correct truancy have proven ineffective, the school may file proceedings in court and furnish evidence for the conviction of parents/legal guardian and/or child for non-compliance with state attendance laws.

Parents should know and understand that separate and apart from Genesis policies regarding truancy, Georgia truancy law states:

“Any parent, guardian, or other person residing in this state who has control or charge of a child or children and who shall violate this Code section shall be guilty of a misdemeanor and upon conviction thereof, shall be subject to a fine not less than \$25.00 and not greater than \$100.00, or imprisonment not to exceed 30 days, community service, or any combination of such penalties, at the discretion of the court having jurisdiction. Each day’s absence from school in violation of this part, after the child’s school system notifies the parent, guardian, or other person who has control or charge of a child of five (5) unexcused days of absence for a child, shall constitute a separate offense.

Early Dismissal and Late Arrivals, Appointments or Family Emergencies

Early dismissal disrupts instruction and is discouraged; however, we will take into account appointments or unforeseen family emergencies.

In the event a scholar has a scheduled medical or other appointment, it is recommended that the appointment occur as late in the day as possible to allow the scholar the opportunity to maximize classroom instruction time. Please provide written notice to Genesis of expected dismissal time and reason for dismissal, no later than the 9:00 a.m. on the morning of the appointment.

If the early dismissal is due to an unforeseen emergency, parents must contact Genesis (preferably by phone) prior to reaching the school to allow staff to prepare the scholar for dismissal.

If a scholar will be arriving late to school due to an appointment, the scholar will still be considered tardy for record-keeping purposes.

Absence from class due to early dismissals or late arrivals will be recorded as **unexcused absences** by faculty members until proper notification and documentation are reviewed and approved by Genesis staff.

Note: A scholar must be in school for at least half the school day to be considered “present”.

To minimize disruptions, parents should not expect Genesis to process early dismissals after 2:15.

If there is an emergency, staff will do their very best to accommodate the request. However, parents should keep in mind that the end of the day is extremely busy for staff and unexpected dismissal requests are difficult to process effectively. Note: Needing to pick up your scholar for convenience (e.g. to beat traffic, or because you were in the neighborhood) is not considered an emergency.

Inclement Weather / School Closings

Parent/Guardian should tune in to the local radio or television stations for information on school closing updates. In addition, Genesis will make every effort to keep parents/guardians informed on the school’s website.

In case of inclement weather, families should follow the school closing announcements for Atlanta Public Schools (APS). If Genesis deviates from APS’ plans, staff will notify parents and the media.

If inclement weather makes travel conditions hazardous and unsafe, but APS does not close, it is at the discretion of the parent/guardian to transport their scholar to school. Under these conditions, this will be counted as an excused absence without penalty.

An extra day to make up for absences due to inclement weather may be added to the semester. In the event weather conditions worsen throughout the day, parents may, at their discretion, pick up their scholar early.

Genesis SCHOOL YEAR CALENDAR 2017-2018

Please visit genesisininnovationacademy.org for the most up to date yearly calendar.

RE-ENROLLMENT/WITHDRAWAL

Enrollment Eligibility

Residency

All families who reside in the state of Georgia are eligible to attend Genesis.

Behavioral/Conduct Record

- Expulsion – A student who is not eligible to return to the last school attended (public or private), or is currently serving out an expulsion, is not eligible to enroll in Genesis.
- Tribunal – Students in the “Tribunal” process at another school or school district are not eligible to enroll at Genesis. The entire “Tribunal” process must be completed (including serving out the duration of any suspension or expulsion) before a student would be considered for enrollment.
- Genesis Level 3 Violation – A scholar may serve out their expulsion (or consequence recommended by a tribunal or disciplinary committee), but still be ineligible to attend Genesis if the action committed at the prior school is deemed to be cause for permanent expulsion according to the Genesis Handbook.

Letter of Intent

All families interested in returning to Genesis for the following school year must submit a Letter of Intent to Genesis front office by close of business on the designated date (parents will be informed of the deadline when Letter of Intent forms are made available). Only those families who return the forms by the deadline will be added to the Enrollment List for the following school year. Parents who indicate they are not returning should submit a signed withdrawal form (see below). Forms will be made available each January. Forms will be e-mailed to parents at the address provided and will be available on the Genesis website. It is a parent’s responsibility to make sure that they have/obtain a Letter of Intent form from Genesis when they are made available in January.

Re-Enrollment Forms

All families who indicate they are returning to Genesis by submitting a Letter of Intent must also submit “Re-enrollment Packet” documents by close of business on the designated date. Parents will be informed of the deadline when Re-enrollment documents are made available (in addition, when parents sign the “Letter of Intent” log book, they will be acknowledging their understanding of the requirement to turn in re-enrollment forms by the due date). Note: The State of Georgia requires several documents to be on file at a charter school before a scholar can formally enroll in, and attend, that school. To ensure that Genesis has full enrollment, families who have not submitted re-enrollment documents by the designated date will be un-enrolled (removed from the Genesis enrollment file), placed on the waiting list, and their “seats” will be offered to scholars at the top of the Admissions Wait List.

Sibling Enrollment

Genesis gives preference to siblings of already enrolled scholars. However, parents must still fill out an application by the deadline, and note that the applying scholar is a sibling, to guarantee the sibling’s

admission to Genesis. If the application is turned in after the deadline, the sibling will be placed on the waiting list. Parents should indicate on the Letter of Intent form that they also intend to enroll a sibling of a current scholar.

Withdrawal from Genesis

Families not returning to Genesis must formally fill out the Genesis Withdrawal Form to have scholar records transferred to the new school. (Alternatively, parents can have the new school forward a Records Request form to Genesis Records Clerk). Genesis will prepare Withdrawal packets for the following families:

1. Families who indicate at any time that their scholar is not returning to Genesis
2. Families who indicate they are not returning to Genesis on the Letter of Intent – Families will be expected to return a signed withdrawal form with the Letter of Intent.
3. Families who do not turn in a Letter of Intent by the designated deadline – Parents will receive an e-mail indicating that their scholar has been removed from the Genesis enrollment list and a Withdrawal packet has been prepared and is awaiting signature. If parents do not respond to the e-mail, a certified letter will be sent to the address on file indicating the enrollment status of their scholar.
4. Families who do not turn in Re-enrollment documents by the designated deadline - The process will be identical to what is outlined in item #3 above.
5. Families of scholars who unexpectedly do not show up for the first two weeks of school

Note 1: If the new school is not known, Genesis will hold scholar records until the family verifies the school the scholar will be attending.

Note 2: It is expected that all outstanding fees be paid before Genesis releases scholar records to parents.

SERVICES

Transportation

Bus transportation is not guaranteed for Genesis Academy scholars. Availability of bus transportation may vary from year to year. Parents should inquire with the business manager or review the Genesis website for confirmation of services.

If the Academy does offer transportation services, it will do so through a contract with a service provider. If bus transportation is offered, a bus schedule will be made available at the main office and will be posted to the Genesis website; changes to the schedule will be communicated to parents via electronic means (website, e-mail, etc.).

If bus transportation is offered and scholar families avail themselves of the service, scholar behavior must be acceptable if they are to continue to access those services. (See Code of Conduct for details). Scholars would also be required to sign a “Bus Contract” to verify their understanding of bus rules and regulations if they are to access the services.

NUTRITION

Breakfast Program

Breakfast will be served daily from 7:15 a.m. - 7:45a.m. Pricing for reduced and full priced meals will be made available to parents via the website and in the main office. The Genesis school breakfast program will operate in the same manner as the National School Lunch Program. Genesis will only offer meals in compliance with USDA health requirements.

Lunch Program

Genesis will participate in the National School Lunch Program. To ensure that we are following Federal guidelines, all families will be expected to fill out a Federal free/reduced price lunch application at the beginning of the school year. Families who qualify will receive a free/reduced priced lunch. Reduced prices will be made known via additional communication to parents. Families who do not qualify for free/reduced price meals may choose to either purchase school lunch or have their scholar bring their lunch from home. The cost of full-priced meals will be communicated to parents when finalized each year.

Snacks

Genesis will not participate in the federally assisted Afterschool Snack Program this year. Parents may send their scholars with a snack if they wish.

Special Requests

Microwave Use - Scholars who bring meals from home should bring foods that can be eaten cold; the Academy does not provide microwave ovens for scholar use.

Food Allergies / Dietary Restrictions – DUE TO THE SEVERITY OF SOME NUT ALLERGIES, GENESIS IS A NUT-FREE CAMPUS. Families of scholars who suffer from food allergies, or require a special diet, **MUST** fill out Genesis health forms. The forms can be requested from the Nutrition manager. The Nutrition Vendor (SLA) will provide menus in advance which can be accessed on the Genesis website.

Birthday Parties/Special Lunches - Genesis will not have birthday celebrations in the classroom at this time. There are a couple reasons. First, the number of possible birthday celebrations for every student in a classroom would take up an unreasonable amount of instructional time over the course of a year. Secondly, many parents have serious concerns about their scholars eating (or being exposed) to foods they are allergic to or that they simply prefer that their scholars not eat. We ask interested parents to instead organize celebrations for the scholars and classmates (if desired) outside of the school environment. That would allow like-minded parents to get together to celebrate as they see fit.

Healthy Choices

In the interest of encouraging healthy eating habits, we ask that parents not send their scholars to school with junk food, which includes but is not limited to:

- Fast food
- Carbonated drinks
- Juice “drinks” (not 100% juice)
- Kool-Aid
- Candy
- Potato Chips (unless they are baked)

It is difficult to make a list of all “junk foods”. Therefore, what we ask is that parents make every effort to provide their scholars with healthy foods (those that have high nutritional value). You want to avoid processed foods, especially those that are high in salt, sugar, or fat. The following chart can help you guide your choices.

Least Healthy Choice	Better Choice	Healthiest Choice
Soda, Kool-Aid, Juice Drink	Gatorade, 100% Juice	Water
Whole Cow’s Milk	Milk: Lactose-Free, Low-Fat	Plant-based Milk
Fried Chicken	Baked Chicken	Baked Chicken without skin

Fast Food Burger	Homemade Beef Burger	Turkey Burger
Chips, French Fries	Baked Chips	
White Potato with cream cheese, cheese, and butter	Sweet Potato	Sweet Potato with Broccoli and small amount of cheese
Candy		Dried Fruit (raisins, etc.), Dark Chocolate
Honey Buns, Store-bought Cookies, Cake, and Pies	Homemade Baked Goods (because you control what's in it)	Fruits and Vegetables

** The above are just suggestions not an expert opinion on nutrition*

With parental permission, Genesis may provide “treats” as rewards or on special occasions in limited quantities and at a time and location that is deemed appropriate for school purposes.

Genesis reserves the right to contact parents for a family planning meeting if a scholar’s school-based diet consistently reflects less healthy choices.

Meal Orders and Payments

Menus will be posted on our website along with instructions for how to set up an account to order meals. All parents are expected to use the on-line account to make payments and to add money to their scholar’s account.

In the event a scholar is not prepared with a lunch for the day (e.g. lunch is not paid for and they did not bring a lunch or they do not have money to pay for lunch) they will receive a meal and the scholar’s account will be charged accordingly.

The food vendor will only allow parents to carry a balance on their accounts equal to three meals. After the 3rd day, Genesis reserves the right to provide scholars with an alternative meal (e.g. a cheese sandwich) at no charge until the outstanding balance is satisfied.

HEALTH SERVICES

Genesis can provide basic clinic services which allow us to treat minor injuries and discomfort, but also to monitor more serious concerns until parents can be contacted to provide further direction or to pick up their scholar for additional treatment. To be prepared to effectively serve all of our scholars, each family should complete our Health Information form, and must have current Immunization records on file.

Immunizations

State law requires that all students have up to date immunizations prior to entering school each year. The Official Code of Georgia provides for only two types of exemptions from immunization requirements:

1. **Medical:** Medical exemption for a vaccine should be filled in only when there is a physical disability or condition that contradicts immunization for that particular vaccine. There must be an annual review of medical exemptions, and certificates must be reissued with or without indication of exemption. *O.C.G.A §20-2-771(d)*.
2. **Religious:** For a child to be exempt from immunizations on religious grounds, the parent or guardian must furnish the school/facility with a notarized affidavit stating that immunization conflicts with his or her religious beliefs. There is no standard form for Religious Exemption. The school/facility must keep the affidavit on file and available for inspection by health officials in

lieu of an Immunization Certificate. Affidavits denoting religious exemption do not expire.
O.C.G.A. §20-2-771(e).

These requirements can be acknowledged only if proper documentation exists and is provided to the Academy.

Illness

If your scholar is ill (e.g. fever, vomiting, ringworm) prior to arriving at school, the Academy expects him to stay home for the day. If he becomes ill or injured during the school day and is not well enough to remain until the day ends, you will be immediately notified to dismiss the scholar early. For this reason, it is imperative that the Academy retains the best current/working emergency contact number on file.

Medicines

If your scholar has prescription medication that has to be administered Genesis has a form that **MUST** be completed before any dosages are given.

Service Fees

To provide various services (e.g. lunch, transportation, etc.) and activities (e.g. athletics, field trips, etc.), Genesis must pass on some of the cost to families in the form of fees. Families are expected to pay those fees in a timely fashion. Therefore, families should understand the following:

- Families are responsible for paying any fees associated with services/activities provided by Genesis by established deadline.
- Failure to pay fees by the deadline may result in a scholar being unable to access those activities or services (in whole or in part)
- Past-due fees for services already provided (or for activities that the family previously committed to participate in) will be added to my family's Genesis billing account
- Continued failure to pay past-due fees for one activity/service may result in denial of access to other activities/services (including academic records), until fees are paid.

FAMILY INVOLVEMENT at Genesis

Genesis Academy is a community based school and as such, family and community are expected to participate in each scholar's development in the following ways:

- **Regular School Visits** - All parents/guardians are encouraged to visit the school regularly throughout the school year to volunteer, participate in a classroom visit, or conduct a parent/teacher conference. To ensure scholar safety, visitors are required to follow the rules in place:
 - All parents/visitors must enter through the main door of the building.
 - All parents/visitors must register at the main office upon entry.
 - Parents/visitors must wear a badge provided by the Genesis front desk while in the building.
 - Once registered, the parent/visitor will be directed on where to go
 - The office staff will provide assignments for volunteers. (Volunteers' hours are recognized only if properly logged in).

All parent/visitors are expected to adhere to common standards of professionalism and civility. A parent will be asked to leave the school premises if they disrupt normal business operations or classroom instruction.

- **Parent Volunteers** – All Genesis families are expected to complete twenty (20) volunteer hours during the school year. There are several areas in which parents can be helpful to the school staff including, but not limited to: lunch room monitors, parking lot attendants during arrival and dismissal, tutors, field trip chaperones, reception area coverage, calling posts, and fundraising. Parents may also complete their 20 hours through involvement serving on Board committees, as classroom helpers, or club sponsors.
- **Board Meetings** - The Governing Board meetings are open to the public, and all Academy parents/guardians are invited to attend. A full schedule of meetings will be posted on the school’s website.
- **Electronic Communications** - The schools main source of communication will be through email. This is a cost-effective way to keep families informed of what the school and your scholar is involved in. It is imperative that parents have an active email account that they will check regularly. It is a parent’s responsibility to inform Genesis if their e-mail address changes or if they do not have access to e-mail (at which point, Genesis staff will work with parents on alternative communication strategies).
- **Website** - Genesis will regularly post information to our website about policy changes, upcoming events, special programs, opportunities for parents to volunteer and other important announcements.

ACADEMIC POLICY

Overview of Academic Goals

The primary focus of Genesis’s academic program is to engage scholars in the rigorous study of core subjects and to foster the development of higher order thinking and problem solving skills. Ultimately, the Academy seeks to enroll and graduate accomplished, thoughtful young men and women of character and discipline who are superbly prepared for success in the 21st century.

Highly Qualified Teachers

It is our policy to hire teachers who meet the definition of “Highly Qualified” as defined by federal No Child Left Behind guidelines.

Genesis is required to notify parents, upon request, of teachers’ qualifications:

- Licensing for grade level and subject
- Emergency or provisional status
- College major and graduate degrees
- Paraprofessional qualifications

Genesis will notify parents if scholars are taught four (4) consecutive weeks by a core academic content teacher not “Highly Qualified.”

Parent-Teacher Communication

Teacher Conferences

Parents may request teacher conferences by emailing teachers individually. Parents in the Upper Academy or Middle School who wish to schedule a meeting with all their scholar’s teachers may do so by contacting their scholar’s homeroom teacher.

Genesis teachers, or other Genesis support staff may contact parents proactively to praise scholar performance or schedule a conference if scholar academic or behavioral performance is deemed unacceptable.

General Contact Information

Parents wishing to contact teachers for other questions/concerns **other than conferences** may contact Genesis at info@GIAcademy.org to leave a message or contact the teachers directly via e-mail. With some exceptions, Genesis e-mail addresses have the same format: **<first initial><last name>@GIAcademy.org**.

If parents have difficulty resolving issues with any of their scholar's teachers, they should contact the homeroom teacher, grade level team leader or the department chair. If that fails to resolve the issue, or those options are unavailable, parents should contact an administrator.

Student Information System, Website, and Electronic Communication

Genesis communicates with parents primarily through electronic methods (e-mail, text, website, etc.). Assignments from teachers will often be sent home via e-mail and/or posted to the school's website. In addition, scholar progress is updated on a continuous basis on Power School, the student information system used by Genesis. **Parents who are unable to access e-mail and require hard copy materials be sent home, should make a written (or e-mail) request to their homeroom teacher.**

Homework

Genesis Academy scholars will have homework almost every night (even on weekends scholars may have to review or study). In general, Lower Academy scholars should have about one hour, Upper Academy 1-2 hours of homework every night. Scholars may have as much as one to two hours of homework to be completed over the weekend (unless independent project work is assigned, which may require more hours).

The purpose of homework is for scholars to practice skills learned in the classroom and to prepare for class the next day. As scholars mature intellectually, homework will also include independent research. Homework is not intended to burden parents with additional time or monetary costs.

Scholars are expected to complete all homework assignments to the best of their ability. No scholar is excused from any assignment without being given permission by his teacher prior to the due date. If homework is not completed by the due date the scholar will be expected to complete the assignment and turn it in the next day, in addition to any new homework the scholar may have been assigned. Consistent failure to turn in homework may result in loss of privileges, required Saturday School attendance, additional tutoring, detention, or any other consequence deemed appropriate for encouraging scholars to meet the homework requirement.

Assessments

Course Assessments

All teachers will assess scholar progress and mastery of skills on a regular basis through a variety of assessment tools, including homework, exit tickets, starter/warm-up exercises, questioning/verbal responses, projects, and quizzes/tests. Depending on the content and nature of the class/subject, teachers may also use other assessment tools, such as labs, journals, binder/notebook checks, essays, research papers, projects, and class participation. Each teacher will provide a written explanation of how performance will be assessed.

- *Quizzes/Tests* – Almost every subject/course is divided into Units of instruction that cover specific topics. Standards-based unit tests are typically given at the end of each Unit. Parents and Scholars will be informed in advance of the date of unit tests. Quizzes are typically given during the Unit to assess a scholar’s readiness for the unit test.
- *Exams* – At the end of each semester, a cumulative exam will be given for most subjects/courses. The first semester exam will cover first semester material; the second semester exam will typically be a final exam to cover skills and standards for the entire year.

State Assessments

The state of Georgia requires all Kindergarten scholars to sit for the GKIDS assessment. All scholars in grades 3-8 are required to participate in Georgia Milestones testing.

Scholars with IEPs or who require special testing environments will receive accommodations pursuant to ADA and/or their IEPs (Individualized Education Plans) for all assessments.

Grades, Grade Reporting, and Policy

Progress Reports

Genesis offers parents the opportunity to track their scholar’s progress via our on-line portal on a real-time basis.

Genesis will send home mid-quarter progress reports in the following cases:

- A scholar is failing a subject/course (grade below 70). All scholars that are failing a subject/course will be provided with a progress report mid-way through each 9-week grading period.
- A scholar is transitioning into the Kindergarten
- At the teacher’s discretion or at a parent’s request

At the beginning of the year parents and scholars will be given instructions on how to access the schools’ Student Information System (SIS) for the purposes of tracking academic progress.

Parents are encouraged to contact their scholar’s teacher to discuss any concerns raised by the grade information provided in the SIS system, and to discuss the best means of implementing an improvement plan to assist the scholar in meeting their full potential.

Quarterly Progress Reports – Genesis will issue quarterly progress reports at the end of the first quarter and the third quarter. It will have essentially the same format as semester report cards, but grades on quarterly progress reports are not final (they are essentially a mid-semester update on the academic status of your scholar).

Parent(s)/guardian(s) may request a grade update at any time during the school year by communicating with the teacher directly.

Genesis Grading Scale

The Genesis grading scale applies both to assignments and to the overall course grade:

For Kindergarten scholars, the scale is as follows:

Exemplary

Proficient
Developing
Beginning

For scholars in grades 1 and above, the scale is as follows:

<u>Range</u>	<u>Grade</u>	<u>GPA Points</u>	<u>Description of Achievement Level</u>
90-100	A	4	Scholars receiving an A show deep mastery of the knowledge and skills that have been taught; they demonstrate an ability to go beyond the basic requirements of assignments to produce creative, thorough work.
80-89	B	3	Although scholars receiving a B may still have some areas to work on, they demonstrate a solid mastery of the knowledge and skills that have been taught.
70-79	C	2	Scholars receiving a C have some skill deficits, but demonstrated at least a basic understanding of the majority of skills taught.
69 and below	F	0	Scholars receiving an F produced work of unacceptable quality. They have major skill deficits that require additional instructional resources and scholar effort.

Final Grades

In determining final (cumulative) grades for the year, the terms are weighted as follows:

Semester 1	50%
Semester 2	50%

Grades are locked in one-week after the term ends. Parents (and scholars) need to be diligent in following-up with any concerns regarding grade discrepancies.

GPA Calculation / Honor Roll

Numerical Average (100 point scale)

The numerical grade average is used for purposes of determining class rank or individual achievement awards. It is computed by taking the sum of the course averages for each course taken during the semester/year multiplied by the course's potential credits. The total number of quality points achieved is then divided by the total number of potential credits for the year.

Point Average (4.0 Scale)

The point average is used only for **Honor Roll** purposes. It is computed by taking the sum of the quality point values associated with the letter grades (A = 4.0, B = 3.0, etc.) for each course taken during the marking period. That total is divided by the number of courses the scholar was enrolled in for that quarter.

HONOR ROLL REQUIREMENTS

Honor Roll is determined by a scholar's grade point average for all marks earned in a given grading period. Honor Roll GPA is calculated by determining the sum of the numerical equivalent of the letter grades divided by the total number of courses taken during that marking period.

- Principal's List - GPA of 4.0 and above
- Scholar's List - GPA of 3.5 to 3.99
- Honor Roll - GPA of 3.0 to 3.49

Make-Up Work

Making-Up Work Following Scholar Absence

Upon their return from an absence, scholars are given at least the number of days equal to the number of days they were absent to complete and turn in all missed assignments pursuant to the teacher's instruction and timeline. If assignments are returned within the time frame specified by the teacher, scholars may earn full credit for the missed assignments. If the assignments are not returned within a reasonable time as specified by the teacher, scholars will be subject to the "Late Work" policy (see below). In the event a scholar is absent for an extended period of time, parents/guardians are again encouraged to obtain assignments from teachers **if** scholars are able to complete assignments during their absence.

Parents/Guardians should notify Genesis as far in advance as possible if they expect make-up work to be provided or sent home for an absent scholar.

Late Work

If scholars fail to turn in homework assignments by the due date for reasons other than an excused absence, they will have 24-hours to make up the assignments. However, the scholar's grade on that assignment will be marked down to the next lowest grade. Failure to complete the assignments within the 24-hour period will result in the scholar receiving a zero on the assignment.

Rationale: Homework is assigned to assist scholars with understanding the concepts currently being taught by the teacher. It is not in the scholars' best interest to develop a habit of turning in homework after the teacher has moved on to another topic, simply to raise their grade. Scholars must learn to complete assignments on time as part of their growth and development.

Major assignments (projects, research papers) may be made up, at the discretion of the instructor, at any time during the grading period. However, the maximum points a scholar can earn decreases by 10 points for each day after the due date (therefore if a scholar turns in a project two days after the due date the maximum they can earn is 80 points). The maximum points will remain at 50 after the major assignment is five or more days late.

Test Retakes

Scholars may be allowed to re-take tests based on the course rules outlined by the teacher. However, scholars will not be able to make-up any first semester tests during second semester to improve their first semester grade.

Summer School

Genesis Summer School offerings will be determined in the Spring Semester based upon anticipated need. At minimum, Genesis will allow scholars to participate in credit recovery during the summer and take an exam to earn course credit. That may (or may not) happen in a traditional summer school program. If Genesis offers summer courses for remediation/credit recovery or for enrichment (for scholars interested in advanced or special-topics courses), those courses will be offered for a fee (which will be determined each year and posted prior to summer session). Scholars are allowed to take summer courses elsewhere to re-learn the material in a class that they failed. Those scholars will be required to take the Genesis exam for that course. They must pass with a score of 70.

Promotion to the Next Grade

Kindergarten Promotion to Next Grade:

In order to be promoted to the next grade, scholars in Kindergarten must:

- (a) be deemed Proficient in Reading and Mathematics.

First, Second, and Third Graders Promotion to Next Grade:

In order to be promoted to the next grade, scholars in first, second, and third grade must:

- (a) Earn a 70 or higher in the core subjects of: Reading, English-Language Arts, and Mathematics.

Fourth, Sixth & Seventh Graders Promotion to Next Grade:

In order to be promoted to the next grade, scholars in the fourth, sixth, and seventh grade must:

- (a) Earn a 70 or higher in all core subjects: Reading, English-Language Arts, Mathematics, Science, and Social Science.

Fifth and Eighth Graders Promotion to Next Grade:

In order to be promoted to the next grade, scholars in the fifth and eighth grade must:

- (a) Earn a 70 or higher in all core subjects: Reading, English-Language Arts, Mathematics, Science, and Social Science.

In addition to the course average requirements noted above, scholars in fifth and eighth grades must be at the Developing Learner level in math and be reading at or above grade level based on the results of Georgia Milestone testing.

Scholar Records and FERPA

FERPA regulations regarding records access apply to state and local agencies, but only local agencies must give annual notification of rights under FERPA. The annual notification must inform parents that they have the right to:

- Inspect and review their child's record;
- Seek to amend the record if they believe the record to be inaccurate, misleading, or otherwise in violation of their child's rights;
- Consent to disclosures of personally identifiable information in the record, with certain exceptions authorized by FERPA; and
- File a complaint with the U.S. Department of Education concerning the district's failures to comply with the requirements of FERPA.

IV. CODE OF CONDUCT

DRESS CODE

In order to eliminate one of the distractions associated with traditional learning environments, Genesis has adopted a Uniform Policy. The purpose of the Uniform Policy is to eliminate potential preoccupation with fashion while maintaining an environment that promotes uniformity, safety, and prepares our scholars for college and the professional norms of the 21st century workforce.

Please note: Parents should reference the uniform information sheets and price list for specific details. That information will be posted on the Genesis website.

Required Uniform – Elementary Girls

Short sleeve gold polo with Genesis logo
Gray pants or blue/gray plaid skirt or scooter
Solid black, white, blue or gray socks or tights
Flat, closed toe shoe, any color

Optional Uniform – Elementary Girls

Long sleeve gold polo with Genesis logo
Gray cardigan sweater with Genesis logo

Required Uniform – Middle School Girls

Class A Uniform (Formal)

White Oxford shirt with Genesis logo (Long sleeve is required, short sleeve optional)
Gray slacks or gray scooter
Purple cross tie
Gray cardigan with Genesis logo *
Solid color black, white or gray knee socks or tights
Flat, closed toe shoes, black

Class B Uniform (Dress Down)

Gold short sleeve polo
Dark blue jeans (no other color, no rips or holes)
Any sock
Any closed toe shoe

Physical Education Uniform

Gold T-shirt with Genesis logo
Gray mesh shorts
Athletic socks
Clean pair of athletic shoes (any style or color)

Optional Uniform items

Short sleeve white oxford shirt with Genesis logo
Long sleeve gold polo with Genesis logo

Required Uniform – Elementary Boys

Purple short sleeve polo with Genesis logo
Gray pant
Any sock
Any closed toe shoe

Optional Uniform Items – Elementary Boys

Long sleeve purple polo with Genesis logo
Gray fleece with Genesis Logo (available later this fall)

Required Uniform - Middle School Boys

Class A Uniform (Formal)

White Oxford shirt with Genesis Logo (Long sleeve required, short sleeve optional)
Charcoal gray slacks
Genesis Purple tie
Gray sweater vest with Genesis Logo *
Black belt
Black socks
All Black shoe (no boots, no open toed shoe)

Class B Uniform (Dress Down)

Short sleeve purple polo with Genesis Logo
Dark blue jeans (no other color allowed, no holes or rips)
Any sock
Any closed toe shoe

Physical Education Uniform

Grey mesh shorts
Purple cotton T-shirt with Genesis Logo
Athletic Socks
Clean Pair of Athletic shoes (any style or color)

Optional Uniform items

Short sleeve Oxford with Genesis logo (Class A)
Long sleeve purple polo with Genesis logo (Class B)
Gray fleece with Genesis Logo (available later this fall)

WINTER/COLD WEATHER

Sweater Vest (Gray)
Fleece (Gray)
Sweatshirt (Gray)
Jacket/Overcoat – If other cold weather tops are not warm enough, scholars may wear a black or navy overcoat or pea coat, in addition to the fleece. **No other sweatshirts, jackets, or sweaters are allowed to be worn inside the building.**

ADDITIONAL REQUIREMENTS

Hair – No designs cut into hair; no mohawks. Hair should be neat or styled (e.g. braids). No unnatural hair colors (e.g. fluorescent, green, etc.).

Hats/Hair Coverings: Scholars may not wear hats, handkerchiefs, bandanas, do-rags, scarves, or other head coverings. Girls may wear hair accessories. Exceptions can be made for religious and/or medical reasons.

Pants: Pant must be worn at the waist at all times.

Shoes/Socks: Scholars must wear shoes and socks at all times.

General Neatness: Clothes should be clean and free of excessive wrinkles, oxford shirt should be buttoned to the top and tucked in at all times, shoelaces should be tied at all times, and tie should be tied and the knot up to top button at all times

** Genesis reserves the right to disallow any article of clothing that will take away from the consistency of the Uniform Policy and dress code.

Violations of Dress Code – Teachers will address initial violations of dress code via the Genesis Reward System. If violations continue, parents will be notified that subsequent violations will require them to:

- Bring their scholar a change of clothes
- Present an order receipt indicating that the uniform (or uniform item) has been ordered
- Rent (or purchase) the uniform item from Genesis

Responsible Care of Uniform – Scholars are expected to be responsible for their own uniform (making sure they have the proper attire on at all times and making sure that they keep track of items that they carry around with them). **A scholar should not leave uniform items unattended.** If a scholar needs to leave an item unattended, he should:

1. Place items in a bag (not leave them laying on the floor)
2. Leave the bag with the item(s) with a trusted peer
3. Or, if no peer is available, ask a faculty member to place it in a safe location
4. If that is not possible and items are left unsecured, scholar should be sure to check the storage bag immediately upon returning to it.
5. If anything is missing, the scholar should report the incident IMMEDIATELY to the attending faculty or staff member.

Genesis staff is expected to investigate incidents of possible theft only if the scholar follows the above steps.

USE OF COMPUTERS, PHONES, and ELECTRONIC DEVICES

Telephone Use and Messages

Scholars may only use a school phone by permission from a teacher or other member of the school staff and for emergency purposes. As a general rule, school phones are for school-related business and emergencies. Scholars who use a phone without permission from a teacher will be subject to disciplinary procedures. Scholars may be allowed to use personal cell phones to contact parents at the discretion of faculty and staff and in keeping with cell phone use policy (see below and the Electronic Device Policy).

Cell Phone Use

Scholars are **not allowed** to use a cellular telephone or other personal electronic communication device without permission from school personnel. If a device is used without permission, that device will be confiscated by school administrators and parents may have to pay a fee to retrieve the device(s). Parents may request a copy of the Electronic Device Policy for further details and clarity.

However, Genesis strongly recommends that parents not allow scholars to bring cell phones (or other costly electronic devices to school) unless they feel it is necessary. Such devices tend to be expensive and scholars often lose or damage them (and it is possible, though not likely, that they may be stolen). **Note: Genesis will not be responsible for cell phones that are lost, stolen or damaged.**

Calls/Messages for Scholars

Parents should communicate with their child before and after school. Non-emergency calls during the school day disrupt the academic environment. Therefore, parents should only call and request to speak to

their scholar in the event of an emergency. Parents are welcome to leave emergency messages for the scholars with the Genesis office. Those messages will be communicated to scholars before the end of the day. **Note: Parents should not attempt to communicate with scholars during school hours by calling the scholar's cell phone.**

Messages about emergency and unexpected changes in after-school pick-up arrangements should be communicated prior to 2:15 p.m. Genesis will not allow scholars to come to the main office prior to the end of school to call parents about pick-up arrangements, nor will scholars be allowed to disrupt instruction to use cell phones to call parents. Parents should therefore not ask scholars to call them prior to dismissal to check-in about pick-up arrangements. In addition, scholars will not be allowed to call parents to bring lunch/snacks because they are hungry or do not like the available options at Genesis. The Genesis menu is known in advance. Parents should discuss alternate meal options with their scholar in advance.

Computer and Internet Use

Computers are used to support learning and enhance instruction. Scholars will use computers as needed throughout their regular school day. They will also have access to the Internet. Internet users are expected to use the Internet as an educational resource. The use of technology is a privilege and scholar use is contingent upon his ability to use it in a responsible, efficient, ethical and legal manner. Scholars may bring personal computing devices to school only with permission from faculty or staff.

Note: Genesis will not be responsible for electronic devices that are lost, stolen or damaged.

PERSONAL BELONGINGS

To promote order, to minimize concerns about damage to school property, and the loss or theft of scholar property, scholars are not allowed to use or consume the following items at school unless explicitly directed by a teacher or staff member:

Food Items: Gum, Candy, Kool-Aid, Sunflower seeds, etc.

Multi-media Technology: Laptops, tablets, phones, etc.

Personal Items: Playing or trading cards

If a scholar is found with any of the above items, such items may be confiscated (unless prior approval was given).

Responsible Care of Personal Items – Genesis discourages scholars from bring personally valuable items to school. If such items are brought to school, scholars are expected to be responsible for keeping track of those items). **A scholar should not leave personal items unattended.** If a scholar needs to leave an item unattended, he should follow the procedures listed in “Responsible Care of Uniforms” (above).

Note: Genesis will not be responsible for personal items that are lost, stolen or damaged.

DISCIPLINE

The Academy is committed to providing a safe and healthy educational environment in which each scholar will have the opportunity to maximize his potential. The disciplinary code (which is summarized below) is designed to ensure that scholars are held accountable for exercising appropriate behavior. In an effort to balance rewards and consequences, Genesis will develop a rewards system for scholars to encourage them to engage in behavior that represents the highest standards of character and integrity. The details of the system will be made available to parents after school begins.

In general, Genesis's response to misbehavior will escalate in severity along with the severity and/or the frequency of the misbehavior. The sequence will typically follow the below progression:

- Non-Verbal Redirection
- Verbal Redirection (not directed at student)
- Verbal Redirection (directed at student)
- Warning
- Classroom correction strategies (e.g. seat change, point system, etc.)
- Loss of Privileges
- Detention (before, during, or after school)
- Parent Involvement (Calls, Meetings, Observation)
- Suspension
- Expulsion

Circumstances which determine what disciplinary measure to impose are outlined below. ***Please note that this is not an exhaustive list of possible violations*** and Genesis acknowledges that individual situations may require unique strategies and measures.

Level 1 Violations

Relatively less serious violations are handled by the faculty member that is present and supervising the scholars, often using the Genesis reward system. Such instances include: disruptive classroom behavior, discourtesy, defacing property (that can be easily restored), throwing items/littering, horseplay/roughhousing, uniform violations, use of electronic devices without permission, etc. The attending faculty member may bring these situations to the attention of the administration if these actions are repeated.

Level 2 Violations

More serious violations focus on disrespect of others, others' property, and the rules of safety. They include offenses such as damaging property (not easily restored), talking back to a teacher, consistent harassment of other scholars, use of foul language, threatening to harm others, reckless throwing of items (i.e. in a way that could harm another person or property), injuring someone or damaging school property as a result of horseplay or indifference to rules, interfering with safety drills, skipping class, or repeated lesser violations. Such violations will be dealt with in a more formal basis. Suspension will be automatically considered as an option. If the offense is deemed to be relatively less serious, other consequences will be considered (such as loss of privileges, detention, and work detail).

Level 3 Violations

Major violations are those that are serious enough to require an automatic expulsion recommendation and at minimum, a suspension. Such violations will be immediately reported to administration. Administration will then investigate and if determined that the scholar did indeed commit a violation serious enough to be factually classified as Level 3, that scholar will be recommended for expulsion (see Expulsion section for details of process). Level 3 violations include: the use or possession of illegal or controlled substances, the use or possession of a weapon or any object being used as a weapon, the use or possession of alcohol, academic dishonesty, skipping school/leaving campus, theft or destruction of property, using objects to intentionally harm another (throwing, stabbing, etc.), and fighting (or unwelcomed, aggressive hitting).

Level	Possible Disciplinary Measure	Circumstance (examples)
1	Loss of Privileges (e.g. Silent Lunch, suspension from participation in Genesis	Uniform Code violations

	activities) and/or Parent Calls, Meeting, and Classroom observations	<p>Lack of Supplies</p> <p>Talking or making noise without permission</p> <p>Whining or complaining</p> <p>Ignoring instructions / not paying attention</p> <p>Messy / Incomplete / Late Homework</p> <p>Rough housing / Horseplay</p> <p>Running in Hallways</p> <p>Lying (falsifying, misrepresenting, or omitting information) about own behavior.</p> <p>Inciting, advising, or counseling of others to engage in Level 2 offenses</p>
2	<p><u>Primary Consequence:</u> Automatic Suspension Consideration Parent Meeting</p> <p><u>Possible Additional Consequences:</u> Loss of Privileges, Detention</p>	<p>Repeated Level 1 offenses</p> <p>Demeaning comments / Name calling</p> <p>Cursing/Bad language</p> <p>Lying about alleged violations committed by another scholar.</p> <p>Disrespect of Adult (e.g. sucking teeth, rolling eyes, talking back, etc.)</p> <p>Bullying / Harassment</p> <p>Leaving school premises</p> <p>Possession of Stolen Property</p> <p>Inciting, advising, or counseling of others to engage in Level 3 offenses</p>
3	<p><u>Primary Consequence:</u> Automatic Expulsion Consideration Disciplinary Hearing Parent Meeting</p> <p><u>Minimum Consequence:</u> Suspension</p> <p>Possible Additional Consequence: Loss of Privileges, Detention</p>	<p>Repeated Level 2 offenses</p> <p>Threats, cursing, aggressive contact, or other extreme disrespect directed at an adult</p> <p>Cheating / Plagiarizing</p> <p>Lying about (falsifying, misrepresenting, or omitting information) alleged inappropriate behavior by an employee toward a scholar.</p> <p>Possession of Alcohol, Drugs, or Dangerous Weapon</p> <p>Assault / Battery / Fighting</p>

	Destruction of Property/Theft
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DESCRIPTION of SELECT OFFENSES

TARDINESS

A faculty member is instructed to mark a scholar tardy if they are not in the classroom at the designated start time for that class period, unless they have a pass from Genesis faculty/staff. Faculty may require scholars to be seated by the beginning of class or an activity at their discretion.

ACTS OF VIOLENCE and AGGRESSION

An act of violence is considered one of the most severe infringements on the rights of others. It is also a direct attack on the educational process. Due to the level of seriousness, the first act of violence perpetrated by a scholar, whether directed at another scholar, or adult, is grounds for immediate expulsion. Retaliation for a prior act is not a valid excuse for a scholar to engage in violent or aggressive behavior.

Self-defense is only valid as an excuse when the following conditions are met: 1) the scholar is being physically attacked or accosted at that moment; 2) the defending scholar cannot avoid or remove himself from the threat; 3) there is no adult supervision present.

O.C.G.A. 16-3-21 states that: (a) a person is justified in threatening or using force against another when and to the extent that he or she reasonably believes that such threat or force is necessary to defend himself or herself or a third person against such other’s imminent use of unlawful force;

A person is not justified in using force under the circumstances specified in subsection (a) of this Code section if he: (1) Initially provokes the use of force against himself with the intent to use such force as an excuse to inflict bodily harm upon the assailant;

The below does not detail possible consequences for acts of violence or aggression that lead to serious injury or that rise to the level of a criminal offense.

Fighting – Fighting is not allowed at Genesis. Any instance in which two (or more) scholars are engaged in striking one another (or attempting to strike one another and at least one scholar is struck) will be considered a fight. If all three of the conditions for self-defense are not met, the scholar engaged in the fight, even if he did not start the altercation, is subject to a recommendation for expulsion. For an act to be considered a fight, it must involve mutual participation.

Battery - If a scholar strikes (punches, kicks, slaps, hits, etc.) another scholar, and the other scholar does not strike back, the act will be considered battery as it relates to the offending scholar. If it is determined that any hitting occurred while both parties were involved in mutually agreed upon horseplay, the consequences will be based on guidelines for aggressive horseplay.

Pushing/Shoving – Forceful pushing and shoving of the type that causes harm, could cause harm (e.g. falling, running into a wall or object) to another individual, or leads to an altercation will be considered threat and intimidation, bullying, or battery, depending on the severity of the occurrence. If it is determined that any pushing/shoving occurred while both parties were involved in mutually agreed upon horseplay, the consequences will be based on guidelines for aggressive horseplay.

Aggressive Horseplay – Horseplay is defined as rough, physical play (e.g. slapping, elbowing, pushing, shoving, wrestling, etc.) that is engaged in with the full consent of the involved scholars. Due to the potential danger, scholars will be subject to immediate suspension if horseplay leads 1) to physical harm, 2) an altercation, or 3) involves an obviously dangerous act (i.e. pulling a chair out from under a scholar, wrestling in the bathroom, pushing or tripping someone on the stairs, etc.).

WEAPONS AND DANGEROUS OBJECTS

Possession of a weapon is not tolerated. There is no reason to bring any knife or gun to campus. Furthermore, any sharp object that is commonly intended for use as a weapon if possessed by a scholar on school grounds (e.g. brass knuckles, razor blades) will be viewed with the same level of seriousness as a knife. Possession of fireworks and explosives or the use of these items is also strongly prohibited. Items that are not clearly defined as weapons but administration deems as dangerous, will be confiscated and returned only to a parent. Any item confiscated after being listed as a weapon will lead to suspension or expulsion.

- Automatic Expulsion – Guns or Repeated possession of banned objects deemed dangerous by administration
- Suspension - Knives, Razor Blades, Brass Knuckles, repeated possession of an item not on this list but deemed inappropriate by Administration

DRUGS AND ALCOHOL

Genesis is a drug and alcohol-free campus. Therefore, any possession or use of these substances is strictly prohibited. This rule applies for after-school events and school trips.

Possession of these substances with the intent to distribute or sell is also prohibited.

Drug paraphernalia whether possessed for use or with the intent to sell or distribute is seen as an attempt to promote the distribution and use of illegal drugs and is prohibited.

DAMAGE TO PROPERTY

Causing, or attempting to cause, damage to school property will result in the scholar and/or the parent having to pay for or replace the damaged property. Parents are still responsible for “accidental” damage caused by their scholar. Severe cases of damaging, defacing, or mutilating school property will result in a recommendation for expulsion.

PROFANITY, OBSCENE ACTS, DEMEANING RACIAL STATEMENTS, AND VULGARITY

These acts are construed as an attack on the rights and privileges of other scholars who are attempting to receive an education, and the rights of teachers to teach. Therefore, the attempt or act of projecting the above named actions on clothing, through the written word, verbally, or through gestures, is against the philosophy of the Academy.

ACT OF HATE VIOLENCE

Causing, threatening, or attempting to cause or participate in an act of hate violence, defined as willfully interfering with or threatening another person's personal or property rights because of race, ethnicity, national origin, religion, disability, or sexual orientation will not be tolerated. Speech that threatens violence, when the perpetrator has the apparent ability to carry out the threat, may be considered an act of hate violence.

HARASSMENT

Harassment is any form of uninvited and unwanted physical or verbal behavior that creates an intimidating, hostile, or demeaning environment. Examples of inappropriate behavior include:

- Verbal or physical abuse or threats
- Sexual advances
- Obscene or demeaning remarks, jokes, or insults
- Uninvited pressure to participate in illegal activities
- Public display of explicitly offensive or demeaning materials
- Comments or actions demeaning to race, religion, ethnic origin, gender, or sexual orientation
- False accusations

- Retaliation toward someone making a complaint about harassment
- Written or electronic messages (e-mail/social media entries) or other similar means, notes, and/or graffiti, containing harassing messages

Sexual Harassment

Sexual harassment can be a form of sex discrimination under Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972.

Prohibited sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature. Types of conduct that are prohibited and may constitute sexual harassment include:

1. Unwelcome leering, sexual flirtations or propositions.
2. Unwelcome sexual slurs, epithets, verbal abuse, derogatory comments or sexually degrading descriptions.
3. Graphic verbal comments about an individual's body or overly personal conversation.
4. Sexual jokes, stories, drawings, pictures or gestures.
5. Spreading sexual rumors.
6. Touching or grabbing an individual's body or clothes in a sexual way.
7. Displaying sexually suggestive objects in the educational environment.
8. Any act of retaliation against an individual who reports a violation of the district's sexual harassment policy or who participates in the investigation of a sexual harassment complaint.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made, either explicitly or implicitly, a term or condition of a person's advancement or participation in a school activity; and/or
- Such conduct has the purpose or effect of interfering with a person's work or academic performance, or intimidating or humiliating a person.

Bullying

Scholars shall not engage in bullying behaviors. As per the Georgia Code section 20-2-751.4, the term "bullying" means an act which occurs on school property, on school vehicles, at designated school bus stops, or at school related functions or activities, or by use of data or software that is accessed through a computer, computer system, computer network, or other electronic technology of a local school system, that is:

- Any willful attempt or threat to inflict injury on another person, when accompanied by an apparent present ability to do so;
- Any intentional exhibition or display of force such as would give the victim reason to fear or expect immediate bodily harm; or
- Any intentional written (handwritten or via electronic messaging), verbal, or physical act, which a reasonable person would perceive as being intended to threaten, harass or intimidate that:
 - Causes substantial physical harm or bodily harm capable of being perceived by a person other than the victim and may include, but is not limited to, substantially blackened eyes, substantially swollen lips or other facial or body parts, or substantial bruises to body parts
 - Has the effect of substantially interfering with the victim student's education
 - Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; OR
 - Has the effect of substantially disrupting the orderly operation of the school.

Cyber bullying is a form of harassment. Social networks such as Facebook and Twitter are popular in today's world. Any defaming information posted on social networks about fellow Genesis scholars will be seen as cyber bullying. It will be dealt with severely, as it is an attempt to isolate the receiving scholar or scholars unbeknownst to school teachers and administrators. Anyone who is aware that a scholar is being exposed to a form of harassment or cyber bullying should report it to a teacher or administrator immediately.

Parents/guardians of scholars who are considered to be victims of bullying or are found to have committed bullying behaviors will be notified.

Upon a finding by the Independent Disciplinary Hearing Panel that a scholar has committed the offense of bullying for the third time in a school year, such scholar shall be expelled from Genesis (or assigned to an alternate placement as per the finding of the IEP Committee)

Response to Harassment

Genesis Academy is committed to equitable and swift resolution of harassment issues. Any scholar should follow any or all of these measures:

1. Let the offender know you want the behavior to stop. Be clear and direct. Do not apologize.
2. Pay attention to when, where and how you were mistreated; try to remember who else may have witnessed the incident.
3. Notify the Principal, school administrator or teacher. If uncomfortable doing so, a scholar should speak with a parent or another adult (who should then notify school personnel).
4. After the initial report is made, an investigation will take place by the Principal, and/or his discretion.

DISCIPLINARY CONSEQUENCES

Once it has been determined that a rule(s) was violated, the school administration will follow a progressive discipline process. The degree of discipline to be imposed will be in proportion to the severity of the behavior of the particular scholar and will take into account the scholar's discipline history, the age of the scholar and other relevant factors.

Disciplinary hearings may result in long-term suspension, or permanent expulsion from Genesis Academy.

In addition to discipline, behaviors may also be reported to law enforcement at the District's discretion and as required by law, including O.C.G.A. §§ 20-2-1184 and 19-7-5. Major offenses including, but not limited to, drug and weapon offenses, can lead to schools being named as an Unsafe School according to the provisions of State Board Rule 160-4-8-.16.

School Based Approaches

Genesis is committed to supporting and reinforcing positive behaviors by implementing a variety of strategies that do not require direct involvement of parents. First and foremost, Genesis recognizes that many unwanted behaviors result from the lack of an active adult presence. The first and best strategy is to ensure that all adults are actively supervising and actively engaged with scholars under their charge. In the instructional setting, faculty is expected to be up and about or seated within the midst of the scholar group actively monitoring assessments or participating with discussions.

If scholar behavior does not conform to expectations, faculty is expected to engage in non-verbal behavior modification techniques first (proximity, pause and wait, etc.), and then indirect verbal techniques (e.g.

address the behavior without identifying the student). If problematic behavior continues, faculty will use other classroom based strategies, including, but not limited to, seat changes, in class “time-outs”, reflection essays, scholar-driven action plans, loss of privileges (e.g. silent lunch, loss of free time), and/or in-school counseling

Parent-Teacher Conference

Parent Conferences may be called if a scholar’s behavior is deemed to be sufficiently problematic to require parental intervention. The hope is that the scholar will be sufficiently concerned about parent involvement that it will spark a change in behavior. It is also at this point that a parent needs to be involved in setting the action plan to prevent the behaviors from continuing, which would result in more severe consequences for the scholar. The presumption is that the scholar may have unique needs or issues that only the parent may be aware of, which will inform the discussion about what interventions may be effective.

Parent Observation

A parent may be asked by a teacher to observe a scholar during class time in an attempt to provide the parent with a contextual perspective on their scholar’s behavior. The expectation is that the parent may be able to provide additional insight into what strategies may work to promote their scholar’s positive behavior in a particular classroom environment.

Scholar Removal from Class (In-School Suspension)

In school suspension is the formal removal of a scholar from his class (with administrative approval) and assignment to a location supervised by appropriate personnel in another room on the school premises for a period not exceeding ten (10) consecutive school days. A scholar removed from class (assigned to in-school suspension) will be permitted to work on classroom assignments and will be counted present on the attendance register.

O.C.G.A. § 20-2-738 provides that a teacher may remove from class a student who repeatedly or substantially interferes with the teacher’s ability to conduct instructional activities or when the student poses an immediate threat to the safety of the student’s classmates or the teacher. The student’s behavior must be a violation of the student code of conduct. If the action that led to removal is grounds for school suspension or expulsion, policy related to those consequences will be followed (see below for sections on Suspension and Expulsion). If the removal is based upon repeated or substantial interference with instruction, the following applies:

A teacher must take the following steps to address problem behavior, prior to class removal: contact a parent for informal discussion to solicit assistance, request a formal parent conference, request that the parent to observe the scholar in the classroom, and, as required by O.C.G.A. § 20-2-735, report the scholar to administration for disruptive behavior (the parent must receive a copy of that report from administration).

Initial Notification (of Scholar) - Once a school administrator confirms with the teacher that a “class removal” is in effect, the administrator will explain the Code of Conduct rule violation(s) that are the ground(s) for the removal and give the scholar the opportunity to admit or deny wrongdoing and present his explanation of the situation. If, after review, the administrator and the teacher agree that the removal is not the appropriate course of action, the scholar will be returned to class. Otherwise, the administrator will place the scholar in a temporary alternative educational setting and contact the parent.

Initial Notification (Parent/Guardian) - The scholar's parent/guardian will be notified of the class removal as soon as possible, but not later than the beginning of the next school day (following the day of the removal). The initial notification may be by phone or by e-mail. That communication will serve to clarify the charge and the alleged act, and to let the parent know to expect delivery of a formal written

notice (including a complete description of the alleged act) not later than the beginning of the next school day after the removal occurred. The communication will also inform the parent that they must set up a conference with an Administrator (or designee) prior to the scholar returning to the teacher's classroom.

Formal Written Notification - The parent/guardian will receive formal written notification within 24 hours after the initial notification. The written notification will contain the teacher's description of the behavior(s) that led to the removal. The notification will also indicate that a conference must be arranged with the Teacher prior to the scholar returning to that class.

The written notification will be delivered to the scholar's parent/guardian either in person or to the e-mail address provided to Genesis by the parent/guardian. If notification is delivered in person, a written confirmation of delivery should be obtained. If notification is delivered by e-mail, a read receipt or a parental reply confirmation will be requested. If confirmation of receipt is not obtained within 24 hours, the notification will be sent via first class mail to the parent's last known address.

Even though there are generally no appeal rights guaranteed by law for scholars who have been removed from class, the parent/guardian may call or conference with the teacher or an administrator to discuss their scholar's discipline.

For a scholar with an active Individual Education Plan (IEP), or Section 504 plan, the removal from class must be consistent with state and federal regulations. A copy of the written notice of class removal must also be sent to the Genesis Special Education Coordinator and to the School Counselor if the scholar has an Individual Education Plan (IEP). The letter should clearly indicate that the suspension is "in-school."

Suspensions

Genesis Administration will afford the scholar oral or written notice of the charges. If the scholar denies the charges, he shall be given an explanation of the evidence the school authorities have and an opportunity to present his/her side of the story.

Initial Notification - The scholar's parent/guardian will be given initial notification of the suspension as soon as possible. The initial notification may be in person, by phone, or by e-mail. Genesis will prioritize direct communication with the parent (either in-person or by phone) when providing initial notification. That communication will serve to clarify the charge and the alleged act, and to let the parent know when to expect delivery of a formal written notice. The communication will also inform the parent that they must set up a conference with a school Administrator prior to the scholar returning to school.

If, direct communication is not possible, Genesis will send an e-mail to the address provided by the parent notifying them of the suspension and informing them to call the school. Genesis will also leave a message on the home and/or cell number provided by the parent. Due to privacy concerns, the message will state that the parent should check their e-mail and/or call the school, but will not mention suspension or provide details about any of the charges. **Note: A suspension is still valid if reasonable efforts to contact the parent are unsuccessful.**

Formal Written Notification - The parent/guardian will receive formal written notification no later than two school days after the suspension begins. The written notification will contain the charges, a description of the alleged acts, and the number of days and dates of the suspension. The notification will also indicate that a conference must be arranged with a school Administrator prior to the scholar returning to school.

The written notification will be delivered to the scholar's parent/guardian either in person or to the e-mail address provided to Genesis by the parent/guardian. If notification is delivered in person, a written confirmation of delivery should be obtained. If notification is delivered by e-mail, a read receipt or a

parental reply confirmation will be requested. If confirmation of receipt is not obtained within 24 hours, the notification will be sent via first class mail to the parent's last known address.

Scholars under suspension or expulsion shall not participate in or attend school activities on or off campus. If less than the number of suspension days remain in the complete grading period or regular school year, the suspension/expulsion will continue into the next regular school year or complete grading period.

Even though there are generally no appeal rights guaranteed by law for scholars on short-term suspension (10 days OSS or less), the parent/guardian may call a school Administrator to discuss their child's discipline.

If the school recommends OSS for more than 10 school days, a disciplinary hearing is required and will be offered. (See section on Disciplinary Hearing)

Suspension days for any scholar with an Individual Education Plan (IEP) or Section 504 Plan should conform to applicable legal requirements (including any legal limitations of cumulative suspension days).

Activities during Suspension – No scholar is allowed to participate in any school activity during the time they are suspended. There are no exceptions.

Return to School - Before a scholar is permitted to return from a suspension and attend class, it is expected that the parent or guardian schedule and attend a conference with a school Administrator to devise a disciplinary and behavioral correction plan. At the discretion of the principal, a teacher, counselor, or other person may attend the conference. The principal will note the conference in the scholar's permanent file. Failure of the parent or guardian to attend will not preclude the scholar from being readmitted to the school but will result in scholar being placed in In-School suspension until the parent attends the conference. While in In-School Suspension, the scholar will be provided with his work for the day and instructional support.

Genesis may, by petition to the juvenile court, proceed against a parent or guardian of a chronic disciplinary problem scholar if administrative personnel believe the parent or guardian has willfully and unreasonably failed to attend a requested conference.

Expulsion

Expulsion will be reserved for scholars whose conduct is of an egregious nature. Expulsion might also be considered when a scholar is so repeatedly disruptive or disrespectful that a teacher and classroom cannot function, or when a scholar despite repeated interventions and suspensions shows no evidence of desiring to change the problem behaviors such as continued and willful disobedience and/or open defiance of authority. In such cases, expulsion will only be considered as a last resort and a scholar would have to be one who has not responded to other forms of discipline and support.

It is difficult to list any and all possible acts that could lead to expulsion. However, Genesis has made a concerted effort to be as thorough as possible in listing the most likely actions to occur that would lead to a recommendation for expulsion. The list presented below cannot be considered exhaustive; a scholar may engage in egregious behavior that is not listed. Scholars are subject to expulsion if they are found to have done any of the following:

1. Caused or attempted to cause, or threatened to cause physical injury to another person.
2. Possessed, sold, or otherwise furnished any firearm, knife, explosive, or other dangerous object, unless in the case of possession of any such object, the pupil had obtained written permission to

possess the item from a certified school employee, which is agreed to by the Principal (or designee).

3. Unlawfully possessed, used, sold, or otherwise furnished, or been under the influence of, any controlled substance as defined by Title 16 of the Official Code of Georgia, or alcoholic beverage, or an intoxicant of any kind.
4. Unlawfully offered, arranged, or negotiated the sale of any controlled substance, an intoxicant of any kind, and subsequently sold, delivered, or otherwise furnished to any person another liquid, substance, or material and represented the liquid, substance, or materials as a controlled substance, alcoholic beverage, or intoxicant.
5. Committed robbery or extortion.
6. Caused or attempted to cause damage to school or private property.
7. Stolen or attempted to steal school property or private property.
8. Possessed or used tobacco, or any products containing tobacco or nicotine, cigarettes, smokeless tobacco, or chew packets.
9. Committed an obscene act or engaged in habitual profanity or vulgarity.
10. Unlawfully offered, arranged, or negotiated to sell any drug paraphernalia.
11. Repeatedly disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, school officials, or other personnel engaged in the performance of their duties.
12. Knowingly received stolen school property or private property.
13. Engaged in acts of intimidation or harassment directed at school employees, contractors, or volunteers.
14. Caused or participated in a fight, or violently and aggressively hit another scholar
15. Committed any act of academic dishonesty (plagiarism, cheating, etc.)

There will be zero tolerance for bringing a gun or deadly weapon to school or for any assault on school employees or scholars.

For a scholar to be expelled, the process must be approved by the Principal. The scholar will first be suspended for ten (10) days, the maximum allowed at the Principal's discretion, with a recommendation for an expulsion. At that point the disciplinary hearing process is initiated.

Bus Behavior and Consequences

If bus transportation is offered (e.g. for field trips) Genesis will consider the bus an extension of the school, and the bus driver the equivalent of Genesis faculty and staff in terms of the authority to manage scholar behavior. Bus transportation is not a service that is required by the state of Georgia and must therefore be considered a privilege that can be taken away if abused. Scholars are expected to follow the same behavioral rules that they do when in the school building (see descriptions above for Level 1, 2, and 3 violations).

In addition, there are rules that are specifically designed to ensure the safety of bus riders:

1. Scholars must remain seated at all times while the bus is traveling between stops
2. They should not extend their legs or feet into the aisle
3. No part of a scholar's body should ever be extended out of the window
4. Scholars must remain completely silent at railroad crossings
5. Scholars may use personal electronic devices (at the driver's discretion and if an Electronic Device contract is on file at Genesis), but headphones must be used at all times.
6. Scholars may talk, but only at the driver's discretion to ensure the noise level is not a distraction
7. The emergency door is only to be used when directions are given by the driver to do so.

8. Scholars must move away from the bus doors immediately after exiting
9. Scholars should cross ten feet in front of bus and only after the bus and all other traffic has come to a complete stop. Scholars should look both ways before crossing.
10. Scholars must ride assigned bus and enter and exit at assigned stops. Change requests must be submitted to Genesis in writing. Changes do not go into effect until parents receive a response from Genesis staff.
11. Food/drink may only be consumed on the bus at the discretion of the bus driver / bus company

Because rules 1 through 10 are important for the safety of all scholars involved, failure to comply will those rules will be considered a Level 2 violation and grounds for immediate suspension from the bus. Repeated “Level 2” offenses that occur on the bus are likely to result in suspension from riding the bus for increasingly longer stretches of time, and ultimate expulsion from the bus. For serious offenses (i.e. Level 3) permanent expulsion from the bus and from school will be recommended.

Off-Campus Misconduct

Off-campus misconduct for which a scholar shall be disciplined includes, but is not limited to, any off-campus conduct that is:

1. Prohibited by the Georgia or United States criminal codes; and
2. Punishable as a felony or would be punishable as a felony if committed by an adult; and
3. Conduct which could result in the scholar being criminally charged with a felony or conduct for which a scholar has been arrested, indicted, adjudicated to have committed, or convicted; and
4. Conduct which makes the scholar’s continued presence at school a potential danger to persons or property at the school or which disrupts the educational process.

See O.C.G.A. § 20-2-751.5(c).

DISCIPLINARY HEARING PROCEDURES

Hearings will be held as noted in this procedure and/or as required by applicable authority. Any recommendation of long-term suspension or expulsion will result in a hearing being scheduled for a scholar. The hearing should be held within ten (10) school days after the first day of suspension.

Any confiscated drugs, weapons or other criminal evidence should be transferred to the East Point police until needed for use during a disciplinary hearing and/or criminal case.

The Administrator in charge of discipline (or designee) will contact the Principal and initially report the incident as soon as practicable after the occurrence. The designated Administrator (or designee) should furnish the Principal, within two (2) local school work days after the incident, the following information and documentation:

witness/scholar statements; current year academic record (including progress reports); attendance record; complete behavioral record (include all write-ups and documents in permanent record and current year files); anecdotal report citing discipline, attendance and academic records, and behavioral interventions tried at Genesis to date, including SST/RTI referral, counseling sessions, and parent/guardian conferences with dates, reasons, and results; copy of police report (if any); special education, Section 504 or SST status (active enrollment or referral for any of these programs); SST/RTI reports; copy of the currently approved suspension letter that includes the administrator’s recommendation for consequences, and any other information or evidence relevant to the incident(s).

Written Notice of Hearing: When Long-Term Suspension or Expulsion is recommended by the school, a disciplinary hearing is required. The Principal shall provide written notice of the relevant procedures to the scholar’s parent/guardian. The notification shall include the following:

1. A brief statement of the act(s) scholar is alleged to have committed, along with the portion of the Code of Conduct allegedly violated.
2. The maximum penalty which may be administered for the alleged misconduct, and a recommendation for discipline.
3. A copy of the Disciplinary Hearing procedures included in this document.
4. The date, time and place of the hearing.
5. Whether witnesses are expected to be called at the hearing and a short summary of evidence that may be presented.
6. A statement that a hearing is required unless the parent/guardian waives the hearing.
7. A statement that at the hearing the scholar is entitled to be represented by an advocate (spokesperson) of his choice, including an attorney if so desired.
8. A statement that all parties are afforded an opportunity to present and respond to evidence and to examine and cross-examine witnesses.

Delivery of Notification: The notice of hearing shall be delivered to the scholar and his parent/guardian either in person, by first class mail, certified mail return receipt requested, and/or delivery confirmation, to the last known address of the parent or guardian. If notice is delivered in person, a written confirmation of delivery should be obtained by the person delivering the notice to the parent/guardian. Service shall be deemed to be perfected when the notice is deposited in the United States mail with sufficient postage addressed to the last known address of the parent/guardian.

Continuance: If good and sufficient cause exists, the Principal may reschedule a hearing. Upon rescheduling, the Principal must provide written notice of the rescheduled date and time of the hearing to the scholar's parent/representative/attorney either in person, by first class mail, certified mail return receipt requested, and/or delivery confirmation.

The scholar's parent/representative/attorney may request a continuance of the hearing from the Principal. Continuances should be requested no later than 24 hours in advance of the scheduled hearing date and time. Extenuating circumstances should be presented to the Principal for approval.

If a continuance is requested or caused by the parent/scholar's representative, the scholar will continue to serve his recommended school level discipline (ISS or OSS) during the time of the continuance and until the hearing is conducted and the Independent Hearing Panel has rendered a decision. If the continuance requested by parent/scholar's representative requires that the hearing occurs outside the 10 day maximum for suspensions, it is understood that the parent is knowingly waiving the right to accuse Genesis of not following approved due process procedures.

Waiver of Hearing: If the parent/representative/attorney waives the hearing, they may do so by requesting a waiver from the Principal prior to the notified date and time of the hearing. If no waiver request is received, or if the hearing may not be waived by the scholar's parent/representative/attorney, the hearing will be held as scheduled, whether or not the scholar/parent/representative/attorney chooses to participate.

Record of Proceedings:

- a. A verbatim record of the hearing shall be made and shall be available to all parties upon request. The cost of recording shall be borne by Genesis. Parents/scholar's legal counsel may request a copy of the recording. The cost of copies will be borne by the requestor.
- b. A written transcript will be prepared by the Independent Hearing Panel if the Board so requests; or if the decision of the Board is appealed to the State Board of Education.

Burden of Proof: The burden of proof is a preponderance of the evidence (more likely than not) and shall be on the school.

Legal Representation/Involvement of an Attorney: If the scholar is represented by an attorney, the Board attorney may be present. The Board attorney shall advise the Independent Hearing Panel as necessary. The scholar/parent/guardian must notify the Principal not less than 48 hours prior to the hearing if the scholar may be represented by an attorney. Failure to give such notice can result in the hearing being continued so the Board's attorney may be present.

Presentation of Evidence: The evidence for the school and scholar/scholar representative (if present) shall be presented to the Independent Hearing Panel. The administrator representing the school, the Board attorney, the scholar's representative, and the members of the Independent Hearing Panel are entitled to question witnesses about any matters which are relevant to the charges against the scholar or the appropriate discipline. The members of the Independent Hearing Panel have the authority to limit unproductively long or irrelevant questioning.

Procedural Objections: Objection to the sufficiency of the notice and/or other procedural objections shall be waived unless written notice thereof is filed with the Principal no less than 24 hours prior to the time the hearing is scheduled to begin. The hearing may be postponed until such defects have been removed or remedied.

Independent Hearing Panel: Disciplinary Hearings will be conducted by an Independent Hearing Panel. The Panel members will be approved by the Board. The Independent Hearing Panel will serve as the presiding officer(s) and will rule on issues of procedure and admissibility of evidence presented during the hearing.

The Independent Hearing Panel, after conducting the hearing and receiving all evidence, shall render a decision based solely on the evidence received at the hearing and shall determine if the recommendation forwarded by the school will be upheld. If not, the Independent Hearing Panel may recommend other disciplinary action, such as, short-term suspension, long-term suspension, expulsion or no action at all.

Appeals: Any party may appeal the hearing decision to the Genesis Board by filing a written notice of appeal within twenty (20) calendar days of the date of decision. The appeal letter should be addressed to the attention of the Chairman of the Board of Genesis Academy and delivered to Genesis Academy (the letter must be a hard-copy; e-mail is not an acceptable format for an appeal letter). The letter should contain specific reasons for the appeal that relate to the procedural or legal violations that require an additional hearing.

The Genesis Board shall have the authority to suspend the decision of the disciplinary hearing officer during the period of appeal by the scholar to the Genesis Board. Upon the appeal of a decision of the Independent Hearing Panel to the Genesis Board, the Genesis Board will address the appeal at its next called meeting and render its decision within 10 days after that meeting, excluding weekends and public and legal holidays. The decision shall be in writing and a copy shall be provided to the scholar/parent/guardian, and the Principal.

The Genesis Board will discuss the appeal in Executive Session. The parties shall have the right to be represented by legal counsel during the appeal to provide clarification, if needed by the Board, during its review. The Genesis Board's review will be based solely on the record and written arguments submitted by the scholar (and family) and the Principal, if briefs are submitted. The Genesis Board shall not hear any oral arguments as part of any appeal nor shall it consider any evidence that was not presented at the disciplinary hearing.

The Genesis Board may take any action it deems appropriate. Any party may appeal the Genesis Board's decision to the State Board of Education pursuant to O.C.G.A. §20-2-1160 (b) through (f) and regulations of the Georgia Board of Education governing such appeals. If an appeal to the State Board is requested, a

written transcript of the disciplinary hearing will be prepared and submitted to the State Board as provided in this Rule. The decision of the Genesis Board will not be suspended during the State Board appeal period.

Scholars with Disabilities:

Nothing in this Code of Conduct shall be construed to infringe on any right provided to scholars pursuant to the Federal individuals with Disabilities Education Act, Section 504 of the Federal Rehabilitation Act of 1973, or the Federal Americans with Disabilities Act of 1990.

Any scholar who is receiving special education services or has been identified as a scholar with a disability under the Individuals with Disabilities Act (IDEA) or Section 504 of the Rehabilitation Act, and whose acts are determined by the school Administration to warrant long term suspension or expulsion, will be scheduled for a disciplinary hearing as per the aforementioned process (which applies to all scholars).

Prior to the disciplinary hearing, the disciplinary documentation and a copy of the scholar's IEP (and other documents relevant to understanding of the scholar's disability) will be referred to the IEP/504 Committee prior to a disciplinary hearing for a Manifestation Determination meeting. The IEP/504 committee is responsible for determining if the scholar's conduct is a manifestation of his disability and whether such conduct warrants a change in placement or amendments to the Individual Education Plan (IEP) or 504 Plan.

If the IEP/504 committee determines that the scholar's conduct is a manifestation of the scholar's disability, the school will follow the recommendation of the IEP committee as it pertains to amendments of an IEP or 504 Plan.

If the IEP or Section 504 committee determines that the scholar's conduct is not a manifestation of the scholar's disability, the Disciplinary Hearing will proceed as scheduled within 10 days of the Manifestation Determination meeting, and within the parameters stated in this document. The IEP/504 committee will recommend a change of placement to ensure that the student is being served until the date of the Disciplinary Hearing. Nothing in this rule shall alter or adversely affect the rights of scholars with disabilities under applicable federal and state laws.

Group Hearing:

When scholars are charged with violating the same rule(s) and have acted in concert, and the facts are basically the same for all scholars, a group hearing may be conducted for them if the Principal believes that the following conditions exist: (a) a single hearing will not likely result in confusion and (b) no scholar will have his/her interests substantially prejudiced by a group hearing.

If during the disciplinary hearing, the Independent Hearing Panel members find that a scholar's interests will be substantially prejudiced by the group hearing, they may order a separate hearing for that scholar. Any scholar objections to participation in a group hearing should be in writing and received by the Principal no less than 48 hours before the hearing.

Discipline and Individuals with Disabilities Education Act (I.D.E.A)

Scholars with disabilities have the same rights and responsibilities as other scholars, and may be disciplined for the same behavioral offenses as listed above. If a scholar with disabilities has an IEP that includes disciplinary guidelines, then that scholar will be disciplined according to those guidelines as required by I.D.E.A. Scholars for whom the IEP does not include specific disciplinary guidelines may be disciplined in accordance with the standard school policy listed above.

Parent/Guardian Grievance Procedure Below:

Genesis Academy is committed to keeping the lines of communication open between parents and school staff, and to developing positive, productive relationships with all of the families served. Should a parent/guardian of a scholar at Genesis feel that an issue has not been adequately addressed or resolved, however, s/he should use the following grievance procedure (except for Expulsion decisions outlined above):

Step One - Informal Discussion: A parent/guardian having a problem, complaint, or dispute, either with a teacher or with a member of the administration, shall make every effort to resolve the matter through informal discussion with the person with whom s/he has the problem, complaint, or dispute, within five working days of the occurrence or cause of such matter.

Step Two - Administrative Review: If the matter cannot thus be resolved through informal discussion, the aggrieved parent/guardian may make a request for a face-to-face meeting with the Principal and any other person or persons whose actions or decisions give rise to the matter.

Step Three - Review by the Board of Directors: If the aggrieved parent/guardian remains unsatisfied after undergoing the administrative review process, s/he may, within ten business days after receipt of the Principal's decision, file a written grievance, either electronically or through the regular mail, with the Board of Directors. The Board will ensure that the administrative review process has been completed before addressing the concerns of the aggrieved parent/guardian. The Board will respond within five working days of receipt of such grievance, by acknowledging such receipt to the aggrieved parent/guardian, and informing the aggrieved parent/guardian of (a) the date, time and location of the next meeting of the full Board of Directors, and (b) the aggrieved parent/guardian's right to appear at such meeting, voice his/her complaints, and bring witnesses to support his/her position. A Board representative will also inform the Principal and any staff members directly impacted that a grievance has been filed.

At the next full board meeting, during executive session, the aggrieved parent/guardian will be given the opportunity to present his/her grievance, including any witnesses who will speak on his/her behalf.

The Principal and/or any staff member directly impacted will be given the opportunity to speak. The Board Chair may limit the time of presentations as s/he deems appropriate. The members of the Board will also have an opportunity to ask questions of the parent/guardian, the witnesses who speak on his/her behalf, and the staff members. After the questioning, the Board will go into executive session (board members only) to discuss the matter. The Board will vote on a resolution of the matter, and the Board Chair will issue the Board's written decision within ten business days after the board meeting at which the grievance was heard. All members of the Board, the Principal, the aggrieved parent/guardian, and the staff member(s) directly impacted will receive a copy of the Board's written decision.

APPENDIX A

POLICY on the USE of PERSONAL ELECTRONIC DEVICES (PEDs)

Overview

The possession of cellular telephones or other personal electronic devices used for communication is a privilege. The privilege is extended in acknowledgement of special circumstances that may make before-school or after-school communication with a scholar a priority for many families. The privilege is also extended by teachers to allow scholars alternate means of accessing course content, at the teacher's discretion. However, *due to the potential disruption a cellular telephone or PED may cause to the instructional environment, the disciplinary actions outlined below will be strictly enforced.*

Note: The term "PED" will be used to refer to any personal electronic device used for communication, game playing, picture taking, song playing, or other actions which can disrupt the instructional environment.

Terms of Use

1. The use of a PED is forbidden for all scholars from the time a scholar arrives at school until they are dismissed at the end of the school day, *unless explicitly directed by a teacher or staff member to use a PED.*
2. PED devices must be turned **off** at all times (not on silent or other settings).
3. PEDs should be out of sight and stored in a scholar's book-bag or other storage bag or container where school supplies are stored. (For instance, storage in clothes pockets is not acceptable.)
4. Scholars are prohibited from using PEDs during *all* emergency situations unless the scholar is directed to use a cellular telephone by a teacher or staff member.
5. Scholars may use PEDs during afterschool activities as allowed by the school principal or the supervising staff member.
6. Use of PEDs to photograph, audio record, or videotape on school grounds, on the school bus, or during school sanctioned activities is not allowed at any time without the expressed, written consent of the scholars, staff members or other persons being photographed or recorded.
7. All staff members have the right to confiscate PEDs when used in violation of the above policy. If a scholar refuses to relinquish a phone or other device to a school staff member, the staff member will call the parent, refer the scholar to school administration, or both.
8. Genesis Academy assumes no liability for the theft, loss or damage of cellular telephones possessed by scholars on school property or held by school officials during the confiscation period.

Disciplinary Consequences and Actions

1. **First violation:** The device will be confiscated and returned only to the parent/legal guardian who must schedule a conference at the school to retrieve the item.

2. **Second violation:** The device will be confiscated, the scholar will lose the privilege of bringing a cellular telephone to school for a month, the scholar will be fined \$25.00, and the telephone or device will be returned only to the parent/legal guardian who must schedule a conference at the school to retrieve the item and pay the fine. The PED will be held until the fine is paid.
3. **Third violation:** The phone will be confiscated, the scholar will lose the privilege of bringing a cellular telephone to school for the remainder of the year, the scholar will be fined \$50.00 and receive a one day out-of-school suspension. The PED will be held until the fine is paid and the scholar serves the suspension.
4. **Fourth (or more) violation:** The device will be confiscated and returned to the parent at the end of the school year pending payment of a \$50 fine, and the scholar will receive a three (3) day out-of-school suspension.

Disciplinary Consequences and Actions (Other)

Photographing, audio recording or videotaping on school property is not allowed at any time without the expressed, written consent of the scholars, staff members or other persons being photographed or recorded. **Any violation will result in the device being confiscated and will result in the scholar's loss of the privilege of possessing a PED on school property for one (1) calendar year and a fine of \$50.00.**

Use of a PED during a test or quiz shall be considered a violation of the academic integrity policy. **Any violation will result in the device being confiscated and will result in the scholar's loss of the privilege of possessing a cellular telephone or PED on school property for one (1) calendar year, a fine of \$50.00, and the scholar will receive a grade of zero (0) on the test or quiz.**

Genesis Academy Family and Scholar Handbook

I, _____, parent/guardian have reviewed the Genesis Innovation Academy Family and Scholar Handbook.

My acknowledgement complies with requirement of Title II A (Section 2.02) of the Federal No Child Left Behind Act.

Scholar's Name	Parent/Guardian Signature
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We have reviewed the handbook and will do our best as a scholar, and as a parent/guardian, to support the policies of the school.

In particular, I understand, per Georgia law (O.C.G.A. § 20-2-690.1(b)), that any scholar that accrues five (5) days of unexcused absences in a given school year will be considered truant, which may lead to involvement of social services and/or court proceedings.

I also understand that Genesis policies that are included in this handbook may change, and that new policies may be introduced. If any such change occurs I understand that I will be notified and given the opportunity to review that change. By signing below, I agree to support those policy changes that I am made aware of (or to notify Genesis in writing if I do not support those changes and wish to appeal the policy change to the Board or withdraw my scholar from Genesis).

Scholar Signature _____ Date _____
(if grade 4 or above)

Parent/Guardian Signature _____ Date _____

Please sign and return this page to Genesis within one week of receipt.

Georgia Code Section 20-2-751.5(c) requires that when distributing a scholar code of conduct, a local school shall include a form for acknowledgment of the scholar's parent or guardian's receipt of the code, and the local school shall solicit or require that the form be signed and returned to the school.