



A discipline plan is used to provide a stable, secure, and comfortable setting for every student. Besides being more pleasant for everyone, such an environment makes it easier for students to learn and for teachers to teach. It's important for parents to know of this plan so they and the teachers can work together.

GUIDING PRINCIPLES

Rather than having an exhaustive list of negative behaviors and consequences, our Discipline Policy focuses on three specific principles or "BE" statements (behavior expectations). Each principle has an "I will" statement that clearly identifies the behaviors that are expected as they correlate to each Guiding Principle.

As a child of God, the student at St. John's Lutheran School will exercise Christian behavior which includes, but is not limited to:

- **BE RESPECTFUL.** I will respect God, others, myself, boundaries, and property. "Treat everyone you meet with respect. Love your spiritual family. Love God. Honor those in authority." (1 Peter 2:17, MSG)
 - Demonstrate love and respect for God, authority, others, and self
 - Will demonstrate positive behavior and not disrupt class instruction or study time
 - Will help others who need my help
- **BE RESPONSIBLE.** I will accept responsibility for my choices. "So, whether you eat or drink, or whatever you do, do all to the glory of God." (1 Corinthians 10:31, ESV)
 - Will accept responsibility for my choices
 - Will accept Christian discipline and admonition
 - Dress in proper attire that honors Christ
 - Prepare for all classes with assignments completed on time
 - Will use language free of profanity, vulgarity, or slander
 - Will observe school and classroom policies and procedures
- **BE SAFE.** I will choose to protect the safety of myself and others. "Let each of you look not only to his own interests, but also to the interests of others." (Philippians 2:4, ESV)
 - Will choose to protect the safety of myself and others
 - Will preserve and protect the property of others
 - Will preserve and protect the facilities and campus

CODE OF CONDUCT: Students attending St. John's Lutheran School are expected to project a positive image of themselves, their school, and most importantly, our Lord. Student conduct is also expected to show

consideration for fellow students and staff, creating a harmonious and Christian atmosphere for learning. To that end, the School Board has adopted guidelines to assist administrative personnel in handling areas of inappropriate student behavior. These rules and regulations apply to all students attending school or school-sponsored activities. Students, too, have a responsibility to report to school authorities their knowledge of other students' possession of weapons, drugs, alcohol, or other items that pose a potential danger to students, as well as bullying, harassing or verbal abuse incidents.

Any behavior not conducive to a healthy school environment will be dealt with at the discretion of the school administration, applying those actions necessary to control behavior. Each case shall be handled on an individual basis, and the resulting disciplinary action shall be based on the available evidence and facts of each incident.

GENERAL GUIDELINES AND ASSUMPTIONS

1. The teacher is in charge of the learning environment.
2. Students have the ability to obey rules, if they choose to do so.
3. Students should feel good about choosing good behavior.
4. Students who choose misbehavior should receive consequences.
5. Teachers should not tolerate disobedience or disrespectful behavior.
6. Students are happiest and learn best in an environment that is orderly, caring, and respecting.
7. Words and actions are a way to demonstrate faith in Jesus Christ.

With these basics in mind, teachers establish classroom discipline plans that are shared with students and parents at the start of the year.

The School Board has the authority to make all needed policies, rules, and regulations for governing the school. This includes the authority to enforce good order and discipline. Board policies and guidelines apply to all students in attendance, including support programs and school sponsored activities. Off campus misconduct that is not school related but adversely affects the educational climate at school may also be subject to these guidelines.

The principal is responsible for implementing the Board's policies and maintaining proper behavior in school. The principal may, subject to appropriate due process procedures, summarily suspend any student for up to ten (10) consecutive school days, and a total of 80 school days, for violations. Flagrant disregard for policies, rules,

and regulations, or continued truancy may result in suspension by the principal or expulsion by the Board, both subject to appropriate due process procedures.

This discipline code is intended to foster student responsibility, respect for rights of others, and orderly operation of the school. No code can possibly list every offense that may result in disciplinary action. However, the purpose of this code is to guide the administration of the school by listing certain offenses and the possible disciplinary actions that will follow. Any conduct not included here, or an aggravated circumstance of any offense, or an action involving a combination of offenses may result in disciplinary consequences that extend beyond this code of conduct as determined by the principal and/or the School Board.

DISCIPLINE PLAN CONSEQUENCES

1. K-8 teachers use a system of formal warnings and may assign specific consequences for the first or second warning in one day.
2. The consequence of a third warning in one day will vary depending on the age of the child and the nature of the infraction. A student who earns more than three warnings in one day may be referred to the principal.
3. Teachers may issue a detention resulting from accumulated misbehaviors. After-school detentions are normally held from 3:30-4:15pm. Assigned detentions take priority over other school-sponsored activities such as sports practices.
4. Repeated detention and/or referrals by the staff may result in one or more of the following:
 - In-school suspension: The student is suspended from attending class for a specified number of days and will work on class assignments in a designated area. The student is also suspended from all extracurricular privileges during the suspension. If a staff member is not available to supervise the in-school suspension, a substitute will be hired at the parent's expense to supervise.
 - Out-of-school suspension: The student is deprived of all privileges of attending school for a specified number of days, but will be required to work on class assignments, turn in completed assignments, and remain current with class projects. All extracurricular privileges are suspended.
 - Probation: A specific length of time will be designed during which a student may participate in school activities under certain conditions. This may apply to students admitted for enrollment at St. John's under certain conditions and to students who are suspended.
 - Expulsion: A student may be expelled from St. John's by recommendation of the principal and approval of St. John's School Board.
5. Occasionally it may be advisable for a teacher, with the consent of the principal, to alter the behavior plan somewhat for an individual student. A

behavior contract provides more targeted and individualized student behavior strategies. The contract is designed to define expectations, standards, and consequences related to appropriate behavior and ongoing misbehaviors.

6. A detailed discipline code has been developed to assist the principal in administering consequences. A written copy of the code can be obtained by request to the principal.

SEVERE CLAUSE AND EXPULSION: For severe misbehaviors, the student may be sent directly to the principal without going through normal steps. Such behavior could include (but is not limited to) fighting, direct defiance of a teacher, extreme disrespect to other students, or intentional destruction of property. The principal may exercise any of the options listed, including recommendation of expulsion.