

KIPP:SoCal

PUBLIC SCHOOLS

Family Handbook
2023-2024



Dear Families,

We are excited for the 23-24 school year! Thank you to our families for your continued partnership. We will continue to follow the guidelines set forth by the State, District, and Health Department regarding all health and safety protocols.

Please use this handbook as a resource for you and your child(ren). We want to ensure that you and your family understand the procedures and policies in place at KIPP Empower Academy that help us to provide consistency and safety, as well as a well-balanced education for your child(ren). A positive and safe school climate improves students' ability to learn and grow. It is up to all students, families, teachers and staff to adhere to policies and procedures outlined in this handbook in order to create a nurturing environment where students are excited to learn.

As a Trauma Informed School, we have created policies and procedures that understand the impact that intense stress and trauma may have on childrens' abilities to regulate their emotions, behavior and ultimately learn. Our staff has been provided with training on the effects of trauma on children and we are committed to using classroom approaches such as mindfulness, coping and social skills lessons, and counseling support for students to obtain the skills and knowledge necessary to thrive in school and in life.

We hope this handbook helps to answer any questions you may have. If you have other questions, please call the school and we will be happy to assist you in any way that we can. Please sign and return the acknowledgement form that will be sent via Parent Square that you have read and discussed this handbook with your child(ren).

Thank you for your continued support and we welcome you to the new school year!

Chinedu Udeh
School Leader

Table of Contents

1. Welcome to KIPP
2. Expanded Learning Program
3. Alcohol, Tobacco, Drugs, Violence -Prevention
4. Arrival/Dismissal
5. Attendance
6. California Assessment of Student Performance and Progress(CAASPP)
7. Campus Parent - Parent/Guardian Portal
8. Change of Residence and Emergency Information
9. Cheating Policy
10. Child Abuse and Mandated Reporting
11. Classroom Placement
12. Code of Conduct with Students
13. Comments, Concerns, and Complaints Procedures
14. Covid-19 Health and Safety Guidelines
15. Culmination
16. Daily Schedule
17. Dress Policy
18. Emergency Preparedness
19. Emergency Response
20. English Learners
21. Family Engagement
22. Field Trips
23. Food Service
24. Free Expression Including Political Conduct, Rallies, Assemblies, Demonstrations, Etc.
25. Grading Policy and Report Cards
26. Gun-Free Safe Schools
27. Health Information
28. Homeless and Foster Students
29. Homework
30. Immigration Status, Citizenship Status, and National Origin Considerations
31. Independent Study
32. Internet Access
33. KIPP Forward (formerly known as KIPP Through College)
34. Know Your Educational Rights
35. LGBTQ+ Youth and OUT for Safe Schools
36. Naloxone Policy
37. News Media Access
38. Nondiscrimination Statement
39. Notification of Rights under FERPA
40. Parent/Guardian Right to Know
41. ParentSquare School Messenger
42. Pesticides
43. Physical Fitness Test
44. Promotion/Retention Policy

45. Restitution and Parent Liability
46. Restroom Procedures
47. Safe School Plan
48. School Accountability Report Card (SARC)
49. School Calendar
50. School Experience Survey for Parents and Students
51. Student/Alumni Cyber Safety
52. Student Cell Phones
53. Student Materials
54. Student Non-Discrimination, Harassment, Intimidation, and Bullying Policy
55. Student/School Code of Conduct
56. Student Sexual Harassment Policy
57. Students' Personal Property
58. Student Support and Progress Team (SSPT)
59. Students with Disabilities and Special Education
60. Students with Disabilities under Section 504
61. Student Work Permit Policy
62. Suspensions and Expulsions
63. Transportation
64. Uniform Complaint Procedures Annual Notice
65. Visitors to School Campus
66. Volunteer Policy
67. Acknowledgement Form
68. School Directory

Welcome to KIPP

KIPP stands for the Knowledge is Power Program. We are a part of a national network of schools that prepare students for high school, college, and the world beyond. At KIPP SoCal Public Schools, we believe the purpose of education is for liberation. We see, develop, and inspire the greatest potential in each KIPPster.

Our Mission: Our mission is to empower our scholars to be strong in mind, body, and spirit so that they can thrive in middle school, high school, college and the competitive world.

Our Vision: Through an active, engaging, and rigorous learning process built on a love for learning as well as through cultivating critical thinking, problem solving, and effective communication skills, KEA will develop students who are strong in mind.

With a focus on instilling habits that promote mindfulness of personal well-being and community health as well as a critical eye to the world around them, KEA will develop students who are strong in body. By fostering a supportive, positive, and inclusive community that encourages self-awareness, personal and collective responsibility and empathy for others, KEA will develop students who are strong in spirit.

Our Values:

Love: We notice and ask questions to check in on each other's well being. We express gratitude and kudos to team members. We pour into each other by validating each other and showing appreciation. We work hard to positively channel stress to avoid lashing out and hurting others in small or big ways.

Community: We take time to be with each other. We offer help. We seek feedback for our growth. We share best practices. We move in collaboration and in alignment to shared plans.

Heritage: We learn from our past mistakes and successes in order to positively move forward. We uncover stories. We are curious about our culture and the culture of others. We are open minded.

Purpose: We ground ourselves in our students and why we do the work. We set goals for ourselves and for everyone's individual growth. We take time to reflect on our mission, vision, and values.

Resilience: We acknowledge that this work is difficult and worthwhile. We try our best because we understand it takes time to reach a goal. When we meet difficulties, we gather resources to help us overcome them. We lend a helping hand when needed.

KIPP SoCal Public Schools

KIPP SoCal Public Schools is a regional network of 23 schools operating in the Los Angeles and San Diego area.

KIPP SoCal Public Schools Directory

School Success Team
1933 S. Broadway
Suite 1144
Los Angeles, CA 90007
(213) 489-4461

KIPP Academy of Innovation (Grades 5-8)
4240 E. Olympic Blvd
Los Angeles, CA 90023

KIPP Academy of Opportunity (Grades 5-8)
8500 S. Figueroa
Los Angeles, CA 90003

KIPP Adelante Preparatory Academy (Grades 5-8)
426 Euclid Ave.
San Diego, CA 92114

KIPP Compton Community School (Grades TK-4)
1650 W. 134th St.
Compton, CA 90222

KIPP Compton Community School (Grades 5)
12501 Wilmington Ave
Compton, CA 90222

KIPP Corazón Academy (Grades TK-4)
9325 Long Beach Blvd.
South Gate, CA 90280

KIPP Corazón Academy (Grades 5-8)
8616 Long Beach Blvd.
South Gate, CA 90280

KIPP Comienza Community Prep (Grades 5-6)
6348 Seville Avenue,

Huntington Park, CA 90255

KIPP Comienza Community Prep (Grades 7-8)
6410 Rita Avenue
Huntington Park, CA 90255

KIPP Comienza Community Prep (Grades TK-4)
7300 Roseberry Ave
Huntington Park, CA 90255

KIPP Empower Academy (Grades TK-4)
8466 S. Figueroa
Los Angeles, CA 90003

KIPP Endeavor College Prep (Grades TK-8)
1263 S. Soto Street
Los Angeles, CA 90023

KIPP Generations Academy (Grades 5-7)
1415 W. Gardena Blvd.
Gardena, CA 90247

KIPP Iluminar Academy (Grades TK - 4)
4800 E Cesar Chavez Ave.
Los Angeles, CA 90022

KIPP Ignite Academy (Grades TK-1)
9110 S. Central Avenue,
Los Angeles, CA 90002

KIPP Ignite Academy (Grade 2-4)
8300 S. Central Ave
Los Angeles, CA 90001

KIPP LA Prep (Grades 5-8)
2810 Whittier Blvd
Los Angeles, CA 90023

KIPP Philosophers Academy (Grades 5-8)
1999 E. 102nd Street
Los Angeles, CA, 90002

KIPP Poder (Grades TK-2)
630 Leonard Ave.
Los Angeles, CA 90022

400 Bradshawe St.
Los Angeles, CA 90022

KIPP Promesa Prep (Grades TK-4)
1241 S. Soto St.
Los Angeles, CA 90023

KIPP Pueblo Unido (Grades TK-1)
3759 E 57th St.
Maywood, CA 90270

KIPP Pueblo Unido (Grades 2-4)
2660 E. 57th St.
Huntington Park, CA 90255

KIPP Raíces Academy (Grades TK - 4)
668 S. Atlantic Blvd.
Los Angeles, CA 90022

KIPP Scholar Academy (Beginning of Year Grades 5-6)
1729 West Martin Luther King Blvd.
Los Angeles, CA 90062

KIPP Scholar Academy (Beginning of Year Grades 7-8)
1722 W Martin Luther King Blvd.
Los Angeles, CA 90062

KIPP Scholar Academy (Future Location)
6100 S Hoover St.
Los Angeles, CA 90044

KIPP Sol Academy (Grades 5-8)
4800 E Cesar Chavez Ave.
Los Angeles, CA 90022

KIPP Vida Prep (Grades TK - 4)
4410 S. Budlong Ave.
Los Angeles, CA 90037

KIPP SoCal Public Schools Schools Board Meetings

September 21, 2023
December 14, 2023
March 21, 2024
June 13, 2024

KIPP SoCal Public Schools Schools Board Members

Luis Rodriguez, Board Chair
Heather Lord, Vice Chair
Randy Bishop, Board Secretary

Naeem Arastu
Jon Berg
Carlos Bermudez
Mel Carlisle
Phil Feder
E.J. Kavounas
Nancy Maldonado
Julie Miller
Norma Parraz

KIPP SoCal Public Schools CEO
Angella Martinez
1933 S. Broadway
Suite 1144
Los Angeles, CA 90007
(213) 489-4461

Expanded Learning Program

We are excited to offer an Expanded Learning Program at our school. The Expanded Learning Program will offer a Summer Camp, Intersession Programming and an After School Program. All families have an opportunity to submit interest for Expanded Learning services.

The Expanded Learning Program vision is for every KIPPster to have full-access to enriching, engaging, safe and nurturing expanded learning opportunities year-round that add to their development as joyful curious whole students. Our Expanded Learning Program is funded by various state and federal funding sources. This funding requires certain requirements to be met by our school and because of that we will have certain rules around enrollment, attendance and early releases that all families must follow in order to keep our funding.

The Expanded Learning Program offers academic support (such as homework assistance, group tutoring & reading time), educational enrichment clubs (such as sports, arts, robotics, visual and performing arts and many more clubs) and meals (snack and supper). In addition to this, students will also participate in fun family events and field trips throughout the school year.

The Expanded Learning Program will have its own program orientation and program handbook that will be provided to families. All participating families must sign the handbook to participate in the program.

For more specific Expanded Learning Program questions, please reach out to the Expanded Learning Program Manager, Melody Moore mmoore@kippsocal.org

Alcohol, Tobacco, Drugs and Violence - Prevention and Prohibition

KIPP SoCal Public Schools Schools does not tolerate the use, possession, distribution or sale of drugs, alcohol, tobacco, or related paraphernalia by students on school campuses or at school-sponsored activities. School administrators must take immediate action to prevent, discourage, and eliminate the use or possession of drugs, alcohol, tobacco, or related paraphernalia on campus and at school activities. In cooperation with local authorities and community agencies in disciplining students in violation, school administrators may use prevention-education, direct intervention, expulsion, or arrest on a case-by-case basis to keep the school drug, alcohol, tobacco, and violence-free. Smoking and the use of all tobacco products, alcohol or drugs shall be prohibited on all KIPP SoCal Public Schools Schools property. KIPP SoCal Public Schools also prohibits the use of electronic nicotine delivery systems (ENDS) such as e-cigarettes, hookah pens, cigarillos, and other vapor emitting devices, with or without nicotine content, that mimic the use of tobacco products on all school property. ENDS are often made to look like cigarettes, cigars and pipes, but can also be made to look like everyday items such as pens, asthma inhalers and beverage containers. These devices are not limited to vaporizing nicotine; they can be used to vaporize other drugs such as marijuana, cocaine, and heroin. Section 119405 of the Health and Safety Code prohibits the sales of e-cigarettes to minors which means that students should not be in possession of any such devices. Students using, in possession of, or offering, arranging or negotiating to sell ENDS can be subject to disciplinary action, such as

suspension or expulsion, particularly because ENDS are considered drug paraphernalia, as defined by Education Code 48900 et. seq and 11014.5 of the Health and Safety Code. Parents and students are encouraged to seek assistance at their school site.

Should you be concerned about your child's drug or alcohol use, please reach out to your school's school counselor(s) for resources and referrals.

Arrival/Dismissal

Morning Arrival

Valet Service- Valet opens at 7:15 a.m everyday. VALET ENTRANCE is 79th ST, turn from there. PLEASE DO NOT CUT. We want to avoid accidents and be models for our students. Morning valet closes at 7:45 a.m. This means you must be in line by 7:45 am to use these systems. For any student using the morning valet arriving after 7:46 am, families must park and drop off students at the front pedestrian gate .

Front Gate and South Pedestrian Gate both open at 7:15am. Families MAY NOT drop students off on their own on Figueroa. This is a security issue. An adult must be with each student until a staff member takes over for them to greet students. K-1 and multiple families enter through the front pedestrian gate. 2nd-4th grade students will enter through the south pedestrian gate. Any walker student arriving after 7:46am will need to enter the building through the front pedestrian gate.

Dismissal

Valet Service- Valet opens at 3:15pm on Tuesday-Friday and 1:00 pm on Monday. VALET ENTRANCE is 79th ST, turn from there. PLEASE DO NOT CUT. We want to avoid accidents and be models for our students. In order to use our afternoon valet system families must have an orange placard. A KIPP Empower staff member will call students names from 83rd and Flower. Families will then enter the dismissal area through the parking lot and go to their assigned post to pick up students. In order to use the dismissal valet system you must be in line before 3:45pm to use the valet. Any parent arriving after 3:45 must park and use the front gate to pick up scholars.

Walkers- Front pedestrian gate opens at 3:15pm on Tuesday-Friday and 1:00 pm on Monday. All walker families must have walkers placards to enter the building to pick up scholars from inside the building. All families and students will exit the building through the south pedestrian gate (garden door). No exception.

Parents/legal guardians or an authorized individual, as identified on the Emergency Card must present a valid ID when picking up their scholar(s). Parent/legal guardian or authorized individual, as identified on the Emergency Card, will be verified before approval to leave with scholar. A student will not be released to any family member or adult who has not been listed on a student's emergency card. Students will not be released to siblings or anyone under the age of 18.

Early pick-up is strongly discouraged. Families must follow all rules of the arrival and dismissal valet and adhere to parking signs.

Attendance

Policy

Attendance is key to learning and is therefore **essential**. Attendance is one of many indicators of student and family engagement within our schools. As we work towards improving the overall experience for our students and families, understanding why students may not be coming to school is an important action to help schools identify supports and outreach to help improve individual student attendance as well as improve the overall experience for all stakeholders.

There are two components to a strategy of improving student/family experience through the lens of attendance: attendance compliance and attendance outreach. We believe that the benefits of attending school support student learning and student social/emotional development and engagement in school.

The instructional day begins at 07:45 AM, therefore students will be marked tardy at 8:00 AM (15 minutes after start time). (Please see below for more information on tardies). Breakfast begins at 07:15 AM, and dismissal is at 3:15 PM Tuesday-Thursday and 1:00 PM on Monday. If a student is going to be absent, leave early, or arrive late, the family must notify the teacher and office in advance if possible. A pattern of excessive absences or tardies will result in various levels of attendance outreach efforts (more information below).

Procedures

1. The school will maintain a day-by-day record of each student's attendance and tardies.
2. Parents/Guardians must notify the school office when their student will be absent. **The reason for the absence should be in writing or by phone, by the parent or guardian within forty-eight (48) hours of the student's return to school.**

Excused Absences/Tardies

KIPP SoCal Public Schools defines "excused" and "unexcused" absences in the following way:

Our school will **excuse absences** and tardies, as long as parents, guardians, or student family members notify school registrars of the reason why the student is absent.

Unexcused Absences

Our school will not **excuse absences** when there is no communication/contact between the school and parent, guardian, or family member. This will apply to students who are also not in compliance with Immunization requirements and exceed the five (5) day notice.

Make-up Work

Students who are absent or tardy, from school for any reason, including suspension, shall be allowed to complete all assignments and tests (time allotted will be at the teacher's discretion and comparable to the amount of time students were absent). Upon satisfactory completion, the student shall be given full credit for the completed work.

Tardies

A student who arrives to school at or after 8:00 AM, (fifteen (15) minutes or more) will receive a tardy attendance mark. Tardy students are required to sign the tardy log and will be provided a tardy slip from the school office. Tardy slips will be used as a health and safety measure so that teachers are aware that students have checked in with the office prior to arriving in their classroom.

Chronic Absenteeism

A student who misses 10% or more of school days, **regardless of whether the absences are excused or unexcused**, is considered chronically absent. Chronic absenteeism is linked with poor student performance, low academic engagement, and increased risk of high school dropout. Many families are surprised to learn that **missing just two days of school per month can lead to a student becoming chronically absent!** Over the course of a typical school year (180 days), a student cannot miss more than 17 total days in order to not be chronically absent. We are committed to partnering with families to prevent chronic absenteeism. When a student becomes, or is at risk of becoming, chronically absent, the school will increase its outreach efforts to find solutions to barriers that may be preventing a student from attending school. Please see the section on attendance outreach efforts below.

Attendance Outreach Efforts

As part of our efforts to ensure students come to school on-time, everyday, we will utilize the following strategies for students who are, or are at risk of becoming, chronically absent. Forms of outreach include, but are not limited to:

- Phone calls home when students are absent or tardy.
- Letters home when a student has three or more consecutive absences.
 - Please note that after a student's 10th consecutive absence without any communication between the parent/guardian/family member and school office, a student may be involuntarily withdrawn at the end of the attendance month.
 - Prior to any involuntary withdrawals, a guardian, parent, or family member must receive a notification of consecutive absences for each of the following thresholds: three (3) days, six (6) days, and ten (10) days.
 - The school must attempt to make contact with the parent/guardian/family member first by phone, regular mail, email, and/or certified mail (if needed).
- A meeting between school personnel, the student's parent or guardian, and the student (when the student's attendance is deemed appropriate),
- Collaboration between various school personnel and parents/guardian/family member to discuss academic or behavioral barriers to partner in hopes of improving student attendance
- Referral to school counselor or school counseling intern for case management and counseling,
- A home visit or wellness check to identify and support family needs and provide connections to community resources with the goal of increasing attendance,
- Referral to SSPTs with school attendance strategy group when the student is at risk of severe absenteeism.
- Collaboration with public health care agencies, or government agencies, or medical, mental health, and oral health care providers to receive necessary services,
- Possible grade level retention if determined by a thorough review in alignment with the KIPP SoCal Retention Policy

Support outstanding school attendance at home by:

- Making sure your child gets enough sleep and a nutritious breakfast each day (at home or at school)
- Helping your child develop a positive attitude toward school and learning and encouraging them to participate in school activities
- Teaching the benefits of good attendance and consequences of chronic absenteeism
- Creating back-up systems (alternative plans for getting to and from school)
- Creating morning and evening routines
- Posting school calendars, school attendance policy, and schedules in a visible place
- Making your school aware of any issues that may be affecting your child's attendance

- Making sure your child's school has your accurate daytime contact information, including cell phone number and/or e-mail address
- Notifying school staff if your child suffers from a chronic health condition and how this condition is impacting school attendance

California Assessment of Student Performance and Progress (CAASPP)

The California Assessment of Student Performance and Progress, or CAASPP is the state academic testing program. CAASPP is a system intended to provide information that can be used to monitor student progress on an annual basis and ensure that all students leave high school ready for college and career. The CAASPP assessment system encompasses the following assessments:

- Smarter Balanced Summative Assessments for mathematics and English Language Arts (ELA) in grades three through eight and eleven.
- California Science Test (CAST) for Science in grades five, eight, and ten.
- California Alternate Assessment (CAA) for grades three through eight and eleven students in English Language Arts, mathematics and science.

Following spring 2024 CAASPP testing, individual student score reports will be sent home to parents. Student score reports will include an overall score and a description of the student's achievement level for ELA and mathematics.

Additionally, students will take verified assessments to continue measuring growth and informing instructional practices and interventions. These may include DIBELS, the Measures of Academic Progress (MAP), iReady, or other assessments.

Campus Parent - Parent/Guardian Portal

Infinite Campus is the online attendance and grading tool used by teachers. Parents and families are encouraged to check their child(ren)'s grades and attendance online. There is a phone app named Campus Parent that is available on iPhone and Androids. Parents will receive login information at the beginning of the school year. Please speak to the office team if assistance is needed.

Change of Residence and Emergency Information

Change of Residence

It is the responsibility of parents, guardians or adult foster care caregivers to inform the school of any change of address, telephone number or emergency information. Any and all changes to emergency information must be made in person or directly within Infinite Campus by the student's parent or legal guardian. Parents must provide a manner to receive both written (U.S. Mail) and oral communication (telephone, cell) regarding their child(ren).

Emergency Cards

Please ensure that your child's emergency card is on file and up-to-date within Infinite Campus, as students will only be released to individuals authorized to pick up and care for the student in an emergency situation. Additionally, the office will only release students to individuals who are 18 years or older. Students will only be released to a person listed on the emergency card unless the parent/legal guardian has provided written authorization on a case-by-case basis. Please speak to the office team if assistance is needed with updating your student's emergency card in Infinite Campus.

Cheating Policy

Any student who is found cheating may face disciplinary action. Any student caught cheating will receive a zero for that assignment.

Child Abuse and Mandated Reporting

Reporting Requirements

Child abuse is any deliberate behavior that is inflicted onto a child from an adult. Examples of child abuse may include, but is not limited to, physical abuse, sexual abuse, including commercial sexual exploitation of a minor, neglect, willful cruelty, and mental suffering. Any KIPP SoCal Public Schools employee who has a reasonable suspicion that child abuse has occurred or is occurring is required by law to file a suspected child abuse report with an appropriate child protective services agency (CPA): either the local police or Sheriff's Department, or the Department of Children and Family Services (LA) or Child Protective Services (SD) within 36 hours. Additionally, the CPA must be contacted immediately or as soon as practical via telephone. Suspected child abuse reports are confidential as to the identity of the employee making such a report and team members are not required to inform families of the report. Team members are not allowed to investigate suspicions of abuse that must be completed by those trained in forensic interviewing (e.g. DCFS/CPS workers or police/sheriffs).

Human Trafficking

Human trafficking is modern-day slavery and involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act. Los Angeles and San Diego are amongst the highest incidences of trafficking due to close proximity to airports and the Port of Los Angeles. With these startling statistics, two laws have been put into effect to ensure we do our part to inform students and parents of the warning signs of human trafficking (SB 1104) and (AB 1227). In accordance with AB1227, students are educated about this through the sexual health curriculum in grades 7-8. For more information on the warning signs of human trafficking, please visit the KIPP SoCal website. All KIPP SoCal Public Schools staff members are trained in knowing the signs of child trafficking and exploitation and are considered to be mandated reporters. If you are concerned about your child's exposure to or involvement in human trafficking, please reach out to your school's school counselor(s).

Student Safety: Human Trafficking Prevention Resources

KIPP SoCal Public Schools is aligned with the State of California's mission to ensure sexual abuse and sex trafficking prevention education is provided to address these specific threats to students.

KIPP SoCal Public Schools worked with their schools that maintain sixth (6th) - eighth (8th) grades, inclusive, to identify the most appropriate methods of informing parents and guardians of students in those grades of human trafficking prevention resources. The most appropriate methods are to have information available in each school's main office and to make the resources and information available on KIPP SoCal Public Schools' main website and each school's website.

Classroom Placement

Our school places students in heterogeneous classrooms. Classroom placements are determined by the school administration. Families may make requests, and we will do our best to honor requests, but these are not guaranteed.

Code of Conduct with Students

KIPP SoCal Public Schools is committed to ensuring that team members and all individuals who work with or have contact with students conduct themselves with students in a way that is supportive, positive, professional, and non-exploitative. KIPP SoCal Public Schools will not tolerate inappropriate conduct or behavior towards or with students by its employees or any individual who works with or has contact with students. Parents or guardians who have any questions or concerns regarding the conduct or behavior towards or with students by a team member or individual who works with or has contact with students are encouraged to speak to the school leader or other members of the school's leadership team.

Education Code Section 44807 states that every teacher in public schools shall hold pupils to a strict account for their conduct on the way to and from school, on the playgrounds, or during recess. California law prohibits the use of corporal punishment against students. However, a teacher, vice principal, principal, or any other certificated employee of a school district, shall not be subject to criminal prosecution or criminal penalties for the exercise, during the performance of his duties, of the same degree of physical control over a pupil that a parent would be legally privileged to exercise but which in no event shall exceed the amount of physical control reasonably necessary to maintain order, protect property, or protect the health and safety of pupils, or to maintain proper and appropriate conditions conducive to learning. The provisions of this Section are in addition to and do not supersede the provisions of Section 49000.

Comments, Concerns and Complaints Procedures

The following procedure outlines the steps to be used by a parent, guardian, or community member who has a suggestion, question, comment, concern or complaint about a KIPP SoCal school policy, team member or particular situation. KIPP SoCal Public Schools encourage families and team members to resolve problems collaboratively and respectfully. Teamwork, respect, and prompt resolution of conflicts are very important to KIPP SoCal Public Schools.

Resolution of questions, concerns, and complaints should always start with the individual team member or specific KIPP SoCal school in concern. If the question, concern, or complaint is unresolved, it is essential that the school leader is included in the resolution process.

Step 1: Contact the specific teacher, team member, or school administrator involved. Request to discuss over the phone or have a face-to-face conference at a time that is mutually agreeable. Remember that such meetings should not interfere with the teacher's instructional time nor disrupt the daily activities or schedule at the school.

Step 2: If the concern or complaint is not resolved in Step 1, the individual raising the concern or complaint may contact the School Leader. Be prepared to give specific details about the concern or complaint and steps that have already been taken to resolve the problem. The School Leader, Assistant School Leader, Director of Schools, and other members of school leadership will collaborate with the individual raising the concern or complaint to resolve the identified issue. School Leadership shall consider all the facts and find an appropriate resolution of the concern or complaint.

Steps 1 and 2 will occur in less than thirty (30) days.

Step 3: If the individual raising the concern or complaint is dissatisfied with the School Leadership's

decision, they may contact KIPP SoCal Public Schools' Chief of Schools. The Chief of Schools will collaborate with the individual raising the concern or complaint to resolve the identified issue. The Chief of Schools shall consider all the facts and find an appropriate resolution of the concern or complaint.

Step 4: If the concern or complaint is not resolved in Step 3, KIPP SoCal Public Schools' Leadership Team will meet to decide who on the Leadership Team will be best suited to handle this particular issue and set of circumstances. This Leadership Team member will collaborate with the individual raising the concern or complaint to resolve the identified issue. This Leadership Team member shall consider all the facts and find an appropriate resolution of the concern or complaint.

Steps 3 and 4 will occur in less than thirty (30) days.

Step 5: If the individual raising the concern or complaint is dissatisfied with KIPP SoCal Public Schools' Leadership Team's decision, they may contact KIPP SoCal Public Schools' Chief Executive Officer. The Chief Executive Officer will collaborate with the individual raising the concern or complaint to resolve the identified issue. The Chief Executive Officer shall consider all the facts and find an appropriate resolution of the concern or complaint.

Step 6: If the individual raising the concern or complaint is dissatisfied with the Chief Executive Officer's decision, the individual may petition the KIPP SoCal Public Schools Board of Directors. If the Board receives a complaint prior to the completion of Steps 1 through 5, it will inform the Chief Executive Officer and provide them with the relevant information. Similarly, the concern or complaint could be brought before a board meeting. KIPP SoCal Public Schools welcomes the participation of parents, guardians and community members at board meetings. Public Comment is a standard component of the agenda of every board meeting, which is designed for members of the audience to speak. However, due to public meeting laws, the Board can only listen, not respond or take action. These presentations are limited to three minutes.

If a parent, guardian or community member should bring an item to the Board in written form or via Public Comment at a meeting, the Board Chair will determine if the item should be (1) discussed at an upcoming Board meeting, (2) discussed by the Governance Committee, (3) followed up by the Chief Executive Officer with the School Leader or another School Support Team member or (4) followed up by the Chief of Schools with the School Leader.

If the item is to be discussed at the next board meeting or Governance Committee meeting, it will be placed on the agenda and appropriately noticed. For those issues directed to the Governance Committee, it will consider all the facts and circumstances and discuss with relevant KIPP SoCal team members and, if necessary, with the individual raising the concern or complaint by phone or in person. The Committee shall attempt to resolve the matter at the next committee meeting and shall send the individual raising the concern or complaint written confirmation of the resolution.

A KIPP SoCal team member will be appointed to follow up with the individual(s) regarding grievances after being discussed with the broader Board (or Committee of the Board). Follow-up is generally by phone and within forty-eight (48) hours after a decision is made by the Board (or Board Committee). If the item is to be addressed by the Chief Executive Officer or Chief of Schools or School Leader, a KIPP SoCal team member will follow up within 48 hours after a decision is made. The KIPP SoCal team member will also follow up with the Board.

Steps 5 and 6 will occur in less than thirty (30) days.

Step 7: If the decision is made by a committee rather than the full board, and the individual raising the concern or complaint is dissatisfied with the Committee's decision, the individual raising may petition the Board in writing within thirty (30) days of the Committee's written resolution described in Step 6. The Board shall review the concern or complaint and send written confirmation of the resolution to the individual raising the concern or complaint prior to the next Board meeting.

The Board's decision shall be final.

Covid-19 Health and Safety Guidelines

The most up-to-date guidelines regarding Covid-19 can be found on the KIPP SoCal website. All individuals should self-screen for Covid-19 symptoms before coming to school campus. Students with symptoms consistent with Covid-19 should stay home and alert the school office. Students may return to school once symptoms have improved and they are fever-free for at least 24 hours without the use of fever-reducing medication. A doctor's note or proof of a negative Covid-19 test is required to return.

Students will be monitored throughout the day for symptoms of Covid-19. Any student with symptoms will be sent home and must be picked up promptly.

Students who test positive for Covid-19 must stay home and alert the school office. Students may return to school once the minimum required isolation period has passed and once symptoms have improved (if any) and they are fever-free for at least 24 hours without the use of fever-reducing medication. The school office will share information via ParentSquare regarding isolation protocols and the return to school timeline.

Students who have been exposed to Covid-19 on the school campus will be notified of the exposure via ParentSquare. Information regarding requirements and recommendations for close contacts will be shared. Information regarding the identity of the person who tested positive for Covid-19 and any related health information will be kept strictly confidential.

Individuals on the school campus (students, team members, and visitors) must wear a well-fitting face covering when required by the Public Health Department or KIPP SoCal Public Schools.

Individuals on the school campus (students, team members, and visitors) must test for Covid-19 when required by the Public Health Department or KIPP SoCal Public Schools.

Policies, procedures, and guidelines may be updated at any time as the federal, state, county, and/or city guidelines change. The most up-to-date guidelines regarding Covid-19 can be found on the KIPP SoCal website.

Culmination

4th Grade Culmination

It is expected that all 4th grade students participate in the promotion ceremony. If there are concerns regarding the participation of a student in the ceremony, the School Leadership will convene a Student Support and Progress Team (SSPT) meeting to determine participation in the ceremony.

Daily Schedule

Monday Sample Schedule

7:15AM- Breakfast
7:45AM- Assembly
8:00 AM- Phonics
9:05 AM- Wit & Wisdom
10:10 AM- Math
11:15 AM- Enrichment
12:00 PM- Recess
12:20 PM- Lunch
12:45 PM- Pack up
12:50 PM- Dismissal

Tuesday - Friday Sample Schedule

7:30AM- Morning Work
7:45AM- Community Circle
8:05AM- Phonics
8:35AM- Wit & Wisdom
10:15AM- Snack
10:25 AM- Math
12:05 PM- Intervention
12:30 PM- Lunch
12:55 PM- Recess
1:15 PM- Calm Classroom
1:20 PM - Science
2:10 AM- Enrichment
3:15- Dismissal

School Office Hours Monday - Friday 7:30am -4:00pm

Dress Policy

The goal of KIPP Empower Academy is to prepare our students for high school, college and the professional world beyond KIPP. Our dress policy is designed to promote unity, ensure that students are safe and age-appropriately dressed from head to toe, and to limit distractions so the focus is on learning.

Student Dress Criteria and Options

- Gray pants
- Gray or plaid skirt / no shorter than 2 inches above the knees
- Grady shorts / no shorter than 2 inches above the knees
- No jeans or jean-like pants/shorts or jeggings, unless on designated free dress days or Fridays with college t-shirt.
- Burgundy shirt
- College Homeroom shirts or other KIPP SoCal T-Shirts on Fridays ONLY
- Any sweatshirt, KIPP Empower Academy logo optional
- Any cardigan sweater, KIPP Empower Academy logo optional
- Any outerwear jacket, KIPP Empower Academy logo optional
- Plain long-sleeve undershirts in the following solid colors: black, white, navy, or gray (optional)

Appropriate school shoes that allow students to participate in physical recreation. Shoes should not exceed 2 inches above the ankle. No sandals, Crocs, Heelys, Clogs, or opened-toed shoes. Exception: Rain Boots may be worn on rainy days.

Physical Education

Appropriate athletic shoes.

Athletic towel with name on it (optional)

Transparent water bottle with name on it (optional)

Other Dress Criteria

- Clothing, jewelry, and personal items, such as backpacks and book bags, with language or images that are vulgar, sexually suggestive, discriminatory, obscene, libelous, contain threats, or that promote illegal or violent content such as the unlawful use of weapons, drugs, alcohol, tobacco, or drug paraphernalia, are strictly prohibited.
- Clothing, shoes, or accessories that may not be age-appropriate, unsafe, or disruptive during the school day will not be allowed.
- KIPP SoCal Public Schools is not responsible for lost or stolen jewelry, accessories, or other personal items.
- If a student needs assistance with student dress options, please contact the front office.

Emergency Preparedness

All KIPP SoCal Public Schools schools work diligently to make sure that students and staff are prepared for emergencies during the normal school day and expanded learning school day. Every school has an emergency plan that provides guidance for the school staff in an emergency. Every school conducts regular emergency drills that meet or exceed the state-mandated requirements and accommodates persons with disabilities, such as:

Fire Drill – Every elementary and middle school practices this procedure once a month with a full egress.

Earthquake Drill – Once a year, all schools conduct a full-scale earthquake exercise as part of the Great California Shake-Out. The Great Shake drills are scheduled in the fall and all the elements of the school's disaster plan are practiced regionwide. In addition, three additional earthquake drills with a full drop, cover, and hold are practiced throughout the year to remind students on how to protect themselves during an earthquake.

Lockdown Drill – At least twice a year, schools practice how they will respond to a threat on or near the campus.

Parents/guardians are asked to make sure that their students actively participate and take emergency drills seriously. These drills help make public schools the safest place for students during an emergency. Each school also stocks emergency supplies to sustain students and staff. These supplies include the following: water, food, first aid supplies, search and rescue supplies, and sanitation items. These supplies are checked regularly by school staff and inspected by the Regional Operations Team.

Emergency Response

In the event that there is an emergency, parents should remember that public schools are among the safest places in the community. In the event of an emergency affecting the school campus, families will be notified and kept informed via ParentSquare. During an emergency, please refrain from calling the school office as team members may not be available to answer the phone- the school team will send all updates via ParentSquare. In general, schools will respond to emergencies by moving students to the safest possible location. During fires or earthquakes, students will be moved out of the classrooms to a safe assembly area. During a lockdown, students will be moved indoors, to use the buildings as protection. During a threat of violence on campus, students will be sheltered in a locked classroom away from anything that can hurt them. Parents need to understand that the students are being sheltered in a secure classroom for their safety and will be released only when it is safe. During an emergency, parents who want to pick up their children may be asked to go to the Request Gate located on the school's perimeter and show identification. This is a specific location that schools will use to release students. Please remember that students will only be released to a person whose name is listed on the student's Emergency Card. Parents must make sure that the student's Emergency Card is current and correct. Please notify your child's school anytime the emergency contact information changes. During an emergency when the campus must be protected, parents will not be able to pick up their children until the school campus is declared to be safe by law enforcement or the incident commander on site.

English Learners

KIPP SoCal Public Schools affirm, welcome, and respond to a diverse range of English learner (EL) strengths, needs, and identities. KIPP SoCal Public Schools will comply with all federal, state, and judicial mandates for English Learners as outlined in the KIPP SoCal EL Master Plan. The school is dedicated to building EL students' English Proficiency through the use of high quality literacy instruction and integrated and designated ELD supports. . All students who are identified as English Learners will take the English Language Proficiency Assessment for CA (ELPAC) annually.

English Learner Reclassification

English learners shall be reclassified to fluent English proficient (RFEP) when they are able to comprehend, speak, read and write English well enough to make academic progress at a level substantially equivalent to that of pupils of the same age or grade whose primary language is English. Once reclassified, the school will monitor progress for four years to ensure students continue to make adequate progress towards grade level academic standards and to identify a need for targeted intervention services. English proficiency measures are outlined in KIPP SoCal Public Schools' reclassification policy. Families will be updated annually on their student's progress toward reclassification and are encouraged to participate in the English Learner Advisory Committee (ELAC). For more information please ask our EL coordinator.

Family Engagement

At KIPP SoCal Public Schools, we value and prioritize family engagement. We believe that our school and our families have a shared responsibility for the academic achievement of our students. Families are a source of strength for our schools and communities.

Weekly Family Bulletin - Summit/LaCumbre

KIPP Empower will send home a weekly family newsletter highlighting important information and dates each Thursday. Please make sure to read the family newsletter weekly.

Families will be held accountable for all information shared in the Family Newsletter. There will always be extra weekly family newsletters in the front lobby for families.

Parent/Guardian Conferences

Parent/guardian conferences will take place two times per year and serve as a time to formally share student progress toward goals with families. We encourage you to seek information about your child's academic progress throughout the school year. Please be advised that our school-wide goals are to have 100% parent and/or guardian participation during parent conferences. If you have scheduling conflicts with the times provided by your child/ren's teacher, please notify the teacher/s and we will work to accommodate your preference.

Parent/Guardian Volunteers

At KIPP Empower we strive to create a warm and welcoming school environment for parents. We view our work as a partnership among school leaders, teachers, students, parents, and the community. Because of this, we encourage parents to get involved in our schools, through volunteering and other opportunities. While we encourage parents to volunteer, it is not a requirement of enrollment. You will receive information throughout the year about volunteer opportunities.

KIPP Empower will seek volunteers for both school-wide projects and classroom projects. Parents/guardians should speak directly to their child's teacher or the office staff to find out what projects they can help with.

Home Visits

At KIPP Empower, we view our families as our partners in educating our KIPPsters. KIPP Empower believes establishing positive relationships with families is important; therefore, time will always be allotted for teachers to visit families three times a year: Summer, Fall, and Spring. Additional home visits are done on an as needed basis. Direct managers and/or the School Leader may request a home visit for your child at any point in the school year.

Family Nights

At KEA, we will have family orientations as well as evening events throughout the year such as parent/guardian teacher conferences and Back to School Night. Our expectations for families attending these events are 100% attendance. In addition, KIPP Empower Academy hosts special events (i.e. KEA Karnival and Trunk O' Treat) during the school year that are fun for families.

Parent Leadership Committee

KEA has established a Parent Leadership Committee to assist the school in supporting its mission. The PLC will plan parent and family outreach and engagement events and will attend the monthly Parent Leadership Meetings. Details are forthcoming about the PLC and other parent events throughout the year.

Teacher Cell Phone Hours

Each teacher is available by cell phone and in person. Remember, teachers are teaching throughout the day and may be unable to return calls during the school day. Families may reach out to team members regarding academic or school-related support and should receive a response within 1 work day if not on vacation or leave.

Communication is a two-way street. We expect teachers to respect you at all times and we expect you to respect teachers and school officials at all times, as well. This requires an awareness of tone, volume, and language usage. Our school is a calm, civil learning community of learning that must remain free of profanity at all times. Any disruptions to our calm, civil learning community may lead to removal from campus.

Class Parties

Birthdays will be celebrated on the last Friday of the month during the last 20 minutes of the day. Individual classrooms and grade levels may create their own routines for birthday celebrations (songs, games, choice time, community time, etc.) and it is up to individual teachers to invite families to participate in these celebrations. Parents/guardians must communicate with teachers prior to bringing something to school for birthdays. Teachers are responsible for communicating all information regarding the birthday party to the office. Please be mindful of student allergies when parents bring in food.

Coffee with Admin

Coffee talks are for families to build relationships with other KIPP Empower families and admin team. They also provide families with strategies to use at home that complements teaching strategies scholars are learning in school. Monthly workshops vary and topics are sent out in advance for families. Families also have the opportunity to ask questions to the leadership team during this time.

Family Ambassadors

Family Ambassadors are parent leaders representing each of KIPP SoCal Public Schools's schools. Ambassadors participate in quarterly leadership trainings over the course of an academic year, focused on civic engagement and community organizing. Some of their work includes registering families to vote, advocating for education legislation in Sacramento and Washington DC, and hosting the annual KIPP SoCal Public Schools Parent Summit every spring. Please see your School Leader to learn about the Ambassadors representing your school.

What is the Family Ambassador Program?

The Family Ambassadors Program is composed of KIPP families across KIPP SoCal Public Schools. Our Family Ambassadors will have leadership development opportunities, communication training to learn how to share their story, be equipped with the facts about KIPP SoCal and the broader LA/SD public charter school landscape, and have the opportunity to become civically engaged.

Ambassadors will help organize other families to support efforts that ensure our schools continue to thrive such as: charter renewals, facility hearings, strengthening relationships with community based organizations and supporting civic engagement. Additionally, Ambassadors will collaborate with schools and the Advocacy & Community Engagement team to engage elected officials and community groups on community and school issues that are important to our students. For example, in previous years, families have advocated to create safe school zones routes and organized community clean up around schools.

Why have a Family Ambassador Program?

KIPP SoCal understands the importance of having families and students at the forefront of our community and advocacy work. We believe that families who are well equipped with tools and resources can be the change they wish to see in their communities. This includes connecting KIPP SoCal families and sharing knowledge including:

- Developing meaningful networks to link all current and future KIPP families
- Advocating on behalf of KIPP with local elected officials, and attend hearings as needed
- Empowering families to deepen connections with parent and external stakeholders

Family Leadership Academy (FLA) and English Language Advisory Council (ELAC)

Throughout the school year, Family Ambassadors have the opportunity to join the Family Leadership Academy (School Site Council) and English Language Advisory Council. Both councils participate in advocacy efforts and provide input to school leadership on programs and services for all students, including English Learner (EL) students.

Field Trips

Students will participate in field trips throughout the school year to support and extend learning. Field trips are an important part of our instructional model. Field trips occur during school days, and only enrolled students may attend field trips. Other children or siblings may not attend school-organized field trips.

No child will be transported to or from a field trip in a private vehicle (owned by an employee or volunteer) except in the case of emergency. All students and parent volunteers must travel to and from the field trip destination with the school group to attend the field trip. Parents may NOT meet a class group at a field trip unless given explicit permission by the School Leader and/or in case of an emergency.

Local Field Trips

No child will be permitted to leave the school for a field trip if they do not have written permission. No exceptions will be made. Please sign all permission slips in a timely manner. Teachers will leave your child, under adult supervision, at the school if written permission was not received or if the child is or has recently demonstrated unsafe behavior.

Chaperones

For some field trips, we may ask for adult family members (18 years or older) to be chaperones. Please note that siblings, friends, or relatives are not allowed to attend field trips unless they are an approved chaperone. Chaperones will be asked to provide proof of COVID vaccination, negative COVID test, verification of tuberculosis testing, and/or fingerprinting prior to the trip.

Generally, for each field trip, 2 parents may attend as chaperones, unless specifically noted otherwise. These 2 chaperones are paid for by the school and ride on the bus to and from the field trip location. Parents who would like to be one of the chaperones must return an interest slip by the given due date to the teacher. There will be a raffle to choose the 2 chaperones each field trip. If a parent has already attended a field trip that year, they will not be selected again in the raffle, unless there is not enough parents signed up. If you choose to join your child's class at the field trip, please let the teacher know. Please note, all students must ride the bus to and from the event, even if the parent/guardian attends the field trip.

Chaperones must exemplify the values while on a field trip and expect the same from students. If students are not exemplifying values (even minor issues), chaperones must call their lead teacher for immediate assistance. Chaperones must abide by the Chaperone Agreement signed prior to the field trip. If chaperones do not meet expectations, they may not be invited to chaperone again during the academic school year.

Food Services

School Meals Offered

Meals served are provided through Revolution Foods and are created with student health in mind. The meals provided by Revolution Foods are minimally processed, created without food additives such as artificial colors and dyes, do not include items such as high fructose corn syrup or imitation ingredients, and include a variety of whole grains. Students participating in the school meal program are offered all of the components of a healthy and filling meal. To decrease waste and increase student choice, students are not required to take every item offered, however, they must take at least three items, one of which must be a fruit or a vegetable. The monthly menu for breakfast, lunch, and snack (if applicable) will be shared with families prior to the start of each month.

Free and Reduced-price Meal Applications

Community Eligibility Provision (CEP) is an alternative meal counting/funding provision implemented that allows schools to serve FREE breakfast and lunch to ALL students. Families do not have to submit a meal application to determine if they qualify for Free or Reduced price meals if their student attends a CEP school. All students will eat for free and will not be charged/invoiced for any meals.

Universal Meals

The goal of the School Nutrition Program is to provide students with healthy meals each day. With California's new Universal Meals program, all students receive free breakfast and lunch without any cost to our families.

Wellness Initiative (aka Wellness Policy)

KIPP SoCal Public Schools is committed to the optimal development of every student. We believe that for students to have the opportunity to achieve personal, academic, developmental, and social success, we need to create positive, safe, and health-promoting learning environments at every level and in every setting, throughout the school year. Families are encouraged to participate in the Regional Wellness Committee (RWC) and/or the school's Wellness Committee to address the health and wellness needs of our community as a whole. For more information please contact: rwc@kippsocal.org.

The KIPP SoCal Public Schools Wellness Initiative and designees may be found on the KIPP SoCal webpage at the following address (scroll to the bottom): www.kippsocal.org/community-engagement

Student Lunches From Home

Students bringing lunches from home must have a complete meal. If you choose to send lunch with your child, we encourage the consumption of healthy foods. Students are not allowed to eat chips, candy, or unhealthy snack foods such as Twinkies or other snack cakes. We highly discourage parents from sending Lunchables to school for their child's lunch as they are not a healthy and balanced meal. Suggestions for a healthy lunch include a sandwich, fruit or vegetables, and whole wheat crackers. Water is suggested for

students to bring as a drink for lunch. If students bring juice they are suggested to be 100% natural juice without added sugar.

Student Snacks From Home

In order to promote a healthy learning environment, if you choose to send a snack with your child in addition to the food served at the school, we encourage the consumption of healthy snacks on campus. Students may bring fruit, vegetables, or single servings of crackers. Students are not allowed to bring soda, gum, chips, or any type of candy unless directed by his or her teacher. If a student brings any of these items, the student will be asked to put them away and will not be allowed to consume them on campus.

Food Allergy Sensitive School

Due to the potentially life-threatening nature of food allergies, schools may put in place strict rules regarding foods and beverages not allowed on campus. All schools are PEANUT-SENSITIVE and no peanuts or peanut products are allowed on campus at any time. This includes peanuts, peanut butter, or any other product that contains peanuts or peanut oils. Students bringing items containing peanut products on campus will have the food confiscated to protect the health of students with severe peanut allergies. If students on campus have other life-threatening food allergies, other foods may be restricted at any time the school becomes aware. Documentation from the student's doctor is required for the school to put any restrictions in place. Also, please note that we do not permit students to share food in order to protect students with food allergies and intolerances. Please keep this information in mind for classroom parties and celebrations. If your student has a severe/life-threatening allergy, please notify the school office immediately to obtain the informational forms that must be completed by the student's doctor.

Food Service Civil Rights Complaints

KIPP SoCal Public Schools is committed to serving students and families equally. As a provider receiving funds from the Federal government, the protected classes covered under the Child Nutrition Program are race, color, national origin, sex, age, and disability. If you believe that you or your child have been discriminated against due to your belonging to one of these protected classes, please reach out to an administrator to resolve the issue. If you believe you need to file a formal complaint, the office of your child's school can provide you with the School Nutrition Program complaint procedures forms and information.

This institution is an equal opportunity provider.

Free Expression Including Political Conduct, Rallies, Assemblies, Demonstrations, etc.

Students have a right to freedom of speech and may participate in political or free speech activities while on school campus. Students may distribute literature reflective of their views and opinions. Students may assemble on campus during non-instructional time to discuss their views and opinions and may participate in peaceful demonstrations on campus during non-instructional periods. Students may exercise these rights as long as their speech, expression, or conduct is not obscene, lewd, libelous, slanderous, does not incite students to destroy property or inflict injury upon any person, or cause a substantial disruption to school. California law permits school site administrators to establish reasonable parameters for those students who wish to exercise their free speech rights on campus or during the school day. School site administrators may impose restrictions on the times, place, and manner of those speeches or activities in order to maintain a safe and peaceful campus for all students and District employees. Students who fail to follow the directive of school site administrators or District policy concerning demonstrations, assemblies, sit-ins, etc., may be disciplined. Students who voluntarily leave the school campus or the classroom during a demonstration will be directed to return to the campus or classroom. A student's refusal to adhere to this directive will result in

the recording of an unexcused absence and may result in disciplinary action against that student. Once students are off campus, school site administrators do not have a legal obligation to protect the safety and welfare of the students. If the student demonstration or walk-out causes a disruption to the general public, local law enforcement may respond to the situation. KIPP SoCal Public Schools has no control over how local law enforcement will handle the situation. While KIPP SoCal Public Schools recognizes and respects a student's freedom of speech rights, KIPP SoCal Public Schools employees shall not promote, endorse, encourage or discourage students to participate in any student demonstration, distribution of materials, assembly, sit-in, or walk-out. For further information concerning this issue, please contact your student's school administrator.

Grading Policy and Report Cards

Report Cards

The school year is broken into four (4) grading periods. At the end of each marking period, students will receive grades in all core academic classes.

Progress Reports

The school will distribute monthly reports via VIP folders which provide information on how students are performing on specific academic standards and assessments. If a student is in danger of failing a class or subject the teacher or parent may request a Student Success and Progress Team (SSPT) Meeting. Families will be given notice of upcoming SSPT meetings at least a week in advance. When families are unable to attend the meeting the school will attempt to reschedule, if family is still unable to attend the meeting will still take place and notes from the meeting will be mailed home. Families will also have the option to schedule virtual meetings.

Parent/Guardian Conferences Formal Parent/Guardian Conferences happen two times per year: Quarter 1 and Quarter 3. Families may request a meeting with your child's teacher to discuss progress at any point during the year. Families will also have the option to schedule virtual meetings.

Gun-Free Safe Schools

The Federal Gun Free Safe Schools Act and California law prohibit the possession of firearms on school campuses and at school activities. Pursuant to these laws, any student found in possession of a firearm will be recommended for expulsion immediately. Upon a finding that the student was in possession of a firearm, the designated subcommittee may expel the student after a hearing. The expulsion can last up to a year. Possession, includes, but is not limited to, storage in lockers, purses, backpacks, automobiles, and other property owned or possessed by the student.

Health Information

A student returning to school following a serious or prolonged illness, injury, surgery, or other hospitalization (including psychiatric and drug or alcohol inpatient treatment), must have written permission by the licensed California health care provider to attend school, including any recommendations regarding physical activity. A student returning to school with sutures (stitches, staples), ace bandage (elastic bandage, slings), casts, splints, crutches, cane, walker, knee walker/knee scooter, or a wheelchair must have a licensed California health care provider's written permission to attend school that includes any recommendations and/or

restrictions related to physical activity, mobility and safety. An excuse (less than 10 weeks) from a physical education class may be granted to a student who is unable to participate in regular or modified curriculum for a temporary period of time due to illness or injury. A parent's written request for an excuse will be accepted for up to five days; thereafter, a written request is needed from the student's health care provider. School authorities may excuse any student, age 12 years or older, from the school for the purpose of obtaining confidential medical services without the consent of the parent or guardian. Students are allowed to wear protective gear (hats, sun visors and/or sunglasses) while outdoors at recess, gym, etc. Schools may regulate the type of sun protective clothing/headgear in accordance with California Education Code Section 35183.5. Schools are not required to provide protective materials. Students are also allowed to use sunscreen (over the counter) as an allowable sun protection measure for their outdoor activities while at the school.

Communicable Disease Protection

Communicable disease inspections may be conducted periodically. A student suspected of having a communicable disease will be excluded from school until guidelines for readmission are met. Guidelines for exclusion and readmission follow policies set forth by KIPP SoCal Public Schools, the state Department of Health and Department of Education. Guidance in addressing communicable diseases also comes from the Center for Disease Control and Prevention and national organizations. Temporary exclusion of a student from school generally occurs for communicable diseases, including, but not limited to, the following conditions: conjunctivitis (pink eye); skin infections (impetigo), strep throat, chickenpox, scabies, head lice, and pertussis (whooping cough). Exclusion may occur immediately or at the end of the school day, depending on the disease, its communicability and the District, county and state policy. Readmission to school is based on condition and appropriate treatment. Any student excluded from school with flu-like symptoms and/or a fever of 100 degrees or greater must be free from symptoms and fever for at least 24 hours, without the use of fever-reducing medication before returning to school (REF-4832.0).

An effort may be made to notify parents/guardians about school exposure to chickenpox, head lice, or other communicable disease that pose a risk to students. The parent/guardian of a student for whom chickenpox presents a particular hazard should contact the school front office. Students at risk include those with conditions affecting the immune system and those receiving certain drugs for the treatment of cancers or organ transplants. Information on the treatment and prevention of head lice is available from the school health personnel in the front office.

New students will not be enrolled unless an immunization record, provided by a health-care provider or the health department, is presented at the time of enrollment. Students will only be able to attend school if all legally required immunizations are up-to-date. Students who require additional vaccine doses at the time of enrollment or who lack a written record are no longer allowed a grace period. All students new to the District, or transfer students within the District, must show that they have received all currently legally required immunizations in order to attend school. In addition, all students entering or advancing to 7th grade must show evidence that they have received a pertussis-containing vaccine (e.g., Tdap) on or after their 7th birthday. The immunization status of all students will be reviewed periodically. Those students who do not meet the state guidelines must be excluded from school until the requirements are met. Students who have been exposed to a communicable disease for which they have not been immunized may be excluded from school at the discretion of KIPP SoCal Public Schools Schools or the public health department. A Medical Doctor (MD) licensed in California, may exempt your child from some or all immunization requirements due to a medical condition. Consult your medical provider if you believe your child requires a medical exemption from immunizations. Only medical exemptions submitted online via [CAIR-ME](#) website will be accepted. Starting January 1, 2016, state law does not allow parents or guardians of students in any school or child care facility to submit a Personal Belief Exemption (PBE) to a currently required vaccine. Any PBE filed at the

school before January 1, 2016 will be honored until the next grade span, as defined by law. The immunization requirements do not prohibit pupils from accessing special education and related services required by their individualized education programs.

Student Medication

California Education Code Section 49423 provides that any student who is required to take, during the regular school day, medication (prescribed or over-the-counter) may be assisted by the credentialed school nurse or other designated school personnel if the school district annually receives:

1. A written statement from an authorized health care provider licensed by the State of California to prescribe medications detailing the name, method, amount, and time schedules by which such medication is to be taken; and
2. A written statement from the parent or guardian of the student indicating the desire that the school district assist the student in the matters set forth in the health care provider's statement.

Students may not carry or use medication on campus without written consent. However, students may carry and self-administer certain medications (e.g., inhaled asthma medication or auto-injectable epinephrine medication) if the school district receives the appropriate documentation. This includes:

1. A written statement from the authorized health care provider detailing the name of medication, method, amount and time schedules by which the medication is to be taken, and confirming that the student is able to self-administer the medication; and
2. A written statement from the parent or guardian of the student consenting to the self-administration, providing release for the credentialed school nurse or other health care personnel to consult with the health care provider of the student regarding any questions that may arise with regard to the medication, and releasing the school district and school personnel from liability in the case of adverse reaction.

Certain Asthma Action Plans may be sufficient for students to carry and self-administer asthma medication at school. A student may be subject to disciplinary action if the medication is used in a manner other than as prescribed. The required forms are available from the front office. School health personnel do not prescribe or give advice regarding medication.

Senate Bill 1266, Pupil Health: epinephrine auto-injectors, (amends Section 49414 of the CA Education Code) became effective January 1, 2015. This bill requires school districts, county offices of education, and charter schools to provide emergency epinephrine auto-injectors to school nurses and trained personnel who have volunteered and are authorized to use epinephrine auto-injectors to provide emergency medical aid to students without a known severe allergy or authorized medication on file with their school and are suffering, or reasonably believed to be suffering, from an anaphylactic reaction (severe allergic reaction).

Oral Health

Kindergarten students while enrolled in a public school, or first grade students not previously enrolled in a public school, must present evidence of having received an oral health assessment by May 31st of the school year. This assessment may be performed no earlier than 12 months prior to the date of the initial enrollment of the student into a public school. This law will impact students currently enrolled in kindergarten or first grade. The oral health assessment may be performed by a licensed dentist or other licensed or registered dental health professional. The parents or legal guardian of the student may be excused from complying with the oral health assessment if they sign a waiver stating that they could not find a dental office that accepted their child's insurance, they could not afford to pay for the assessment, or they did not want to have their child's oral health evaluated. There is no penalty for students and families who are not able to comply

with the oral health assessment (e.g., students may not be excluded from school for non-compliance with the assessment or waiver).

Physical Examination

A comprehensive physical examination and health assessment consistent with Child Health and Disability Prevention (CHDP) guidelines are required for all first grade students within 18 months prior to entry or up to three months after admission to the first grade. If help is needed in meeting the requirement for a CHDP examination, please contact your school office. If parents/guardians do not wish to have their child examined at school (including vision and hearing screenings), they must file an annual written statement to that effect with the school's administrators. Screening of the student's vision and hearing will be done at the school site in accordance with State mandates. Parents/guardians will be notified of any findings as a result of the mandated screening tests that require further attention.

Married, Pregnant, and Parenting Student Policy

KIPP SoCal Public Schools is required per California Education Code - EDC § 222.5 to notify parents and guardians of pupils of the rights and options available to pregnant and parenting pupils.

KIPP SoCal recognizes that early marriage, pregnancy, or parenting and related responsibilities may disrupt a student's education and increase the chance of a student dropping out of school. KIPP SoCal, therefore, desires to support married, pregnant, and parenting students to continue their education, attain strong academic and parenting skills, and promote the healthy development of their children.

KIPP SoCal shall not discriminate against any student on the basis of the student's marital status, pregnancy, childbirth, false pregnancy, termination of pregnancy, or related recovery. As such, KIPP SoCal shall provide reasonable accommodations to pregnant and parenting students to enable them to access the educational program.

Education and Support Services For Pregnant and Parenting Students

Pregnant and parenting students shall retain the right to participate in any comprehensive school or educational alternative program. The classroom setting shall be the preferred instructional strategy unless an alternative is necessary to meet the needs of the student and/or their child, including independent study, alternative schools/program of choice, or continuation program.

Any education program or activity that is offered separately to pregnant students, including any class or extracurricular activity, shall be equal to that offered to other students. A student's participation in such programs shall be voluntary.

Services

To the extent feasible, educational and related support services shall be provided, either through the school or in collaboration with community agencies and organizations, to meet the needs of pregnant and parenting students and their children. Such services may include, but are not limited to:

1. Parenting education and life skills instruction
2. Special school nutrition supplements for pregnant and lactating students pursuant to Education Code
3. Supplemental instruction to assist students in achieving grade-level academic standards and progressing toward graduation

As appropriate, teachers, administrators, and/or other personnel who work with pregnant and parenting students shall receive related professional development.

Absences

Pregnant or parenting students may be excused for absences related to confidential medical appointments.

The Chief of Academics or designee shall grant a student a leave of absence due to pregnancy, childbirth, false pregnancy, termination of pregnancy, and related recovery for as long as it is deemed medically necessary by a physician. At the conclusion of the leave, the student shall be reinstated to the status held when the leave began.

A parenting student may request exemption from attendance because of personal services that must be rendered to a dependent. A pregnant student shall have access to any services available to other students with temporary disabilities or medical conditions.

Accommodations For Lactation

All KIPP SoCal schools shall provide reasonable accommodations to any lactating student to express breast milk, breastfeed an infant child, or address other needs related to breastfeeding. A student shall not incur an academic penalty for using any of these reasonable accommodations, and shall be provided the opportunity to make up any work missed due to such use. Reasonable accommodations include, but are not limited to: (Education Code 222)

1. Access to a private and secure room, other than a restroom, to express breast milk or breastfeed an infant child
2. Permission to bring onto a school campus a breast pump and any other equipment used to express breast milk
3. Access to a power source for a breast pump or any other equipment used to express breast milk
4. Access to a place to store expressed breast milk safely
5. A reasonable amount of time to accommodate the student's need to express breast milk or breastfeed an infant child

Complaints

Any complaint of discrimination on the basis of pregnancy or marital or parental status shall be addressed through KIPP SoCal's Uniform Complaint Procedures.

Any complaint alleging KIPP SoCal's noncompliance with the requirements to provide reasonable accommodations for lactating students also may be filed in accordance with KIPP SoCal's procedures in Uniform Complaint Procedures. A complainant who is not satisfied with KIPP SoCal's decision may appeal the decision to the California Department of Education (CDE). If KIPP SoCal or the CDE finds merit in an appeal, KIPP SoCal shall provide a remedy to the affected student.

If you would like to file a complaint or would like additional information, please contact:

Cesely Westmoreland
Registered In-House Counsel
KIPP SoCal Public Schools
cwestmoreland@kippsocal.org

Program Evaluation

KIPP SoCal will regularly monitor the effectiveness of the strategies used to support married, pregnant, and parenting students, which may include data on participation rates, in programs and services, academic achievement, school attendance, graduation rate, and/or student feedback on programs and services offered.

Sexual Health Education

The California Healthy Youth Act (CHYA) enacted January 1, 2016, integrates the instruction of comprehensive sexual health education and HIV prevention education (Education Code Sections 51930-51939 (AB 329).

CHYA requires schools to provide students with integrated, comprehensive, accurate, and **inclusive** comprehensive sexual health education and HIV prevention education, **at least once in middle school** and once in high school for grades 7-12 and for sexual health education in earlier grades to be medically accurate and age appropriate. KIPP SoCal provides sexual health education as a part of our 7th grade science curriculum and will provide puberty education as a part of our 5th and 6th grade science curriculums.

Purpose of CHYA:

- To provide students with the knowledge and skills necessary to protect their sexual and reproductive health from HIV and other sexually transmitted infections and from unintended pregnancy;
- To provide students with the knowledge and skills they need to develop healthy attitudes concerning adolescent growth and development, body image, gender, sexual orientation, relationships, marriage, and family;
- To promote understanding of sexuality as a normal part of human development;
- To ensure students receive integrated, comprehensive, accurate, and unbiased sexual health and HIV prevention instruction and provide educators with clear tools and guidance to accomplish that end;
- To provide students with the knowledge and skills necessary to have healthy, positive, and safe relationships and behaviors

Facts about CHYA for middle school:

- All instruction in all grades must be age-appropriate and medically accurate (meaning accepted by organizations like the American Academy of Pediatrics) and may not promote religious doctrine. All elements of the instruction must be in alignment with each other.
- Sexual health education must respect and address the needs of students of all genders and sexual orientations. Instruction must affirmatively recognize different sexual orientations and be inclusive of same-sex relationships when providing examples of couples or relationships. It must also teach about gender, gender expression, and gender identity, and explore the harm of negative gender stereotypes.
- To support implementation of CHYA and the recently passed Menstrual Equity for All Act (AB 267) and create a solid foundation for 7th grade sexual health education, we will be implementing the Puberty Talks curriculum in 5th and 6th grade during the '23-24 school year, which will address puberty changes, health, hygiene, reproduction and anatomy including ovulation, menstruation, and conception, identity, expression, consent, boundaries, and communication.
- Beginning in grade 7, instruction must include information about the safety and effectiveness of all FDA-approved methods of preventing pregnancy and transmission of HIV and other sexually transmitted infections (including condoms, contraceptives, and antiretroviral treatment) and abstinence. It must also include information about HIV, pregnancy, consent, sexual harassment, sexual assault, healthy relationships, and sex trafficking, as well as local resources for

accessing care and students' rights to access care. Parents/guardians must be notified that their student will receive sexual health and HIV prevention education and be allowed to view the materials a minimum of 14 days prior to instruction.

- It is not required for schools to ask permission to teach or discuss these topics, it is part of the California curriculum through the FAIR Act (Fair, Accurate, Inclusive, and Respectful, Senate Bill 48) and the CHYA law.
- *Can I opt my child out of sexual health education?*
 - Yes, the law makes it clear that parents/guardians can opt their children out of comprehensive sexual health and HIV prevention education. According to the language in AB 329, *“the Legislature recognizes that while parents and guardians overwhelmingly support medically accurate, comprehensive sex education, parents and guardians have the ultimate responsibility for imparting values regarding human sexuality to their children.”*
 - However, schools are **not** permitted to facilitate selective opt-out of lessons that are focused on LGBTQ+ content by parents/guardians whose students are otherwise in the classroom for other comprehensive sexual health and HIV prevention instruction. Doing so would violate the non-discrimination provisions of the California Education Code and KIPP SoCal Policy.
 - This does not apply to the general education curriculum (outside of sexual health lessons) or any lessons that do not discuss reproductive organs and their functions – for example, mandated instruction about the contributions of LGBTQ+ people in history and social science or assemblies on bullying and harassment, references to same-sex relationships, reading books with LGBTQ+ characters, etc. – that instruction or programming is not comprehensive sexual health and HIV prevention education and is not subject to the parental notification requirements and opt-out provisions of the California Healthy Youth Act & the FAIR Education Act.
 - To opt-out of the sexual health education lessons, parents/guardians must request in writing that your child does not participate in the instruction prior to when it is scheduled. If the parent/guardian does not request in writing that the child be withheld prior to when this instruction is scheduled, the child will attend the instruction pursuant to the requirements in AB 329.
- *Who teaches sexual health education and what is taught?*
 - 7th and/or 8th grade science teachers are trained in partnership with LACOE and KIPP SoCal Public Schools school counselors to provide a series of lessons on the topics listed below.
 - Sexual & reproductive anatomy
 - Gender & sexual identities
 - Birth control and deciding not to have sex
 - Pregnancy
 - Sexually transmitted infections, including HIV
 - Healthy relationships (including boundaries, safety, consent)
 - Sexual and domestic violence prevention
 - Body image & social media

Mental Health and Support Services

The Mental Health and Support Services Department offers a range of tiered mental health, counseling, referral, and social and emotional services and supports to help children, youth, and families become better equipped to thrive. Services are rendered at schools through various programs in KIPP and provided by School Counselors and graduate level interns from local graduate programs in Los Angeles & San Diego.

Services and supports are **free of charge** and are provided to students based on need and availability regardless of insurance or immigration status. School Counseling services are reserved for students whose social and emotional needs are impairing their academic abilities. For students that are experiencing challenges outside of school, referrals to local mental health agencies will be provided. In order to benefit from these services, students must be referred, schools must demonstrate that all other options have been exhausted, qualify through assessment and parent interview. Parents/guardians also must sign for consent for participation in mental health services for students, however, School Counselors are permitted to meet with students without parental consent up to 3 times and in the case of emergencies (e.g. suicidal ideation or suspicion of abuse) Consent for counseling can be revoked in writing at any time by the parent or legal guardian and given to the main office or directly to the School Counselor. School Counselors maintain the confidentiality of their students and their families at all times and will only break confidentiality if given specific permission or if the student's, other students', or other individuals' safety is a concern.

Mental health services are provided by Master's level social workers, school counselors, and related disciplines, trained to address social-emotional and mental health in the academic that may be registered with the California Board of Behavioral Sciences, in addition to possessing their Pupil Personnel Services Credential with certification in school social work / school counseling, and child welfare and attendance. All clinicians are trained in multiple evidence-based practices and specialize in treating depression, anxiety, special education, disruptive behaviors, and trauma. School Counselors, like all KIPP SoCal Public Schools Public Schools employees are mandated reporters. For more information, please reach out to your school's front office staff for assistance in contacting your School Counselor.

HEART Initiative

The Mental Health and Support Services Team has spearheaded KIPP SoCal Public School's HEART approach. HEART stands for Healing Environments and Responses to Trauma. HEART teaches educators to understand the impact that stress and trauma can have on a child's ability to regulate their emotions, behavior, and ultimately learn. The goal of HEART is to implement trauma-sensitive, research-based practices that are resilience-focused and culturally sensitive in order to prevent the negative effects of chronic stress and trauma. Examples of ways that HEART is implemented by school site staff may include teaching social-emotional classroom lessons, implementing mindfulness practices throughout the day, and utilizing restorative practices when resolving conflicts.

Suicide Prevention, Intervention and Postvention Policy

KIPP SoCal adheres to AB 2246 and its extension AB 1767 which require the implementation of age-appropriate suicide awareness and prevention in grades K-12.

The Governing Board of KIPP SoCal Public Schools recognizes that suicide is a leading cause of death among youth and must be taken seriously. In order to attempt to reduce suicidal behavior and its impact on students and families, KIPP SoCal shall develop strategies for grades K-8 in regards to suicide prevention, intervention, and postvention with a special focus on high-risk students. The policy authorizes school employees to act only within the authorization and scope of the employee's credential or license. Nothing in this section shall be construed as authorizing or encouraging a school employee to diagnose or treat mental illness unless the employee is specifically licensed and employed to do so.

The Chief of Schools may involve school health professionals, school counselors, administrators, other team members, parents/guardians, students, local health agencies and professionals, and community organizations in planning, implementing, and evaluating KIPP SoCal's strategies for suicide prevention, intervention, and postvention.

KIPP SoCal prohibits discrimination, harassment, intimidation, and bullying on the basis of a student's actual or perceived age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical

information, national origin, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. Acknowledging that it is KIPP SoCal's responsibility to protect the health, safety, and welfare of its students, this policy's focus is to safeguard students and team members against suicide attempts, deaths and other trauma associated with suicide, including establishing the right supports for students, team members, and families affected by suicide attempts and loss. The emotional wellness of students greatly impacts school attendance and educational success. As a result, this policy will be used in conjunction with other policies that support the emotional and behavioral wellness of students.

Prevention and Instruction

Suicide prevention strategies may include, but not be limited to, efforts to promote a positive school climate that enhances students' feelings of connectedness with the school and is characterized by caring team members and harmonious interrelationships among students.

KIPP SoCal's comprehensive education program promotes the healthy mental, emotional, and social development of students including, but not limited to, the development of problem-solving skills, coping skills, and self-esteem. For grades K-4, students will learn about coping with big feelings, recognizing when a friend is in need, learning how to ask a trusted adult for assistance. For grades 5-8, suicide prevention instruction shall be incorporated into age-appropriate lessons, and curriculum shall be aligned with state content standards and shall be designed to help students analyze signs of depression and self-destructive behaviors, including potential suicide, and to identify suicide prevention strategies. Prevention may include class lessons on coping skills, warning/risk signs for suicide, depression, school-wide suicide prevention initiatives that raise awareness, student projects and presentations, and/or school and community resources/posters that can help youth in crisis, etc.

Suicide prevention lessons for middle school are designed to help students:

1. Identify and analyze the warning signs and risk factors for depression and self-destructive behaviors and understand how feelings of depression, loss, isolation, inadequacy, and anxiety can lead to thoughts of suicide;
2. Identify alternatives to suicide and develop coping, problem-solving, conflict resolution, and resiliency skills;
3. Learn to listen, be honest, share feelings, and get help when communicating with friends who show signs of suicidal intent;
4. Identify trusted adults, school resources, and/or community crisis intervention resources where youth can get help and recognize that there is no stigma associated with seeking mental health, substance abuse, and/or suicide prevention services.

Team Member Development and Training

Suicide prevention training for team members shall be designed to help team and family members identify and respond to students at risk of suicide. All team members will annually participate in training regarding the awareness and prevention of suicide through Safeschools.

Additional training is provided by KIPP SoCal Public Schools school counselors under the direction of the Mental Health Leadership team members at schools and may include information on:

1. Research identifying risk factors, such as previous suicide attempt(s), history of depression or mental illness, substance use problems, family history of suicide or violence, feelings of isolation, interpersonal conflicts, a recent severe stressor or loss, family instability, and other factors
2. Warning signs that may indicate suicidal intentions, including changes in students' appearance,

personality, or behavior;

3. School and community resources and services;
4. KIPP SoCal Public Schools regional procedures for intervening when a student attempts, threatens, or discloses the desire to commit suicide;
5. Postvention and re-entry procedures and supports for when a student returns from hospitalization.

Materials approved by KIPP SoCal Public Schools for training, which will be age-appropriate and delivered and discussed in a manner that is sensitive to needs of young students, shall include how to identify appropriate mental health services, both at the school site and within the larger community, and when and how to refer youth and their families to those services. Materials approved for training may also include programs that can be completed through self-review of suitable suicide prevention materials.

Intervention

Whenever a team member suspects or has knowledge of a student's suicidal intentions, they shall promptly notify the Administrative Designee and the School Counselor. The School Counselor will conduct a Risk Assessment to determine the level of risk for self-harm and/or suicidal ideation. The School Counselor will determine if the student is at a no risk, low, medium, or high risk, consult with their supervisor (a member of the Mental Health Leadership Team) and their Administrative Designee, to determine next steps. If it is determined after consultation with the Mental Health Leadership Team that the level of risk requires emergency response, the School Counselor or Administrative Designee will call the ACCESS hotline in Los Angeles County or PERT for San Diego County for support with an emergency psychiatric assessment. The School Counselor or Administrative Designee shall then notify the student's parents/guardians as soon as possible about the risk assessment, results, and possible outcomes.

Students shall be encouraged to notify a teacher, school leader, school counselor, or another adult when they are experiencing thoughts of suicide or when they suspect or have knowledge of another student's suicidal intentions.

Each school site shall adopt the KIPP SoCal crisis procedures and work in partnership with their School Counselor, Chief of Schools, and Mental Health Leadership Team to ensure student safety and appropriate communications in the event that a suicide occurs or an attempt is made on campus or at a school-sponsored activity.

When a suicidal ideation, threat, and/or attempt is reported, the school leader/administrative designee and/or school counselor shall:

1. Reference KIPP SoCal Public Schools crisis response procedures for step-by-step guidance
2. Ensure the student's physical safety by one of the following, as appropriate:
 - a. Securing immediate medical treatment if a suicide attempt has occurred
 - b. Securing law enforcement and/or other emergency assistance if a suicidal act is being actively threatened
 - c. Keeping the student under continuous adult supervision until the parent/guardian and/or appropriate support agent or agency can be contacted and has the opportunity to intervene.
3. Designate specific individuals to be promptly contacted, including the school counselor, school leader or administrative designee, and/or the student's parent/guardian, and, as necessary, local law enforcement or mental health agencies

4. School Counselor will document the incident using the KIPP SoCal Public Schools Risk Assessment Documentation Form
5. Teachers, administrators, and other team members will document a suicide threat, ideation, or attempt using the KIPP SoCal Incident Report Form, when appropriate.
6. Follow up with the parent/guardian and student in a timely manner to provide referrals to appropriate services as needed
7. Provide access to counselors or school leadership team to listen to and support students and team members who are directly or indirectly involved with the incident at the school
8. Provide an opportunity for all who respond to the incident to debrief, evaluate the effectiveness of the strategies used, and make recommendations for future actions (postvention)

Re-Entry

1. A student returning to school following hospitalization or external risk assessment due to suicide risk assessment/evaluation, suicidal ideation, attempt or self-harm, must have written clearance to return to school from a medical provider. This can be in the form of a signed letter from the medical provider, the KIPP SoCal Medical Clearance form or hospital discharge papers that clearly state the student has been assessed and is cleared and safe to return to school.
2. Once the student returns, the parent/guardian should escort the student on the first day.
3. The School Counselor must hold a re-entry meeting with key support team members, administrative designee, parents/guardians, and student to facilitate a successful transition.
4. During this meeting, incidences of alleged bullying will be addressed, a plan for the student to make-up or catch-up on missed work, identify supports within the school setting and at home, obtain consent for counseling services and to communicate with outside providers (KIPP SoCal Release of Information form), and identify a plan to check-in and monitor student progress.

High-Risk Students

When designing prevention efforts and providing intervention to students that are exhibiting risk factors of suicide or self-harm, it is important to consider the additional supports and documentation that may need to occur for high-risk populations. High-risk populations are groups of students that are more vulnerable to the risk of suicide due to their membership in a particular group. These include students with disabilities, homeless & foster youth, and LGBTQ+ youth.

LGBTQ+ youth are especially vulnerable to bullying and isolation which is a risk factor for suicidal ideation. Schools should follow KIPP SoCal Non-Discrimination policy to ensure that all students feel welcome and included in all activities and aspects of the school. When contacting parents/guardians or personnel regarding risk assessment outcomes, school team members must not "out" students to anyone. Disclosing this information may put a student at further risk of harm.

For students with disabilities, consider the frequency, intensity and duration of the suicidal ideation, risk assessments, any hospitalizations and how those emotions and behaviors are impacting their ability to access and progress within the general education curriculum. Any member of the IEP team can request an amendment IEP to review supports that are in place and potential next steps to further support the student.

Based on the current IEP, consider discussing the topics below:

- Adding or revising a Behavior Intervention Plan
- Review most recent School Psychology report
- An Assessment Plan to add DIS Counseling OR

- Revising goals for DIS Counseling and reviewing minutes
- An Assessment Plan to assess for Educationally Related Intensive Counseling Services (ERICS or ERMHS, if DIS Counseling has not been effective
- Consider other assessments to determine possible changes to a student's Free and Appropriate Public Education (FAPE) offer

Postvention

In the event that a suicide occurs or is attempted on campus, the School Leader or designee shall follow the crisis intervention procedures contained in the KIPP SoCal Public Schools School Crisis Response Handbook.

After consultation with Chief of Schools and/or Mental Health Leadership Team Member, School Leader, and the student's parents/guardians about facts that may be divulged in accordance with the laws governing confidentiality of student record information, the School Leader or Administrative Designee may provide students, parents/guardians, and team members with information, counseling, and/or referrals to community agencies as needed. School team members may receive assistance from School Counselors or other mental health professionals in determining how best to discuss the suicide or attempted suicide with students.

School Leader or Administrative Designee shall do the following:

1. Gather all relevant information about the suicide.
 - a. Confirm that cause of death was by suicide.
 - b. Identify a team member (e.g. administrator or school counselor) to be a point of contact for the deceased student's family (within 24 hours).
 - i. Discuss confidential information sharing with family and that cause of death will not be disclosed to the school community without family's permission.
2. Notify their KIPP SoCal Director of Schools.
3. Mobilize School Crisis Response
 - a. Follow KIPP SoCal Public Schools School Crisis Response Handbook
 - b. Assess the impact and degree of psychological trauma to the school community.
 - c. Develop a plan of action for responding to students, team members, and families and assign roles and responsibilities.
 - d. Establish a plan to notify team members, students, and families taking into consideration confidentiality and the wishes and rights of the family of the deceased.
 - e. Identify a plan to identify and provide crisis counseling to students and team members that may have difficulty coping with the death.
 - i. School Counselor will coordinate crisis counseling with the Mental Health Leadership Team
4. Refer students to community mental health services or higher level of care if deemed necessary based on assessment, previous history, etc.
5. Work with School Counselor, School Leader, Director of Schools, and Registered In-House Counsel to identify other healthy ways for the school community to process the loss. Being sure to avoid activities that may glamorize or romanticize suicide.
 - a. Memorials
 - i. Should not disrupt normal school routine.
 - ii. Memorials should be time-limited.
 - iii. Monitor the memorials for content from other students that may be of concern.
 - b. Suicide Awareness Events
6. Document all interventions and communication.
7. Continue to monitor and manage the situation.

Homeless and Foster Students

Foster Youth

Children supervised by the Department of Children and Family Services or Department of Probation and placed in licensed foster homes, group homes, with relative caretakers, or residing with biological parent(s) have special enrollment provisions. Assembly Bill 490 mandates that students in foster care must be immediately enrolled in school (Education Code section 48853.5) regardless of the availability of school records, immunization records, school uniforms, or the existence of fines from a previous school. Educators, school personnel, social workers, probation officers, caregivers, and other interested parties shall all work together to serve the educational needs of students living in out-of-home care. Assembly Bill 1933, (effective January 1, 2011) allows youth in foster care to attend their school of origin and, if applicable, matriculate to the secondary school in the same attendance area when the child is placed with a family who resides in a different attendance area. The school district serving the student in foster care shall allow the youth to continue his or her education in the school of origin for the duration of the jurisdiction of the court. If the jurisdiction of the court is terminated prior to the end of an academic year, the student in foster care shall be allowed to continue his or her education in the school of origin for the duration of the academic school year. Parents, guardians, foster caregivers, social workers and/or probation officers should notify the school district as soon as they become aware that a child is changing school placements so that school records can be transferred in a timely manner.

Students Experiencing Homelessness

The McKinney-Vento Homeless Assistance Act for Homeless Children and Youth entitles all unhoused school-aged children to the same free and appropriate public education that is provided to non-unhoused students. An unhoused student is defined as a person between the ages of six to eighteen who lacks a fixed, regular, and adequate nighttime residence and may:

- Live in an emergency or transitional shelter; abandoned building, parked car, or other facility not designed as a regular sleeping accommodation for human beings
- Live doubled-up with another family, due to loss of housing stemming from financial problems (e.g., loss of job, eviction or natural disaster)
- Live in a hotel or motel
- Live in a trailer park or campsite with their family
- Have been abandoned at a hospital
- Be awaiting foster placement in limited circumstances
- Reside in a home for school-aged, unwed mothers or mothers-to-be if there are no other available living accommodations; or
- Be a migratory or abandoned, runaway, or pushed out youth that qualifies as homeless because they are living in circumstances described above

Students are identified through the Student Housing Questionnaire) that is required to be included in every enrollment packet. Families self identify their current living situation on the questionnaire. Each school is required to have a designated school site homeless liaison that works with the School Counselor to provide appropriate services based on need and availability. Parents/guardians can self-identify with the questionnaire at any time during the school year at their student's school site. An unhoused student has the same responsibility to attend school as any other student but also has the right to choose between attending either the school that the student was last enrolled or the school of residence. The District shall ensure that transportation is provided as appropriate for qualifying students, at the request of the parent/guardian/unaccompanied unhoused youth, to and from the school of origin, if feasible. The law

requires the immediate enrollment of unhoused students. Schools cannot delay or prevent the enrollment of a student due to the lack of school or immunization records. It is the responsibility of the school to request all necessary documents from the previous school, and refer parents to all programs and services for which the student is eligible. Referrals may include, but are not limited to: free nutrition, special education services, tutoring, before and after school services and any other services needed. Unaccompanied youth have these same rights.

Homework

The most important homework for students to complete each night is reading. Other developmentally appropriate assignments may be assigned by teachers and should be submitted by the given deadlines. If you or your child needs help completing the homework each night, please contact your child's teacher.

Middle School

Homework will increase in length and intensity as students progress through the middle grades. Time required for homework will not exceed 2 hours per night, including reading.

Immigration Status, Citizenship Status and National Origin Considerations

Gathering and Handling Student and Family Information Specifically in Regards to Immigration Status, Citizenship Status, and National Origin Policy

Collecting and Retaining Student Information

KIPP SoCal Public Schools ("KIPP SoCal") shall maintain in writing policies and procedures for gathering and handling sensitive student information, and appropriate personnel shall receive training regarding those policies and procedures.

If KIPP SoCal Public Schools possesses information that could indicate immigration status, citizenship status, or national origin information, KIPP SoCal shall not use the acquired information to discriminate against any students or families or bar children from enrolling in or attending school.

If parents or guardians choose not to provide information that could indicate their or their children's immigration status, citizenship status, or national origin information, KIPP SoCal Public Schools shall not use such actions as a basis to discriminate against any students or families or bar children from enrolling or attending school.

KIPP SoCal Public Schools shall not allow school resources or data to be used to create a registry based on race, gender, sexual orientation, religion, ethnicity, or national origin.

Inquiries Regarding Immigration Status, Citizenship Status, and National Origin Information

KIPP SoCal team members shall not inquire specifically about a student's citizenship or immigration status or the citizenship or immigration status of a student's parents or guardians; nor shall personnel seek or require, to the exclusion of other permissible documentation or information, documentation or information that may indicate a student's immigration status, such as a green card, voter registration, a passport, or citizenship papers.

Where any law contemplates submission of national origin related information to satisfy the requirements of a special program, KIPP SoCal shall solicit that documentation or information separately from the school

enrollment process.

Where permitted by law, KIPP SoCal shall enumerate alternative means to establish residency, age, or other eligibility criteria for enrollment or programs, and those alternative means shall include among them documentation or information that are available to persons regardless of immigration status, citizenship status, or national origin, and that do not reveal information related to citizenship or immigration status.

Where residency, age, and other eligibility criteria for purposes of enrollment or any program may be established by alternative documents or information permitted by law or this policy, KIPP SoCal's procedures and forms shall describe to the applicant, and accommodate, all alternatives specified in law and all alternatives authorized under this policy.

KIPP SoCal personnel shall not inquire specifically about a student's citizenship or immigration status or the citizenship or immigration status of a student's parents or guardians; nor shall personnel seek or require, to the exclusion of other permissible documentation or information, documentation or information that may indicate a student's immigration status, such as a green card, voter registration, a passport, or citizenship papers.

Where any law contemplates submission of national origin related information to satisfy the requirements of a special program, KIPP SoCal personnel shall solicit that documentation or information separately from the school enrollment process.

Where permitted by law, the Registered In-House Counsel of the KIPP SoCal shall enumerate alternative means to establish residency, age, or other eligibility criteria for enrollment or programs, and those alternative means shall include among them documentation or information that are available to persons regardless of immigration status, citizenship status, or national origin, and that do not reveal information related to citizenship or immigration status.

Where residency, age, and other eligibility criteria for purposes of enrollment or any program may be established by alternative documents or information permitted by law or this policy, KIPP SoCal's procedures and forms shall describe to the applicant, and accommodate, all alternatives specified in law and all alternatives authorized under this policy.

Inquiries About Social Security Numbers or Cards

KIPP SoCal shall not solicit or collect entire Social Security numbers or cards.

KIPP SoCal Public Schools shall solicit and collect the last four digits of an adult household member's Social Security number only if required to establish eligibility for federal benefit programs.

When collecting the last four digits of an adult household member's Social Security number to establish eligibility for a federal benefit program, KIPP SoCal Public Schools shall explain the limited purpose for which this information is collected, and clarify that a failure to provide this information will not bar the student from enrolling in or attending the school.

KIPP SoCal Public Schools shall treat all students equitably in the receipt of all school services, including, but, not limited to, the gathering of student and family information for the free and reduced lunch program, transportation and educational instruction.

Responding to the Detention or Deportation of a Student's Family Member

KIPP SoCal Public Schools shall encourage that families and students have and know their emergency phone numbers and know where to find important documentation, including birth certificates, passports, Social Security cards, doctors' contact information, medication lists, lists of allergies, etc., which will allow them to be prepared in the event that a family member is detained or deported.

This information will be essential for families to develop a Family Safety Plan to be stored at a location known by the student. This Plan may identify a trusted adult who can care for the student if no parent or guardian can do so. Students should know that the trusted adult is the person who the student should contact if his or her parents and/or guardians are detained or deported, and how to teach the trusted adult. A Petition for Appointment of Temporary Guardian of the Person is required if the trusted adult does not have a qualifying familial relationship with the student, or if legal custody is required.

KIPP SoCal shall permit students and families to update students' emergency contact information as needed throughout the school year, and provide alternative contacts if no parent or guardian is available.

- KIPP SoCal shall ensure that families may include the information of an identified trusted adult guardian as a secondary emergency contact in case a student's parent or guardian is detained.
- KIPP SoCal shall communicate to families that information provided within the emergency cards will only be used in response to specified emergency situations, and not for any other purpose.

In the event a student's parent/guardian has been detained or deported by federal immigration authorities, KIPP SoCal shall use the student's emergency card contact information and release the student to the person(s) designated as emergency contacts. Alternatively, KIPP SoCal shall release the student into the custody of any individual who presents a Caregiver's Authorization Affidavit on behalf of the student. KIPP SoCal shall only contact Child Protective Services if KIPP SoCal's team members are unsuccessful in arranging for the timely care of the child through the emergency contact information that the school has, a Caregiver's Authorization Affidavit, or other information or instructions conveyed by the parent or guardian.

Responding to Requests for Access to School Grounds for Immigration-Enforcement Purposes

Monitoring and Receiving Visitors onto Campus

No outsider—which would include immigration-enforcement officers—shall enter or remain on school grounds of KIPP SoCal Public Schools ("KIPP SoCal") during school hours without having registered with the principal or designee. If there are no exigent circumstances necessitating immediate action, and if the immigration officer does not possess a judicial warrant or court order that provides a basis for the visit, the officer must provide the following information to the principal or designee:

- Name, address, occupation;
- Age, if less than 21;
- Purpose in entering school grounds;
- Proof of identity; and
- Any other information as required by law.

KIPP SoCal shall adopt measures for responding to outsiders that avoids classroom interruptions, and preserves the peaceful conduct of the school's activities, consistent with local circumstances and practices.

KIPP SoCal shall post signs at the entrance of its school grounds to notify outsiders of the hours and requirements for registration.

KIPP SoCal team members shall report entry by immigration-enforcement officers to Cesely Westmoreland, KIPP SoCal Public Schools Registered In-House Counsel as would be required for any unexpected or unscheduled outside visitor coming on campus.

Responding to On-Campus Immigration Enforcement

As early as possible, KIPP SoCal Public Schools staff shall notify Cesely Westmoreland, KIPP SoCal Public Schools Registered In-House Counsel, of any request by an immigration-enforcement officer for school or student access, or any requests for review of school documents (including for the services of lawful subpoenas, petitions, complaints, warrants, etc.).

In addition to notifying the KIPP SoCal Public Schools Registered In-House Counsel, KIPP SoCal team members shall take the following action steps in response to an officer present on the school campus specifically for immigration-enforcement purposes:

1. Advise the officer that before proceeding with his or her request, and absent exigent circumstances, school staff must first receive notification and direction from the KIPP SoCal Registered In-House Counsel.
2. Ask to see, and make a copy of or note, the officer's credentials (name and badge number). Also ask for and copy or note the phone number of the officer's supervisor.
3. Ask the officer for their reason for being on school grounds and document it.
4. Ask the officer to produce any documentation that authorizes school access.
5. Make a copy of all documents provided by the officer. Retain one copy of the documents for school records.
6. If the officer declares that exigent circumstances exist and demands immediate access to the campus, KIPP SoCal team members should comply with the officer's orders and immediately contact the KIPP SoCal Public Schools Registered In-House Counsel.
7. If the officer does not declare that exigent circumstances exist, respond according to the requirements of the officer's documentation. If the immigration-enforcement officer has:
 - an ICE (Immigrations and Customs Enforcement) administrative warrant, KIPP SoCal Public Schools staff shall inform the agent that they cannot consent to any request without first consulting with the KIPP SoCal Public Schools Registered In-House Counsel.
 - a federal judicial warrant (search-and-seizure warrant or arrest warrant; prompt compliance with such a warrant is usually legally required. If feasible, consult with the KIPP SoCal Public Schools Registered In-House Counsel before providing the agent access to the person or materials specified in the warrant.
 - a subpoena for production of documents or other evidence, immediate compliance is not required. Therefore, KIPP SoCal Public Schools staff shall inform the KIPP SoCal Public Schools Registered In-House Counsel or other designated official of the subpoena, and await further instructions on how to proceed.
8. While KIPP SoCal Public Schools team members should not consent to access by an Immigration-enforcement officer, except as described above, they should not attempt to physically impede the officer, even if the officer appears to be exceeding the authorization given under a warrant or other document. If an officer enters the premises without consent, KIPP SoCal team members shall document his or her actions while on campus.
9. After the encounter with the officer, KIPP SoCal team members shall promptly take written notes of all interactions with the officer. The notes shall include the following items:
 - List or copy of the officer's credentials and contact information;
 - Identity of all school team members who communicated with the officer;

- Details of the officer's request;
 - Whether the officer presented a warrant or subpoena to accompany their request, what was requested in the warrant/subpoena, and whether the warrant/subpoena was signed by a judge;
 - KIPP SoCal team members's response to the officer's request;
 - Any further action taken by the agent; and
 - Photo or copy of any documents presented by the agent.
10. KIPP SoCal team members shall provide a copy of those notes, and associated documents collected from the officer, to the KIPP SoCal Registered In-House Counsel.
 11. In turn, the KIPP SoCal Registered In-House Counsel shall submit a timely report to the KIPP SoCal governing board regarding the officer's requests and actions and KIPP SoCal s response(s).
 12. E-mail the Bureau of Children's Justice in the California Department of Justice, at BCJ@doj.ca.gov, regarding any attempt by a law-enforcement officer to access a school site or a student for immigration-enforcement purposes.proceed.

Parental Notification of Immigration-Enforcement Actions

KIPP SoCal team members must receive consent from the student's parent or guardian before a student can be interviewed or searched by any officer seeking to enforce the civil immigration laws at the school, unless the officer presents a valid, effective warrant signed by a judge, or presents a valid, effective court order.

KIPP SoCal team members shall immediately notify the student's parents or guardians if a law-enforcement officer requests or gains access to a student for immigration-enforcement purposes, unless such access was in compliance with a judicial warrant or subpoena that restricts the disclosure of the information to the parent or guardian.

Independent Study

The KIPP SoCal Public Schools Schools Independent Study policy is available in the front office. Families interested in requesting independent study for their child must make an appointment with the School Leader.

Internet Access

The Internet and other online resources are provided by KIPP SoCal Public Schools Schools to support instructional programs and appropriate student learning. While the Internet can be a powerful educational tool, it is also an unregulated space that contains materials unsuited to the school setting. For this reason, KIPP SoCal Public Schools Schools will make every reasonable effort to ensure that the resources are used responsibly, and require that every student and parent sign the Acceptable Internet Use Agreements before Internet access is granted.

Families without access to a computer/tablet and/or internet can make a request to the main office. Our school will loan out a chromebook and/or hotspot as needed for access to school work.

KIPP Forward(formerly known as KIPP Through College)

KIPPsters set a high bar for their futures. For some, that means being the first in their family to graduate from college or buy a home. For others, it means serving our country or creating a business. So KIPP schools ensure each student has the skills and confidence to pursue any path that leads to their highest aspirations.

Through KIPP Forward, we're supporting students to discover what a fulfilling life means to them, then break through any barrier that dares stand in their way of achieving it. KIPP supports students to choose and prepare for the educational and career paths that fit their goals and sense of purpose. Once on their way, the KIPP Forward team help alumni keep moving forward, tackling academic, social, and financial challenges they might encounter while pursuing their dreams. And through the KIPP Alumni Network, our KIPP family is creating powerful connections and ascending together with networking, mentorship, leadership training, and more.

Our KIPP Forward services include:

7th and 8th grade KIPPsters: High School Placement and Transition support which includes working with students and families on exploring high school options, applying to high schools, and successfully transitioning into a quality high school. Each KIPPSoCal Middle School with a current 7th-grade class has a KIPP Forward counselor assigned to provide high school placement and transition support.

9th-12th grade Alumni Support: Once a KIPPster culminates from a KIPPSoCal Middle School, our Postsecondary match includes academic and career advising, test preparation, college tours, support applying to college, and scholarships.

Post-high school Alumni Support: Postsecondary success includes academic and career advising aimed toward persistence and college completion.

Across the country, KIPPsters are making their mark. They are earning degrees, building businesses, reforming policy, serving their communities, and rising through the ranks of companies and organizations throughout the nation. Together, they're creating a future without limits. For themselves. For all those who will follow them.

For more information regarding the KIPP Forward team, please send an email to kippforward@kippsocal.org

LGBTQ+ Youth and OUT for Safe Schools™

At KIPP SoCal, we're committed to having all students and families feel welcomed and seen across each of our school campuses and free from discrimination, bullying, and harassment. We make an unequivocal stand in support of all of our KIPPsters, team members, and families who identify as part of the LGBTQ+ community and their right to express their true selves. Additionally, State laws and KIPP policy require that all schools promote welcoming and safe environments through mutual respect, kindness, tolerance, and acceptance among team members and students.

As public schools, we are legally required to adhere to the The FAIR Education Act (also known as Senate Bill 48), signed into law in 2011 to provide Fair, Accurate, Inclusive and Respectful representations of our diverse ethnic and cultural population in the K-12 grade history and social studies curriculum - this includes the

contributions of LGBTQ+ people (§ 51204.5). Provisions of the FAIR Act related to LGBTQ+:

- According to FAIR, all instruction and materials in grades K-12 must be inclusive of the LGBTQ+ community and their contributions to the total development of California and the United States.
- Must not adopt any textbooks or other instructional materials for use in the public schools that contain any matter reflecting adversely upon persons on the basis of gender identity or sexual orientation.
- Examples:
 - When students learn about the Holocaust and how the Nazis killed millions of Jewish people, they might also learn that Hitler targeted and killed people simply because they were gay or lesbian.
 - When discussing civil rights activists like Martin Luther King Jr. or Cesar Chavez, they could also learn about Harvey Milk and how he worked to advance gay rights, and that he was also assassinated.
 - Students may read novels or picture books about bullying prevention, acceptance, diverse family make-ups or relationships in all grade levels.

All KIPP teachers are trained in partnership with the LA LGBT Center, on ways to support LGBTQ+ youth and include LGBTQ+ voices and perspectives within their lessons and classrooms.

Schools are not required to provide notification of teaching about LGBTQ+ history, request permission for students to learn about these topics, and there is no option for opt-out option as these topics may and should be infused within the curriculum (see examples above).

Awareness Campaigns:

KIPP SoCal promotes awareness and celebration of the LGBTQ+ community throughout the year and especially in October for LGBTQ+ History Month and National Coming Out Day, Transgender Awareness Week in November, and Pride Month in June. Research shows that the availability of LGBTQ+ inclusive curricula can reduce discrimination and harassment experienced by LGBTQ+ students. Our goal is to provide awareness so all students and families feel seen, validated, and affirmed in their identities. Activities will vary by site, but may include:

- Read Alouds on LGBTQ+ history and people
- Posters
- Classroom activities or lessons
- External presenters
- Student-led campaigns

Gender Identity & Expression

In CA and here at KIPP SoCal, students have the right to request that their school use the name and gender pronouns that honor their identity at school and on all unofficial school documents – including name tags, school emails, student IDs, yearbooks, virtual learning profiles, etc. – without requiring parent or guardian permission, or legal or medical documentation.

Students are entitled to use a facility consistent with their gender identity and cannot be required to use an alternative arrangement. Alternative arrangements should be used only at the request of a student and in a manner that keeps the student's transgender status confidential.

Whenever students are separated by gender in school activities or are subject to an otherwise lawful gender-specific rule, policy, or practice, students must be permitted to participate consistent with their gender identity.

Out for Safe Schools™

KIPP SoCal Public Schools is a part of a national initiative called OUT for Safe Schools™. OUT for Safe Schools™ ensures that LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer/Questioning) students and their families feel welcomed and affirmed on all school campuses. By participating in this campaign, we join LA Unified School District along with several other school districts including: San Diego Unified, Oakland Unified, San Francisco Unified, Boston Public Schools, New York Department of Education, and Chicago Public Schools. KIPP SoCal Public Schools is participating in this campaign by providing tools to staff members that enable them to be a visible resource for students and families. By wearing or displaying an OUT for Safe Schools™ badge, KIPP SoCal Public Schools staff members have the opportunity to declare they are safe space ambassadors and show that they are allies to all LGBTQ+ students

OUT for Safe Schools™ does not include any policy or curriculum changes, but provides an opportunity to deliver visible resources and community to our students. While the focus is on LGBTQ+ youth, efforts to create a welcoming and affirming environment for them will have a positive effect on the environment for all youth!

For more information ask your School Leader or School Counselor.

Naloxone Policy

I. Purpose

The goal of KIPP SoCal Public Schools is to provide a safe environment for our school communities and to be prepared for emergencies of all kinds. The United States is currently facing a public health crisis amongst youth and adults in regards to Fentanyl. Fentanyl is an opioid drug that is approximately 100 times more potent than morphine and 50 times more potent than heroin. The number of Fentanyl-related overdose deaths has significantly increased nationally & locally in the past 4 years, and the use of Fentanyl is being targeted to younger and younger individuals. Naloxone is a medication that reverses an opioid overdose, including Fentanyl, by restoring normal breathing to a person whose breathing has slowed or stopped because of an overdose.

KIPP SoCal Public Schools will opt to establish a stock Naloxone program and will provide Naloxone to its schools that elect to participate. The purpose of this policy is to ensure KIPP SoCal Public Schools is prepared to respond in the event a person is suffering, or reasonably believed to be suffering, from an opioid overdose on one of its school campuses.

II. Background

- A. California Education Code section 49414.3 (a) states that School districts, county offices of education, and charter schools may provide emergency opioid antagonists to school nurses or trained personnel who have volunteered and school nurses or trained personnel may use the opioid antagonists to provide emergency medical aid to persons suffering, or reasonably believed to be suffering, from an opioid overdose.
- B. Education Code section 49414.3(c) states that each public and private elementary and secondary school in the state may voluntarily determine whether or not to make emergency opioid antagonists and trained personnel available at its school, but schools are not mandated to do so.
- C. California Education Code 49414.3 (b)(5) defines a “volunteer” or “trained personnel” as an employee who has volunteered to administer naloxone hydrochloride or another opioid

antagonist to a person if the persons suffering, or reasonably believed to be suffering, from an opioid overdose, has been designated by a school, and has received training.

- D. California Education Code 49414.3(f)(1)(2)(3) states that a school district, county office of education, or charter school shall distribute a notice at least once per school year to all staff that contains the following information: a description of the volunteer request stating that the request is for volunteers to be trained to administer naloxone hydrochloride or another opioid antagonist, a description of the training the volunteer will receive and the right of an employee to rescind his or her offer to volunteer.
- E. California Education Code 49414.3(i) states “A school district, county office of education or charter school shall ensure that each employee who volunteers will be provided defense and indemnification by the school district, county office of education or charter school for any and all civil liability...”
- F. California Education Code 49414.3(e)(1) states that the (State) Superintendent shall establish minimum standards of training for the administration of naloxone hydrochloride or another opioid antagonist. Every five years, or sooner as deemed necessary by the (State) Superintendent, the Superintendent shall review minimum standards of training for the administration of naloxone hydrochloride or other opioid antagonists. Per paragraph (2), training established pursuant to this subdivision shall include all of the following:
 - 1. Techniques for recognizing the symptoms of an opioid overdose.
 - 2. Standards and procedures for the storage, restocking, and emergency use of naloxone hydrochloride or another opioid antagonist.
 - 3. Basic emergency follow up procedures, including but not limited to, a requirement for the school or charter school administrator or, if the administrator is not available, another school staff member to call the emergency 911 telephone number and to contact the pupil’s parent or guardian.
 - 4. Recommendation on the necessity of instruction and certification in cardiopulmonary resuscitation.
 - 5. Written material covering this required information.

III. Policy

- A. Administration
 - 1. KIPP SoCal will designate a district administrator who will be responsible for obtaining a prescription for Naloxone.
 - 2. Each LEA of KIPP SoCal Public Schools voluntarily determines participation in its stock Naloxone program.
 - 3. The district administrator shall distribute two doses of Naloxone (in the form of nasal spray) to each participating school site. The Naloxone will be furnished exclusively for use at KIPP SoCal school site.
 - 4. When available at the school site, the school nurse or trained personnel shall provide emergency naloxone hydrochloride or another opioid antagonist for emergency medical aid to any person exhibiting potentially life-threatening symptoms of an opioid overdose at school or a school activity.
 - 5. If the medication is used, the district administrator shall restock the medication as soon as reasonably possible, but no later than two weeks after it is used. In addition, the medication shall be restocked before its expiration date.
- B. Volunteers

KIPP SoCal Public Schools will designate 2-3 employees at each participating school site who have volunteered to administer naloxone hydrochloride or another opioid antagonist to

a person if the person is suffering, or reasonably believed to be suffering, from an opioid overdose. (California Education Code 49414.3 (b)(5))

1. At least once per school year, the Superintendent or designee shall distribute to all staff a notice requesting volunteers to be trained to administer naloxone hydrochloride or another opioid antagonist, describing the training that the volunteer will receive, and explaining the right of the volunteer to rescind the offer to volunteer at any time, including after receiving training. The notice shall also include a statement that no benefit will be granted to or withheld from any employee based on the offer to volunteer and that there will be no retaliation against any employee for rescinding the offer to volunteer. (California Education Code 49414.3(f)(1)(2)(3))
2. Information regarding defense and indemnification provided by the district for any and all civil liability for volunteers administering naloxone hydrochloride or another opioid antagonist for emergency aid shall be provided to each volunteer and retained in the employee's personnel file. (California Education Code 49414.3(i))

C. Training

1. The Superintendent or designee shall establish minimum standards of training for the administration of naloxone hydrochloride or another opioid antagonist. Every five years, or sooner as deemed necessary by the (State) Superintendent, the Superintendent shall review minimum standards of training for the administration of naloxone hydrochloride or other opioid antagonists. (California Education Code 49414.3(e)(1))
2. The training will include all of the following:
 - a) Techniques for recognizing the symptoms of an opioid overdose.
 - b) Standards and procedures for the storage, restocking, and emergency use of naloxone hydrochloride or another opioid antagonist.
 - c) Basic emergency follow up procedures, including but not limited to, a requirement for the school or charter school administrator or, if the administrator is not available, another school staff member to call the emergency 911 telephone number and to contact the pupil's parent or guardian.
 - d) Recommendation on the necessity of instruction and certification in cardiopulmonary resuscitation.
 - e) Written material covering this required information.
3. Volunteers will receive initial and annual refresher training from KIPP SoCal Public Schools. (California Education Code 49414.3(d)(1))
4. The training shall be provided at no cost to the employee, conducted during regular working hours, and be provided by a school nurse or other qualified person designated by an authorizing physician and surgeon. Written materials provided during the training shall be retained at the school for reference.

News Media Access

Occasionally, reporters may visit schools to cover sporting events, school assemblies, and other on-campus activities. This requires parent or guardian consent. Each September, schools usually send home a form granting permission for the child to be interviewed by a reporter working for a newspaper, radio or television

station. If a parent or guardian chooses otherwise, they should retain the form rather than turning it into the school. These forms also give reporters the opportunity to photograph or videotape a child. Sometimes, individuals are featured in images or may appear in the background. This can lead to wonderful exposure for the child for something that brings pride to their family and to the school. In addition, the waiver covers publicizing good news that schools may want to share on Facebook, Twitter, or other social media sites. Even with a signed form, students can turn down an interview or photograph request. In such cases, the student need only let their teacher know of their decision. It's worth pointing out that the signed form covers a student while on campus. Once they leave the school grounds, the signed agreement can no longer be enforced, leaving students on their own. Students can talk to the media, if they choose, without asking their parent for permission. However, older students may be asked to share their thoughts. For this reason, it is best to talk with students, letting them know your preference in advance, if they find themselves in this situation.

Non-Discrimination Statement

KIPP SoCal Public Schools is committed to providing a working and learning environment that is free from unlawful discrimination and harassment. KIPP SoCal prohibits discrimination, harassment, intimidation, and bullying based on actual or perceived age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, national origin, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. Harassment based on any of the above-protected categories is a form of unlawful discrimination and will not be tolerated by KIPP SoCal. Harassment is intimidation or abusive behavior toward a student or team member that creates a hostile environment and can result in disciplinary action against the offending student or team member. Harassing conduct may take many forms, including verbal remarks and name-calling, graphic and written statements, or conduct that is physically threatening or humiliating.

KIPP SoCal prohibits retaliation against anyone who files a complaint or who participates in a complaint investigation. Students and team members do not need to be afraid of trying to correct a situation by speaking to a school administrator, supervisor, counselor, or trusted adult at school, or filing a complaint. Students and team members who believe they are being discriminated against have the right to take action. Students and team members are encouraged whenever possible to try to resolve their complaints directly at the school site.

If you believe you or your student have been subjected to discrimination, harassment, intimidation, or bullying, you should contact the School Leader at your student's school and/or KIPP SoCal Public Schools' compliance officer:

Cesely Westmoreland,
1933 S. Broadway
Suite 1144
Los Angeles, CA 90007
(213) 489-4461
cwestmoreland@kippsocal.org

Notification of Rights under FERPA

The student education records contained in KIPP SoCal Public Schools ("KIPP SoCal") electronic and physical

data sources are subject to the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g; 34 CFR Part 99). FERPA is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education.

With few exceptions, FERPA prohibits schools from disclosing personally identifiable information contained in student education records without prior written parent/guardian consent to anyone other than school officials with legitimate educational interests, except for directory information. "Directory information," which is defined as set forth below, may be released to requestors in limited circumstances by KIPP SoCal Public Schools without additional notice to families unless the parent/guardian timely "opt out" of such disclosures in writing.

State and federal law allow directory information to be disclosed to any requestors, except those who intend to use the information for commercial purposes. **KIPP SoCal's policy is not to release directory information to requestors unless KIPP SoCal deems it to be in the interests of our students and families.** If parents/guardians do not want KIPP SoCal Public Schools to disclose their contact and other directory information from their child's records to such persons or entities without their prior written consent, parents/guardians must notify KIPP SoCal Public Schools in writing prior to the beginning of each school year.

FERPA Definitions

- *Student education records:* records directly related to students and maintained by the school or a party acting for the school.
- *Directory information:*
 - Student names;
 - Parents'/guardians' names;
 - Address;
 - Electronic mail address;
 - Phone number;
 - Dates of attendance;
 - Participation in officially recognized activities and sports;
 - Weight and height of members of athletic teams;
 - Degrees, honors, and awards received; and
 - The most recent educational agency or institution attended
 - Student ID number, user ID, or other unique personal identifier used to communicate in electronic systems or displayed on a student ID badge, but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identify, such as a PIN, password, or other factor known or possessed only by the authorized user.
- *Personally identifiable information:* includes, but is not limited to:
 - Student names;
 - Names of student parents/guardians or other family members;
 - Student or student family address(es);
 - Personal identifiers, such as student social security numbers or state or school-assigned student numbers;
 - Lists of personal characteristics that would make student identity easily traceable; and
 - Other information that would make a student's identity easily traceable.

- *A school official with legitimate educational interest:*
 - A person employed by KIPP SoCal Public Schools Public Schools as an administrator, supervisor, instructor, or support staff member (including health, medical, law enforcement, or technical personnel);
 - A person serving on the school's board of directors;
 - A person or company with whom the school has contracted to perform a special task (such as an attorney, auditor, data analyst, medical consultant, or therapist); or
 - A parent/guardian or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

KIPP SoCal Public Schools takes our students' data seriously. Students' data is shared throughout KIPP SoCal. However, extreme care is taken with all KIPP SoCal team members not to disclose students' data with anyone who is not a school official unless they have obtained prior written parental consent in accordance with FERPA guidelines for the disclosure. Whenever student data is shared beyond school officials, KIPP SoCal requires the recipient to enter into a data-sharing agreement outlining the recipient's roles and responsibilities in protecting our student data. Wherever possible, KIPP SoCal Public Schools removes student identifiers (names and identification numbers) from the information shared.

Student Records

KIPP SoCal maintains student records that include the following information:

- Enrollment Paperwork and Application
- Emergency Contact Information
- Report Cards
- Transcripts
- Standardized Test Scores
- Disciplinary Records (Suspensions and Expulsions)
- Immunization Card
- Health Records

Documentation within a student record can be considered sensitive records and may be stored in either electronic or printed format within the central file. Records shall be defined as "sensitive" if they contain an individual's first name or first initial and last name in combination with any one of the following records:

- Personal identifiers, such as student social security numbers or state or school-assigned student numbers
- Driver's license number
- Home address*
- Salary information
- Student attendance or grade in school*
- Medical information
- Bank account or credit card account number
- Date of birth*
- Home phone number*
- Maiden name

* Student "directory information", as defined by Education Code section 49061(c), that is released as a stand-alone record shall not be defined as "sensitive records" (CA Education Code 49073). Any document that is part of a student record marked "Confidential", "Sensitive" or otherwise similarly labeled shall be treated as

a “sensitive record.”

All cumulative records will be kept in a safe location with the log of requests.

Transfer of Student Records

On behalf of all new students entering KIPP SoCal, the KIPP SoCal administration will request a transfer of student education records from the student’s prior school district or private school. As the parent/guardian, you have the right to review, challenge and receive a copy of the student records that are being transferred to KIPP SoCal.

Consent to Release Records

Confidential records and/or information may be transferred between public schools and public school districts within the state of California without written consent by parent, guardian or student over 18 years of age.

Transfer of confidential records and/or information to a private school or any private or public agency or other individual does require the written consent of parent, guardian or student over 18 years of age.

Log of Access

A log shall be maintained in each student’s record, which lists all persons, agencies or organizations requesting or receiving information from the records. (CA Education Code 49064)

In every instance of inspection by someone who does not have assigned educational responsibility, the custodian of records at the school site shall make an entry in the log indicating the record inspected, the name of the person granted access, the reason access was granted, and the time and circumstances of inspection. (5 California Code of Regulations § 435)

The log does not need to include the following persons accessing student records (CA Education Code 49064):

- Parents/guardians or adult students
- Students 16 years of age or older who have completed the 10th grade
- Parties obtaining district-approved directory information (cf. 5125.1: Release of Directory Information)
- Parties who provide written parental consent, in which case the consent notice shall be filed with the record (CA Education Code 49075)
- School officials with a legitimate educational interest

Annual Information Notice to Parents and Guardians

General Information Policy

- KIPP SoCal is providing this annual notice to parents and guardians of KIPP SoCal’s general information policies that include:
 - Assurances that KIPP SoCal will not release information to third parties for immigration-enforcement purposes, except as required by law or court order.
 - A description of the types of student records maintained by KIPP SoCal.
 - A list of the circumstances or conditions under which KIPP SoCal might release student information to outside people or entities.

- A statement that, unless KIPP SoCal is providing information for a legitimate educational purpose under FERPA and the California Education Code or directory information, the [local educational agency] shall notify parents or guardians and eligible students—and receive their written consent—before it releases a student’s personally identifiable information.

Directory Information Policy

- If KIPP SoCal decides to release directory information, KIPP SoCal is providing this annual notice to parents and guardians, and “eligible students” in attendance, of KIPP SoCal’s directory information policy that includes:
 - The categories of information that KIPP SoCal has classified as public directory information that may be disclosed without parental consent and which should only include the information specifically identified in Education Code section 49061, subdivision (c).
 - A statement that directory information does not include citizenship status, immigration status, place of birth, or any other information indicating national origin (except where KIPP SoCal receives consent as required under state law).
 - The recipients of the directory information.
 - A description of the parent’s or guardian’s abilities to refuse release of the student’s directory information, and how to refuse release.
 - The deadline in which the parent, guardian, or student must notify the school in writing that they do not want the information designated as directory information.

Policy and Procedures Regarding Student and Family Information Sharing

KIPP SoCal shall avoid the disclosure of information that might indicate a student’s or family’s citizenship or immigration status if the disclosure is not authorized by Family Educational Rights and Privacy Act (FERPA).

KIPP SoCal Public Schools staff shall take the following action steps upon receiving an information request related to a student’s or family’s immigration or citizenship status:

- Notify the designated KIPP SoCal Public Schools Official or other designee about the information request.
 - KIPP SoCal Public Schools Designated Official
 Cesely Westmoreland, Esq
 Registered In-House Counsel
 KIPP SoCal Public Schools
 1933 S. Broadway
 Suite 1144
 Los Angeles, CA 90007
 (213) 489-4461; cwestmoreland@kippsocal.org
- Provide students and families with appropriate notice and a description of the immigration officer’s request.
- Document any verbal or written request for information by immigration authorities.
- Unless prohibited, provide students and parents/guardians with any documents issued by the immigration-enforcement officer.

Except for investigations of child abuse, child neglect, or child dependency, or when the subpoena served on

KIPP SoCal prohibits disclosure, KIPP SoCal shall provide parental or guardian notification of any court orders, warrants, or subpoenas before responding to such requests.

KIPP SoCal requires written parental or guardian consent for release of student information, unless the information is relevant for a legitimate educational interest or includes directory information only. Neither exception permits disclosing information to immigration authorities for immigration-enforcement purposes; no student information shall be disclosed to immigration authorities for immigration enforcement purposes without a court order or judicial subpoena.

KIPP SoCal Public Schools's request for written or parental or guardian consent for release of student information must include the following information: (1) the signature and date of the parent, guardian, or eligible student providing consent; (2) a description of the records to be disclosed; (3) the reason for release of information; (4) the parties or class of parties receiving the information; and (5) if requested by the parents, guardians or eligible student, a copy of the records to be released. KIPP SoCal Public Schools shall permanently keep the consent notice with the record file.

The parent, guardian, or eligible student is not required to sign the consent form. If the parent, guardian or eligible student refuses to provide written consent for the release of student information that this not otherwise subject to release, KIPP SoCal Public Schools shall not release the information.

Parents/Guardians and Students FERPA Rights

FERPA affords parents/guardians and students over 18 years of age ("eligible students") certain rights with respect to the student's education records.

These rights are:

1. **The right to inspect and review the student's education records within forty-five (45) days of the day the School receives a request for access.** Parents/guardians or eligible students should submit to the School a written request that identifies the record(s) they wish to inspect. The School will make arrangements for access and notify the parent/guardian or eligible student of the time and place where the records may be inspected.
 - a. If the parent/guardian is requesting copies of their child's educational records, the school may charge reasonable fees for the cost associated with making copies of the requested documents. Under FERPA, a school is not required to provide information that is not maintained or to create education records in response to a parent/guardian's request.
 - b. Accordingly, a school is not required to provide a parent/guardian with updates on his or her child's progress in school unless such information already exists in the form of an education record.
2. **The right to request the amendment of the student's education records that the parent/guardian or eligible student believes are inaccurate or misleading.** Parents/guardians or eligible students may ask the School to amend a record that they believe is inaccurate or misleading. They should write the School, clearly identify the part of the record they want changed, and specify why it is inaccurate or misleading. While a school is not required to amend education records in accordance with a parent/guardian's request, the school is required to consider the request. If the School decides not to amend the record as requested by the parent/guardian or eligible student, the School will notify the parent/guardian or eligible student of the decision and advise them of their right to a hearing

regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent/guardian or eligible student when notified of the right to a hearing. That statement must remain with the contested part of the student's record for as long as the record is maintained.

- a. However, while the FERPA amendment procedure may be used to challenge facts that are inaccurately recorded, it may not be used to challenge a grade, an opinion, or a substantive decision made by a school about a student. FERPA was intended to require only that schools conform to fair recordkeeping practices and not to override the accepted standards and procedures for making academic assessments, disciplinary rulings, or placement determinations. Thus, while FERPA affords parents/guardians the right to seek to amend education records which contain inaccurate information, this right cannot be used to challenge a grade, an individual's opinion, or a substantive decision made by a school about a student.
 - b. Additionally, if FERPA's amendment procedures are not applicable to a parent's request for amendment of education records, the school is not required under FERPA to hold a hearing on the matter.
3. **The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.** One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests as defined above. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. Upon request, the School discloses education records without consent to officials of another school district in which a student seeks or intends to enroll.
4. **The right to file a complaint with the U.S. Department of Education concerning alleged failures by the School to comply with the requirements of FERPA.** The name and address of the Office that administers FERPA are:

**Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-5901**

Parents/Guardians' Right to Know

The federal education law called the Elementary Student Succeeds Act (ESSA) requires that all parents in a Title I school be notified and given the opportunity to request information about the professional qualifications of classroom teachers instructing their child. If you are interested in this information, you may send your request to the school leader who will provide a response.

ParentSquare

KIPP SoCal Public Schools uses a region wide notification system called Parent Square to communicate with parents and staff , regarding school news and events, emergency situations, attendance, school events and

other important information impacting you and your child. Parent Square allows us to send written and voice messages via phone, text, email and the Parent Square app. Parents and guardians are responsible for the cost of text messages if selected as a means of communication. To ensure families are receiving all information and alerts from the school, we ask that parents/guardians register for a ParentSquare account (you will receive an email invitation from the school), update your preferred language settings, and download the ParentSquare app. Please help us by ensuring that you update the main office with your current contact (email/phone) information.

Pesticides

The Healthy Schools Act of 2000 requires all California School Districts to notify parents and guardians of pesticides they expect to apply during the year. Depending on pest activity, we may utilize the following pesticide products in and around your school.

Name of pesticide	Active Ingredient
Termidor SC	Fipronil
Tim-bor® Professional	Disodium octaborate tetrahydrate
PremiseFoam	Imidacloprid/Isobutane
Any other emergency use pesticides	

If you would like to be notified every time a pesticide application is taking place at school, please complete this form <https://tinyurl.com/kippscpesticide> annually. (Exception: Emergency circumstances that warrant an immediate response).

You can find more information regarding these pesticides and pesticide use reduction at the Department of Pesticide Regulation's Web site at <http://www.cdpr.ca.gov>.

Physical Fitness Test

State law requires school districts to administer the Physical Fitness Test (PFT) annually to all students in grades five, seven, and nine. The state-designated PFT is the FITNESSGRAM®. The FITNESSGRAM® is a set of tests designed to evaluate health related fitness and to assist students in establishing lifetime habits of regular physical activity. The complete FITNESSGRAM test battery measures student performance in the following areas:

1. aerobic capacity
2. muscular strength, endurance and flexibility

Teachers and administrators are responsible for preparing students to do their best on the test by providing instruction and appropriate practice in the skills and abilities that are tested. It is recommended that schools should provide students appropriate practice as part of the regular physical education (P.E.) program throughout the year. Students are tested between February and May. Parents should see that their children participate in a regular program of physical activity and nutrition.

Promotion and Retention Policy

KIPP SoCal Public Schools expects students to progress through each grade level within one school year. The progression of grade levels are:

For Transitional Kindergarten (TK)-4th Grade Elementary Schools:

TK	K	1	2	3	4
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For 5th-8th Grade Middle Schools:

5	6	7	8
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For Transitional Kinder (TK)-8th Grade Schools:

TK	K	1	2	3	4	5	6	7	8
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To accomplish this, instruction will accommodate the variety of ways students learn and include strategies for addressing academic gaps when needed. Students shall progress through the grade levels by demonstrating growth in learning and meeting grade-level standards of expected student achievement for each grade level.

When high academic achievement is evident, the School Leader or designee may recommend a student for acceleration into a higher grade level to the Chief Academic Officer. The student's readiness will be taken into consideration in making a determination to accelerate a student. The School Leader and the student's teacher(s), in consultation with the parent or guardian, shall determine if the student should be recommended for acceleration.

As early as possible in the school year, the School Leader or designee shall identify students who are at risk of being retained in accordance with the following criteria:

- Failure in one or more classes
- Chronically absent
- Scoring below proficiency on standards based assessments
- Scoring below grade level on reading assessments
- Below proficiency on California standardized assessments
- Below grade level on Measures of Academic Progress (MAP) assessments

Students who are at risk of retention will have a minimum of two (2) Student Support and Progress Team (SSPT) meetings prior to the formal recommendation for retention. The School Leader or designee will notify the student's parent or guardian prior to the end of third quarter if the student is at risk of retention. Upon the conclusion of the school year, the School Leader, in consultation with the student's teacher(s) and parent or guardian, shall determine if the student should be recommended for retention to the Chief Academic Officer. The parent or guardian may appeal the decision to retain the student to the Chief Academic Officer.

Retention of students with disabilities will be determined on an individual case-by-case basis and will be addressed through the IEP process.

Restitution/Parent Liability

Civil Code 1714.01 provides that any act of willful misconduct of a minor which results in any injury to the property or person of another shall be the responsibility of the parent or guardian having custody and control of the minor for all purposes of civil damages and the parent or guardian having custody and control shall be jointly and severally liable with the minor for any damages resulting from the willful misconduct not to

exceed \$25,000. California Education Code Section 48904 provides that the parent or guardian of a minor is liable for all property loaned to and not returned or willfully damaged by the minor. It also authorizes schools to adopt a policy whereby the marks, diploma, or transcripts of these students would be withheld until the pupil or the parent/guardian pays for the damages or returns the property. The parent/guardian of the student is liable for such damages not to exceed \$25,000. Upon receiving notification, the parent or guardian may return the property or pay the outstanding obligation.

Restroom

Students can go to the restroom at the teacher's discretion whenever necessary throughout the day with a hall pass. We ask parents to notify the school if their child has unique needs regarding use of the restroom. Students are expected to use good judgment when asking to use the restroom and to show the school values when in the restroom and when traveling to and from the restroom.

Safe School Plan

California public school districts are required to comply with California Education Code Section 32281, dealing with the preparation of school safety plans. The Safe School Plan addresses these requirements and includes violence prevention, emergency preparedness, traffic safety, crisis intervention, and wellness. Parents may learn more about the Safe School Plan for a particular school from the principal or a member of the School Safety Team, which is responsible for annually reviewing and updating the plan. Additionally, a hard copy of the Safe School Plan can be obtained in the main office.

School Accountability Report Card

Education Code Section 35256 requires the school to annually issue a School Accountability Report Card (SARC) for each school. The SARC is published by February 1st each school year. A copy is available upon request in the main office, and also found at each school website under "Compliance" for example: <https://www.kippsocal.org/ignite/compliance>.

School Calendar

The school provides a school calendar at the beginning of each school year. The calendar contains the first and last days of school, holidays, pupil free days and early dismissals throughout the year. You can request a calendar from the school site and also find it on the school's website.

School Experience Survey for Families and Students

Family Survey

At KIPP SoCal, we believe the purpose of education is for liberation, and **together with families and communities**, we strive to create joyful, academically excellent schools that prepare students with the skills and confidence to pursue the paths they choose-- college, career, and beyond-- so they can lead fulfilling lives and build a more just world. **In order to live our mission of partnering with our families, our families' feedback is critical.** We aspire to hear from 100% of our KIPP SoCal families.

We will use families' feedback to:

- reflect on what is working (school-specifically and organizationally) and determine what could be improved

- Impact bi-weekly family communication based on what families share as on their minds
- Inform state-wide and local advocacy
- shape the direction of our family and community engagement team.

KIPP SoCal Public Schools surveys parents and guardians annually to assess the family and student's school experience. Research shows that family involvement in school helps students earn higher grades, improve social skills, and graduate. It also serves to increase attendance and reduce attrition. A parent or guardian for students in all grades should take the survey, which will be administered two times each year.

Student Survey

Students in grades 3-8 will take a survey twice a year on school culture and climate. Students in grades TK-2 may also take the student survey. The survey will include questions pertaining to the student perception of school safety, student supports and quality of the instructional program.

Student/Alumni Cyber Safety

The safety of our students, alumni, families, and team members is a priority of KIPP SoCal Public Schools ("KIPP SoCal"). The Internet and other online programs and resources are to be utilized by our students, alumni, families, and team members to support instructional programs and appropriate virtual student learning and messaging. While the Internet can be a powerful educational tool, it is also an unregulated space that contains materials, social media activity, and negative and abusive messaging unsuited to the school setting. For this reason, KIPP SoCal Public Schools ("KIPP SoCal") will make every reasonable effort to ensure that the resources and programs that we provide are monitored to ensure they are used responsibly. KIPP SoCal Public Schools will comply with the requirements of the Children's Internet Protection Act (CIPA) and is committed to assuring the safe conduct and well being of students/alumni while online.

Students and families have been notified about authorized uses, obligations, and responsibilities for users of KIPP SoCal Chromebooks, other devices, and technology as well as consequences for unauthorized use and/or unlawful activities in accordance with KIPP SoCal's regulations and KIPP SoCal's Student and Family Acceptable Internet Use Policy.

KIPP SoCal reserves the right to monitor the use of technological resources, including the Internet and email, for audit and review purposes. Users should not have an expectation of privacy when using KIPP SoCal technology resources.

KIPP SoCal will ensure that all KIPP SoCal Chromebooks and any other devices with Internet access have a technology protection measure through our web filtering system that blocks or filters Internet access to visual depictions that are obscene, child pornography, or harmful to minors and that the operation of such measures is enforced. (20 U.S.C. 6777, 47 U.S.C. 254). Students may not access prohibited materials at any time, for any purpose. This includes material that is obscene, child pornography, or material that is considered harmful to students, as defined by the Children's Internet Protection Act, which aims to protect children from obscene or harmful content on the Internet.

The Children's Internet Protection Act (CIPA) defines "harmful to minors" to mean: any picture, image, graphic image file, or other visual depiction that - (i) taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; (ii) depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and (iii) taken as a whole,

lacks serious literary, artistic, political, or scientific value as to minors. (47 U.S.C. 254(h)(7)(G)).

Students/alumni shall not disclose personal information about themselves or others on the Internet or other resources. For example, students/alumni shall not reveal their name, home address, telephone number, or display images of themselves or others.

KIPP SoCal Team Member Guidelines for Interactions with Students and Alumni Online and Other Media (such as phone calls, text messages, etc.)

As stated in the Team Member Handbook, all KIPP SoCal team members are held to the highest standard of professionalism with our students, alumni, families, alumni, and other team members. Our Professionalism policy states, “KIPP SoCal is a professional organization based on the trust and goodwill it engenders from its community. In addition to providing excellent services to the communities in which we serve, you are to treat all families, colleagues, and stakeholders with the utmost courtesy.”

All team members are expected to remain professional while communicating with students and families online and other media, such as phone calls, text messages, etc. Our focus should always be concerned for these three reasons: *for student/alumni’s education, health, and safety.*

The following are guidelines for all communications:

- All team members are expected to stay within professional boundaries with students and alumni
 - As stated in the Team Member Handbook, all team members are expected to conduct themselves in a way that reflects the highest standards of behavior and professionalism required of team members.
 - It is each team member’s obligation to avoid situations that could prompt suspicion by families, students, alumni, colleagues, or school leaders.
 - Some activities may seem innocent from a team member’s perspective, but can be perceived as flirtation, sexual insinuation, or unprofessional from a student, alumni, or family’s point of view.
 - This is not to restrain innocent, positive relationships between team members and students, but to prevent interactions that could lead to, or maybe perceived as, unprofessional.
- Keep the conversation related to the education process (as stated in Use of Electronic Media by Team Members to Communicate with KIPPsters policy found in the Team Member Handbook)
 - We do encourage team members to check in with students, alumni, and families to see how they are doing
 - If the student/alumni and/or family ask for assistance with resources, please let them know we are here to assist and we will provide assistance as much as we can or provide information on other resources that may be available.
 - Please try **not** to probe the student/alumni and/or family about something personal that they are not comfortable speaking about.
 - Allow the family to speak on these things on their own.
- Keep the conversation professional in tone, words used, and focus
 - Please refrain from putting long conversations in emails and texts
 - These conversations should be done by phone

- Keep the families included in communications with students
- Keep your conversations with students/alumni and families on KIPP SoCal authorized means of communication
 - Use your KIPP SoCal issued phone, email address, and any other KIPP SoCal authorized virtual communication resource, such as Google Classroom, Class Dojo, etc.
- Refrain from using personal social media accounts to communicate with students/alumni and families

Online Threats to Students/Alumni

As well as the threats that all users face when going online, such as computer viruses and email scams, students/alumni are at risk from the following:

- *Cyberbullying*
 - Bullying that takes place over digital devices such as cell phones, computers, and tablets. Cyberbullying can occur through SMS, text, and mobile applications (apps) or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else, causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behavior.
- *Inappropriate Content*
 - Adolescents and children can unintentionally come into contact with inappropriate content, such as sexually explicit material. Unsolicited obscene materials can also be received electronically.
- *Sexting*
 - Sexting is the sharing and receiving of sexually explicit messages and nude or partially nude images via text messages or apps. Sexting, while commonly occurring off school grounds, also occurs on school property, with the content being sent and viewed on cell phones. Of note is that possession of sexually explicit photos received by sexting can be considered a type of possession of child pornography from a legal perspective.
- *Sextortion/Ransomware*
 - Students may also become victim to sextortion, possibly via ransomware, if they engage in sexting. Sextortion occurs when someone threatens to distribute private and sensitive material if not provided with images of a sexual nature, sexual favors, or money. Ransomware is a particular form of computer malware in which perpetrators encrypt users' files, then demand the payment of a ransom for users to regain access to their data. Ransomware can also include an element of extortion, in which the perpetrator threatens to publish data or (possibly sexually explicit) images if the victim does not do what the perpetrator wants, such as provide nude photos.
- *Oversharing*
 - Personal information that is sometimes shared by students includes their name, age, address, phone number, and Social Security number. • Online Predation. Online predators

put victims through “the grooming process,” a series of steps by which they build the victim’s trust by sympathizing with them or feigning common interests, after which they proceed to set up a face-to-face meeting with the victim and then move forward with manipulation and seduction.

Additional Resources for Students, Families, Alumni, and Team Members

Students, alumni, team members, and families can receive additional guidance on online safety through the following:

General Education on Online Safety

- *Stop.Think.Connect.* Campaign (<https://www.dhs.gov/stophinkconnect>; U.S. Department of Homeland Security) is a national awareness campaign that provides resources such as videos, a toolkit, and blogs to help raise the awareness of cyber threats and how to be safer online.
- *NetSmartz® Workshop* (<https://www.netsmartz.org/>); *National Center for Missing and Exploited Children® [NCMEC]* provides resources for parents and guardians, educators, and law enforcement with the goal of educating, engaging, and empowering children to recognize potential Internet threats, talk to adults about risks, prevent themselves from being exploited, and report victimization to adults. Separate Websites and resources are available for kids, tweens, and teens.
- *OnGuard Online program* (<https://www.consumer.ftc.gov/features/feature-0038-onguardonline>; Federal Trade Commission) provides instructional material for elementary and middle school teachers, high school teachers, and community educators and resources for parents on how to talk to their children about being online.
- *Incorporating Sextortion Prevention, Response, and Recovery into School Emergency Operations Plans (EOPs) Webinar, REMS TA Center.* This Webinar provided background information on sextortion and discussed how students/alumni can be victims and perpetrators. Presenters shared how education agencies can develop measures to prevent and protect students/alumni from sextortion with support from local and federal agencies. <http://rems.ed.gov/Sextortion2016Webinar.aspx>
- *Office of Educational Technology (OET) Web page, U.S. Department of Education.* The OET develops national educational technology strategy and policy for how technology can be used by K-12, higher education, and adult education learners. <https://tech.ed.gov/>
- *Privacy Technical Assistance Center, U.S. Department of Education.* This Website serves as a comprehensive resource that education agencies can use to get information about privacy, confidentiality, and security practices. The site provides valuable information related to information sharing guidelines, such as the Family Educational Rights and Privacy Act (FERPA), and legislation, such as the Children’s Internet Protection Act. <http://tech.ed.gov/privacy>
- *StopBullying.gov Website.* This Website (<http://www.stopbullying.gov/index.html>) serves as a hub of information on the Federal perspective on bullying and contains information and resources to address bullying. Under the Cyberbullying tab, users can access Web pages such as: o Tips for Teachers, which describes some of the warning signs that a child may be involved in cyberbullying and how to prevent and address cyberbullying; and o Social Media and Gaming, which lists social media apps and sites commonly used by children and teens and what adults can do to prevent

cyberbullying of children who are gaming.

After an Online Incident has Occurred

Students/alumni also need to be aware of what to do if they are a victim of an online threat. They are encouraged to report threats to their parent/guardian, a teacher, a school counselor, another trusted adult, and the online service provider, if appropriate. Students, alumni, teachers, and other members of the public can also contact NCMEC's CyberTipline to report a concern by submitting an online report at <https://report.cybertip.org/> or calling 1-800-843-5678.

If somebody is in immediate danger or a crime may have been committed, students, teachers, and team members should contact local law enforcement.

Student Cell Phones

All cell phones or electronic devices (such as handheld games, music devices, earphones, iPods, cell phones, etc.) must be turned off while students are on campus, including before and after school and at school events. If your child is found to be using any of these electronic devices on campus without permission from the school, the electronic device may be confiscated and the parent/guardian will be responsible for retrieving the device from the front office. If there is a pattern of unauthorized use at school, the school may convene an Student Support and Progress Team (SSPT) meeting.

Student Materials

KIPP SoCal Public Schools schools will provide all basic, necessary school supplies for grades TK-8 such as pencils, paper, crayons, markers, books or digital materials.

Lost and/or damaged books and school property (ex: desks, computers, etc.) will be required to be replaced. We recommend that you have the following supplies at home:

- Child-Safe Scissors
- Pencils (a lot of these!)
- Large eraser
- Glue sticks
- 1 bottle Elmer's glue
- Crayons
- Washable markers
- Reading books
- Paper (for writing and drawing)

Please reach out to the School Leadership Team or Office for assistance in obtaining supplies.

Middle School Agendas

Students will receive a daily planner agenda at the beginning of each school year and must be used everyday. Families will need to purchase a replacement agenda.

Student Non-Discrimination, Harassment, Intimidation, and Bullying Policy

KIPP SoCal Public Schools Public Schools (“KIPP SoCal”) believes that all students have a right to a safe and healthy school environment. Our schools and communities have an obligation to promote mutual respect, tolerance, and acceptance.

KIPP SoCal prohibits discrimination, harassment, intimidation, and bullying on the basis of a student’s actual or perceived age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, nationality, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. This policy applies to all acts related to school activity or school attendance within a school under the jurisdiction of the superintendent of the school district.

KIPP SoCal shall notify parents and guardians of their children’s right to a free public education, regardless of immigration status or religious beliefs.

- All children in the United States have a Constitutional right to equal access to free public education, regardless of immigration status and regardless of the immigration status of the students’ parents or guardians.
- In California:
 - All children have the right to a free public education.
 - All children ages 6 to 18 years must be enrolled in school.
 - All students and team members have the right to attend safe, secure, and peaceful schools.
 - All students have a right to be in a public school learning environment free from discrimination, harassment, bullying, violence, and intimidation.
 - All students have equal opportunity to participate in any program or activity offered by the school, and cannot be discriminated against based on their race, nationality, gender, religion, or immigration status, among other characteristics.

KIPP SoCal shall inform students who are victims of hate crimes of their right to report such crimes.

KIPP SoCal will not tolerate behavior that infringes on the safety of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behavior includes direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation. Students who bully and/or harass are in violation of this policy and are subject to disciplinary action up to and including expulsion.

KIPP SoCal requires students and/or team members to immediately report incidents of bullying to the principal or designee. Team Members who witness such acts take immediate steps to intervene when safe to do so.

Each complaint of bullying shall be promptly investigated. This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during the lunch period, whether on or off campus, and during a school-sponsored activity.

Processing Complaints of Harassment and Bullying

KIPP SoCal has adopted a Student Code of Conduct to be followed by every student while on school grounds, or when traveling to and from school or a school-sponsored activity, and during lunch period, whether on or off-campus.

The Student Code of Conduct includes, but is not limited to:

- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion.
- Students are expected to immediately report incidents of bullying to the School Leader or designee.
- Students can rely on team members to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the School Leader or another school administrator. The school system prohibits retaliatory behavior against any complainant or any participant in the complaint process. The procedures for intervening in bullying behavior include, but are not limited, to the following:
 - All team members, students, and their parents will receive a summary of this policy prohibiting discrimination, harassment, intimidation, and bullying: at the beginning of the school year, as part of the student handbook and/or information packet, as part of new student orientation, and as part of the school system's notification to parents.
 - The school will make reasonable efforts to keep a report of bullying and the results of the investigation confidential.
 - Team members who witness acts of discrimination, harassment, intimidation, or bullying shall take immediate steps to intervene when safe to do so. People witnessing or experiencing these types of acts are strongly encouraged to report the incident; such reporting will not reflect on the target or witnesses in any way.

KIPP SoCal has adopted a process for receiving complaints and investigating complaints of discrimination, harassment, intimidation, and bullying based on any of the following actual or perceived characteristics: age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, nationality, race, religion, sex, sexual orientation, or association with a person or a group with one or more of these actual or perceived characteristics. The process includes the following steps:

- Once the complaint is received by the school's administrators, it must be immediately reviewed and investigated. The investigation should begin within 24-48 hours of the complaint being received.
- The student who makes the complaint's parent/guardian will be notified immediately (the day the complaint is made) if they did not make the complaint. The parent of the student being accused will be notified as well.
- The administrator must interview all parties involved, including the student making the complaint, the student(s) accused, and any witnesses (such as other students and/or team members).
- The administrator, along with the leadership team of the school, will evaluate the information obtained during the investigation.
- The required next steps will be determined to ensure the safety of all students involved and not involved as well as team members.
- The leadership team of the school will determine how to implement the required next steps.
- The parent/guardian of the student making the complaint and the parent/guardian of the student accused will be notified of the results of the investigation and what the next steps will be.

- If the student or parent/guardian making the complaint wants to appeal the decision, they may contact KIPP SoCal's Chief of Schools. The Chief of Schools will collaborate with the individual raising the complaint to resolve the identified issue. The Chief of Schools shall consider all the facts and find an appropriate resolution of the complaint.
 - If the complaint is not resolved, KIPP SoCal's Leadership Team will meet to decide who on the Leadership Team will be best suited to handle this particular issue and set of circumstances. This Leadership Team member will collaborate with the individual raising the complaint to resolve the identified issue. This Leadership Team member shall consider all the facts and find an appropriate resolution of the complaint.
 - If the individual raising the complaint is dissatisfied with KIPP SoCal's Leadership Team's decision, they may contact KIPP SoCal's Chief Executive Officer. The Chief Executive Officer will collaborate with the individual raising the complaint to resolve the identified issue. The Chief Executive Officer shall consider all the facts and find an appropriate resolution of the concern or complaint.
 - If the individual raising the concern or complaint is dissatisfied with the Chief Executive Director's decision, the individual may petition the KIPP SoCal's Board of Directors. **The Board's decision shall be final.**

- Students and parents/guardians' complaints of discrimination, harassment, intimidation, and bullying based on any of the actual or perceived characteristics listed above can be filed under KIPP SoCal's Uniform Complaint Procedures that can be found in all KIPP SoCal schools' Parent Handbook.
 - The Compliance Officer for Uniform Complaint Procedures and contact information:

Cesely Westmoreland
 Registered In-House Counsel
 KIPP SoCal Public Schools
 1933 S. Broadway
 Suite 1144
 Los Angeles, CA 90007
cwestmoreland@kippsocal.org
 213.489.4461

Training Students, Teachers, and Team Members on Anti-Bullying and Anti-Harassment Policy

To ensure that bullying does not occur on school campuses, KIPP SoCal will educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

KIPP SoCal trains teachers and team members to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training, at minimum, provides teachers and team members with the skills to do the following:

- Discuss the varying immigration experiences among members of the student body and school community;
- Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
- Identify the signs of bullying or harassing behavior;
- Take immediate corrective action when bullying is observed; and
- Report incidents to the appropriate authorities, including law enforcement in instances of criminal

behavior.

The focus is to provide team member development training in bullying prevention and cultivate acceptance and understanding in all students and team members to build each school's capacity to maintain a safe and healthy learning environment.

LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Questioning) youth are particularly vulnerable to bullying and discrimination so to be proactive and preventative, KIPP SoCal has partnered with the LA LGBT Center to become an OUT for Safe Schools region. Team members are provided with information on how to support LGBTQ+ youth, be an ally, and stop bullying when they see it. To learn more about OUT for Safe Schools™, review the section "Out for Safe Schools™".

KIPP SoCal teachers and team members discuss this policy with their students in age-appropriate ways and will assure them that they need not endure any form of bullying. They shall educate students about the negative impact of bullying other students based on their actual or perceived immigration status or their religious beliefs or customs.

KIPP SoCal trains teachers and team members, and personnel to ensure that they are aware of their legal duty to take reasonable steps to eliminate a hostile environment and respond to any incidents of harassment based on the actual or perceived characteristics noted above. Such training should, at a minimum, provide teachers and team members with the skills to do the following:

- Discuss the varying immigration experiences among members of the student body and school community;
- Discuss bullying-prevention strategies with students, and teach students to recognize the behavior and characteristics of bullying perpetrators and victims;
- Identify the signs of bullying or harassing behavior;
- Take immediate corrective action when bullying is observed; and
- Report incidents to the appropriate authorities, including law enforcement in instances of criminal behavior.

Student Support and Progress Team (SSPT)

Students are referred to the Student Support and Progress Team if a teacher, team of teachers or parent feels the need to develop an intervention plan for specifically identified needs related to a student's academics or behavior. The team will be comprised of the teacher(s), an administrator, other necessary support staff, the family of the child, and in some cases, the student. The purpose of the team will be to develop and implement an action plan that complements and enhances the child's current educational program while targeting the specific academic or behavioral need of the student.

Student/School Code of Conduct

Section 300 of Title 5 of the California Code of Regulations requires pupils to follow school regulations, obey all directions, be diligent in study and respectful to teachers and others in authority, and refrain from the use of profane and vulgar language. Every student, preschool through adult, has the right to be educated in a safe, respectful and welcoming environment. Every educator has the right to teach in an atmosphere free from disruption and obstacles that impede learning.

School Behavior Expectations

1. Be Safe
2. Be Responsible
3. Be Respectful

Positive Behavior System

- Teaching, rewarding and reinforcing of behavior expectations: Expectations will be taught, rewarded and reinforced throughout the school year, Teachers will be awarding their class puma points on a daily basis
- For Minor Incidents not meeting behavior expectations: Students will have a conversation with the teacher and have an opportunity to practice the appropriate behavior. Teacher will reach out to the family to keep them informed and work in partnership to support the student.
- For Major Behavior Incidents that violate California Education Code, students will be referred to school administration. A decision regarding disciplinary action will be made based on the specific incident. If appropriate, the child will be sent home with the referral form. Please review, sign, and send back this form the following day.
-

School Rewards/Awards

- Attendance Puma (Perfect Attendance Award)
- Positive Office Referrals
 - Students can earn PORs in two ways: 1) being on Super Scholar for 3 or more times in a week or 2) when an adult catches a student organically showing our values or going above and beyond
- Empower Awards
 - Teachers will be awarding their class puma points on a daily basis. One puma point is given for every day your class has at least 90% homework completion, at least 90% class attendance, at least 90% of students being on KEA scholar and/or Super Scholar on the behavior magnet chart, or a whole-class positive behavior acknowledgement during Specials.
- Value Awards
 - Once a month teachers will select students who represent the value of the month.

Student Sexual Harassment Policy

KIPP SoCal Public Schools (“KIPP SoCal”) is committed to maintaining a safe working and learning environment that is free from harassment and discrimination. KIPP SoCal prohibits sexual harassment of students at school or at school-sponsored or school-related activities. KIPP SoCal also prohibits retaliatory behavior or action against any person who reports, files a complaint or testifies about, or otherwise supports a complainant in alleging sexual harassment.

KIPP SoCal strongly encourages any student who feels that they are being or has been sexually harassed on

school grounds or at a school-sponsored or school-related activity by another student or an adult to immediately contact the School Leader, their teacher, or any other available school administrator or team member. Any team member who receives a report or observes an incident of sexual harassment shall notify the School Leader or KIPP SoCal's compliance officer so that appropriate action may be taken to resolve the complaint.

Complaints regarding sexual harassment shall be investigated immediately and resolved in accordance with law and KIPP SoCal's policies. School Leaders are responsible for notifying students and parents/guardians that complaints of sexual harassment can be filed under KIPP SoCal's Uniform Complaint Procedures and wherein the Parent Handbook the procedures can be found.

All members of the KIPP SoCal Leadership Team shall take appropriate actions to reinforce KIPP SoCal's sexual harassment policy.

Instruction/Information

KIPP SoCal shall ensure that all students receive age-appropriate information on sexual harassment. Such instruction and information shall include:

- What acts and behavior constitute sexual harassment, including the fact that sexual harassment could occur between people of the same sex and could involve sexual violence
- A clear message that students do not have to endure sexual harassment under any circumstance
- Encouragement to report observed incidents of sexual harassment even where the alleged victim of the harassment has not complained
- A clear message that student safety is KIPP SoCal's primary concern, and that any separate rule violation involving an alleged victim or any other person reporting a sexual harassment incident will be addressed separately and will not affect the manner in which the sexual harassment complaint will be received, investigated, or resolved
- Information about KIPP SoCal's procedure for investigating complaints and the person(s) to whom a report of sexual harassment should be made
- Information about the rights of students and parents/guardians to file a civil or criminal complaint, as applicable

Disciplinary Actions

KIPP SoCal considers sexual harassment to be a major offense that can result in disciplinary action to the offending team member or offending student.

Any KIPP SoCal offending team member will be subject to disciplinary action, including possible separation from KIPP SoCal.

Any student who engages in sexual harassment or sexual violence at school or at a school-sponsored or school-related activity is in violation of this policy and shall be subject to disciplinary action. Disciplinary action may include suspension and/or expulsion, provided that, in imposing such discipline, the entire circumstances of the incident(s) shall be taken into account.

Record-Keeping

KIPP SoCal shall maintain a record of all reported cases of sexual harassment to monitor, address, and prevent repetitive harassing behavior in KIPP SoCal schools.

Complaints

If you would like to file a complaint or would like additional information, please immediately contact:

Cesely Westmoreland
Registered In-House Counsel
KIPP SoCal Public Schools
1933 S. Broadway
Suite 1144
Los Angeles, CA 90007
cwestmoreland@kippsocal.org
213.489.4461

Students' Personal Property

Personal items of value (toys, phones, iPads, smart watches, jewelry, cameras, electronic games and computers, etc.) should not be brought to school since loss, theft, or damage is possible. Also, such items can be distracting to the educational process and may be confiscated by school personnel. KIPP SoCal Public Schools is not responsible for lost or stolen items.

E-Readers

Students may use electronic readers (Kindle, Fire, etc.) at school with permission granted from school leadership. KIPP SoCal Public Schools is not responsible for lost or stolen electronic reader devices.

Students with Disabilities and Special Education

Students with disabilities may be eligible to receive special education services. If eligible, all services and programs are implemented as prescribed in each student's Individualized Education Plans (IEP). All services, placement and eligibility decisions are made by the IEP team based on assessments and the individual needs of each student. If you have questions regarding special education or your student's eligibility, please contact the School Leader.

Students with Disabilities under Section 504

Section 504 prohibits discrimination and harassment of student with disabilities and requires students with disabilities receive a Free Appropriate Public Education (FAPE). Students with disabilities may qualify for a 504 Plan. If eligible, a 504 Plan is developed to assist those students with disabilities who do not qualify for special education services, but who may need accommodations that can be provided to them within the general education program. If you have questions regarding Section 504 or your student's eligibility, please contact the School Leader.

Student Work Permit Policy

The following is the California Department of Education's guidance regarding the process to issue a work permit:

1. The minor/student, after obtaining a promise of employment, shall obtain the "Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age" (CDE Form B1-1) from the school.
2. The minor must complete the "minor" section, request that the employer and parent complete their sections (making certain to obtain both required signatures), and then return the completed form to the appropriate school authority.
3. The school's authorized work permit issuer shall verify all information on the work permit to be issued. If all requirements are met, the authorized work permit issuer may issue the work permit.

(CDE Form B1-4)

4. The local school district or school has the discretion to impose additional requirements for the issuance of a work permit.

KIPP SoCal Public Schools will review the student's information provided on the form. The school administration team will review the student's current grades, school attendance record, and any other information deemed necessary to determine whether the student should be issued the work permit at all or issued only for limited work hours and activity. This is to ensure that obtaining a job does not interfere with the student's education.

Suspensions and Expulsions

Students will be subject to discipline for misconduct occurring a) on school grounds; b) while going to or coming from school; c) during the lunch period, whether on or off the school campus; or d) during, going to, or returning from a school-sponsored activity according to enumerated offenses listed in the California Education Code. Statutory grounds for suspension and expulsion are on file in the front office of the school.

Transportation

Cars

- Students who are dropped off by car must follow public safety rules regarding street parking or valet

Bikes/Skateboards

- Students may arrive to school on their skateboard or bike, as long as it is age appropriate and parents/guardians approved. Students must follow safety protocols and will lose privilege if they do not abide by safety protocols. Students must park their skateboard or bike in the approved location.

Public Transportation

- In LA County, all KIPP students will be provided with a Metro Fareless TAP Card to use on public bus and rail lines. In SD County, all KIPP students can enroll in the Youth Opportunity Pass Program, which allows them to ride transit for free. If a family qualifies for additional support with transportation under the McKinney-Vento act (homeless and foster youth), please contact your school's main office for more information on how to receive those supports (e.g. carpooling, bus cards, etc.).

Uniform Complaint Procedures Annual Notice

KIPP SoCal Public Schools ("Charter School") shall have the primary responsibility to ensure compliance with applicable state and federal laws and regulations. The Charter School is the local agency primarily responsible for compliance with applicable federal and state laws and regulations governing educational programs. Pursuant to this policy, persons responsible for conducting investigations shall be knowledgeable about the laws and programs which they are assigned to investigate. The Charter School shall investigate and seek to resolve, in accordance with the Charter's School's Uniform Complaint Procedures ("UCP"), complaints alleging failure to comply with applicable state and federal laws and regulations including, but not limited to, the following types of complaints:

1. Complaints of unlawful discrimination, harassment, including but not limited to sexual harassment, intimidation or bullying against any protected group, including actual or perceived discrimination, on the basis of the actual or perceived characteristics of age, ancestry, ethnicity, parental status, pregnancy status, color, mental or physical disability, gender, gender identity, gender expression, genetic information, immigration status, marital status, medical information, national origin, race, religion, sex, sexual orientation, or association with a person or group with one or more of these actual or perceived characteristics in any Charter School program or activity;
 - a. All school team members at all schools must take immediate steps or actions to intervene, when safe to do so, if they witness an act of discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying.

2. Complaints of noncompliance with state and federal laws and regulations governing the following programs and activities (subject to the UCP) including but not limited to:
 - a. Accommodations for Pregnant and Parenting Pupils
 - b. Adult Education
 - c. After School Education and Safety
 - d. Agricultural Career Technical Education
 - e. Career Technical and Technical Education and Career Technical and Technical Training Programs
 - f. Child Care and Development Programs
 - g. Compensatory Education
 - h. Consolidated Categorical Aid Programs
 - i. Course Periods without Educational Content
 - j. Discrimination, harassment, including but not limited to, sexual harassment, intimidation, or bullying against any protected group as identified under California Education Code (EC) section 200 and 220 and Section 11135 of the California Government Code, including any actual or perceived characteristic as set forth in Section 422.55 of the California Penal Code, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity conducted by an educational institution, as defined in EC Section 210.3, that is funded directly by, or that receives or benefits from, any state financial assistance.
 - k. Educational and graduation requirements for pupils in foster care, pupils who are homeless, pupils from military families and pupils formerly in Juvenile Court now enrolled in a school district.
 - l. Every Student Succeeds Act
 - m. Local Control and Accountability Plans ("LCAP")
 - n. Migrant Education
 - o. Physical Education Instructional Minutes
 - p. Pupil Fees
 - q. Reasonable Accommodations to a Lactating Pupil
 - r. Regional Occupational Centers and Programs
 - s. School Plans for Student Achievement
 - t. School Safety Plans
 - u. School Site Councils ("FLA" and "ELAC")
 - v. State Preschool
 - w. State Preschool Health and Safety Issues in Local Educational Agencies ("LEA") as Exempt from Licensing

And any other state or federal educational program the State Superintendent of Public Instruction (SSPI) or designee deems appropriate.

3. A complaint may also be filed alleging that a pupil enrolled in a public school was required to pay a pupil fee for participation in an educational activity as those terms are defined below.
 - a. "Educational activity" means an activity offered by a school, school district, charter school or county office of education that constitutes an integral fundamental part of elementary and secondary education, including, but not limited to, curricular and extracurricular activities.
 - b. "Pupil fee" means a fee, deposit or other charge imposed on pupils, or a pupil's parents or guardians, in violation of Section 49011 of the Education Code and Section 5 of Article IX of the California Constitution, which require educational activities to be provided free of charge to all pupils without regard to their families' ability or willingness to pay fees or request special waivers, as provided for in *Hartzell v. Connell* (1984) 35 Cal.3d 899. A pupil fee includes, but is not limited to, all of the following:
 - i. A fee charged to a pupil as a condition for registering for school or classes, or as a condition for participation in a class or an extracurricular activity, regardless of whether the class or activity is elective or compulsory, or is for credit.
 - ii. A security deposit, or other payment, that a pupil is required to make to obtain a lock, locker, book, class apparatus, musical instrument, uniform or other materials or equipment.
 - iii. A purchase that a pupil is required to make to obtain materials, supplies, equipment or uniforms associated with an educational activity.
 - c. A pupil fees complaint may be filed anonymously, that is, without an identifying signature, if the complaint provides evidence or information leading to evidence to support an allegation of noncompliance with laws relating to pupil fees.
 - d. A pupil fees complaint may be filed with the principal/school leader of a school or KIPP SoCal Public Schools Registered In-House Counsel or designee.
 - e. If the Charter School finds merit in a pupil fees complaint the Charter School shall provide a remedy to all affected pupils, parents, and guardians and, where applicable, will attempt in good faith by engaging in reasonable efforts to identify and fully reimburse all affected pupils, parents, and guardians who paid a pupil fee within one (1) year prior to the filing of the complaint.
 - f. Nothing in this section shall be interpreted to prohibit solicitation of voluntary donations of funds or property, voluntary participation in fundraising activities, or school districts, school, and other entities from providing pupils prizes or other recognition for voluntarily participating in fundraising activities.
4. Complaints of noncompliance with the requirements of Local Control and Accountability Plans ("LCAP")
 - a. A LCAP complaint may be filed anonymously, that is, without an identifying signature, if the complaint provides evidence or information leading to evidence to support an allegation of noncompliance with laws relating to pupil fees.
 - b. For LCAP complaints, the date of the alleged violation is the date when the reviewing authority approves the LCAP or annual update that was adopted by the Charter School.
5. Complaints of noncompliance with the requirements governing the Local Control Funding Formula or Sections 47606.5 and 47607.3 of the Education Code, as applicable.

6. Complaints of noncompliance with the requirements of Education Code Section 222 regarding the rights of lactating pupils on a school campus. If the Charter School finds merit in a complaint, or if the Superintendent finds merit in an appeal, the Charter School shall provide a remedy to the affected pupil.

The Charter School acknowledges and respects every individual's rights to privacy. Unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying complaints shall be investigated in a manner that protects [to the greatest extent reasonably possible the confidentiality of the parties and the integrity of the process. The Charter School cannot guarantee anonymity of the complainant. This includes keeping the identity of the complainant confidential. However, the Charter School will attempt to do so as appropriate. The Charter School may find it necessary to disclose information regarding the complaint/complainant to the extent necessary to carry out the investigation or proceedings, as determined by the Registered In-House Counsel or designee on a case-by-case basis.

The Charter School prohibits and protects against any form of retaliation against any complainant in the complaint process, including but not limited to a complainant's filing of a complaint or the reporting of instances of unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying. Such participation shall not in any way affect the status, grades or work assignments of the complainant.

Compliance Officer

The Board of Directors designates the following compliance officer(s) to receive and investigate complaints and to ensure the Charter School's compliance with law:

Cesely M. Westmoreland, Esq.
Registered In-House Counsel
KIPP SoCal Public Schools
1933 S. Broadway
Suite 1144
Los Angeles, CA 90007
(213) 489-4461
cwestmoreland@kippsocal.org

The Registered In-House Counsel or designee shall ensure that employees designated to investigate complaints are knowledgeable about the laws and programs for which they are responsible. Designated employees may have access to legal counsel as determined by the Registered In-House Counsel or designee.

Should a complaint be filed against the Registered In-House Counsel, the compliance officer for that case shall be the President of the Charter School Board of Directors.

Notifications

The Registered In-House Counsel or designee shall annually provide written notification of the Charter School's uniform complaint procedures to its students, employees, parents and/or guardians, advisory committees, private school officials and other interested parties.

The annual notice shall be in English, and when necessary, in the primary language, pursuant to section 48985 of the Education Code or mode of communication of the recipient of the notice.

The Registered In-House Counsel or designee shall make available copies of the Charter School's uniform complaint procedures free of charge.

The annual notice shall include the following:

1. A statement that the Charter School is primarily responsible for compliance with federal and state laws and regulations, including those related to unlawful discrimination, harassment, including but not limited to sexual harassment, intimidation or bullying against any protected group, and all programs and activities that are subject to the UCP:
 - a. Accommodations for Pregnant and Parenting Pupils
 - b. Adult Education
 - c. After School Education and Safety
 - d. Agricultural Career Technical Education
 - e. Career Technical and Technical Education and Career Technical and Technical Training Programs
 - f. Child Care and Development Programs
 - g. Compensatory Education
 - h. Consolidated Categorical Aid Programs
 - i. Course Periods without Educational Content
 - j. Discrimination, harassment, including but not limited to, sexual harassment, intimidation, or bullying against any protected group as identified under California Education Code (EC) section 200 and 220 and Section 11135 of the California Government Code, including any actual or perceived characteristic as set forth in Section 422.55 of the California Penal Code, or on the basis of a person's association with a person or group with one or more of these actual or perceived characteristics, in any program or activity conducted by an educational institution, as defined in EC Section 210.3, that is funded directly by, or that receives or benefits from, any state financial assistance.
 - k. Educational and graduation requirements for pupils in foster care, pupils who are homeless, pupils from military families and pupils formerly in Juvenile Court now enrolled in a school district.
 - l. Every Student Succeeds Act
 - m. Local Control and Accountability Plans ("LCAP")
 - n. Migrant Education
 - o. Physical Education Instructional Minutes
 - p. Pupil Fees
 - q. Reasonable Accommodations to a Lactating Pupil
 - r. Regional Occupational Centers and Programs
 - s. School Plans for Student Achievement
 - t. School Safety Plans
 - u. School Site Councils ("FLA" and "ELAC")
 - v. State Preschool
 - w. State Preschool Health and Safety Issues in Local Educational Agencies ("LEA") as Exempt from Licensing

And any other state or federal educational program the State Superintendent of Public

Instruction (SSPI) or designee deems appropriate;

2. A statement that a pupil fees or LCAP complaint may be filed anonymously if the complainant provides evidence or information leading to evidence to support the complaint;
3. A statement that a pupil enrolled in a public school shall not be required to pay a pupil fee for participation in an educational activity;
4. A statement that a UCP complaint shall be filed no later than one (1) year from the date the alleged violation occurred, except for complaints of unlawful discrimination, harassment including but not limited to sexual harassment, intimidation, or bullying, which must be filed within six (6) months of the date of the alleged violation;
5. A statement that the Charter School shall post a standardized notice with educational and graduation requirements for pupils in foster care, pupils who are homeless, pupils from military families and pupils formerly in Juvenile Court now enrolled in a school district (EC sections 48645.7, 48853, 48853.5, 49069.5, 51225.1, 51225.2). The notice shall include complaint process information, as applicable;
6. A statement identifying the title of the position whose occupant is responsible for processing complaints, and the identity(ies) of the person(s) currently occupying that position, if known.
7. A statement that the complainant has a right to appeal the Charter School's Investigation Report to the California Department of Education ("CDE") of complaints regarding programs within the scope of UCP;
8. A statement advising the complainant of the right to pursue any civil law remedies that may be available, including, but not limited to, injunctions, restraining orders, or other remedies or orders that may be available under state or federal discrimination, harassment, including but not limited to sexual harassment, intimidation or bullying laws, if applicable, and of appeal pursuant to Education Code § 262.3;
9. A statement that copies of the Charter School complaint procedures shall be available free of charge;
10. A statement that the Charter School complaint procedures is available on the Charter School's website.

Procedures

The following procedures shall be used to address all complaints which allege that the Charter School has violated federal or state laws or regulations governing educational programs. Compliance officers shall maintain a record of each complaint and subsequent related actions.

All parties involved in allegations shall be notified when a complaint is filed, when a complaint meeting or hearing is scheduled, and when the Investigation Report has been completed.

Step 1: Filing of Complaint

Any individual, public agency, or organization may file a written complaint of alleged noncompliance by the Charter School.

A complaint alleging unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying shall be initiated no later than six (6) months from the date when the alleged unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying occurred, or six (6) months from the date when the complainant first obtained knowledge of the

facts of the alleged unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying. A complaint may be filed by a person who alleges that they personally suffered unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying or by a person who believes that an individual or any specific class of individuals has been subjected to unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying.

Pupil fee complaints shall be filed not later than one (1) year from the date the alleged violation occurred.

The complaint shall be presented to the compliance officer who shall maintain a log of complaints received, providing each with a code number and date stamp.

If a complainant is unable to put a complaint in writing due to conditions such as a disability or illiteracy, the Charter School staff shall assist them in the filing of the complaint.

The signature on a complaint may be handwritten, typed (including in an email) or electronically-generated.

A complaint filed on behalf of an individual may only be filed by that student or that student's duly authorized representative.

Step 2: Mediation

Within three (3) days of receiving the complaint, the compliance officer may informally discuss with the complainant the possibility of using mediation. If the complainant agrees to mediation, the compliance officer shall make arrangements for this process.

Before initiating the mediation of an unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying complaint, the compliance officer shall ensure that all parties agree to make the mediator a party to related confidential information.

If the mediation process does not resolve the problem within the parameters of law, the compliance officer shall proceed with their investigation of the complaint.

The use of mediation shall not extend the Charter School's timelines for investigating and resolving the complaint unless the complainant agrees in writing to such an extension of time.

Step 3: Investigation of Complaint

The compliance officer is encouraged to hold an investigative meeting within five (5) days of receiving the complaint or an unsuccessful attempt to mediate the complaint. This meeting shall provide an opportunity for the complainant and/or their representative to repeat the complaint orally.

The complainant and/or their representative shall have an opportunity to present the complaint and evidence or information leading to evidence to support the allegations in the complaint.

A complainant's refusal to provide the Charter School's investigator with documents or other evidence related to the allegations in the complaint, or their failure or refusal to cooperate in the investigation or their

engagement in any other obstruction of the investigation, may result in the dismissal of the complaint because of a lack of evidence to support the allegation.

The Charter School's refusal to provide the investigator with access to records and/or other information related to the allegation in the complaint, or to its failure or refusal to cooperate in the investigation or its engagement in any other obstruction of the investigation, may result in a finding, based on evidence collected, that a violation has occurred and may result in the imposition of a remedy in favor of the complainant.

Step 4: Response

Unless extended by written agreement with the complainant, the compliance officer shall prepare and send to the complainant a copy of the Investigation Report, as described in Step #5 below, within sixty (60) days of the Charter School's receipt of the complaint, unless the complainant agrees in writing to an extension of time.

Step 5: Final Written Investigation Report

The Charter School's Investigation Report shall be in writing and sent to the complainant. The Charter School's Investigation Report shall be written in English and in the language of the complainant whenever feasible or as required by law.

The Investigation Report shall include:

1. The findings of fact based on evidence gathered;
2. A conclusion that provides a clear determination for each allegation as to whether the Charter School is in compliance with the relevant law, final disposition of the complaint, and rationale for such disposition.
3. Corrective actions if the Charter School finds merit in a complaint:
 - a. Pertaining to complaints of Pupil Fees, LCAP, Physical Education Instructional Minutes, or Course Periods without Educational Content, the remedy shall go to all affected pupils, parents, and guardians;
 - b. For all other complaints within the scope of the Uniform Complaint Procedures, the remedy shall go to the affected pupil;
 - c. With respect to a pupil fees complaint, corrective actions shall include a remedy where in good faith, by engaging in reasonable efforts, an attempt to identify and fully reimburse all pupils, parents, and guardians who paid a pupil fee within one (1) year prior to filing of the complaint;
4. Notice of the complainant's right to appeal the Charter School's Investigation Report for a UCP complaint to the CDE.
5. The procedures to be followed for initiating an appeal to the CDE.
6. For unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying complaints arising under state law, notice that the complainant must wait until sixty (60) days have elapsed from the filing of an appeal with the CDE before pursuing civil law remedies.
7. For unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying complaints arising under federal law such complaint may be made at any time to the U.S. Department of Education, Office for Civil Rights.

If an employee is disciplined as a result of the complaint, the Investigation Report shall simply state that effective action was taken and that the employee was informed of the Charter School's expectations. The report shall not give any further information as to the nature of the disciplinary action.

Appeals to the California Department of Education

If dissatisfied with the Charter School's Investigation Report for a UCP complaint, the complainant may appeal in writing to the CDE within thirty (30) days of the Charter School's Investigation Report. When appealing to the CDE, the complainant must specify the basis for the appeal of the Investigation Report and whether the facts are incorrect and/or the law has been misapplied. The appeal shall be accompanied by a copy of the locally filed complaint and a copy of the Charter School's Investigation Report.

In order to request an appeal, the complainant must specify and explain the basis for the appeal, including at least one of the following:

1. The Charter School failed to follow its complaint procedures, and/or
2. The Charter School Investigation Report lacks material findings of fact necessary to reach a conclusion of law, and/or
3. The material findings of fact in the Charter School Investigation Report are not supported by substantial evidence, and/or
4. The legal conclusion in the Charter School Investigation Report is inconsistent with the law, and/or
5. In a case in which the Charter School found noncompliance, the corrective actions fail to provide a proper remedy.

The appeal shall be sent with: (1) copy of the locally filed complaint; and (2) a copy of the Charter School Investigation Report.

The appeal should be sent to:

California Department of Education
1430 N Street
Sacramento, CA 95814
<http://www.cde.ca.gov/re/cp/uc>

Within ten (10) days of being notified that the complainant has appealed the Charter School's Investigation Report, the Registered In-House Counsel or designee shall forward the following documents to the CDE:

1. A copy of the original complaint
2. A copy of the Investigation Report
3. A copy of the investigation file, including but not limited to all notes, interviews, and documents submitted by all parties and gathered by the investigator.
4. A report of any action taken to resolve the complaint.
5. A copy of the Charter School's complaint procedures.
6. Other relevant information requested by the CDE.

The CDE may directly intervene in the complaint without waiting for action by the Charter School when one of the conditions listed in Title 5, California Code of Regulations, Section 4650 exists, including cases in

which the Charter School has not taken action within sixty (60) days of the date the complaint was filed with the Charter School.

If the CDE finds merit in an appeal, it must issue corrective actions as appropriate and including a remedy to the affected pupil, or in the case of complaints involving pupil fees, courses of study, instructional minutes for physical education and local control and accountability plans, a remedy to all affected pupils, parents and guardians.

The CDE must issue an appeal decision within sixty (60) days, unless extended by written agreement with the Appellant, or the CDE documents exceptional circumstances and informs the Appellant, or the CDE receives notice that the matter has been resolved at the local level, or the CDE receives notice that the matter has been judicially decided.

Reconsideration of an Appeal

Within thirty (30) days of the date of the CDE's appeal decision, either party may request reconsideration.

On reconsideration, the CDE will not consider new information unless it was unknown during the appeal and could not have become known with due diligence.

The CDE must act on the reconsideration request within sixty (60) days. During the reconsideration period, the CDE appeal decision remains in effect and enforceable, unless stayed by a court.

Direct State Intervention

The CDE may at its discretion directly intervene without waiting for the Charter School's investigation in certain enumerated situations.

When CDE declines direct intervention in an anonymous complaint, the CDE will not forward the complaint to the Charter School without the complainant's permission.

When the CDE directly intervenes, the CDE must issue a Department Investigation Report within sixty (60) days, unless the parties have agreed to extend the timeline or the CDE documents exceptional circumstances and informs the complainant, or the matter has been resolved at the local level or judicially decided.

Reconsideration of a Direct Intervention

Within thirty (30) days of the date of the CDE's Investigation Report, either party may request reconsideration.

On reconsideration, the CDE will not consider new information unless it was unknown during the investigation and could not have become known with due diligence.

The CDE must act on the reconsideration request within sixty (60) days. During the reconsideration period, the CDE Investigation Report remains in effect and enforceable, unless stayed by a court.

Civil Law Remedies

Pursuant to California Education Code §262.3, a complainant may pursue available civil law remedies outside of the Charter School's complaint procedures under California or federal discrimination, harassment, including but not limited to, sexual harassment, intimidation and/or bullying laws. Civil law remedies that may be imposed by a court include, but are not limited to, injunctions, restraining orders, or other remedies or orders. Complainants may seek assistance from mediation centers or public/private interest attorneys. For unlawful discrimination, harassment, including but not limited to, sexual harassment, intimidation or bullying complaints arising under state law, however, a complainant must wait until sixty (60) days have elapsed from the filing of an appeal with the CDE before pursuing civil law remedies. The moratorium does not apply to injunctive relief and is applicable only if the Charter School has appropriately, and in a timely manner, apprised the complainant of their right to file a complaint in accordance with 5 CCR 4622.



UNIFORM COMPLAINT PROCEDURE FORM

Last Name: _____ First Name/MI: _____

Student Name (if applicable): _____ Grade: _____ Date of Birth: _____

Street Address/Apt. #: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Cell Phone: _____ Work Phone: _____

School/Office of Alleged Violation: _____

For allegation(s) of noncompliance, please check the program or activity referred to in your complaint, if applicable:

- | | | |
|--|--|---|
| <input type="checkbox"/> Accommodations for Pregnant and Parenting Pupils | <input type="checkbox"/> Every Student Succeeds Act | <input type="checkbox"/> Reasonable Accommodations to a Lactating Pupil |
| <input type="checkbox"/> After School Education and Safety | <input type="checkbox"/> Local Control and Accountability Plans (LCAP) | <input type="checkbox"/> School Plans for Student Achievement |
| <input type="checkbox"/> Compensatory Education | <input type="checkbox"/> Local Control Funding Formula | <input type="checkbox"/> School Safety Plans |
| <input type="checkbox"/> Consolidated Categorical Aid Programs | <input type="checkbox"/> Physical Education Instructional Minutes | <input type="checkbox"/> Schoolsite Councils |
| <input type="checkbox"/> Educational and graduation requirements for pupils in foster care, pupils who are homeless, pupils from military families and pupils formerly in Juvenile Court now enrolled in a school district | <input type="checkbox"/> Pupil Fees | |

3. Please provide copies of any written documents that may be relevant or supportive of your complaint.

I have attached supporting documents. Yes No

Signature: _____ Date: _____

Mail complaint and any relevant documents to:

Cesely M. Westmoreland, Esq.
Registered In-House Counsel
KIPP SoCal Public Schools
1933 S Broadway
Suite 1144
Los Angeles, CA 90007
(213) 489-4461
cwestmoreland@kippsocal.org

Visitors to School Campuses

While KIPP SoCal Public Schools encourages parents/guardians and interested members of the community to visit KIPP SoCal Public Schools and view the educational program, KIPP SoCal Public Schools also endeavors to create a safe environment for students and staff.

To ensure the safety of students and staff as well as to minimize interruption of the instructional program, KIPP SoCal Public Schools has established the following procedures, pursuant to California Penal Code Section 627, et seq., to facilitate visits during regular school days:

1. Visits during school hours should first be arranged with the teacher and Principal or designee, at least three days in advance. If a conference is desired, an appointment should be set with the teacher during non-instructional time, at least three days in advance. Parents seeking to visit a classroom during school hours must first obtain the written approval of the classroom teacher and the Principal or designee.
2. All visitors shall register with the front office immediately upon entering any school building or grounds during regular school hours. When registering, the visitor is required to provide their name, address, occupation, age (if under 21), their purpose for entering school grounds, and proof of identity. For purposes of school safety and security, visitors will wear a "visitor's pass" while on school premises. All visitors will check out through the front office when leaving campus.
3. The School Leader, or designee, may refuse to register an outsider if they have a reasonable basis for concluding that the visitor's presence or acts would disrupt KIPP SoCal Public Schools, its students, its teachers, or its other employees; would result in damage to property; or would result in the distribution or use of unlawful or controlled substances.
4. The School Leader or designee may withdraw consent to be on campus even if the visitor has a right to be on campus whenever there is reasonable basis for concluding that the visitor's presence on school grounds would interfere or is interfering with the peaceful conduct of the activities of the school, or would disrupt or

is disrupting the school, its students, its teachers, or its other employees.

5. The School Leader or designee may request that a visitor who has failed to register, or whose registration privileges have been denied or revoked, promptly leave school grounds. When a visitor is directed to leave, the School Leader or designee shall inform the visitor that if they re-enters the school without following the posted requirements they will be guilty of a misdemeanor.

6. Any visitor who is denied registration or has their registration revoked may request a hearing before the School Leader or designee on the propriety of the denial or revocation.

The request shall be in writing, shall state why the denial or revocation was improper, shall give the address to which notice of hearing is to be sent, and shall be delivered to either the School Leader or designee or the Executive Director within five days after the denial or revocation.

The School Leader or designee or Board President shall promptly mail a written notice of the date, time, and place of the hearing to the person who requested the hearing. A hearing before the Principal or designee shall be held within seven days after the Principal or designee receives the request. The Principal or designee shall seek the assistance of the police in dealing with or reporting any visitor in violation of this policy.

7. No electronic listening or recording device may be used by students or visitors in a classroom without prior written approval by the teacher and the School Leader or designee.

Penalties

1. Pursuant to the California Penal Code, if a visitor does not leave after being asked or if the visitor returns without following the posted requirements after being directed to leave, they will be guilty of a crime as specified which is punishable by a fine of up to \$500.00 or imprisonment in the County jail for a period of up to six (6) months or both.






2. Further conduct of this nature by the visitor may lead to KIPP SoCal Public Schools's pursuit of a restraining order against such visitor which would prohibit them from coming onto school grounds or attending Charter School activities for any purpose for a period of three (3) years.


Volunteer Policy


At KIPP Empower Academy we strive to create a warm and welcoming school environment for parents. We view our work as a partnership among school leaders, teachers, students, parents, and the community. Because of this, we encourage parents to get involved in our schools, through volunteering and other opportunities. While we encourage parents to volunteer, it is not a requirement of enrollment. You will receive information throughout the year about volunteer opportunities.



You can view the KIPP SoCal Public Schools Board-approved Volunteer Policy at <https://tinyurl.com/kippscvolunteer>



Staff Directory

Department - Leadership Team			
	Name	Email	Work Phone
	Chinedu Udeh School Leader	cudeh@kippsocal.org	323-516-2065
	Mia Walker School Leader Fellow	miwalker@kippsocal.org	323-246-3978
	Larita Smith Regional Case Manager/Sped Manager	larismith@kippsocal.org	323-821-2019
	Erica Sanchez Dean	esanchez@kippsocal.org	323- 243-6119
	Tania Sanchez Business Operations Manager	tsanchez@kippsocal.org	323-559-2869






	Tiffany Harris Dean	tiharris@kippsocal.org	N/A
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Department - On Site Security			
	Name	Email	Work Phone
	Officer Dwayne Onsite Security Guard	dwaynejones88@icloud.com	N/A


3Department - Kinder			
	Name	Email	Work Phone
	Elena Enriquez Class: UW Lead Teacher Pre-K & Kindergarten	eenriquez@kippsocal.org	(626)-656-5498
	Neela Parasnis Class: UC Berkeley Teacher Manager Lead teacher Pre-K & Kindergarten	nparasnis@kippsocal.org	323-558-3851



	Gloria Maciel Class: UC Berkeley Teacher Resident Pre-K	gmaciel-resident23@kipp socal.org	N/A
	Valeria Cornelio Class: UC Merced Lead Teacher Kindergarten	vcornelio@kippsocal.org	424-261-3844
	Natalie Tellez Class: LMU Lead Teacher Kindergarten	ntellez@kippsocal.org	N/A
	Micah Malabag Class: CSUMB Lead Teacher Kindergarten	mmalabag@kippsocal.or g	(424)652-6825




Department - 1st Grade			
	Name	Email	Work Phone


	<p>Silvia Ibarra Class: LB State Lead Teacher</p>	<p>sibarra@kippsocal.org</p>	<p>N/A</p>
	<p>Aaquila Wright Class: LB State Lead Teacher- Maternity Leave Coverage</p>	<p>awright-sub23@kippsocal.org</p>	<p>N/A</p>
	<p>Jessie De Luna Class: UCI Lead Teacher</p>	<p>jdeluna@kippsocal.org</p>	<p>N/A</p>
	<p>Aileen Ramos Class: MIT Lead Teacher</p>	<p>aramos-sub22@kippsocal.org</p>	<p>N/A</p>
	<p>Brenda Juarez Class: CSULA Lead Teacher</p>	<p>bjuarez@kippsocal.org</p>	<p>323-516-2124</p>

Department - 2nd Grade			
	Name	Email	Work Phone
	Franssuas Erazo Class: UC Davis Lead Teacher	ferazo@kippsocal.org	323-505-2879
	Melina Madrigal Class: UCSD Lead Teacher	memadrigal-resident21@kippsocal.org	N/A
	Bre Ale Waddell Class: Dillard University Lead Teacher	brwaddell@kippsocal.org	N/A
	Carolyn Mendez Class: Occidental Lead Teacher	cmendez@kippsocal.org	626-822-9926

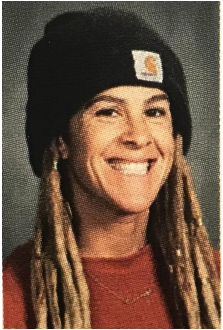
	<p>Eman Khaleq Class: Lead Teacher Maternity Leave Coverage</p>	<p>ekhaleq@kippsocal.org</p>	<p>N/A</p>
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Department - 3rd Grade			
	Name	Email	Work Phone
	<p>Thomas Marren Class: UCLA Lead Teacher, Math</p>	<p>tmarren@kippsocal.org</p>	<p>323-374-3391</p>
	<p>Chelsy Gentry Class: UCLA Teacher Resident</p>	<p>cgentry-resident23@kippsocal.org</p>	<p>N/A</p>
	<p>Ms. Breiaon King Class: Huston-Tillotson University Lead Teacher, Math</p>	<p>bking@kippsocal.org</p>	<p>N/A</p>

	Dominique Peterson Class: Columbia Lead Teacher, Reading	dpeterson@kippsocal.org	323-513-6848
	Cristine Fernandez Class: UCSB Lead Teacher, Reading	cfernandez@kippsocal.org	N/A
	Stephanie Castillo Teacher Resident	scastillo-resident23@kippsocal.org	N/A

Department - 4th Grade			
	Name	Email	Work Phone
	Shaka Ford Class: NIU Lead Teacher, Math	sford@kippsocal.org	323-313-9628

	<p>Jarvis Douglas Class: San Francisco State University Lead Teacher, Math</p>	jdouglas@kippsocal.org	N/A
	<p>Vanessa Tomas Class: USC Lead Teacher, Math</p>	rmendez@kippsocal.org	323-819-1904
	<p>Vanessa Harvey Class: Rockhurst Lead Teacher, Reading</p>	vharvey@kippsocal.org	N/A

Department - Enrichment			
	Name	Email	Work Phone
	<p>Alizah Silver Class: Yoga Lead Teacher Maternity Leave</p>	asilver@kippsocal.org	N/A


	Omar Flores Class: PE	oflores@kippsocal.org	N/A
	Roberto Sanchez Class: Music	rsanchez@kippsocal.org	562-556-1856
	Victoria Lis Class: YOGA	vlis@kippsocal.org	N/A
	Nancy Rivera Class: Science	nrivera89@gmail.com	N/A




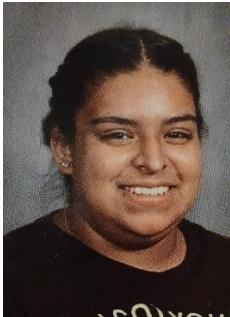
Department - Student Services Support Team			
	Name	Email	Work Phone



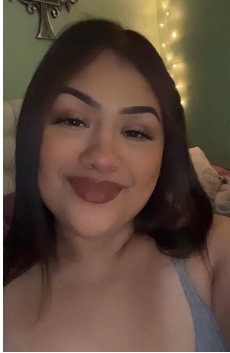


	<p>Carlos Ortega Lead Teacher Class: RSP</p>	<p>cortega@kippsocal.org</p>	<p>323-219-7645</p>
	<p>Leslie Argueta Lead Teacher Class: RSP</p>	<p>largueta@kippsocal.org</p>	<p>N/A</p>
	<p>Jesse Sanders Behavior Interventionist</p>	<p>jsanders@kippsocal.org</p>	<p>(424) 354-7211</p>
	<p>Michael Stokes Behavior Interventionist</p>	<p>mistokes@kippsocal.org</p>	<p>323-395-3859</p>

	<p>Infinite Andrews Behavior Interventionist</p>	<p>iandrews@kippsocal.org</p>	<p>N/A</p>
	<p>Shanay Lucious 1st Floor Counselor</p>	<p>slucious@kippsocal.org</p>	<p>213-776-8927</p>
	<p>Jasmine Baltazar 2nd Floor Counselor</p>	<p>jbaltazar@kippsocal.org</p>	<p>323-313-8016</p>
	<p>Alvaro Mendoza Community Engagement Coordinator</p>	<p>alvmendoza@kippsocal. org</p>	<p>213-663-5787</p>



Department - Substitutes			
	Name	Email	Work Phone
	Antoine Blane Class: Behavioral Interventionist Inhouse Sub	ablane-temp22@kippsocial.org	N/A
	Jessica Hudall Class: Behavioral Interventionist Inhouse Sub	jhudnall-sub23@kippsocial.org	
	Emma Geniza-Baugh Class: Yoga Maternity Leave Coverage	egeniza@kippsocial.org	323-513-6848
	Monica Johnson Inhouse Sub	mjohnson-sub22@kippsocial.org	

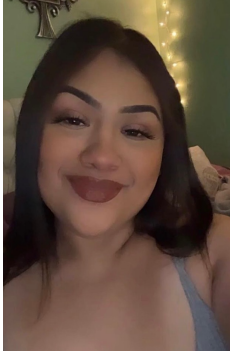



Department - Instructional Support			
	Name	Email	Work Phone
	Claudeth Gonzalez Rodriguez Instructional Assistant	clarodriguez@kippsocal.org	NA
	Diana Galindo Class: Instructional Assistant	dgalindo@kippsocal.org	N/A
	Betsy Sanchez Class: Instructional Assistant	besanchez@kippsocal.org	323.313.9523
	Momoco Holder Class: Instructional Assistant	N/A	N/A
	Zamarin Cole Class: Pre-K IA		





Department - Operations			
	Name	Email	Work Phone
	Ana Alvarez Registrar	anaalvarez@kippsocal.org	323 775-2745
	Valeria Gonzalez Operations Coordinator	valgonzalez@kippsocal.org	323 659-0364
	Nancy Almaraz Receptionist	nalmaraz@kippsocal.org	213 358-5291
	Nissa Hernandez Ops Aide	nhernandez@kippsocal.org	N/A

	<p>Belkis Enamorado Ops Aide</p>	<p>benamorado@kippsocal.org</p>	<p>N/A</p>
	<p>Norma Monterrubio Ops Aide</p>	<p>Nmonterrubio@kippsocal.org</p>	<p>N/A</p>
	<p>Destiny Jacobo Ops Aide</p>	<p>djacobob@kippsocal.org</p>	<p>N/A</p>
	<p>Faith Smith Ops Aide</p>	<p>fsmith@kippsocal.org</p>	<p>N/A</p>
	<p>Ofelia Ramos Ops Aide</p>	<p>oframos@kippsocal.org</p>	<p>N/A</p>

	Fatima Figueroa Ops Aide	fafigueroa@kippsocal.org	N/A
	Andrea Garcia Ops Aide	angarcia@kippsocal.org	N/A

Department - Expanded Learning			
	Name	Email	Work Phone
	Melody Moore ELOP Manager	mmoore@kippsocal.org	323-558-3537
	Ishonua Ross ELOP Assistant	iross@kippsocal.org	N/A

	<p>Destiny Jacobo Expanded Learning Instructor</p>	<p>djacobo@kippsocal.org</p>	<p>213-434-4650</p>
	<p>Alexia Sanchez Expanded Learning Instructor</p>	<p>asanchez@kippsocal.org</p>	<p>N/A</p>
	<p>Alexis Alfaro Expanded Learning Instructor</p>	<p>alalfaro@kippsocal.org</p>	<p>N/A</p>
	<p>Sharlett Wright Expanded Learning Instructor</p>	<p>shwright@kippsocal.org</p>	<p>N/A</p>

	Douglas Orellano Expanded Learning Instructor	dorellana@kippsocal.org	N/A
	Virginia Bonilla (Mx. B) Expanded Learning Instructor	vbonilla@kippsocal.org	N/A
	Faith Smith Expanded Learning Instructor	fsmith@kippsocal.org	N/A
	Amalia Macias Expanded Learning Instructor	av44795@stu.kippsocal.org	N/A
	Diana Citalan Expanded Learning Instructor		
	Edder Garcia Expanded Learning Instructor		
	Sanna Ellis Expanded Learning Instructor		

	Taujah Patterson Expanded Learning Instructor		
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