



Kindergarten to 8th Grade Family Handbook 2025-2026

The King's Academy Lutheran School provides academic excellence through Jesus' love and saving grace while cultivating Christ-like character in a Christ-centered environment.

*"Make a joyful noise to the Lord, all the earth;
break forth into joyous song and sing praises!" (Psalm 98:4)*

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Welcome

The King's Academy is the school ministry of Christ the King Lutheran Church. It is one of over 2,100 Lutheran Schools of the Lutheran Church Missouri Synod, which serve the educational needs of over 230,000 students in a loving, Christ-centered environment. Lutheran Schools have been providing excellence in education and true biblical teachings for more than 160 years.

The King's Academy is a faith-filled learning environment. Children are taught by certified Christian teachers. Our school is accredited through National Lutheran Schools Accreditation (NLSA) and Missouri Non-Public Schools Accredited Association (MNPAA). We pray for all of the families who become part of our school community. Please let us know how we can help you and your family with educational or spiritual needs. We have wonderful teachers and pastors who are eager to know your entire family as brothers and sisters in Christ.

Statement of Belief

The King's Academy, as part of Christ the King Lutheran Church ministry, is part of The Lutheran Church-Missouri Synod (LCMS). The LCMS is a mission-oriented and Bible-based denomination that confesses the historic orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on "the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone" (Eph. 2:20).

We believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, we accept without reservation the writings contained in the *Book of Concord: The Confessions of the Evangelical Lutheran Church*.

Believing in the authority of Holy Scripture and that the Lutheran Confessions are a correct interpretation and presentation of biblical doctrine, LCMS congregations agree to conform all their teaching and practice to the Scriptures and the Confessions.

What We Teach

The King's Academy, as part of Christ the King Lutheran Church ministry, and The Lutheran Church-Missouri Synod (LCMS) teaches the following:

- God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.
- The term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25), that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor.

6:18; 7:2-5; Heb. 13:4), and that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

- God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9 -11).
- Every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Christ the King Lutheran Church.
- All human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).

Mission Statement

The King's Academy Lutheran School provides academic excellence through Jesus' love and saving grace while cultivating Christ-like character in a Christ-centered environment.

Vision Statement (GRACE) and Core Values

Gospel Driven

Respectful and Responsible

Academic Excellence

Christ Centered

Encouraging Servanthood

Gospel Driven: Bound by the inerrant word of God, the staff and students of The King's Academy Lutheran School will know, understand, articulate and live their faith by viewing all of life through the lens of Christ's work.

"Those who know your name will trust in you, for you, Lord, have never forsaken those who seek you." Psalm 9:10

Respectful and Responsible: The staff and students will live their life accountable to Christ and each other.

"But the Fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law." Galatians 5: 22-23

Academic Excellence: The King's Academy Lutheran School is committed to teaching a biblical, accredited curriculum, providing an innovative educational program that prepares our students for success in life.

"But just as you excel in everything in faith, in speech, in knowledge, in complete earnestness and in your love for us see that you also excel in this grace of giving." 2 Corinthians 8:7

Christ Centered: The King's Academy Lutheran School fosters positive partnerships between school and home for the development of the student within a safe, Christ-centered learning environment.

"Train a child in the way he should go, and when he is old he will not turn from it." Proverbs 22:6

Encouraging Servanthood: The King's Academy Lutheran School is committed to creating an environment of generosity and compassion that is reflective of Jesus Christ, and responsive to the needs of others.

"...Go into all the world and preach the good news to all creations." Mark 16:15

School Faculty and Staff Contact Information

As everyone at The King's Academy is very busy throughout the school day working directly with students, therefore, for non-emergency matters, email is the best way to communicate with us throughout the school day. However, we welcome your friendly voice on the phone as well. Feel free to contact the school during school hours at 573-693-9245. If there is no answer, we are likely helping another parent. Please leave a message and your call will be returned.

Anne Stuhlman, School Administrator astuhlman@kingsacademylo.com

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Church Contact Information

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Karen Bernsen, Operations Manager kbernsen@ctklo.org

Laura Nagle, Church Secretary CTK@CTKlo.org

Christ the King Lutheran Church

All are welcome at Christ the King. Please contact Pastor Ron Lehenbauer for information on new member classes. Chapel Services are each Wednesday at 9:00 during the school year. Sunday services are at 8:00 and 10:30 year-round. A variety of interesting Bible Studies take place between Sunday services and throughout the week.

Non-Discrimination Statement

The King's Academy Lutheran School welcomes all children regardless of sex, race, national or ethnic origin, or religious background. Note: Parents of children with special needs must be aware that The King's Academy does not have a special education program, staff, or behavioral specialists, and may not be able to meet the needs of every child. Special concerns should be discussed with the Administrator prior to enrollment.

Accreditation

The King's Academy is accredited through the National Lutheran School Association (NLSA) and the Missouri Nonpublic School Accreditation (MNPSS).

K-8 Admission Requirements

New students entering Kindergarten through 8th grade are required to complete an admission evaluation. The evaluation allows determination of the student's readiness. Immunization records, birth certificate, a non-refundable enrollment fee, and completed application forms are all needed prior to the first day. A physical examination is required along with a physician signature on our medical form. A copy of the most recent report card and standardized or progress related test scores is also required and may be requested from the sending school.

Parents will be required to have a conference with the child's teacher as well as with the administration before the child is enrolled for the first time. Admission of the child may depend upon these conferences. Written evidence of child custody may be required.

Recommendations from previous schools for grade placement will be accepted unless proof is given to indicate otherwise. If necessary, further testing will be done at the discretion of the faculty. Students entering Kindergarten may be given a screening examination per the request of parent or teacher. The King's Academy reserves the right to determine final grade placement for any applicant.

The King's Academy Lutheran School does not guarantee admission to all applicants. Class sizes are limited to 16 students. It is the mission of The King's Academy Lutheran School to provide a Christ-centered quality education to all its students. The King's Academy Lutheran School does not offer special education or behavioral intervention services. The school recognizes that there

may be applicants for admission whose background and circumstances are such that the applicants would require extraordinary attention and/or resources and their admission would therefore disproportionately reduce the attention and resources available to other students.

Probationary Period

All new students to The King's Academy Lutheran School will be admitted under a nine week probationary period (one quarter). During this time the student's academic and behavioral progress will be monitored to be sure that The King's Academy can meet their academic and behavioral needs. Should an extended probationary period be needed, a meeting with the parents, teacher(s), and administrator will be held to discuss concerns and possible solutions.

Upon completion of this nine week period, if the student has met the academic standards of The King's Academy as outlined below, the student's probationary status will be removed.

All students are required to:

1. Exhibit good attendance with no excessive tardies or absences.
2. Show cooperation to his/her teachers with respect to daily assignments.
3. Demonstrate effort daily in class and on daily assignments.
4. Faithfully complete assignments and turn them in on time.

If at any time during the nine week period the student does not meet the above mentioned academic standards of The King's Academy, the teacher will advise the administrator who will consult with the parents to discuss educational alternatives for that student. If at that time the parents are not in agreement with those suggestions, they will then have the opportunity to meet with a committee of The King's Academy School Board to discuss the further enrollment of their child at The King's Academy.

Transfer Probation

All students who transfer to The King's Academy Lutheran School are placed on the following transfer probation to help become part of The King's Academy family and to focus their energies on the academic requirements.

No transfer student may enter without the student and parent/guardian signing a copy of these probationary requirements indicating an acknowledgment of their restrictions. Students with special concerns may have additional requirements added. The probation will last for nine weeks. There may be a conference with parents, teacher(s), and Administrator:

1. The student may not start attending until health records and academic records have been received from the previously attended school.
2. The student must maintain passing grades in all of his or her classes.
3. The student may not have excessive tardies or absences.

4. A Disciplinary Report received by a student will constitute a mandatory meeting with the administrator and parent. Students expelled from another school or have a history of poor behavior are not eligible for enrollment at The King's Academy.
5. If problems are evident during the probationary period, a meeting will be held with the administrator, teacher, and parent to determine continued attendance.
6. Restrictions may be added or modified if the reasons for admission warrants such action.

Transferring to Another School

Parents should notify the school office if they move or plan to transfer their children to another school. The student's permanent records will be sent upon parental request. The procedure for transferring records is initiated by the new school through a Record Release form. All tuition balances and fees owed to The King's Academy must be paid prior to leaving.

Termination-Withdraw from School

Reasons for termination of enrollment include but are not limited to:

- Not meeting financial obligations.
- Non-compliance with school rules and expectations as set by the school staff and administrator.
- The King's Academy is not capable of meeting the child's academic or social/emotional needs as determined by the teacher and administrator.
- Family/Parent behaviors or actions that are perceived to cause great disruption or disparagement for the school.

Immunization Requirements

All students must show documentation of the month, day, and year of each immunization. Parents must present their immunization record before entering school the first day or provide an Immunization Exemption from the health department. **NO EXCEPTIONS.** To remain in school, students must receive immunizations before they become overdue.

1. **Grades K through 5 (refers to students who started Kindergarten or who were five (5) or six (6) years of age as of August 1st):**
 - DPT/DT/TD – 4 doses: The last dose must be given on or after the fourth (4th) birthday, the last dose of pediatric pertussis is required before the age of seven (7).
 - Polio – 3 doses: The last dose must be given on or after the fourth (4th) birthday; the interval between the next-to-last and last dose should be at least six months.
 - MMR–2 doses: First dose must be given on or after 12 months of age.
 - Hepatitis B – 3 doses: A series of 3 immunizations within 6 months.
 - Varicella – 2 doses: First dose must be given on or after twelve months of age.

2. Grades 6 through 8:

- DPT/DT/TD – 4 doses: The last dose must be given on or after the fourth (4th) birthday, the last dose of pediatric pertussis is required before the age of seven (7).
- Polio – 3 doses: The last dose must be given on or after the fourth (4th) birthday; the interval between the next-to-last and last dose should be at least six months.
- MMR-2 doses: First dose must be given on or after 12 months of age.
- Hepatitis B – 3 doses: A series of 3 immunizations within 6 months.
- Varicella – 2 doses: First dose must be given on or after twelve months of age.

3. Grade 8

- Tdap – 1 dose: Tdap, which contains pertussis vaccine is required.
- MCC (Meningococcal): One dose of MCV is required.

Tuition and Fees

The King’s Academy Lutheran School operates as a self-supporting, educational, non-profit organization. It is financed through tuition, fundraising, grants and congregational support. Tuition is typically invoiced in ten equal installments with the first payment due in July and the final payment due in May. Active members of Christ the King Lutheran Church receive a member rate on tuition. Tuition is not due in December to allow families a Christmas reprieve. Families may also pay in one payment in July or in two installments beginning in July and January.

Families are welcome to utilize our electronic payment program via our website at www.kingsacademylo.com by clicking the “PAY” button in the upper right corner of the website. Please note, all credit card payments will be charged a convenience fee not to exceed the card usage fee. You may also make your payments by bringing them to the office or dropping your payment into the locked box located in the Welcome Center.

2024-25 Tuition Rates

Kindergarten-Grade 8	\$4,850 per year
PK (3 year olds) T/TH ½ Day	\$1,875 per year
PK (3 year olds) T/TH Full Day	\$2,300 per year
PK (4 year olds) M/W/F ½ Day	\$2,235 per year
PK (4 year olds) MWF Full Day	\$3,350 per year
PK (4 year olds) M-F ½ Day	\$3,000 per year (last year for this option)
PK (3 & 4 year old) M-F Full Day	\$4,850 per year

Tuition Discounts

We applaud families who make a Christian education a priority. To help large families provide their children with a Christian education, the following discounts have been established.

Percentage discounts are listed in the table below and shows the percentage off of the regular tuition rates as listed above.

Community Rate	1st child - no discount	2nd Child 25%	3rd + Child 35%
CtK Member Rate	1st Child 15%	2nd Child 25%	3rd + Child 35%

Tuition Scholarships

MOScholars opens in September for the following school year. Families are encouraged to apply. <https://treasurer.mo.gov/MOScholars/ParentsStudents> MOScholarship recipients may also qualify for Tuition Assistance, which is available from the church as well to those who qualify.

Enrollment Fee

A non-refundable registration fee of \$250 for the fall session must accompany each enrollment. These enrollment fees will be charged to every child for each school year of attendance and hold your child’s spot for the upcoming school year.

Extended Care Registration Fee

Extended Care Registration “Fee” is now a board game of your choice for the program.

Technology Fee

Grades 3rd-8th will pay a \$65 technology fee each year. Upon 8th grade graduation students may take their device with them after graduation.

Athletic Fees

Athletic teams and clubs have an additional club/team fee payable at the time of registration for that activity. This fee pays for equipment, referees, etc., and varies by sport.

School Calendar Explained

The State of Missouri requires 1044 hours of instruction annually, and an additional 36 hours of instructional time built into the calendar in the event of snow days. This totals a required 1080 hours of instructional time in the academic calendar. The school is responsible for up to an additional 24 hours of snow day make up hours (1080+24), should the built-in 36 hours not be enough. The King’s Academy has 1,104 hours built into the calendar. The King’s Academy will not make up snow days as there are already 60 hours of snow day instruction built into the calendar, whether we need them or not.

School Hours: Monday-Friday K-8 Classes are in session 8:00 AM - 3:15 PM

Drop-Off and Pick-Up

Each school day, the building will open at 7:15 AM for before-care. Classrooms open at 7:45 AM. Children who are not using before-care should be dropped off between 7:45 and 7:55 AM on their designated level. Classes finish at 3:15 PM. Please pick up your child between 3:15 and 3:25. After-care runs from 3:20-5:30 PM.

For parents' convenience, older siblings are to be dropped off and picked up with the youngest child. This parent convenience helps with traffic patterns as well.

Parents will drop their children off with their youngest child at the following entrances:

- PK-Preschool Entrance (AM and PM parents park and walk with students)
- K-2nd-Welcome Center Entrance (AM and PM parents park and walk with students)
- 4th-8th-Gym Entrance (AM drop and go, PM stay in your car in line). Students will be loaded in waves of 6 cars at a time. Please follow staff directions on pulling forward.

Students who are not picked-up by 3:25 PM will be escorted to After Care. Parents may pick children up from After Care at the preschool entrance.

Please be aware of children in the parking area and drive slowly, observing our ONE-WAY Entrance and Exit to ensure the safety of all of our children and families.

Before and After Care

An app will be used for checking children in and out of extended care. Information on the app will be distributed at the Back-To-School Orientation for Parents. Before and After Care is available to all King's Academy students from 7:15-8:00 AM and 3:20-5:30 PM five days a week with the exception of early dismissals.

Registration Fee: Board game of your choice

Before Care 7:15 AM-School Starting \$2.70 Flat Fee regardless of time in the program

After-Care: 3:20 PM-5:30 PM \$5.40 per hour

After 5:30 Pick-Up Fee

Please pick your child up on time, before 5:30 PM. Families will be charged **\$5.00 per minute** for each child left after 5:30 PM.

Attendance K-8

School attendance is important for academics, socialization, and a strong work ethic. Instruction continues, even when a child is absent. Most instruction is oral and cannot be recaptured in make-up work. Friendships continue to meld and grow, even without the friend who is absent.

Making school a priority, even on days when you have to push yourself to get up and get going, is good practice for later in life when work or career must be a priority.

Students should not miss more than three consecutive school days without a doctor's note to return to school. If a student is required to miss extended amounts of school due to illness, the school will work with the family to provide a learning plan that benefits the student. Students with excessive unexcused absences are at risk of retention or withdrawal.

The King's Academy promotes the importance of being at school each day as well as developing strong habits for the future. We want all our students to be successful today and in the future.

Absences

Regardless of the reason for an absence, excused or unexcused, a student who is missing an excessive amount of school will be at a disadvantage academically. We want all of our students to be in good academic standing and find success in learning. Being present at school is a critical part of that success.

Parents should call the school office, 573-693-9245, before 8:00 AM to report a student's absence and reason for the absence. No call - no show situations cause worry and speculation. The school will call you if you do not call in the absence. No response may warrant a well-visit.

Absences are recorded each day, including half day absences. Students should strive to accumulate no more than 10 absences in a school year. As students breach that threshold, a meeting will occur with the student, parents and administrator.

A written excuse must explain each absence beyond the 10th and will be kept in the student's file for review should the student have excessive absenteeism. These absences and excuses will be tracked for patterns and insight into the reasons for the absences. Missing every Monday, for example, is likely a pattern that can be addressed if the parent and school work together.

Consecutive absences lasting longer than 3 school days for illness require written justification by a physician and should include clearance to return to school. These are excused absences.

Students who have an unexcused absence for at least a half-day, 3 ½ hours on the day of an after school event (athletics, field trip, reward program or PALS activity), will not be eligible to attend the school event for that day.

Family Vacations

We acknowledge that family time is very important and family vacations are often a part of that quality time. However, teachers are not required to assign work in advance of a pre-planned absence. Students are required to make up their work and tests upon their return. We believe that students should enjoy their vacation with their families and not be saddled with homework. We also know that a lesson plan is just a plan. The work done in class can change from what is planned. Students will make up missed work after the vacation and will be allowed 2 days for every 1 day missed to make up their work.

Icy and Dangerous Road Conditions

In the event of winter weather, and road safety concerns, families may use their discretion on whether or not to attempt to bring their children to school. If a parent feels their roads are too unsafe to attempt to bring their children to school, please do not risk injury and keep your children home. This will be considered an excused absence. Students have 2 days for every day missed for make-up work.

Tardies

Tardies are disruptive to the entire class and hard on the student who is late. It immediately makes them “different” and sets them apart, as most children are on time. At the 10th tardy, a meeting with the parents and the administrator will be scheduled. As none of our students drive themselves to school, it is up to the parent to find a solution to the tardies. The administrator will work with the parent to help as much as possible.

Class starts at **8:00 AM**. Students should be at school no later than 7:55 AM to be seated and ready to learn by 8:00 AM. Students who are not in their classroom at 8:00 AM will be marked tardy. Students must be **in the classroom** to be marked present and on time.

Students arriving after 8:00 AM must be signed in by the parent at the Welcome Center on the lower level before moving to the classroom. Parents should park on the lower level to enter.

Tardy and Attendance Party

A “Tardy and Attendance Party” will be held at the end of each semester for students who have had no more than **two tardies per semester** AND no more than **five absences per semester**. Students who have had two or more tardies in a semester, or five or more absences in a semester, will not be invited to attend the Tardy and Attendance Party. Parents should strive to have their children at school between 7:45 and 7:55 AM. This allows students time to enter the building, get settled and be ready to learn by 8:00 AM, when class begins. The Tardy and Attendance Party is not a punishment for those who have excessive tardies or absences. It is a reward for those who come to school regularly and on-time. It is available as an earned reward to every K-8th grade student.

Attendance Records

Attendance records are kept in Gradelink along with documentation on the reason for each absence. Parents are able to access their child's attendance through the parent portal.

Withdrawal

A one-month notice must be given if it becomes necessary to withdraw your child. Full tuition is required on the day of withdrawal.

Snow Days

The King's Academy will announce weather cancellations through the REMIND app, which will appear as a text message on your phone. We typically follow School of the Osage and surrounding public school district's decisions on closures and delays as they have road crews to inform their decisions. As our roads can be treacherous in the winter, on close calls we will always err on the side of caution rather than putting families and staff at risk on dangerous roads. Tuition is not discounted in the event of snow days as these days are built into our calendar. (see Calendar Explained on page 12)

Curriculum

The King's Academy offers a comprehensive curriculum with a Christ-centered focus. The school is a Christian ministry and our first priority is to teach your child about God's love. Christian values and emphasizing the Fruits of the Spirit allow for a calm and productive classroom environment. Much is accomplished academically every school day. With class sizes of 16 or less, we are able to meet the needs of every child and challenge them academically. All of our curriculum materials are presented through a Christian world-view. Every student at The King's Academy receives the following:

- Religion with Integrated Art
- English Language Arts
- Mathematics
- Science
- Social Studies
- Health
- General Music
- Physical Education

Memory work will be assigned weekly during the school year as part of our religion curriculum. Students present their memory verses in Chapel. Information and details on such memory work will be shared in the teachers' newsletters.

Parents have the opportunity to learn about the expectations for their children at Parent Orientation prior to the school year starting. This is an opportunity to hear from the administration ways to be involved in your child's school. It is also an opportunity to hear from your child's teacher(s) about the classroom expectations and structure and communication. While phone calls are hit and miss, all King's Academy faculty and staff are available through email should you have questions or concerns. Please see page 5 for contact information.

Assessment

The King's Academy administers the Northwest Evaluation Association (NWEA) benchmark MAP assessments three times a year (September, January, May) to all Kindergarten through 8th grade students. Cumulative data is used to monitor our own curriculum effectiveness, adjust instructional strategies. It also gives a picture of each student's academic growth. Parents will receive a family report at the end of the school year.

Grading

Kindergarten grading scale:

- + Concept Mastered
- √ Concept Developing
- Concepts Needs Improvement

Grades 1 and 2 grading scale:

- 4 = Student is exceeding the standard
- 3 = Student is meeting the standard
- 2 = Student is approaching the standard
- 1 = No progress has been made on this standard

Grades 3-8 will use the following grading scale:

<u>Standards Based Grade</u>	<u>Letter Grade</u>	<u>Percent</u>
3.8 – 4.0	A	93-100
3.4 – 3.7	A-	90-92
3.1 – 3.3	B+	87-89
2.8 – 3.0	B	83-86
2.4 – 2.7	B-	80-82
2.1 – 2.3	C+	77-79
1.8 – 2.0	C	73-76
1.4 – 1.7	C-	70-72

1.1 – 1.3	D+	67-69
0.8 – 1.0	D	63-66
0.5 – 0.7	D-	60-62
0.0 – 0.4	F	0-59

Homework

Homework will be assigned to practice and review concepts taught in class. Homework expectations increase as students move up in grade level. It is important that students do their own homework, with very little help from people at home, so the teacher can determine each child’s understanding of concepts and mastery of tasks. AI presents new challenges in this regard. Students will be taught how to appropriately give credit where credit is due. However, most of their assignments will not involve technology. They will involve thinking and problem solving. It will also include sharing their thought process with the teacher or the class.

Kindergarten Homework

Weekly homework will be sent home at the beginning of each month with each weekly set due on Friday. Parents can help their child by setting aside a regular, quiet time for study. A child receives great benefits from the time spent with a parent in reading and writing activities. Children are encouraged to read books, write and draw in the evenings with their families.

1st and 2nd Grade Homework

Students will have a weekly homework log to practice and review concepts taught in class. Homework should not exceed 30 minutes per night. The homework log includes: practicing math facts, reading fluency, studying spelling words, and reciting the weekly Bible memory verse. Students will not be assigned homework on the weekends. All homework will be due on Friday morning at 8:00 a.m., or the last day of the school week.

3rd and 4th Grade Homework

It will be the responsibility of the 3th-4th grade students to manage their homework schedule according to classroom procedures. Students in grades 3 and 4 will not be assigned homework on the weekends. Most of the graded work will be done in class. Homework will be assigned to practice concepts learned during the school day.

Middle School Homework

Grades 5-8 will have assigned homework every night. Middle school students have a study period every day. This is an opportunity to get started on homework assignments. If they have questions about an assignment, it is up to the student to ask their teacher for help. Middle school students should have a set time and place to complete their assignments each evening. Middle school students may be assigned homework on weekends. Students who are absent

have two days for every day missed to turn in their work, including homework. Failure to turn in homework in grades 5-8 will result in the following:

1. Late homework will be graded and reduced by 25% for each day that it is late.
2. After the 4th day a zero will be given for the assignment.

Report Cards

The school year is divided into four quarters. Report cards for Grades K-8 will be sent home quarterly. Middle school parents can see their child's grades at any time on Gradelink.

Honor Roll

3rd – 8th Grade students will be recognized for the honor roll at the end of each quarter. Students who achieve all A's or all A's and B's throughout the entire school year will also be recognized at the end of the year. To be eligible to receive an honor award, students must not have any disciplinary infractions which result in in-school or out-of-school suspensions.

Retention

A student care team will be formed with members from the school board, administration, teachers and parents to make the best decision for the student.

Parent Conferences

Parent-Teacher conferences will be scheduled in the fall and upon request of either the parent or the teacher in March for Grades K-8.

DISCIPLINE

One of our goals for children is the development of appropriate social skills which align with our mission to provide a Christ-centered environment. Through instruction, and by example, the children can learn how to interact socially with peers, take direction from adults, and function happily within the daily routine of a school setting. At The King's Academy disciplinary measures include the following:

- Using Law and Gospel appropriately with children
- Treating each individual as a child of God
- Consistency
- Issuing consequences appropriate to the situation
- Speaking to individuals in private and not in front of the class

When a situation arises where children disagree, we encourage them to follow Matthew 18 and verbally express their thoughts and feelings to the others involved in the disagreement. Parents will be notified if their child is having difficulty.

K-8 Classroom Discipline

The steps of classroom discipline typically include:

- Verbal warning from the teacher to the student with age-appropriate consequences.
- Repeated violations will result in consequences at the discretion of the teacher such as:
 1. Loss of recess or other activities during the day, walking laps at recess or removal from special activities, or lunch time isolated from classmates.
 2. Separation from the other children, with restricted activities and contact until the staff feels he/she is again ready to be placed with the others. This allows students to reflect on their choices and be accountable for their behavior.
- Parents are notified of disciplinary situations by phone, email, text or note.

Possible K-8 Administrative Disciplinary Actions

Establishing and maintaining a disciplined school environment is important for a safe and effective climate of the school. When disciplinary situations warrant the administrator's involvement, the teachers have already given their best effort to address the situation. Depending on the nature of the incident and the age of the child, violations of school rules and expectations that reach the administrator's office may result in a parent conference, a fitting task beyond the classroom level, suspension from school, a board approved behavioral intervention plan, or expulsion resulting from school board action. Children with behavior that inhibits learning for themselves or others, continually disrupts class, or creates unsafe, harmful, or threatening situations, will not be allowed to remain at The King's Academy.

1. **A Fitting Task:** This allows a student to be assigned a task which directly impacts their decision making in similar future situations. Example: A student deliberately makes a mess of their lunch in the cafeteria resulting in a mess on the table, the floor, and their chair. This child would be given the task of cleaning up the mess. The task would be followed by a conversation about making better choices, how to keep their area clean and being responsible for the cleanliness of their area. Daily checks of their area at lunch will determine success or if further remediation is needed. Parents will be notified.
2. **Parent Meetings:** Parents are entrusted by God with the responsibility of raising their children. The school will actively communicate with parents regarding student behavior in school. If the administrator deems a parent meeting is necessary, parents will be required to attend the meeting to discuss their child's behavior..
3. **Suspension:** Students may be temporarily removed from the school environment due to a serious infraction or continuous poor choices. These infractions may include, and are not limited to, inappropriate language, bullying, repeated disruption, and unsafe behavior. The administrator has sole authority to suspend a student from school and may determine the length of suspension depending on the severity and nature of the infraction. Parents should

be aware that expulsion may be more common than suspension. Incidents serious enough to warrant removal from the school setting are typically too serious to have the student return at all. However, a student who has received only a suspension will be excluded from class trips and all school activities for the duration of their suspension. Follow up procedures after suspension will be determined by the administrator. Suspension may also be used as a time for investigation pending a potential expulsion. Suspensions will be reported to the Board of Education during a regularly scheduled meeting in a non-public executive session.

4. Board Approved Behavior Plan

Students who have committed a serious behavior violation, or present continuous disruption, which may be remedied by careful behavioral monitoring and direction, may be eligible for a structured behavior plan. The board of education must approve such plans as they may offset expulsion. This step is not guaranteed and requires board approval.

5. **Expulsion:** For serious infractions that threaten the safety and well-being of students, staff, or damage the school environment, students will be permanently expelled from the school. The authority to expel a student belongs solely to the Board of Education. Students will be suspended while awaiting an expulsion hearing with the Board of Education. Examples of expellable offenses include but are not limited to continual behavioral issues, possession or use of any drug, alcohol or tobacco product; possession of any type of weapon; or a threat of violence. The school has zero tolerance for serious infractions, which means no second chances. Expulsion may also take place when a student's public or online conduct could potentially bring disrepute or harm to the church or the school. Any student who has been expelled may not be on the school grounds at any time in the future. This includes functions and activities open to the public. Parents may choose to appeal an expulsion in writing to the Board of Education, which would be held in a non-public executive session with the administrator present.

Academic Dishonesty

The King's Academy values academic integrity and excellence. Each student is expected to produce their own work in all of their classes. All students are expected to complete all tests, assignments, and projects honestly and will not collaborate in dishonest actions.

Artificial Intelligence, "AI" is here to stay. Teachers will help students learn how to use AI technology ethically and responsibly. There are many ways in which this new technology can enrich a learning experience without being used for cheating. Academic dishonesty is defined as the giving and/or receiving of unauthorized aid on any academic work.

Plagiarism is considered academic dishonesty where there is an uncredited use of another's information or ideas, whether the writing is changed or not. Using AI or a website which

computes solutions or generates composition for any portion of an assignment, project, or paper, if not credited appropriately, is plagiarism. Remember to always give credit where credit is due and use your own words, thoughts and solutions.

Students who submit work that violates academic integrity (cheating, plagiarizing, etc.) are subject to the following consequences:

- **First Incident:** The student will have the opportunity to redo the work for half credit. The teacher will communicate the incident to the parents and administrator.
- **Second Incident:** The student will not have the opportunity to redo the work and will receive a zero on the assignment. A meeting will be held with the parents, student, teacher, and administrator.
- **Third Incident:** The student will not have the opportunity to redo the work and will receive a zero on the assignment as well as a failing grade for the quarter in that class. A meeting will be held with the parents, student, teacher, and administrator.

Any further incidents will result in disciplinary action that may include suspension, disciplinary probation, or expulsion. If multiple assignments that are in violation of this policy are discovered, each assignment may be considered a separate incident as determined by the school administration. The school administration reserves the right to assign consequences at any level it deems appropriate.

Bullying/Harassment

Harassment or bullying of any kind is prohibited and will not be tolerated. Such actions may result in disciplinary and/or legal action, including possible expulsion from The King's Academy Lutheran School. Everyone is to be treated with dignity and respect. Harassment includes any behavior which has the purpose of creating a negative impact on an individual's performance or creates an intimidating, hostile or offensive environment. As a Lutheran school which upholds Christian principles and values, we have a higher standard than public schools on this topic. We expect people to actually love one another as Christ loves us. This is His command.

Anyone who experiences or witnesses bullying or harassment should report such conduct to a teacher or the administrator. It will not be tolerated.

Dispute Resolution

Should an issue of concern arise regarding any action of the school or by a teacher, the following steps/process should be used in accordance with Matthew 18:15-17:

1. Contact the teacher, staff member or volunteer directly. Discuss the concern with the teacher or adult with whom you have a concern.

2. If you are not satisfied with the resolution from step 1, contact the principal so that a time may be set to meet with all parties in a joint meeting to discuss the concern.
3. If no resolution is found from step 2, parents may appeal in writing to the Board of Education. The board will then set up a time to meet with all parties and the principal. Any actions or inaction taken by the Board of Education are final. The Board of Education only functions as a group. A single member of the board is not “the board.” It is inappropriate to contact a member of the Board of Education on matters of serious concern. All correspondence for critical matters should be addressed to the Board in writing. This allows the board to officially deliberate on the matter within their meeting.

Mandated Reporting of Child Abuse or Neglect

The King’s Academy Lutheran School employees will take action to protect students and other children from harm including abuse and neglect; and will respond immediately when discovering evidence of harm to a child. All staff members are mandated reporters.

Student Records - Family Rights and Privacy Act

All student records maintained by the school for the student shall be considered confidential. Such records shall be available only to the parents or legal guardian of a child and such agencies or persons deemed appropriate as indicated by written consent of the parents and guardian. Transfer or release of records will be accomplished following receipt of a written request.

Transportation

The King’s Academy does not provide student transportation. The school is not responsible for the transportation of its students to and from school. Such responsibility for transportation of students must rest with individual parents. Parents are also responsible for transportation of their children to field trips and athletic events.

Dress Code for Kindergarten to 8th Grade

The King’s Academy does not currently have a formal uniform, but there are expectations for student dress and appearance. All students must come to school neatly dressed in clean clothes, be clean and well-groomed, and appropriately dressed for a Christian school. Hair must be clean, neat and out of the child’s face. Boys’ hair must be cut above collar length. Regardless of the current styles or trends, “appropriate” dress is determined left to the administrator’s discretion and must adhere to the following guidelines.

- Clothing must be modest, covering one’s body in an “appropriate” manner.
- Clothing and accessories must not be a distraction to the wearer or to others.
- Clothing and accessories must reflect a student’s God-given gender in the traditional sense.

- Girls may wear, one earring per ear, nail polish, and accessories that are not a distraction to others and intended for female wearers. Girls in grades 6-8 may wear light, tasteful make-up that accentuates their natural beauty. Leggings are not considered “pants” but can be worn with a longer top. Shorts, skirts, and dresses must be at fingertip length or longer. Tops may not be revealing in any way. Teach your girls that tasteful and modest dress shows respect for herself. Self-respect is very flattering.
- Boys may not wear earrings, nail polish, make-up, or female accessories or dress items. Boys' hair cuts must be above the collar. Teach your boys to be well-groomed and aware of their appearance.

The following items are NOT acceptable:

- Distracting make-up
- Sunglasses/Caps/Hats indoors
- Beachwear
- Pajamas or Slippers
- Tight-fitting pants
- Leggings without a longer top
- Distracting clothing
- Clothing with offensive language/images
- Strapless or revealing clothing
- Jeans/pants with holes above the knee
- Shorts or skirts which are above fingertip length
- Extreme hairstyles or hair color
- Hairstyles that cover the face
- Piercings other than earrings
- Tattoo

Students in violation of clothing guidelines will be required to change into school-provided clothing, which is not trendy, likely from another decade, but in keeping with the expected dress guidelines. Students should follow the dress guidelines with clothing of their own choosing.

Food Allergies

It is the family’s responsibility to notify the school of a child’s allergies and work with the school team to develop a plan that accommodates the child’s needs. For extreme food allergies, parents will be required to supply their child’s snack for their safety.

The King’s Academy is a **Peanut-Free** school. Please observe this when providing snacks for your child’s classroom. Lunches brought from home must be peanut-free as well. Peanut allergies are life threatening for some students and staff members. If this is not your child’s situation, be thankful and have concern for other children when packing lunches and snacks. Thank you!

School Lunch A lunch menu for the upcoming month is distributed to families. Students may select which days they want to eat hot lunch or which days they would prefer to bring their lunch from home. Purchasing lunch from the Hot Lunch Program is optional. The menu consists of healthy, child-friendly options. Milk is available free of charge to all children who want it.

PK – 3rd Grade - \$3.00 per meal

4th – 8th Grade - \$3.25 per meal

Lunch from Home

School staff will not warm up food brought from home and lunchboxes will not be refrigerated. Send any hot meals in a pre-warmed thermos and cold lunches with a cold pack. Children should be able to open most of the contents of their lunch boxes independently. Soda and energy drinks are not allowed. Water and milk is available to all children during lunch.

The use of Door dash and other food delivery services is not allowed to bring lunch to students. Parents are encouraged to pack a healthy lunch from home, or purchase lunch from the school.

If you would like to have a special lunch with your child in the cafeteria, please make arrangements by calling the office ahead of time. We have limited seating in most of our lunch waves. All visitors eating lunch with their child need to sign in at the Welcome Center

Missouri Food Grant Program

Snack bags are provided to every student at 3:00 PM each day. This not only supplies your child with USDA food requirements, but is a wonderful fund-raiser for our school. Packing snack bags is a great way to get parent volunteer hours as well.

Chapel

Preschool and elementary students will meet for chapel on Wednesday mornings at 9:00 AM each week in the church sanctuary. Pastor Ron delivers the message for chapel services. Students also have many roles in the service, which is child-centered. Parents are welcome to join us for chapel services. Your children may sit with you in the service and join their class for memory. Parents are expected to keep their children quiet and seated during the service. Please remember, it is God's house, and there are behavioral expectations for those who attend.

Birthdays

Students may not have a birthday "party" at school. However, a special recognition of their birthday is fine. All birthday celebrations need to be coordinated with the teacher and take into account the time it may take away from instruction. If you are having a birthday party that includes classmates, please invite all of the children in the class, all of the boys or all of the girls.

Please notify your child's teacher in advance if you wish to send special birthday treats. All foods must be store bought and in the original container. No homemade snacks are permitted. Please remember that we are a **Peanut-Free** facility.

Parents may want to consider unique birthday recognitions. Food is not the only way to celebrate a child's birthday in a classroom. For example, a child could have a special reader read a picture book to the class and then donate the book to the classroom library. Or, a child could bring a special t-shirt or jersey for all of the class to sign with fabric markers. Or, a special birthday box could be used to collect each classmate's positive comments about the student, which could be taken home to open and read over and over again. There are many creative ways to celebrate a child in the classroom. Food is not the only way to celebrate.

Health and Safety

To prevent the spread of contagious illnesses, students are asked to practice frequent handwashing (20 seconds with soap and water), cover coughs/sneezes, and stay at home if sick.

If a child has special health care needs or needs to receive medication at school, the parent must supply the school with an individualized care plan on file that is filled out by a doctor, therapist or nurse.

The school is cleaned every evening, with surfaces and highly touched areas disinfected, floor and sinks and restrooms thoroughly cleaned. Should you or your child notice any area in the school that does not appear to be clean, please contact the office.

When to Keep Your Child Home

A child should be kept at home if, during the previous 24 hours, any of the following symptoms have been observed:

- A temperature of 100.0°F (37.8°C) degrees or above. It is not appropriate to give your child Tylenol and then send them to school. Students must be fever free for 24 hours (without the aid of fever reducing medication) to return to school.
- A cold (sore throat, congestion or runny nose, severe cough or sneezing)
- Headache, muscle or body aches
- Upset stomach (nausea, vomiting, diarrhea, abdominal cramps)
- Unidentified rash
- Bloodshot or swollen eyes or eyelids, discharge from eyes
- Head or body lice

A child exhibiting any of these conditions upon arrival at school, or during the school day, will be sent home. If a child becomes ill while at school, a parent or emergency contact will be notified. The child will be isolated awaiting pick-up to protect the other children. Arrangements should be made to pick the child up within 30 minutes.

Illness: Communicable & Infectious Diseases

Children having communicable diseases may not attend school until the attending physician indicates return to school is appropriate. Notify the school immediately if a child is diagnosed as having a contagious disease, influenza, COVID, strep, chicken pox, conjunctivitis (pink eye), lice or ringworm. Children with strep infection must be kept home 24 hours after being placed on medication, longer if advised by your physician.

Children should be kept home at least two days following the onset of a cold. Each child should know how to use tissues and how to cover a cough or sneeze. If the child is not able to do so he/she should be kept from school for an additional 24 hours depending on the circumstances. Children should stay home for 24 hours after their temperature returns to normal without the help of fever-reducing medication.

A child should not be sent to school who has exhibited a fever the day before or the morning of school. It is never acceptable to give a child fever-reducing medication for them to participate at school while they are ill. A child with a temperature is most likely contagious and the health of their teachers and classmates should be a consideration.

Medical Emergencies

Minor Medical Situations, the more likely bandaid-worthy medical situations will be handled by our first aid trained teachers and staff who can effectively handle minor scrapes, cuts and other injuries or medical situations. The teachers and staff keep current in their CPR/AED/First Aid training. For each incident, an accident report will be written and put in the child's file as well as a copy given to the parent.

Moderate to Severe Abrasions, cuts and other injuries or medical problems will be handled according to standard first aid procedures. All staff members are trained in CPR and AED usage every two years and annually trained in first aid. A parent, or designated contact, will be informed immediately concerning the incident. An accident report will be written and put in the child's file as well as a copy given to the parent.

Major medical emergencies If appropriate, a medical emergency team will be summoned by calling 911 before contacting the parents. A staff member will remain with the child until the parent/medical team arrives to assume supervision of the child. Emergency medical teams are often able to address situations on location without transport. However, if it is necessary to transport, for the benefit of the child, it will be done.

A preliminary accident report will be prepared and given to the parent upon arrival. A detailed accident report for the parents will be completed and a copy will be maintained as part of the child's permanent record.

If a parent or emergency contact is not available, a staff member will proceed with emergency medical treatment as outlined on the child's emergency contact form and authorized by the parent.

Dispensing Medication

Students may require medication for chronic or short-term illness during the school day to enable them to remain in school and participate in their education. Before medication can be administered by the administrator or the teacher, the following documentation is needed:

- Authorization, orders or prescription from the student's health care provider
- Written request from parent/guardian to administer medication
- Medication in the **original container**
- Current student health status and medication regime
- Sign authorization for school to communicate with the student's healthcare provider

The administrator or teacher will:

- Be responsible for storage of medication
- Keep all authorization, orders or prescription documentation on file
- Contact parent or guardian as needed
- Understand and follow the medication dispensing policy

Safety & Crisis Plan

The King's Academy Lutheran School has a Safety & Crisis Plan in place and available for your information. Make your request to the office if you would like to have a copy. This Safety & Crisis Plan includes infectious diseases guidelines as well as tornado, fire and intruder protocol. Drills are held both in the fall and spring for tornado, fire, and intruder situations. Staff members are trained in CPR, AED, blood-borne pathogens, first aid, mandated reporting, and minor medical procedures that can be performed at school.

Field Trips

Throughout the school year we will be taking field trips to various places. Parents will need to arrange to transport their child or make plans with another King's Academy family. Permission forms will be given to each family and must be returned for the child to attend the trip. If no permission slip is received, the child must remain at school under the supervision of a staff member or stay home during the field trip.

Parents who are providing transportation for students (other than their own) for class field trips will be asked to provide a copy of their insurance card and driver's license which will be kept on file in the office. All parents who transport children who are not their own must have a clear background check as well.

Cell Phones/Personal Devices

Student cell phones and smart watches must remain in lockers/cubbies or backpacks until the end of the school day. Students who are found using their phone or wearing a smartwatch during the day will turn their device into the school office and it will be returned when a parent can pick up the device during school hours.

Athletic Program

The King's Academy offers the following sports activities and opportunities to students:

Cross Country, Golf Club, Volleyball, Basketball, Archery, Track, and E-sports

Coaches are faculty members, parents, or community adults supervised by the administrator and athletic director in accordance with the overall principles of The King's Academy Lutheran School. All coaches are good Christian role models, have cleared a background check, and are knowledgeable about the sport they are coaching. Each practice for each sport includes devotion and prayer. An athletic fee will be established for each sport in which a student participates. Uniforms will be collected at the end of each season.

School Visitors

The King's Academy Lutheran School provides a welcoming, supportive environment for parents, families and community members. Visitors are welcome in the school as long as their presence is not disruptive, and they follow school procedures for visitation. All visitors must report to the Welcome Center when they first arrive at the school to receive a visitor's badge.

Distribution of Information

The King's Academy Lutheran School Board seeks to minimize all information and advertisement distributed from sources other than the school. The administrator must approve, in advance, any materials sought to be posted or distributed or made available by parents, community members or non-school organizations, including parent organizations. The school will support and promote activities and organizations with common values.

Board of Education Meetings

Board meetings are held monthly and meeting dates are posted on the school web-site. Agendas for each meeting are also posted on the web-site one week in advance. Visitors are welcome to attend open sessions, and may register with the board president one week in advance if you wish to address the board.

PALS

Parents Assisting Lutheran Schools (PALS) is our organized group of parent volunteers that help sponsor room parents, parties, fundraising events, book fairs and many other events throughout the year. If you would like to become a member of this busy group, they meet monthly here at the church and welcome all families to join. Check their schedule provided in the fall.

RaiseRight

Let the money you already spend pay your child's tuition! The King's Academy participates in the RaiseRight program, formerly known as Scrip. This allows families to pay for normal everyday shopping with gift cards attached to their scrip account. Families can purchase gift cards for all their grocery, gas, clothing and restaurant needs from many of our local businesses. In turn, those businesses rebate a percentage of your purchases back to our school. You can determine how that percentage comes back to the school. It can easily be designated for your child's tuition. RaiseRight gift cards may be purchased year-round in the Welcome Center. The RaiseRight app is a great way to always pay through "gift cards" that can go toward your child's tuition. You may encourage your extended family to use RaiseRight as well.

Communication

Parents will receive weekly communication from their child's teacher and monthly communication from the administrator. Remind messages will be utilized as reminders of upcoming events and for emergency closures.

Gradelink

Parents of students in grades K-8 will use the parent portal on Gradelink to follow their child's attendance, tardies, trips to the office for health concerns, discipline records, and more. Parents are able to update their emergency contact information and other pertinent information through the portal. Parents of 5th to 8th graders can see their grades as well. This portal for families will be utilized more fully this school year. It has many capabilities such as tracking parent volunteer hours and communicating with the school community as a whole. Gradelink will be used to house many items that will be of interest to parents. Parents should become familiar with the app and look at it often.

Remind

Parents are encouraged to sign up for REMIND, our texting communication app. Pick a way to receive messages for The King's Academy:

- On your iPhone or Android phone, open your web browser and go to the following link:
Rmd.at/kacademylo

- If you do not have a smartphone, get text notifications: text the message: @kacademylo to the number 81010
- Remind is only to be used for academic purposes and not personal use.

Parent Involvement Program (PIP)

Parent involvement makes our school stronger and allows parents to demonstrate and model servanthood and the spirit of giving for their children. The King's Academy requires all K-8 families to serve 10 hours of recorded involvement each school year. Volunteer hours will be tracked. PALS will coordinate opportunities for parents to volunteer throughout the school year. It is required that 5 hours be given each semester. One of those hours must be in fundraising.

We have a variety of activities to choose from. A list of opportunities will be sent out monthly in the administrator's newsletter and through PALS communications. Families will be billed \$50 per missing hour at the end of each semester. First semester hours are due by Christmas break and second semester hours are due by the last day of school.

Title I

Title I, Part A of the Elementary and Secondary Education Act (ESEA) provides funding to schools to meet the needs of educationally at-risk students. The goal of Title I is to provide supplemental instructional services and activities which support students identified as at risk of failing to meet the state's challenging performance standards, most specifically in Mathematics or English Language Arts.

The Title I program provides children with supplemental education assistance beyond the regular classroom. The King's Academy Lutheran School participates in Title I funding through the local education agencies (LEA) of Osage, Camdenton, Eldon, and Iberia Public School Districts.. Funding levels are determined by the number of children, residing in each district, in need of financial support on the October snapshot date in the previous school year.

Title 1 information is disseminated through parent meetings twice a year. Parents of children receiving the service will be invited to private meetings to discuss their child's progress.

Parent Code of Conduct

The King's Academy is blessed to have a supportive and friendly parent community, which values and shares our school's beliefs and Christian values. Our parents and families recognize that educating children is a process that involves a positive partnership between parents, teachers, and the school & church community. The King's Academy is committed to ensuring a respectful Christ-centered learning environment that is safe, positive, and supportive for all

students, staff, and visitors. Everyone at The King's Academy has a right to an environment free from harassment and to converse with each other comfortably, positively, and cooperatively.

Parents are expected to be good Christian role models for their children and those around them while on school property, at school events, and when interacting with school faculty and staff or students in person, in writing, and online. The Fruits of the Spirit should be evident in parent behavior, conduct, and words. Follow Matthew 18:15-17 and Ephesians 4:29 and 32. Speak with people directly about your concerns. Speak the truth, do not gossip or spread rumors.

Parents who choose actions or behaviors which are not in keeping with Christian role-model behavior will be asked to meet with the administrator. Severe incidents could cause the parent to be banned from being on school grounds or attending school events. Continued or severe unacceptable parent behavior can result in the Board of Education withdrawing the family from the school or legal action.

Severe and unacceptable behaviors include, yet are not limited to, the following:

- Behavior or comments in person, in writing, or on social media, which are profane, insulting, harassing, sexist, racist, abusive, or disrespectful
- Behavior or comments in person, in writing, or on social media, which threaten the health and/or safety of school personnel, scholars, visitors, volunteers, and/or other parents
- Behavior or comments in person, in writing, or on social media that interfere with the orderly educational process
- Behavior, pictures, or commentary on social media which may contain profane, insulting, harassing, sexist, racist, abusive, offensive, disrespectful or defamatory statements

We trust that parents will assist our school with the implementation and maintenance of a safe and positive school environment conducive to learning in a Christian setting. We thank you for your continued support of the school.

Grievance Procedure

In addition to the Dispute Resolution protocol listed below, please know The King's Academy personnel members and Board of Education take all issues very seriously. Parents have the right to raise issues and concerns related to their child's education or other matters relating to the school. All concerns should follow this sequence: Parent and Teacher, Parent and Teacher with Administrator, Parent written correspondence with Board of Education. In raising a complaint or grievance, parents can expect:

- To be listened to respectfully and communicated with courtesy.
- To have confidentiality respected and maintained.
- To receive a timely response to concerns raised.

Dispute Resolution

Should an issue of concern arise regarding any action of the school or by a teacher, the following steps/process should be used in accordance with Matthew 18:15-17:

1. Contact the teacher, staff member or volunteer directly. Discuss the concern with the teacher or adult with whom you have a concern.
2. If you are not satisfied with the resolution from step 1, contact the principal so that a time may be set to meet with all parties in a joint meeting to discuss the concern.
3. If no resolution is found from step 2, parents may appeal in writing to the Board of Education. The board will then set up a time to meet with all parties and the principal. Any actions or inaction taken by the Board of Education are final. The Board of Education only functions as a group. A single member of the board is not "the board." It is inappropriate to contact a member of the Board of Education on matters of serious concern. All correspondence for critical matters should be addressed to the Board in writing. This allows the board to officially deliberate on the matter within their meeting.

Christian Code of Conduct

To provide a peaceful and safe school environment, parents are expected to follow our Christian Code of Conduct by:

- Treating others with love, dignity and respect (John 15:12)
- Speaking respectfully to and about teachers, staff, and other parents in front of children, in-person, by email, text/voicemail/phone, social media, or other written and verbal communications.
- Building a bridge of acceptance and understanding and expect your child to do the same, among the different cultures represented at the school
- Faithfully supporting the school through prayer and positive attitude, and in keeping with Matthew 18:15-17, speak privately to those you disagree with, and share any complaints or negative comments only with the people involved, agreeing that social media and the internet is not an appropriate place to address concerns or complaints about teachers, students, or parents. Unresolved issues will be taken care of using the school's chain of command, which is the teacher, principal, and then school board.
- Being an example to your children on how and why we follow laws, rules, and deadlines.
- Respecting the property of the school and others
- Demonstrate Christian values and lifestyle as a role model for your children and others.

Social Media Guidelines for Students and Parents

Students and parents are personally responsible for the content they post, share, and respond to online. When posting online, all information is considered representative of your views and opinions and not those of Christ the King Lutheran Church and The King's Academy. Remember, online postings and conversations are not private. Do not share confidential information, internal school discussions, or specific information about students, staff or other parents.

Student-initiated use of Livestream video is prohibited at any time during the school day or at any school-sponsored event that is not open to the general public unless the school administrator has authorized the use by giving written consent.

Parents, employees, students, and/or members of the public may live-stream events open to the public as there is no expectation of privacy while attending public events. The school administrator may prohibit live streaming at specific events hosted by the church or school on a case-by-case basis to comply with the law, comply with contract terms, or prevent substantial disruption to the event. Live-streaming of copyrighted materials or performances is prohibited.

When posting, even in the strictest settings, parents should act on the assumption that all postings are in the public domain. Comments made using such media are not protected by privacy settings. Pictures of students may not be posted with names.

Consider only posting "head-shots" or very close-up smiles, which are harder to identify, as new software is able to alter photographs to be inappropriate, indecent and vulgar. Full-body photos are discouraged.

Please do not use a King's Academy logo without permission. If you wish to promote a specific activity or event, please contact the school office for permission, or provide a link to the official King's Academy Facebook page or website.

Be respectful of the opinions of others in your posts and comments. Under no circumstances should offensive or disparaging comments be made about students, parents, staff, Christ The King Lutheran Church, or The King's Academy Lutheran School. If responding to someone with whom you disagree, remember to be respectful. Make sure that your criticism is constructive and not hurtful. Do not comment on or forward unsupportive information or rumors.

Parents are welcome to re-post media posts from The King's Academy Lutheran School to promote the school, promote fundraisers, or share accolades for the school, its students and families.

Student Technology

The King's Academy issues iPads to all students in grades K-2 and Chromebooks to all students in grades 3-8. School devices are for school use only and will not go home with the students unless there is a very special situation. Parents and students should read the following information about how to care for the technology being entrusted to them.

To have access to an iPad or Chromebook at school, parents must read and agree with the Responsible Use Policy. Students receive their devices on the first day of school. Classroom devices will only be used when needed at the teacher's discretion. The technology is an enhancement to some lessons, but not to all. All school iPads, Chromebooks and chargers will be left with the teacher on the last day of school.

Transferring/Withdrawing Students - Students that transfer or withdraw from The King's Academy must return their Chromebook and charger or pay the remaining balance on the device on their last day of attendance. Failure to return the Chromebook and charger will result in being automatically charged the remaining balance.

All Chromebooks in need of repair must be brought to the attention of the teacher as soon as possible. Our devices are not warrantied. All repairs and replacement costs will be billed to the responsible student's account.

An annual technology fee of \$65 will be issued each year from 3rd to 8th grade. This fee covers the cost of the Chromebooks. The student may keep the Chromebook after they have completed 8th grade, or made four yearly payments of \$65.

Big Beautiful Sign-Off Sheet

A parent signature is required to indicate that you have read and understand the contents of this Family Handbook. The Big Beautiful Sign-Off Sheet, available through the office, has a synopsis of key points in the handbook and a signature line indicating that you know of your responsibility to read and understand this handbook.

Suggestions for Improvement

We value your ideas and suggestions. Should you have questions about the content, or suggestions for additional information that would be helpful to families, please let us know. There is always room for improvement and growth.

Thank you!

Thank you for partnering with us for the education of your child. Blessings to you and your family through this upcoming year.