

ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

#5500 DISCIPLINE POLICY

Purpose

Entheos Academy believes that every student should have the opportunity to learn in an environment that is safe, conducive to learning, and free from unnecessary disruption. The purpose of this policy is to foster a positive environment for learning that aligns with the Entheos practices of teaching self-discipline, good character and strong social skills.

I. Teaching Self-discipline, Good Character, and Social Skills

A. In every area of education if students lack skills, we teach them. We believe the same should be true for student behavior. At Entheos Academy we will provide supports to students by expressly teaching these skills through every interaction, but specifically through:

1. **Crew:** Entheos Academy believes that strong, positive relationships are the foundation of teaching these elements, and this is daily reinforced and actively cultivated through the structure of “Crew”. Every student belongs to a Crew and has a Crew teacher. Crew time launches every day at Entheos.
2. **Norms:** Written standards for student behavior expectations are posted in every classroom. These are referred to as “norms” and are typically developed in a collaborative process between the teacher and students.
3. **School Expectations:** In every main area of the school, there are clear behavior expectations posted.
4. **Systematic Reinforcement:** Entheos has systematic methods for reinforcement of expected behaviors and a uniform path of correction when necessary.
5. **Behavior Data:** Entheos Academy regularly analyses behavior data to gauge effectiveness and target resources as needed.

II. Range of Behaviors and Continuum of Procedures

A. Entheos Academy provides a continuum of supportive interventions and corrective action depending on the level of behavior.

1. **Minor infractions** are usually handled by teachers in classrooms. Chronic or excessive minor infractions can become major infractions and result in office referrals to school administration. Minor infractions may result in phone calls

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home, parent-teacher meetings, behavior intervention strategies, and/or loss of privileges. The following may be considered minor infractions:

- a) Dress code violations
 - b) Off task behaviors
 - c) Mild disruptive or disrespectful behavior
 - d) Inappropriate language and actions
 - e) Mistreating property
 - f) Technology violations
 - g) KYFOOTY/PDA violation
 - h) Cheating
 - i) Lying
 - j) Refusal to work
 - k) Tardies
 - l) Chewing gum
 - m) Horseplay
2. **Major infractions** are defined as severe infractions of school and state/federal rules that result in immediate discipline referrals to school administration and may lead to out of school suspension or expulsion. Major infractions include:
- a) Safe school violations including possession of weapons or flammable materials, assault, threats to kill/harm.
 - b) Drug, alcohol, tobacco, vaping, violations.
 - c) Physical aggression including fighting, or throwing things at a person.
 - d) Any criminal action occurring at school such as vandalism, fire setting, possession or use of combustibles, pornography, forgery, theft.
 - e) Chronic or excessive abusive language, truancy, tardies, or non-compliance.
 - f) Bullying, hazing, cyber bullying, retaliation, deliberately making a false report.
 - g) Gang activity.
 - h) Discrimination/hate language.

III. Prohibited Conduct and Related Discipline

- A. Serious violation that threaten or harms the school, school property, a person connected with the school, or property associated with a person connected with the school is forbidden regardless of where it occurs:
1. A student **WILL** be removed from school for at least 1 year for a serious violation involving the following:
 - a) A real weapon
 - b) Explosive or flammable material
 - c) Actual or threatened use of a look alike weapon with intent to intimidate or cause disruption.

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2. A student **WILL** be removed from school for the following:
 - a) Possession, control, actual or threatened use of a real weapon, explosive, noxious, or flammable material.
 - b) The sale, possession, or distribution of drugs, controlled substances, imitation controlled substances, or drug paraphernalia, including vaping devices/substances.
 - c) Use or threatening to use serious force, including acts which if committed by an adult would be a felony or class A misdemeanor.
3. A student **MAY** be removed from the school for the following:
 - a) Physical aggression including fighting, throwing things, spitting etc.
 - b) Willful disobedience/defying authority.
 - c) Serious or habitual disruption.
 - d) Foul, profane, vulgar, or abusive language.
 - e) Defacing or destroying school property.
 - f) Unsafe behavior such as running away from a person in authority, leaving the school or hiding.
 - g) Theft.
 - h) Bullying and hazing.
 - i) Inappropriate exposure of body parts.
 - j) Sexual or other harrassment.
 - k) Gang related attire or activity.
4. The school discipline policy applies to dealing with students in classrooms, on school grounds, on school vehicles, or in connection with school related activities, trips, or events.
5. The type and length of discipline is based on factors such as previous violations, severity of conduct, and other relevant educational concerns.
6. When appropriate, students will be referred to the Student Support Team who will collaboratively design and implement personalized behavior supports.
7. If damage or loss of school property occurs, payment for the damage or lost property is expected.
8. A student may be detained after regular school hours related to a major safety concern or behavior violation, and parents shall be notified prior to the detaining of the student wherever possible.
9. If any illegal substances or items are confiscated such as vaping devices, a school administrator will dispose of, destroy, or turn over item substance/item to law enforcement, under the direction and guidance of law enforcement.
10. A student may be denied admission to Entheos Academy on the basis of having been expelled from any school during the preceding 12 months.

IV. Suspension and Expulsion

- A. A student who commits a violation of Section IV a i. of this policy shall be expelled from school for a period of not less than one year. A student may be expelled for other major infractions outlined in this policy. Within 45 days after the expulsion the student shall appear before a board disciplinary committee, accompanied by a parent. The committee shall determine:
1. What conditions must be met by the student and the student's parent for the student to return to school.
 2. If the student should be placed on probation with the school and what conditions must be met by the student in order to ensure the safety of students and faculty.
 3. If it would be in the best interest of both the school and the student to modify the expulsion term to less than a year, giving highest priority to providing a safe school environment for all students.
- B. A student who is not expelled, **shall** be suspended for violations of Section IV a ii. of this policy. A student may be suspended for other infractions of this policy. A student can be suspended for up to 10 days and must leave school as soon as possible in the custody of the parent or authorized adult. If a student is suspended the school will notify the parent of the student of the following without delay:
1. That the student has been suspended.
 2. The grounds for the suspension.
 3. The period of time for which the student is suspended.
 4. The time and place for the parent to meet with the administrator to review the suspension.
- C. If a student is suspended, it is expected that the student and parent meet with a school administrator to review a plan to avoid recurrence of the problem before the student is readmitted.

V. Alternatives to Suspension

- A. Prior to suspending or expelling a student for repeated minor infractions or behavior which is not of such a violent or extreme nature that immediate removal is required, the Student Support Team will strive to meet and collaboratively design and implement personalized behavior supports that will allow a student to remain in school. Entheos Academy believes that suspension alone rarely teaches a student appropriate replacement behaviors, therefore it is primarily used to give the school team, student, and parents a moment to pause long enough to determine next steps in supporting and teaching the student. Therefore, frequently alternatives to suspension are chosen from a multi-tiered system of supports if deemed appropriate by administration, such as:
1. Re-teaching and positively reinforcing student behavior expectations.
 2. Restorative Justice protocols.

3. In-school suspension.
4. Determining the function of the behavior and the social and emotional needs of the child to identify and implement evidence-based interventions matched to these needs.

VI. Restraint and Seclusionary Time Out

- A. In accordance with Section 53G-8-302, a school employee may use reasonable and necessary physical restraint in self defense or when otherwise appropriate to:
 1. Obtain possession of a weapon or other dangerous object in possession or under the control of a student.
 2. Protect a student or another individual from physical injury.
 3. Remove from a situation a student who is violent.
 4. Protect property from being damaged when physical safety is at risk.
- B. Prone, face down, supine or face up restraints that obstruct the airway are prohibited. A physical restraint will only be used for the minimum time necessary to ensure safety, and will immediately be terminated when the student is no longer an immediate danger to self or others, or a student is in severe distress. The school will provide notice of the restraint to the student's parent as soon as reasonably possible and before the student leaves the school.
- C. Seclusionary time out may be used when a student presents an immediate danger or serious physical harm to self or others, and for a student with a disability as an Emergency Safety Intervention written into a student's IEP as a planned intervention. Seclusionary time out means that a student is:
 1. Placed in a safe, unlocked, enclosed area by school personnel.
 2. Purposefully isolated from adults and peers, while remaining within the line of sight of an employee.
 3. Prevented from leaving, or the student reasonably believes that they will be prevented from leaving the enclosed area.
- D. Seclusionary time out will only be used for the minimum time necessary to ensure safety, and never as a means of discipline or punishment. Parents will be notified as soon as reasonably possible if a seclusionary time out is used, and before the student leaves the school.
- E. An Emergency Safety Intervention (ESI) Committee reviews use of any physical restraints or seclusionary time outs to ensure that:
 1. Correct protocol is being followed.
 2. The intervention is documented and reported.
 3. Any professional development needs are identified and recommended.

VII. Searches

- A. School administrators may search students, lockers, and personal property based on reasonable suspicion.
- B. School administrators may also conduct random searches that might include all lockers and other school property.

VIII. Corporal Punishment

- A. Corporal punishment is prohibited in Utah. A school employee may not inflict or cause the infliction of corporal punishment upon a student.

IX. Parent Notification of Incidents

- A. Parents are notified of all serious incidents involving their child, of which the school is aware. As previously outlined, parents will be notified as soon as possible regarding suspensions, expulsions, and use of emergency safety interventions. In addition parents can specifically expect to receive notification if:
 - 1. Their child is involved or impacted by a serious gang-related incident that occurs on school property or at a school related activity.
 - 2. Parents will be notified if the parent's student threatens to commit suicide.
 - 3. Parents of each student involved in an incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation will be notified.

X. Students with Disabilities

- A. If a student has a qualified disability, the school administrator will explain the separate procedures that may apply based on the procedural safeguards under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act.

XI. SafeUT Crisis Line

- A. SafeUT is Utah's crisis line that provides a means for an individual to anonymously report unsafe, violent or criminal activities, or threats of such activities at a school, bullying, cyber-bullying, harassment, hazing, abuse, emotional distress or concerns of suicide or psychiatric crisis. The crisis line is available 24 hours a day, 7 days a week. If Administrators receive tips through the SafeUT Crisis Line, they will respond rapidly, in accordance with this policy.

XII. Employee Training

- A. Teachers and administrators will receive ongoing staff development in support of the discipline policies and procedures used at Entheos Academy.