

STATESMEN
COLLEGE PREPARATORY ACADEMY FOR BOYS
Build Strong Boys

SY 23-24 STUDENT AND FAMILY HANDBOOK

Code of Conduct · Academic Policy · General Policy

Statesmen College Preparatory Academy for Boys,
A DC Public Charter School
4600 Livingston Road SE Washington, DC 20032
202.830.2810
www.statesmenboys.org

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Victory for Boys:

A National Solution for Black and Latino Males



A *Flexible Schedule* with intervention focused *Personalized Instruction*



An *Equity Focused College-Going* school culture that celebrates *Effort and Growth*



A *Brain-Research* based *Boy-Friendly Pedagogy* focusing on *warm, trusting and caring relationships*



Statesmen College Preparatory Academy for Boys
Established Fall of 2018



About Statesmen College Preparatory Academy for Boys Public Charter School

Statesmen College Preparatory Academy for Boys is a call to action. In speaking to the families and the community, it became clear that there was a need for high quality seats, there was a need for middle school seats and there was a need for us to do “*something different for boys.*” Statesmen College Preparatory Academy for Boys is the answer to that specific call.

We interviewed over 400 black and brown boys across the nation and in DC to learn about what they were experiencing in schools and what they needed in order to thrive at school every day. We also spoke with over 100 black and brown men and asked them what happened at school to make them successful. In between those two testimonials was the design for Statesmen Academy for Boys.

Welcome to Statesmen Academy for Boys. Welcome home!

Vision: The vision of Statesmen College Preparatory Academy for Boys is that within 20 years of its inception, the District of Columbia will be widely known for the following:

- An abundance of well-rounded, well-educated, well-experienced African American and Latino men as candidates for each career opportunity that becomes available;
- An abundance of well-informed and deeply committed African American and Latino men meaningfully engaged in the frontline work of educational social justice, contributing time, talent, ideation and philanthropy to the forward progression of a high-quality public education for all;
- An emerging cohort of well-resourced and well-connected African American and Latino men leading a group of entrepreneurs in redesigning and reshaping the DC community with a plan of their own design; and
- Alumni of the academy ascending into leadership roles citywide, including an alumnus of the school assuming leadership of the Statesmen College Preparatory Academy for Boys, re-conceptualizing its mission and carrying the work of the academy to a new level.

Mission: The mission of the Statesmen College Preparatory Academy for Boys is to create a boy-friendly pedagogy-informed academic environment within which young male scholars are equipped with the academic skills, social competencies, and personal development necessary to navigate life challenges, attend and complete the college of their choice, and return to become the premier agents of social change within and for the communities they serve.

Values: The values that drive the program are encapsulated in the following value statements:

Relationships – “*I am my brother’s keeper.*”

Rigor – “*I am excellence.*”

Relevance – “*I matter and this matters.*”

Resilience – “*I never quit.*”

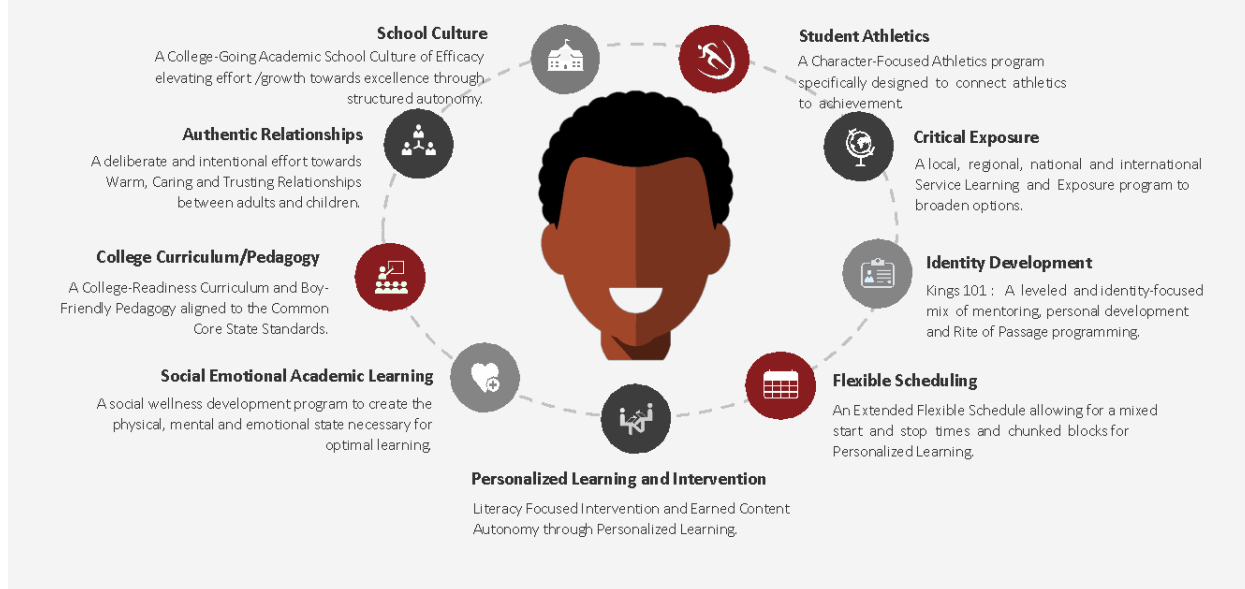
Philosophical Foundations: The educational philosophy of the Statesmen College Preparatory Academy for Boys has a philosophy that is founded on the core belief that bonded relationships and high expectations yield the academic and non-cognitive outcomes that we want for all children.

For African American and Latino boys, many of whom are *Male Students of Urban Poverty*, we know that the general level of expectations held for them is inadequate to their actual capacity.

There is research however, that suggests that these young men respond quite favorably to environments that promote “high expectations”, implementing curriculum and pedagogy that result in the highest level of academic engagement and the results that come with that engagement. This is only solidified in an environment where expectations are being supported by adults *and* peers with whom warm, trusting and caring relationships are shared and there is a clear a progression towards an agreed upon goal. Male students of urban poverty perform best when there is a “*tight knit crew and a worthy cause.*”

We have designed a comprehensive and bold academic program to accomplish the mission of the Statesmen College Preparatory Academy for Boys. The curriculum selected, the accompanying resources and the instructional practices engaged are specifically designed to serve all students but, are especially appropriate to the specific needs of male students of urban poverty. The program elements that have been selected represent the researched, observed and engaged best practices for this demographic and are specifically designed to address and mitigate the implications of the aforementioned research. Program elements include, but are not limited to the following:

A Comprehensive Boy-Focused Approach



Academic Program

One of the core values of Statesmen College Preparatory Academy for Boys is **Rigor**, encapsulated in the value statement, “*I am excellence!*” The policies and procedures established below are in pursuit of an Academic Program that is designed to deliver excellence and deliver on the excellence that is within the young male scholars that we serve.

Curriculum

At the front of the research on what creates academic excellence for all students is the need for “high expectations”. This is no less true for black and brown boys. Those high expectations are initially accomplished in addressing “what we teach”. Content and the accompanying curriculum are the first and most emphatic statement of expectations. The rigor inherent within the content and resources utilized is now argued to be as significant a factor in closing the achievement gap as the teacher who delivers the instruction. If education is to continue to serve as the great equalizer, then the content that we offer must be commensurate the task it is applied to. Continuing to allow that African American and Latino males be subject to weak curriculum or even rigorous curriculum that has been over modified, accommodated and/or adapted is a guarantee that the achievement gap continues to widen. The design of curriculum is therefore an essential act of equity. We must support all students in gaining “access” to the curriculum that we use. At the same time, creating access should not be tantamount to “dumbing down” the academic experience of those we mean to support.

At Statesmen Academy, the foundation of the curriculum will be the Common Core State Standards, a rigorous set of standards developed by a coalition of state level leaders of education from over 40 states and the District of Columbia. The philosophy guiding the design of the CCSS is exactly aligned to the foundational philosophy of Statesmen. Our assumption remains that college is the ultimate purpose of school and that the standards should be equivalent that outcome. These CCSS, executed with fidelity, will support students entering the college or trade center of their choice needing little to no remedial coursework and able to reasonably approach the rigors of postsecondary academic work. At the same time, the pedagogical approach warranted by the standards also supports all students, regardless of ability or current level of mastery, in gaining access to materials and activities that will challenge them.

Core Curriculum

Discipline	Curricular Resource/Material
ENGLISH LANGUAGE ARTS	<u>Core Resource</u> Lavinia (Grades 4-5) Springboard (Grades 6-8)
	<u>Supplements</u> Reading Plus Reading Partners
MATHEMATICS	<u>Core Resource</u> Khan Academy Springboard
	<u>Supplements</u> ST Math BluePrint Math Tuties
SCIENCE	<u>Core Resource</u> TCi Science Alive
	<u>Supplements</u> N/A
KINGS 101: SOCIAL STUDIES	African and African American Civilizations and Contributions, Positive Black Male Identity Development, Shared Humanity <u>Core Resource</u> Internally developed from Khepera Curriculum, Oakland AAMA and TCi History Alive
	<u>Supplements</u> Smithsonian Education
THE ARTS: Spoken Word, Written Word, Graphic Art, Art Expression, Art Therapy, Dance, Music, Improv	<u>Core Resource</u> Internally Developed
	<u>Supplements</u> Smithsonian Education The Kennedy Center Arts Edge Standards
PHYSICAL EDUCATION/HEALTH	<u>Core Resource</u> Internally developed from DCPS PE/Health Standards and PE Central
	<u>Supplements</u> PE Central

The Statesman Way: North Star Strategy

Even more than the “what”, at Statesmen we spend time thinking about the “how”. What makes us unique is pedagogy. These principles, practices and approaches are designed to address the instructional implications of our research on what is going on in classrooms where young male scholars are deeply engaged in learning.

Divine Nine Pedagogy Implications	<p>There are nine key research implications that have informed the “How” of North Star Strategy. They are the answer to the foundational question of what we are able to accomplish in separating African American and Latino Boys as well as what Gender Differentiated Instruction is designed to address.</p> <ol style="list-style-type: none"> 1. Boys are better in authentic bonded relationships 2. Boys are better in rigorous and competitive environments 3. Boys are better when their autonomy is structured 4. Boys are better when distractions are controlled 5. Boys are better when it matters to them 6. Boys are better in open space 7. Boys are better when they can move 8. Boys are better in peer groups (crews) 9. Boys are better when affirmed
Boy Activated Ingredients	<p>Boy Activated is a set of quick strategies that we have designed for teachers to immediately employ to impact the level of academic engagement for boys:</p> <ul style="list-style-type: none"> - Add Affirmations - Add Cause/Contrast - Add Graphics - Add Passion - Add Autonomy - Add Edge - Add Humor - Add Novelty - Add Competition - Add Exemplars - Add Movement - Add Rigor
Inquiry-Based Projects	<p>While we have not committed to Expeditionary Learning as a model, we will employ inquiry-based projects as a way for students to apply the skills and concepts that they master across disciplines. Lead teachers will work with students to design new projects of interest and modify existing projects, adding a Culminating Exposure for each that will allow students to observe and participate in the application of newly mastered skills in the place where they are authentically used.</p>
Direct Instruction	<p>Direct Instruction will be a part of our methods. We engage DI to be sure that an evidence-based approach to modeling, guided practice and independent practice is being employed to accomplish student mastery of skills and concepts. This basic “I Do/We Do/You Do” model for individual skill development is especially effective for students who are assessed to have a specific deficit that is a prerequisite to the engagement of a new skill or concept.</p>
Collaborative Learning	<p>A rotation of collaborative learning practices – cooperative learning, project-based team learning, small group discussion and learning, paired discussion and learning, shared reading and writing, fish bowl activities, case studies, and group consultancy protocols – will be used to promote high engagement, social skills and deeper learning.</p>
Service Learning	<p>A rotation of Service Learning, Culminating Exposures and Field Learning Experiences will be a part of a comprehensive model of methods of instruction that will allow students to a) see how their learning can be used to serve their communities, b) see how their learning is applied in real world settings, and c) see how their learning is solidified by applying it in the field.</p>

Acute Intervention	Students grow most efficiently when they receive instruction directly aligned to an assessed deficit. Acute Intervention will utilize flexible scheduling and skill-specific groupings to pull together students and groups of students to address an item assessed skill or concept. Once the skill is addressed and the deficit is no longer apparent, the group will disband and another assessed deficit group will convene.
Departmentalized Instruction and Instructional Looping	Teachers (and Student Support Specialists where possible) will have an instructional load of one primary discipline and will follow their students for either two or three years depending on the grade level. In this way, teachers will be grouped in a way to maximize both their instructional capacity and their ability to build and maintain warm, caring and trusting relationships.
Data-Driven Decision Making	Elements of the overall school program, content/curriculum offerings, pedagogical approaches, programs, teachers etc. will be examined by way of individually sourced data appropriate to the element being assessed. This data will be used to evaluate, inform, adjust, intensify or finally eliminate any aspect of program being examined. This will establish and reinforce the data-driven culture that will permeate our decision making.

School Calendar

School Calendar - The journey begins. Attendance is still the greatest predictor of academic outcomes. For that reason, we want to provide you with the calendar for the 2023-2024 school year, so that you may plan accordingly. Please take a minute to review the dates below and reach out with any questions or concerns.

- Regular school day hours are 8:15am – 4:30pm, early dismissal ends at 3:45
- Students will have early dismissal every Friday, beginning at 1:00
- We offer Before Care and After Care services through in-house services

08 AUGUST '23						
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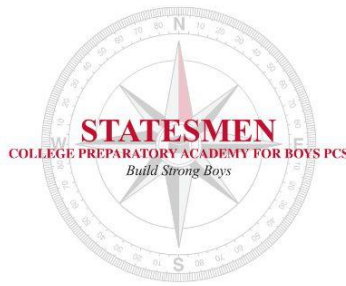
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SY 2023 - 2024 Academic Calendar

Holidays/No School for Students or Teachers

Labor Day.....	Sept. 4, 2023
Indigenous Peoples' Day.....	Oct. 9, 2023
Veterans Day.....	Nov. 10, 2023
Thanksgiving Break.....	Nov. 20-24, 2023
Holiday Break/Religious Observances...Dec. 18- Jan. 1, 2024	
Martin Luther King Jr.Day.....	Jan. 15, 2024
Winter Break/Presidents Day.....	Feb. 19-23 2024
Spring Break/Emancipation Day.....	Apr. 15-19, 2024
Memorial Day.....	May 27, 2024

First Day of School.....	Aug. 21, 2023
Last Day of School.....	Jun. 14, 2024

Pre-Service.....	Aug. 14-18, 2023
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No School for Students-Parent Teacher Conferences (1/2 Day)/Staff PD (1/2 Day)

.....	Thursday, October 5, 2023
.....	Friday October 6, 2023
.....	Thursday, March 14, 2024
.....	Friday, March 15, 2024

Camp.....	Jul. 22-26, 2023
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Student Days.....	180
Teacher Days.....	193

½ DAYS (1PM) DISMISSAL ON FRIDAY'S

End of Quarter	
First Quarter.....	October 19, 2023
Second Quarter.....	January 17, 2024
Third Quarter.....	April 9, 2024
Fourth Quarter.....	June 14, 2024

School Hours

8:15am-4:30pm (M,T,W,R)
8:15am-1:00pm (F)

Address

4600 Livingston Road SE
Washington, DC 20032

Phone Number

202.830.2810

09 SEPTEMBER '23						
SUN	MON	TUE	WED	THU	FRI	SAT
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05 MAY '24						
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07 JULY '24						
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Summer Bridge

The preeminent core value of Statesmen College Preparatory Academy for Boys is Authentic Relationships, encapsulated in the value statement, “I am my brother’s keeper.” Summer Bridge is a critical opportunity to jumpstart the relationships that young male scholars depend on to thrive. Summer Bridge is a mandatory school culture orientation program for students who are new to Statesmen and will take place during a 3-week session in the middle of each summer. Returning students may be invited to participate in Summer Bridge to serve as student leaders and support the induction of incoming scholars.

“Attend today and, achieve tomorrow.” African Proverb

Enroll At Statesmen

At Statesmen College Preparatory Academy for Boys PCS, we are always looking for a “few good men” and, to help make a few more. To become a member of the Statesmen family, you must apply first online through the My School DC open lottery (<http://www.myschooldc.org/>). You can visit our website (www.statesmenboys.org) and follow the link through to My School DC. If there is a need to conduct a lottery based on large number of applicants to fill open seats, My School DC will work with Statesmen to conduct a lottery that will conclude in the Spring of each year. Please check the My School DC website for specific timelines. You will be informed when an available seat has been assigned to your family. Once a seat is offered to you, the next step is registration and enrollment, during which you are required to accept your seat, provide proof of DC residency and to complete the needed enrollment documents.

School Location – The school campus is located at 4600 Livingston Road SE Washington, DC 20032. We use a dedicated entrance that will be marked by Statesmen Academy for Boys signage. All arrival, dismissal and general reception should take place at the entrance marked with the Statesmen logo (3rd floor). Arrival, dismissal and reception will follow the Statesmen Academy PCS protocols that will be outlined in documents that parents will receive before the beginning of the school year.

Attendance Policy

Attendance Expectations - On-time daily attendance is critical to young male scholars achieving the goals that we have established for and that you have agreed to.

- Parents are expected to make transportation arrangements for their scholar, unless otherwise noted by an IEP.
- Scholars are expected to achieve 100% attendance where possible.
- Scholars are expected to be at school every day that school is in session.
- Scholars are expected to finish the entire day.
- Scholars are marked late if they arrive after 8:45am.
- Scholars have not completed a full day of school if they leave before 4:15pm.
- At Statesmen, an absence as the following:
 - A day in which a scholar does not arrive at school at all

Daily attendance is also a legal obligation to the city. As such, Statesmen does have serious consequences for scholars who are frequently absent. While understanding that both sickness, emergencies, bereavement, and other reasons apply to scholar absences, it is critical that families make all efforts into getting scholars to school daily. The following are consequences for excessive absences from school:

- If a student has 20 or more **consecutive unexcused** absences, Statesmen will take the following action:
 - The student may be unenrolled;
 - Attendance data will be mandatorily reported to Court Social Services and/or the OAG Juvenile Division and Child and Family Services Agency (CFSA);
 - Retention (repeating a grade) will be considered and the absences may be the primary reason for retention regardless of academic performance

- When a scholar has 10 or more **unexcused absences (consecutive or nonconsecutive)**, Statesmen will mandatorily report the absences to Child and Family Services Agency (CFSA).
- When a scholar has 2 or more unexcused absences during student orientation (the first 3 weeks of school), a meeting with the scholar's family will be required immediately to discuss expectations.
- Students who reach 5 absences during one interim, or 8 absences during the year, may be required to complete an attendance recovery plan to make up for lost instructional time.

Reporting Absences: Families should report all absences to the Statesmen Operations Team as soon as the need for absence is known. Reporting a need for a missed day of school will serve as a formal excuse. Additional information will be required for the absence to be excused (see below). If we do not receive notification of the absence in advance, we will call parents to determine the reason for an absence. All documentation of excused absences must be received no later than 5 days following the absence. If documentation is not received in the appropriate timeframe, the absence will be marked unexcused.

Excused Absences: All absences will be reported as unexcused absences unless the school receives the following documentation within 5 days of the absence:

- For single day absences due to illness, Statesmen will accept a direct contact from the parent excusing the student for up to **2 total absences after which a doctor's note will be required.**
- For illnesses lasting longer than a single day or for students with more than 2 total absences, a doctor's note will be required.
- For regularly scheduled medical appointments, students are only excused for the duration of the appointment and the necessary travel time. Parents must request student releases with the scheduled time of the appointment prior to pick-up.
- Religious holidays as communicated to the school by parents.
- Parent note indicating there is a family funeral – the scholar will be excused for the day of the funeral.
- Advance written notice to the Principal indicating that the scholar will be visiting their parent or legal guardian, who is in the military; immediately before, during or after deployment.
- Parent note indicating there is a family emergency – emergencies include house fires, house floods, or incidents of violence in the home. An emergency is defined by the presence of an emergency response team (fire, ambulance, police, CPS, etc.), unexpected hospitalization of a family member, or unexpected loss of a family member.
- Court documents mandating a court appearance – the child will be excused only for the day(s) indicated on the court documents.

Long Term Absences: If it ever becomes necessary for your scholar to be absent for a week or more of classes, please contact the Operations Team immediately to make arrangements for assignment completion and to provide adequate time for teachers to plan and prepare for accommodations. Teachers will put forth a reasonable effort to support scholar learning while they are away and make reasonable allowance for makeup work. Statesmen will not provide homebound instruction to students unless directed under an Individualized Education Plan, a 504 Plan or an internally developed Personalized Education Plan.

Late Arrivals, Early Dismissals & Appointments: If a scholar has a medical appointment or a family emergency that may warrant an early dismissal, the family should contact the school to arrange for pickup. All early dismissals are made from the office. Scholars will only be called to the office when the receiving guardian has arrived. Parents are required to sign scholars out in-person from the main office and identification will be necessary. A student will be dismissed early only to a parent or other properly authorized and identified adult. Parents will be asked to submit a list of receiving adults who are authorized to pick up your scholar. We fully expect that midday appointments scheduled during the day will not result in a full day loss of instruction. Please bring the young men to school before and/or after the appointment has concluded.

Recovering Missed Work Because of Absence(s): Scholars are expected to make up all work missed as a consequence of absences - excused and unexcused. Teachers will use their discretion in creating policies for when work must be recovered due to absences. Students will be expected to complete missed work by the deadline directed by the teacher.

Tardiness: Mornings at Statesmen are critical to the Social Emotional Academic Development (SEAD) program that our young male scholars continue to benefit from. Late arrivals distract from this and prevent scholars from starting their day with positive energy. At Statesmen, learning begins the moment at student enters the building. As such, students are marked as tardy from 8:45am.

Arrival/Dismissal: The regular school day at Statesmen will begin at 8:30am and end at 4:30pm Monday through Friday. All arrival and dismissal will occur using only the dedicated Statesmen Academy for Boys. This entrance is directly off of Livingston Road.

- Regular Arrival Scholars (scholars not participating in Before Care or After Care)
 - Scholars (walking to school or being dropped off) should arrive at school no earlier than 8:05am.
 - Scholars who arrive early are to remain in the car or in the care of a guardian until 8:15am. Parent/Guardians will not be allowed to drop scholars off early or leave students with other groups of scholars unsupervised. There will not be an outdoor reception area for early arrivers. If scholars are not enrolled in Before Care or After Care, arriving before 8:15am will not be possible.
 - Parent/Guardians who drop scholars off from a car who wish to communicate with staff will be required to park their car and come into the building.
 - Parent/Guardians visiting the school for any reason will be required to park on Livingston Road. Please be sure to read and follow the instructions of all posted parking regulations for the neighborhood.
- Alternative Arrival Scholars (scholars participating in Before Care or After Care)
 - Parents using Before Care or After Care will be required to follow the established arrival and dismissal protocols of the service provider.
 - Scholars in Before Care will be escorted by a member of the service provider staff or the Statesmen staff from the area where Before Care is located to the reception area of Statesmen no earlier than 8:15am and no later than 8:30am.
- Regular Dismissal Scholars (scholars not participating in Before Care or After Care)
 - Statesmen is the final rotation of dismissal for the 3 schools and will not be able to dismiss scholars before our dismissal rotation begins. Please see the Late Arrival/Early Pick-Up policy where appointments are concerned.
 - Scholars (walking to school or being picked up) will start being dismissed no earlier than 4:30pm.
 - At 4:30pm, car pick-up dismissal will begin. Statesmen staff will use the Crew app to begin to release scholars one by one as parents arrive. Scholars will exit the building directly to awaiting cars. Staff will be stationed to supervise a quick release. Again, there will not be an outdoor reception area for scholars. They will be released only as the appropriate adult arrives for pick-up in the transportation line.
 - Parent/Guardians in cars will exit the transportation line immediately after picking scholars up. This procedure will be monitored closely by Statesmen Academy staff to avoid traffic congestion.
 - Parent/Guardians in cars picking scholars up who wish to communicate with staff will be required to park their cars and come into the building.
- Alternative Dismissal Scholars (scholars participating in Before Care or After Care or Early Dismissal)
 - Parents using Before Care or After Care will be required to follow the established arrival and dismissal protocols of the service provider.
 - Early dismissal stops at 3:45. Any parent or guardian wishing to pick their child up early will need to do so before 3:45 or wait until 4:30 when regular dismissal time begins.

Scholars in After Care will be escorted by a member of the service provider staff or the Statesmen staff from the reception area of Statesmen to the area where After Care is located to no earlier than 4:20pm and no later than 4:30pm.

“Work the clay while it is still wet.” African Proverb

Discipline Policy

Disciplinary Philosophy - At Statesmen College Preparatory Academy for Boys PCS, we subscribe to the belief that most behavior requiring intervention is a function of a physical, psychological, emotional or social need that has not been met for a child. That scholar may not know how to get that need met, may have been unsuccessful in getting the need met in the past or may not have internalized the mission-aligned behavior appropriate for identifying the need and getting it met.

Our primary core value is Relationships. In pursuit of this, we intend to build a school culture centered on Restorative Justice practices and approaches. We aim to build a proactive restorative culture where dialogue between families, students, teachers, and administrators is constant. Keeping lines of communication open and flowing are critical in order to mend and restore fractured relationships when conflicts occur. This will lead to high levels of ownership for interactions within our school community.

It is our philosophy that discipline should be engaged primarily to develop mission-aligned behavior and permanently change unaligned behavior. We believe that this is accomplished in the following ways. One, the underlying need warranting the behavior has to be met. When a young male scholar is able to reasonably reconcile an unmet need using aligned behavior, he will gladly replace unaligned behavior with a choice that will avoid negative consequences. Two, a bonded relationship with an adult who will help the young male scholar realize that he no longer needs the unaligned behavior. Finally, these young men need present support as they persist through the vulnerability and awkward-ity of habituating a replacement behavior. In the end, to permanently change a behavior, children must be lovingly supported in replacing undesirable behavior with something else. And, that something else has to work to *meet an unmet need*. We also realize that this process is very difficult to accomplish under the backdrop of an out-of-school suspension or expulsion. It is our philosophy that over reliance on exclusionary disciplinary practices tear at the very foundations of the relationships that we want to leverage for change. Additionally, we have data to suggest that these practices are correlated with the factors connecting school failure to prison incarceration.

As such, at Statesmen College Preparatory Academy for Boys PCS we are deeply committed to the following:

- in support of **Relationships** and **Resilience**, the engagement of Restorative Justice practices as a frame for building relationships, maintaining a safe school environment, keeping young male scholars connected to their community and maximizing opportunities for students to learn from the impact of their choices – leading to the permanent change in their behavior
- in support of **Relationships** and **Resilience**, the proactive engagement of Social Emotional Academic Development to support the emotional and psychological wellbeing of these young men as they learn and practice mission-aligned behaviors and good decision-making
- in support of **Relationships** and **Resilience**, the proactive engagement of Crew-Focused Positive Behavior Incentives and Support system as a way to reduce negative behavior, incentivize mission-aligned behavior, promote bonded peer relationships and promote joy-factor and a love of school
- in support of **Rigor**, the proactive establishment of clear and consistently applied Protocols, Procedures, Systems and Routines to reduce disruption, confusion and frustration and increase
- in support of **Relevance**, the equitable implementation of a fair and concise Hierarchy of Discipline to clearly outline the mission-aligned behavior that we want to see students engage in

Statesmen's approach to discipline – as much as possible, is to eliminate the very need for discipline by encouraging the autonomy that is organic when the proper scaffold is established. It is our conjecture that a school environment where young men are challenged to earn the autonomy that they engage in will significantly increase their internalization and appreciation of that autonomy, support the development of the discipline necessary to engage autonomy maturely and prevent later failure as a result of being given autonomy before the prerequisite skills are developed.

In pursuit of the above approach to discipline, please see the below as a menu of options and not a hardline set of protocols to be immediately engaged. We see each disciplinary engagement as an opportunity first to strengthen relationships and second as an opportunity to develop character. This requires that the teachers and leaders have the

flexibility to engage discipline with an appreciation of the relationships of those involved and the specific need of the young man involved.

STATESMEN ACADEMY FOR BOYS CODE OF CONDUCT	
Scholar Rights	Scholar Responsibilities
<ul style="list-style-type: none"> • To be known, loved and treated with respect • To receive a high-quality education that will prepare you for college and career • To receive a free and appropriate education with resources, materials, technology and supports that create the greatest possible access to learning • To have access to content and pedagogy that is relevant to you and your experience and that interests and engages you • To learn in a school environment that is safe, free from harassment, bullying and significant behavioral distractions • To have access to qualified teachers • To have equal access to all school sponsored activities of the school, including extra-curricular activities, athletics, clubs, field trips and engagement regardless of race, age, gender, class, sexual orientation, social and family background and ability status • To be informed of your academic and behavioral performance • To have and respectfully express and views, opinions and perspectives that are opposing to those of others • To peaceably assemble on school grounds • To enjoy a reasonable degree of privacy, where it does not items prohibited by law or school policy 	<ul style="list-style-type: none"> • Treat people with love and respect • Attend school on time and every day, actively engaging in the academic program and producing high quality work • Utilize the resources, tools and technology that is being provided for you and ask for specific support • Contribute to the development of the content that is presented • Follow the rules to the best of your ability, practice the values in your behavior and contribute to a positive and safe school environment • Treat teachers with respect • Engage in school supported activities in a way that promotes the school values and support the participation of others, appreciating and respecting diversity • Seek access to academic and behavioral progress data • Express your views, opinions and perspectives in a respectful way and at the appropriate times • Engage in activities that are mission-aligned and value oriented • Bring only permitted materials to school and use those materials in ways that are appropriate

It is our full expectation that students will engage in behavior that is unaligned to our vision, mission, values and code of conduct. All unaligned behavior will require our attention.

Disciplinary responses will be logical, appropriate, instructive and restorative. Disciplinary responses will consider factors such as:

- The safety of other students and staff;
- The degree to which injury occurred;
- The nature of the infraction;
- Circumstances relating to the infraction;
- The age of the student;
- The student's previous behavioral history;
- Previous participation in counseling or conflict resolution efforts such as peer mediation;
- The educational needs of other students;
- The educational needs of the student to be disciplined (including those enumerated in an IEP or a plan issued pursuant to a known 504; and
- Extenuating circumstances particular to the child and the family.

As indicated in this policy, disciplinary responses will be primarily designed to avoid losses to instruction and breaks in relational bonds and, where practical and possible, the extent practicable under the circumstances, to enable students to continue their instructional program.

TIER ONE BEHAVIOR

Behavior generally unaligned to the Student Code of Conduct that may also be mildly or moderately disruptive to the educational process are considered ***Tier One*** infractions. They will always require the attention of the adults and peers in the environment and will be subject primarily to Restorative approaches and will never result in exclusionary discipline.

Tier One behaviors are not limited to, but may include the following:

General disruption to school, class or assemblies; general disrespect of students, staff and visitors, minimal damage to materials, graffiti, or theft of public or private property, smoking in and around the building, general disobedience to the instructions of a staff, willful refusal to be in an assigned area at an assigned time, posting unauthorized materials, using social media in inappropriate or harmful ways, forging signatures and/or passes, academic dishonesty - cheating and plagiarism, missing homework or class work, failure to upgrade failed test(s), possession of prohibited items, encouraging others to violate rules and unauthorized use of technology (laptop, notepad, tablets, cellphones).

TIER ONE RESPONSES

Responses to ***Tier One*** infractions are not limited to, but may include the following:

General redirection, needs assessment, action/impact feedback, reflections/timeout, teach/model/practice behavior, Crew Mini-Circle, student/teacher 1on1 restorative conversation, temporary assignment to a “cooling off” area or partner, temporary disciplinary assignment with the school.

TIER TWO BEHAVIOR

Behaviors unaligned to the Student Code of Conduct of a nature that is more deliberate or defiant, deliberately repetitive of Tier One infractions, moderately to significantly disruptive to the educational process and/or dangerous to the student, his peers and/or staff are considered ***Tier Two*** infractions. They will always require the attention of the adults and peers in the environment and will be subject primarily to Restorative approaches that may occasionally include school-based disciplinary action.

Tier Two behaviors are not limited to, but may include the following:

Deliberate and repetitive engagement in Tier One infractions, regular and repeated classroom interruptions, gross disrespect of peers and staff, gross destruction of public or private property, gross and repeated theft of public or private property.

Infractions of a sexual nature, drug related images, paraphernalia and substance, weapons on school property, violation of fire drill process and/or instructions, fighting, hazing, harassment, intimidation and bullying, sexual harassment, inciting disorder.

TIER TWO RESPONSES

Responses to ***Tier Two*** infractions are not limited to, but may include the following:

General redirection, needs assessment, action/impact feedback, reflections/timeout, teach/model/practice behavior, Crew Mini-Circle, student/teacher 1on1 restorative conversation, temporary assignment to a “cooling off” area or partner, temporary disciplinary assignment with the school.

Loss of privilege (demerits, detention, adjusted engagement during class, monitored engagement, etc.)
confiscation of inappropriate materials, referral to mandatory counseling, restitution, referral to mandatory drug screening and/or to a substance abuse program, parent communication (letter, call, text, conference), daily/weekly behavioral contract, tracker, community restitution, program adjustment, finding a mentor to support the student’s social emotional development and decision making, illicit posting of inappropriate images of peers, staff or other persons.

TIER THREE BEHAVIOR

Behaviors that create situations where a scholar poses an immediate or prolonged threat to himself, his peers and staff members are considered ***Tier Three*** infractions. They will always require the immediate attention of the adults in the environment and will be subject primarily to immediate isolation, acute support and Restorative approaches that may include exclusionary disciplinary action.

Tier Three behaviors are not limited to, but may include the following:

Recklessly endangering or threatening intimidation of peers, staff and other persons, distribution of drugs or alcohol, indecent assault or indecent exposure, brandishing a weapon with intent to cause injury, planning or unreported knowledge of plans to cause serious harm to the school.

TIER THREE RESPONSES

Responses to ***Tier Three*** infractions are not limited to, but may include the following:

Needs assessment, parent communication, referral to mandatory counseling, mandatory drug screening, and/or to a substance abuse program, adjustment of student program, finding a mentor to support the student's social emotional development and decision making, community restitution, out-of-school suspension, expulsion.

Suspension/Expulsion - In support of Relationships and Resilience, Statesmen is deeply committed to the practices of Restorative Justice as a frame for building relationships, maintaining a safe school environment, keeping young males scholars connected to their community and maximizing opportunities for students to learn from the impact of their choices – leading to the permanent change in their behavior. As such, we will not have a mandated Out of School Suspension or Expulsion requirement, but will consider them when this condition is present:

- keeping the scholar at the school is an immediate threat to the scholar, his peers or the staff

General Disciplinary Process - In practice, this may all come together in several different ways. When a young male scholar engages in unaligned behavior, the leaders and teachers may respond to the behavior in the following ways (this may or may not be engaged as a continuum of response):

In support of ***Resilience***:

- Reduce stress for the young male scholar
 - Isolate for safety if necessary
 - Provide time to cool down
 - Create an opportunity to move, walk
 - Provide water

In support of ***Relevance***:

- Determine the needs of the young male scholar
 - Walk and talk
 - Side by side discussion
 - Write a reflection
 - Provide an opportunity to be heard, to describe what the need is
- Resolve the problem for the young male scholar
 - Brainstorm ways to fulfill the need, list options
 - Engage autonomy/choice in utilizing an option

In support of ***Relationships***:

- Engage the Crew System for support
- Restore relationships for the young male scholar
 - Engage the circles process for Restorative Justice
 - Outline actions, impact, intent
 - Outline impact to groups and individuals (parents, teachers, students engaged)
 - Brainstorm actions to restore, replace, re-engage, list options
 - Engage autonomy/choice in restitution

In support of ***Rigor***:

- Include appropriate disciplinary action

- Reteach, skill-building and practice session, reflection writing and conversation, simple restitution (accept responsibility, apologize, repair), natural consequence model, demerits/deductions, loss of privilege, parental contact, temporarily removed from proximity of issue, community service, Crew instituted consequences, lunch or after school detention, behavior intervention plan/contract, daily school/home log, ISS, OSS, expulsion
- Assign action implementation to Crew

General Due Process - Pursuant General Due Process, Statesmen CPAB PCS will engage the following:

- All policies and procedures will be established in writing, be in the Student and Family Handbook, published and discussed at home visits, parent meetings, parent trainings or parent/teacher conferences.
- All disciplinary action must be assigned and/or approved by the leadership of the school or a designee.
- Disciplinary action will be recorded and maintained by the school, available to students and families upon request.
- Exclusionary disciplinary action will be assigned only after the factors above have been considered and all reasonable prevention, intervention, remediation and relational strategy has been exhausted.
- Any disciplinary action taken by the school will be communicated to the parents in writing and through verbal contact.
- Students under the age of 13 will not be permitted to leave the school premises during school hours without escort from a parent or parent designee. If contact cannot be made and the student returns the following day, the student may be segregated, but will remain at school until contact is made and arrangements made.
- Where no harm is imminent, students will remain in class until an established suspension begins.
- A student, parent or guardian may choose to appeal any disciplinary action taken by the school in the following manner:
 - Appeals are made to the Director of Instruction at the school.
 - Appeals may be oral or written in form.
 - Appeals must be made within 2 days of disciplinary assignment.
 - Appeals will be received and considered within 2 days of receipt by the principal or delegated to the appropriate designee.
 - When necessary, appeal conferences/conversations will be conducted within 3 school days of school leader consideration.
 - Students, parents and/or guardians may present exposition, evidence and witnesses.
 - The school leadership will make the final determination and will communicate that decision in writing to the student, parent or guardian within 1 school day of the conference.
 - In the case where a family may wish to appeal an expulsion or a suspension
 - An ad-hoc meeting of the Disciplinary Committee of the Board of Trustees will be convened as a Disciplinary Hearing.
 - The committee will not be presided over by the leadership of the school or any staff involved in the original incident.
 - The decision process as outlined will proceed with the final decision made and communicated by the Disciplinary Committee chair or designee.

Protection of Students With Disabilities - To ensure that the behavior policies are equitable and do not lead to any subgroup experiencing disproportionate impact, we will monitor for fair and consistent implementation across all subgroups. We believe that the use of our PBIS system with Crew Credits and StarCard Demerits will create relevant sources of data with which to analyze the impact of our overall approach to discipline. As a data driven organization, our School Psychologist and/or School Counselor will work with Compass Fellows to track student Credits, Crew contributions, Demerits, attendance as well as referral and discipline data. That will allow us to immediately uncover disproportionality and design mitigating action. While the school will employ a general practice of avoiding out of school suspensions and other harsh disciplinary policy, when serious infractions take place that might lead to a more severe disciplinary response on the part of the school, the school leadership will consult with teachers, counselors and special education coordinators and make a final decision.

When a student who has a diagnosed disability or who is under the provision of a 504 plan or who is still in the eligibility process is involved in a serious infraction that will likely result in more severe disciplinary action including any exclusionary discipline, we will engage the prescribed process to determine if the behavior was indeed a manifestation of their disability – the Manifestation Determination Review (MDR). That process will go as follows:

- The SST/RTI/IEP team will schedule an MDR within 10 days of the original infraction.
- The school will prepare a Discipline Referral Packet (incident description, policy implications, impact statement, witness reports, FBA, BIP and other related information) for the review.
- At the MDR, a disability reconciliation will take place (outline specific disability, identify general manifestations of the disability (DSM IV), innumerate specific manifestations for the child in question, and examine testimony and statements of reputable sources on the matter).
- The team will use the information to discuss the behavior that is the source of the disciplinary referral and make a determination as to whether or not the behavior is a manifestation of the disability.
- Parents will be notified of the results of the MDR before an 11th day.

We think that over time, SWDs more than any other group will be positively impacted by the culture that we establish. As such, we believe that the general student population and students with disabilities will thrive in this environment of developmentally appropriate support. At the same time, this approach is completely aligned to the vision, mission and educational philosophy of the school.

From time to time and as the school leadership may deem appropriate, these policies may be reviewed and revised. These updated policies will be shared via school memo, school newsletter and/or school meeting.

General School Policies

Uniform Policy – At Statesmen, we believe in a “tight knit crew with a worthy cause” and therefore encourage uniformity where possible. As such, Statesmen is a mandatory uniform school. Scholars are required to be in their khaki pants, white button up shirt, gray or striped tie and closed toe and heeled shoes, Monday- Friday. Scholars with a striped tie may wear jeans and their button up and tie or their khaki pants and a college shirt on Fridays, only. To support our families with the rising costs of uniforms and to make sure that uniforms do not serve to deter enrollment, Statesmen will provide uniform pieces to students at no cost to parents. Having taken on this responsibility, we will require that parents send their scholar to school in the provided uniform daily, in clean and kempt manner and with no substitutions. We will keep additional uniform pieces at school for the occasional loss of a uniform item.

Cell Phone Policy – Our research with the boys and men who informed the design of the school made it abundantly clear that while cell phones are enormously useful, they are a significant distraction to the learning focus of scholars. As such, cell phones are not allowed at school during school hours. For emergencies, parents should contact the front office or any staff member from whom a cell phone number has been provided. Please make sure that all emergency contact information for you and your family is ready and up to date so that you can be quickly contacted in case of an emergency. Students who bring cell phones to school will have them held by the Operations team until dismissal. Students who do not turn in their cell phone will have them confiscated until a parent can come to the school and retrieve the phone. **Statesmen will not be held responsible for broken or stolen cell phones and other electronic equipment.**

Reciprocal Communication Policy – As a school deeply committed to relationships, we partner with our parents in creating the village that will raise the child. As such, we will regularly communicate with parents:

- Regarding the academic performance and growth of your child,
- Regarding the social emotional and identity development of child,
- Regarding the needs of the school, physically, programmatically, and politically,
- Regarding the “goings-on” of the school, events, programs, internal and external, good news, bad news and ugly news, and
- Regarding the shifting nature of the school program and staff, additions, subtractions and shifts to the team.

We intend for there to be a series of constant exchanges about the nature of the school as it continues to grow. We will use various medium to communicate:

- In-person meetings, town halls, and gatherings
- Voice to voice phone calls
- Various messaging medium
- Email
- Newsletters, notifications and announcements
- Report Cards, Progress Reports, Paychecks

It is our expectation that the information that we forward will be immediately consumed and that parents will reciprocate by sending documents that require signage back to us immediately. We also expect that parents will use the prescribed methods to inform us of when things are going well – and – when things need to change.

General Policy Adherence – As a school of choice, Statesmen College Preparatory Academy for Boys PCS has published and announced the general purpose, program and policy that makes us who we are. By choosing to enroll at Statesmen, you are agreeing to adhere to the policies, protocols and procedures outlined in this manual, in the Statesmen School and Family Pact, outlined in the Statesmen Newsletter as well as announced in public forums and home visits. As a school of choice, parents have more power than in any other setting. When the policies are no longer working for the needs of your family, you have the ultimate power to separate from the program at no consequence to you or your family.

Grades & General Academic Policy

Grading Philosophy - At Statesmen College Preparatory Academy for Boys, our core value of Rigor is encapsulated in the value statement, “*I am excellence.*” As such, it is our intent to provide a rigorous academic experience for the young male scholars that we serve. It is our desire to prepare them for success in the best high schools in the city on their trajectory to and through college. To accomplish this, it is warranted that we have a grading policy that is rigorous, fair, and transparent.

In support of Rigor, certain clarity and necessary regularity within the grading system, we will implement the following system-wide policy on grading.

All teachers will assign grades in the following categories and with the prescribed weights:

Grade Components and Weighting - Core subject areas include Reading/ELA, Math, Kings 101 and Science.

- 50% - **Assessments** - (Formative and Summative, Unit, Program and Teacher Designed, Quizzes, Exams and Exit Tickets) - College and Universities as well as high ranking high schools use performance on exams and assessments to evaluate initial college readiness.
- 30% - **Classwork/Projects** – (Performance Tasks, Projects, Classwork, Interdisciplinary Unit Assignments) - Immediately following assessments, interdisciplinary projects, performance tasks and assignments completed in groups and teams will be used to form grades.
- 10% - **Homework** – (Assigned Daily) – A significant amount of the work in college will be completed out of class and independently.
- 10% - **Participation** – (As observed by the teacher in class daily) - No one earns a high school or college degree without significant engagement in teams and groups.

On a weekly basis, core subject area teachers will upload 3-4 grades.

Assigning Individual Grades - All Assessments, Performance Tasks and Projects are required to be comprehensively reviewed against preset criteria and/or a rubric, graded accordingly and immediately uploaded. Homework, Classwork and other assignments may be quickly reviewed for completeness, group graded, peer graded and assigned one of the following:

- a grade as calculated
- a rating of Pass/Fail
- a rating of Unsatisfactory/Satisfactory/Outstanding

- a rating of Check/Check+/Check-

Each of these designations can hold a predetermined value within the grade book.

The weekly Participation grade should be based on the observations that a teacher makes of scholars and can include:

- participation in whole class instruction/discussion, question and answer sessions
- participation in teams or small groups
- effort and engagement on independent assignments
- relative effort considered in conjunction with the individual ability of the scholar
- the regularity of engagement and submission of homework, classwork and project assignments

The Participation grade is the easiest grade challenged and requires that the teacher have moderate awareness of the scholar to which the grade is being assigned.

Grade Reporting Requirements - Teachers are required to record and report the mandated grades for each scholar on their roster each week in all of the core subject areas taught during the quarter.

Minimum Grade Reporting - It may be the case that a young male scholar may underperform in a class that he dislikes or with a teacher with a less established relationship. As that relationship develops, the performance of that scholar may improve dramatically. We do not want the initial performance to weigh down a cumulative grade unfairly.

At the same time, it may also be the case that a young male scholar may choose to do little or no work during the quarter and end up with a grade that significantly inflates his actual performance as a result of unreasonably high minimum grade reporting.

To balance the need to ensure that cumulative grades are truly representative of a scholar's actual performance and the need to ensure that scholars are not able to manipulate a lenient grading policy, the minimum grade recorded will be 50%.

Report Cards/Progress Reports

In support of Rigor and Relevance, we desire that parents and scholars take ownership of academic progress as the year moves on. To support this, students and families will receive a **Full Grades Report** (standard report card) at the end of each quarter as published in the school calendar. Additionally, we will require that schools produce **Grade Detail Report** (progress reports) for all core subject areas. Grade Detail Reports will be produced every 2-3 weeks and will outline each assignment evaluated by the teacher and the grade earned. These progress reports will be printed and sent home to parents by way of their child. The school will use a signature tracking system to guarantee that parents are receiving the progress reports and are therefore able to intervene in a substantive way to support their scholar's progress.

Together, we think that the established grading policy is aligned to both the mission of Statesmen College Preparatory Academy for Boys and representative of the core values of Relationships, Rigor, Relevance and Resilience.

Promotional Requirements

Retention is an incredibly tenuous issue for the families of male students of urban poverty. We know that grade retention is correlated with several other involuntary markers common in the experience of young male scholars - parental incarceration, divorce or separation, poverty, abuse and neglect, neighborhood violence and instability as

well as troubled schools. Students who have experienced grade retention are much more likely to drop out and therefore experience incarceration at a higher rate. And, the social stigma associated with grade retention is so negative and intense that it often permanently sets the family against the school and the child against learning. In that state, many young male scholars are in a state of being that is opposing the very academic supports necessary to mitigate the contributing factors of failure. Failure begets failure. We believe that many students who struggle academically have been exposed to inadequate instruction more than anything else.

As such, it is our contention that everything possible must be done to guarantee that the population most vulnerable to incarceration be protected against the systematic failures supporting it. In support of **Resilience**, at Statesmen, we will see grade retention as a final course of action employed only when it is clear that nothing else will work to support the academic growth of the young male scholar in question. We will work very hard to prevent grade retention before at least two years of adequate instruction and intense deficit specific intervention has been in place and executed with fidelity.

With the academic supports outlined in the Methods of Instruction portion of this application - universal screening, skill-specific groupings, small group and one-on-one instruction, crew systems support, individual tutoring, brain-based and gender differentiated instruction, online personalized learning and acute intervention strategy - we believe that academic deficits discovered in the beginning of the year will be addressed in a way that will **in most cases** close gaps enough to support the promotion of students to the next grade. These strategies are widely supportive of all learners, including those with disabilities, those still learning the English language and those in need of significant academic support. If, after these supports have been applied, a grade retention is still being considered, we will convene a Retention Subcommittee of the leadership team to review the proposed retention. Here, a formal case can be presented. If initially granted, a retention year plan will be designed to make sure that a retained student does not receive a 2nd year of the same program with the same people who presided over the failed academic year.

Students will be promoted to the next grade when:

- their academic and non-academic growth can be supported in the next grade
 - academic performance within two years of the promotion grade or higher
 - within a two-year period of program implementation with target appropriate growth
 - academic growth in the trajectory of a gap closing target (NWEA MAP)
 - grades can and will be considered, but will not preclude promotion
 - attendance can and will be considered, but will not preclude promotion

Students may be retained when and only when:

- they have completed two years of high quality academic instruction and intense deficit specific intervention executed with fidelity and still fall outside the above criteria
- academic deficits are so severe that moving to the next grade would be an academic and emotional distress to the child
- there is no intervention program that the school can reasonably offer to address the gaps that would make grade promotion academically and emotionally tenable for the child

Technology Use Policy

Statesmen College Preparatory Academy for Boys PCS Student Technology Use Policy

At Statesmen Academy, our primary core value is Relationships as it is captured in the value statement, “I am my brother’s keeper”. We take care of our boys as we would our own younger brothers and expect that they take care of each other in a similar manner.

With an increased focus on technology use in the classroom and at home, this expectation still applies - on campus, off campus, in person and as they engage in any distance learning. Behavior in the virtual and

electronic space must meet the same standards as would be expected in the physical space. Consider the original Statesmen Code of Conduct where technology is concerned:

Moving forward, be advised that the following represents the updated Code of Conduct where technology is concerned:

The sudden and severe impact of the COVID-19 pandemic has drastically changed the way that schools operate now and for the foreseeable future. As such, we will provide the hardware, programming and technical support necessary for all students to actively engage in all aspects of learning.

- **Device Provision** - Statesmen scholars *may* receive as many as two devices to support their academic engagement; one interchangeable device for their use at school and one that will be used for Distance Learning (DL), online tutoring and academic support that can come back and forth to school. We fully expect that student will use these resources for academics.
- **Online Access** - To support the progression of technology based learning and academic support, Statesmen will provide each student a school email account.
- **Online Protection** – While we install programs to limit the use of school equipment for illicit engagement, we strongly advise that parents engage all available Parental Control Tools (filters and blockers, outgoing content blockers, screen-time controls, monitoring alerts, child specific browsers and search engines) to prevent access to inappropriate materials. Consider the following:
 - **Be an example.** Our boys are watching us. They will take their first cues on what is right and wrong in the virtual space from what they see in us. *Your child has seen your Facebook page* and every other public posting that you have. While we may wish that our boys would do as we say, they will never fail to follow first what we do.
 - **Limit their use.** Set limits on the number of hours our boys can spend online, set the times that they can engage and set the parameters with regards to who they can engage. Engage password protected parental controls to internet access at home. All providers allow you to limit the types of sites that students can visit.
 - **Monitor their use.** *Do not allow unlimited, unmonitored access to the Internet* – at home on their personal devices or on devices that we provide – phones, tablets or computers. Regularly check the website history to know the types of sites our boys have visited. Examine every published and private page that our boys have created and every picture that they post or “like” so that you come to understand the content that they are most drawn to. Know everyone that our boys socialize with online. Consider requiring that all devices be used in your home in a public space where you can quickly see the engagement of our boys.
 - **Communicate expectations.** Be sure to regularly communicate to our boys the good, the bad and the ugly of the open internet. Be sure they know these words (mandatory vocabulary) as things to avoid – private chat rooms, phishing attempts, P2P file sharing, illicit content, sexting, sextortion and grooming. Consider a signed and posted Online Family Manifesto that establishes your expectations regarding online engagement and sets the Rules of Engagement in your home. Regularly inquire as to what they are seeing and hearing “*out there*” in the online world. Be sure that our boys know how you feel about how they are engaging online resources. Reward their active adherence to your rules of engagement and ask them to report when those rules are violated in or out of your home.

- **Adjust as needed.** From time to time, you may need to adjust your settings, increase use, decrease use, shift your limitations as our boys become more mature and can handle it *OR* more savvy in how they attempt to engage content online.
- **Expect exploration.** You should not be surprised to find that this seemingly private and anonymous space is a place where our boys may attempt to explore and engage content that may be of interest to them while at the same time be illicit. How we react when we learn of this will impact significantly what the boys talk to you about. Please know that we will serve as a resource to you as we all share in the work of raising boys to men in this new and tech-savvy world.
- **Online Infractions** – The following represent infractions as it relates to virtual and/or in-person engagement:
 - Our boys will not engage in any activity designed to access or breach another person’s account or the school’s technology infrastructure, send unsolicited email, interrupt normal operations or instructional engagement, engage spam, install unlicensed software, or engage inappropriate gaming.
 - Our boys will not engage in online insulting, assaulting, harassment or bullying.
 - Our boys will not engage in gossip, insults, threats and audio or video recording.
 - Our boys will not engage in unflattering or lewd photos and videos.
 - Our boys will not engage in viewing, downloading, or transmitting pornography or materials containing obscenities.
 - Our boys will not engage in the possession of or transmission of sexually explicit images of themselves or anyone else.
 - Our boys will not engage in lying, cheating, stealing, plagiarism or fraud, whether from print or electronic sources.
 - Our boys will not engage in vandalizing and violating copyright or trademark rights of others.
 - Our boys will not engage in any virtual or in-person activity that would otherwise be considered illegal, illicit or criminal by any local, regional or federal jurisdiction
- **Equipment Collaboration** - We know that the situation that we find ourselves in may necessitate that families allow other members of the home to use a device that Statesmen has provided for each Statesmen scholar in your home. While we expect some device sharing to take place, please keep in mind the following:
 - We expect that the devices that we provide our boys will always be available to them during the times that school related activities are engaged.
 - All aspects of our technology policy will apply to every device that the school has provided and at all times that a school provided device is in use.
 - The devices that we have provided will include blocking and monitoring software. There should be no expectation of privacy while school provided devices are being used.

Again, Statesmen will provide the hardware, programming and technical support necessary for all students to actively engage in all aspects of technology based learning. Families, however, will need to balance our support by making sure that the materials that we provide are properly cared for and that the boys are protected while they are online.

Meals

Statesmen Academy for Boys participates in the National School Breakfast and Lunch Program. Any student may participate in the daily meals offered through the program. Breakfast is free for all students and is typically made available from 8:15 a.m. until approximately 9:15 a.m. each morning.

Meals are provided by Revolution Foods (www.revolutionfoods.com), a company started by former educators dedicated to the idea that all children should have access to healthy, fresh (often organic) food on a daily basis. Revolution Foods meals feature fruits and vegetables, healthy carbohydrates, and lean protein.

Health and Safety

Regular medical and dental checkups are essential for your child's health. All Statesmen Academy for Boys scholars must have a complete immunization record and physical exam form on file at the school in accordance with D.C. law. Students may not be allowed to attend classes until these forms have been turned in.

Students should take all required medications at home or, if the child requires medication during school hours, the parent must come to school to administer it. Students may not carry medications of any kind unless prescribed by the student's doctor. Parents must let the Director of Operations know if a student has such a prescription.

Food Allergies

The Operations Manager maintains a list of students with serious food allergies. To assist parents in making safe food choices, monthly menus are available on the website. To assist the school's efforts, we ask that ALL parents refrain from bringing in snacks containing peanuts, tree nuts, or products containing nut oils. If a child has these snacks, they may be asked to sit separately from their class during meal/snack times.

Birthday Celebrations or Other Outside Food

Statesmen Academy for Boys is committed to providing a safe and nurturing environment for all of our scholars. We also understand and value celebrating our scholars and their birthdays. However, with the amount of allergies, known and unknown, we ask that no food or drinks are brought into the school for birthday celebrations. All celebrations will need to take place outside of school hours.

Field Trips

Field trips are an important part of Statesmen's academic program. There will be a number of school-sponsored field trips at each grade level throughout the year. It is absolutely imperative that Statesmen scholars be on their best behavior and conduct when participating in field trips. Field trips are a privilege and scholars who exhibit patterns of dangerous or negative behavior may not be able to attend field trips or may only be allowed to attend field trips under the supervision of a parent or guardian.

Students are only permitted to participate in field trips when the school has written permission from the student's parents/guardians. Students may not attend field trips without a signed permission slip.

Volunteering

Statesmen Academy for Boys welcomes parents and other adults as volunteers in the school. To ensure our students' safety at all times, any adult who regularly spends time at Statesmen or with Statesmen scholars, or who chaperones field trips, must have a background and sex offender check conducted by the school. Statesmen Academy for Boys preserves the right to consider the results of such background and sex offender checks in its decision to allow parents or other adult volunteers to serve in any capacity at the school.

Student Fraternization and Sexual Misconduct Policy

Statesmen College Preparatory Academy for Boys PCS has a strong focus on relationships - warm, caring and trusting relationships between students and the adult that preside over them. We encourage that

employees find ways to build strong rapport, maintain bonded relationships and leverage those bonds for outcomes for children. We also expect that this be executed in a way that keeps measured boundaries that will leave no perception of impropriety. To reduce the vulnerability to employees and avoid misunderstandings, complaints of favoritism, supervision problems, security problems, sexual misconduct and/or possible claims of sexual misconduct, physical, verbal, sexual, mental abuse and neglect, employees are strictly prohibited from inappropriate fraternizing with students.

In pursuit of the tenets of our Student Rights and Code of Conduct, we expect all employees to:

- Establish boundary limits and parameters early in relationships
- Maintain personal awareness
- Avoid risky behavior
- Use appropriate settings
- Motivate students and build self-esteem
- Document and communicate

Inappropriate fraternization with students includes but not limited to:

- **Inappropriate conversation**
 - Oversharing personal life and problems
 - Sharing about personal dating habits
 - Having “secrets” with students
 - Focus on topics of a sexual nature
 - Comments about a child’s appearance, including excessive flattering or personal criticism and sexualized bullying
 - Obscene or inappropriate gestures (staring, glaring or sexual gesturing) as well as sexually explicit or suggestive language
- **Inappropriate humor**
 - Sarcasm
 - Ridicule
 - Name-calling, shaming, belittling, humiliation, derogatory or profane language, vilification
- **Inappropriate physical contact**
 - Regular violation of personal space
 - Lengthy or uncomfortable frontal embraces
 - Physical affection outside the open vision of others o Kissing
 - Contact with bottoms, chest and genital areas
 - Uncomfortable horseplay and wrestling
 - May include lap-sitting, tickling, piggyback riding, leg-holding,
 - Massaging and caressing
 - Physical affection that is unwanted
- **Inappropriate communication**
 - Any engagement of children on your social media
 - Any engagement on your part in the social media of the students
 - Social/Personal email (not copied to parents), accepting friend requests from students, texting, Instagram, Facebook, LinkedIn, twitter and any old or new communication medium that are similar
 - Postings of students on your social media
- **Inappropriate situations**
 - Allowing students access to inappropriate material (hard copy or online)

- Possession or viewing of sexually explicit or implicit content on campus that deliberately or inadvertently gives students access to inappropriate content
- Closed door one-on-one interactions without another adult or in a place where you can be openly seen by others (counseling excluded)
- Unscheduled and unannounced meetings with students
- Failing to immediately report unusual incidents or interactions that might be misinterpreted by others
- After school engagement not associated with scheduled clubs, sports and activities
- After school engagements with less than two students or adults present
- One-on-one tutoring/coaching
 - Not known and approved
 - Off school premises without express permission of the leadership of the school and the guardian of the child
 - Without a time and location pre and post recorded
- One-on-one outings that do not include another adult
- Sleepovers or any engagement of students in your home
 - Parents of students with groups of students may be excluded
- Unsanctioned transport of a student
- Gifts that have not been approved by school leadership and the guardian

Other Considerations for High Risk Activities:

- **Bathrooms**
 - Students are taken to the restrooms
 - An adult waits in the doorway of the bathroom
 - Adults use student restrooms when no students are there
 - Students with toileting issues are supported by one adult only when another adult is aware and in earshot distance of an open bathroom door (this may include situations where a shower is needed)
- **Transition and Free-Time**
 - Free time that is not structured is to be avoided
 - Students will be allowed to be in classrooms during unscheduled class time when approved by school leadership, when supported by assigned staff and using the Rule of 3
 - Structured free time will be in an assigned area and scholars will be required to stay in the prescribed area until they return to their standard schedule
 - Assigned staff are required to be present for the entire duration of activities
 - All main hallways and open spaces are video monitored and video will be reviewed when an issue or complaint is raised
- **Playground**
 - Scholars will remain in line-of-site of team members at all times
 - Activities will be assigned to a specific location and with narrow geographic boundaries around the playground area
 - Team members will be assigned to a specific activity to lead and/or area to monitor (“zone monitoring”)
 - Staff to conduct periodic roll calls for each group
 - Leadership will conduct periodic check-ins and assessments of the activity
- **Transportation**
 - Without written permission of the legal guardian, immediate approval of school leadership and immediate notification of the legal guardian, team members are strictly forbidden from transporting scholars in their personal vehicles

- Updated copies of valid license and insurance must be kept on file for all team members who transport children
- All scholar transport will follow the rule of 3 – a minimum of 2 students and 1 adult or 2 adults and 1 student
- Each trip will be pre and post recorded with time of exit, time of arrival and any incidents that were unusual or could be interpreted as unusual
- Scholar transport is directly from location to location with no additional stops
- All non-fraternization policies are in effect for the entire time that students are in our care, on or off campus
- **Overnight Activities**
 - All overnight activities must be documented and approved
 - Specific adult to student ratios will be established, small groups assigned scholars assigned to groups and individual team members
 - Each activity will start and end with head counts and missing students will be retrieved o Team members will be assigned to specific areas for each activity
 - Leadership team members will be assigned to participate in and oversee each night of engagement
 - All high risk and unique situations and students will be discussed and planned
 - Sleeping arrangements will be assigned
 - Teams of overnight staff will be assigned for ongoing walkthrough
 - Staff will be assigned to student bunk rooms to increase supervision
 - Parents/guardians will receive written information about the overnight activity, will sign a permission slip for consent of each such trip
 - Public meetings describing the trips will be hosted

All employees at Statesmen Academy for Boys PCS are responsible for maintaining the safety of our students and avoiding undo vulnerability to their teammates. As certificate holding Mandated Reporters, they are required to immediately report any relationships, engagements, interactions, exchanges that could be interpreted by a general observer as improper. The report, written or verbal, must be submitted immediately following the observation of the event. Failure to report will result in swift and severe penalty, up to and including separation from Statesmen.

Additionally, we expect that from time to time students will engage in inappropriate misconduct. It is our expectation that teachers will immediately report this behavior as well.

The Family Educational Rights And Privacy Act (FERPA)

Student Privacy - Statesmen Academy for Boys PCS complies with all federal and District of Columbia regulations regarding student privacy. The Family Educational Rights and Privacy Act (FERPA) gives parents certain rights with respect to their child's education records. The relevant sections of FERPA are included in Appendix A. Parents/guardians of current students may access their student's file by request at the school office or from the FERPA administrator at our Central Office. Please allow at least five (5) business days notice to obtain a copy of your student's records.

Student Records - Families are responsible for updating the school in the case of a change in their contact information. Changes in address, phone number, email for home or work and/or pick up authorization list must be reported to the school via the Change of Information form available from the receptionist. Families must also alert the school to any change in a student's medical record so that in the case of an emergency the school may respond appropriately. All medical and emergency information is confidential. Please submit any record changes to the receptionist using the Change of Information form as soon as possible in order to ensure that school records are up to date. Families will be able to communicate with each other with the aid of a school directory. Families can opt out

of the School Directory by e-mailing info@inspiredteachingschool.org. The information in the directory may be used solely for the purposes of supporting the students, and not for commercial, religious, or political purposes. Families can review their children's school records and request copies if desired; see below for specific information on the Family Educational Rights and Privacy Act (FERPA). Special education records are filed separately from the regular student files. Requests to view these records should be made directly to the student's special education case manager.

FERPA Rights for Families

The Family Educational Rights and Privacy Act (FERPA) affords parents and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records. These rights are:

- i. The right to inspect and review the student's education records within 45 days after the day Statesmen Academy for Boys PCS receives a request for access. Parents, guardians, or eligible students should submit to the school principal a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent, guardian or eligible student of the time and place where the records may be inspected.
- ii. The right to request the amendment of the student's education records that the parent, guardian, or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Families or eligible students who wish to ask Statesmen Academy for Boys PCS to amend a record should write the school principal, clearly identify the part of the record they want changed and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.
- iii. The right to provide written consent before the school discloses personally identifiable information (PII) from 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. A school official is a person employed by the school as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer or contractor outside of the school who performs an institutional service of function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. 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.
- iv. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the Inspired Teaching 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

See the list below of the disclosures that elementary and secondary schools may make without consent. FERPA permits the disclosure of PII from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in §99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, §99.32 of the FERPA regulations requires the school to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. A school may disclose PII from the education records of a student without obtaining prior written consent of the parents or the eligible student –

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in §99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(2) are met. (§99.31(a)(1))
- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of §99.34. (§99.31(a)(2))
- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the State educational agency in the parent or eligible student's State (SEA). Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§99.31(a)(3) and 99.35)
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§99.31(a)(4))
- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to §99.38. (§99.31(a)(5))
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§99.31(a)(7))
- To parents of an eligible student if the student is a dependent for IRS tax purposes. (§99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena. (§99.31(a)(9))
- To appropriate officials in connection with a health or safety emergency, subject to §99.36. (§99.31(a)(10))
- Information the school has designated as "directory information" under §99.37. (§99.31(a)(11))

Video and Photo Protocol - During the enrollment period, the parent/guardian of each student completes a digital media release. Media releases are retained as part of the student record, in digital format, to ensure compliance with the parent/guardian's wishes during the term(s) of the student's enrollment at Statesmen Academy for Boys PCS. The media release grants Statesmen Academy for Boys PCS, and any school-approved partner (third-party entity), permission to take and use photographs of our students. The media release form is required of all parents.

Protection Of Pupil Rights Amendment (PPRA)

PPRA affords parents of elementary and secondary students certain rights regarding the conduct of surveys, collection and use of information for marketing purposes, and certain physical exams. These include, but are not limited to, the right to:

- Consent before students are required to submit to a survey that concerns one or more of the following protected areas ("protected information survey") if the survey is funded in whole or in part by a program of the U.S. Department of Education (ED)–
 1. Political affiliations or beliefs of the student or student's parent;
 2. Mental or psychological problems of the student or student's family;
 3. Sex behavior or attitudes;
 4. Illegal, anti-social, self-incriminating, or demeaning behavior;
 5. Critical appraisals of others with whom respondents have close family relationships;
 6. Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
 7. Religious practices, affiliations, or beliefs of the student or student's parent; or
 8. Income, other than as required by law to determine program eligibility.
- Receive notice and an opportunity to opt a student out of –
 1. Any other protected information survey, regardless of funding;
 2. Any non-emergency, invasive physical exam or screening required as a condition of attendance, administered by the school or its agent, and not necessary to protect the immediate health and

- safety of a student, except for hearing, vision, or scoliosis screenings, or any physical exam or screening permitted or required under State law; and
- 3. Activities involving collection, disclosure, or use of personal information collected from students for marketing or to sell or otherwise distribute the information to others. (This does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions.)
- Inspect, upon request and before administration or use –
 1. Protected information surveys of students and surveys created by a third party;
 2. Instruments used to collect personal information from students for any of the above marketing, sales, or other distribution purposes; and
 3. Instructional material used as part of the educational curriculum.

These rights transfer from the parents to a student who is 18 years old or an emancipated minor under State law.

Statesmen Academy has policies, in consultation with parents, regarding these rights, as well as arrangements to protect student privacy in the administration of protected information surveys and the collection, disclosure, or use of personal information for marketing, sales, or other distribution purposes. Statesmen Academy will directly notify parents of these policies at least annually at the start of each school year and after any substantive changes.

Statesmen Academy will also directly notify, such as through U.S. Mail or email, parents of students who are scheduled to participate in the specific activities or surveys noted below and will provide an opportunity for the parent to opt his or her child out of participation of the specific activity or survey. Statesmen Academy will make this notification to parents at the beginning of the school year if the District has identified the specific or approximate dates of the activities or surveys at that time. For surveys and activities scheduled after the school year starts, parents will be provided reasonable notification of the planned activities and surveys listed below and be provided an opportunity to opt their child out of such activities and surveys. Parents will also be provided an opportunity to review any pertinent surveys. Following is a list of the specific activities and surveys covered under this direct notification requirement:

- Collection, disclosure, or use of personal information collected from students for marketing, sales, or other distribution.
- Administration of any protected information survey not funded in whole or in part by ED.
- Any non-emergency, invasive physical examination or screening as described above.

Parents who believe their rights have been violated may file a complaint with:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, D.C. 20202

Grievance/Complaint Policy

General Nondiscrimination Policy - As an organization deeply committed to diversity, equity and inclusion, it is the policy and commitment of Statesmen College Preparatory Academy for Boys not to discriminate based on race, color, ethnicity, religion, sex, gender, sexual orientation, disability, age or any other personal or professional status.

Equal Opportunity Employment Policy - Statesmen College Preparatory Academy for Boys is committed to be a diverse, equitable and inclusive work environment. As such, we additionally commit to a policy of equal employment opportunity and will not discriminate in the terms, conditions, or privileges of employment on account race, color, ethnicity, religion, sex, gender, sexual orientation, disability, age or any other personal or professional status as may be prohibited by federal and state law.

Any employee, board member, volunteer or client who believes that s/he or any other affiliate of Statesmen College Preparatory Academy for Boys has been discriminated against is strongly encouraged to report this concern promptly to the CEO and Head of Schools.

Discriminatory Harassment Policy - Harassment or intimidation of a student, parent, staff member, client or guest because of that person's race, color, ethnicity, religion, sex, gender, sexual orientation, disability, age or any other personal or professional status is specifically prohibited and may be grounds for termination. Harassment and intimidation includes abusive, foul or threatening language or behavior. Statesmen College Preparatory Academy for Boys is committed to maintaining a workplace and school environment that is free of any such harassment and will not tolerate discrimination against staff members, volunteers or agency clients.

Grievance Policy – If a parent, student, teacher, staff or any school stakeholder experience issues of discriminatory treatment, harassment, or intimidation on any of these bases, this should immediately be reported to the immediate supervisor, the CEO and Head of Schools or the Board of Trustees where appropriate. When substantiated, prompt action will be taken. Reporting should be submitted in writing within 40 calendar days of the alleged discrimination.

Members of the Board of Directors designated to receive grievances and complaints can be reached at:

Board of Trustees
Statesmen College Preparatory Academy for Boys
4600 Livingston Road SE
Washington, DC 20032