

C O V E N A N T
CHRISTIAN ACADEMY



COVENANT

CHRISTIAN ACADEMY

2022-2023
HIGH SCHOOL
STUDENT - PARENT
HANDBOOK

Covenant Christian Academy

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McAllen, Texas 78504**

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Introduction

Philosophy and Purpose

The purpose of Covenant Christian Academy is to provide an education of academic excellence from a distinctly Christian perspective. Starting with the belief that God is the source of all truth and knowledge, education becomes the exciting task of learning the truths of God's creation, appropriating those truths in the building of character, and implementing this knowledge in the activities of daily life.

This view of education rests upon the historic Christian faith as contained in the Holy Scriptures. Covenant Christian Academy believes the admonition to "train up a child in the way he should go..." (Proverbs 22:6) includes a well-balanced and high quality education that is based on a Biblical foundation. Covenant Christian Academy offers, through its instruction, a demanding academic curriculum coupled with a strong emphasis upon the development of sound spiritual and moral values.

We maintain that Christianity is not merely a religion or just another subject. Christianity is the governing factor in all subjects, for only in Christ can a person realize the meaning of life and his place in God's creation. Students cannot be given a true account of the world or of society in an educational context devoid of God. It is our express purpose to teach every subject area from a Biblical perspective so that each student might live a life glorifying to God, and be able to confront confidently and with clarity those problems and challenges he will surely face.

Covenant Christian Academy is nondenominational in its enrollment policies, ministering to all families regardless of race or denominational affiliation.

Covenant Christian Academy admits students of any race, color, nationality, and ethnic origin to all rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, nationality or ethnic origin in administration of its education policies, admissions policies, athletic program and other school administered programs.

Christian Education Distinctive

A truly Christian school is not one that merely incorporates a Bible curriculum to be taught along with the various other subjects that are offered. The true Christian school also endeavors to teach every subject from the perspective of God's truth as recorded in the Holy Scriptures.

We at Covenant Christian Academy also desire this to be our goal that all curriculum material and activities be God-centered and God-directed. Our desire is to help students realize that God cannot be separated from any area of life or truth.

CCA teaches the Bible

- As a subject in each grade (memory work is included.)
- As the foundation of the academic subjects
- In the development of character
- In counseling and guidance

Our specific spiritual development goals are these:

- To present Jesus Christ as the Son of God, Savior of man and Lord of Life.
- To emphasize the love and forgiveness of God toward each of His children.
- To teach that the Bible is a unique book, the true Word of God, and our faithful guide in every area of faith and life.
- To help the student grow in knowledge of the history of God's redemption of His people.
- To strengthen the student's concept of the majesty and greatness of God by studying His beautiful and orderly creation.
- To promote the realization that all of our activities are lived out in the presence of God.
- To have weekly chapel times led by the staff and other spiritual leaders to encourage public worship of God.
- To prepare the student for godly participation in the American society by attaining the spiritual maturity that will enable him to responsibly manage, before God, the affairs of his life, family, and nation.

Knowing that Covenant Christian Academy represents a broad spectrum of denominational affiliations, the school recognizes it has the responsibility of being sensitive to its broad constituency. CCA endeavors to proclaim the truths of Scripture in a way that is faithful to the Scripture and non-judgmental to variances among Christian denominations.

CCA Faculty and Staff

A basic premise of any school which desires to be a fine academic institution is that there is an outstanding faculty. You cannot have one without the other. As a Christian school, our task becomes two-fold: to strive for academic excellence and to apply God's truths, as recorded in the Scriptures, to all areas of learning. It stands to reason then, that to be a Christian school, the faculty must not only hold to the truths of the Christian faith, but be able to articulate these and live them out before their students.

Our staff members have close ties with and are in regular attendance at the church of their choice and share in the vision of providing a genuine Christian environment for their students.

Governing Body

Covenant Christian Academy was established in 1995 as an independent Texas non-profit corporation. Covenant Christian Academy is governed by a Board of Directors composed of up to nine voting members, who set policies, establish annual budgets and plan for future growth. Board Members are appointed to a three year term. Board Member Election is based on the following criteria and is elected based on the following criteria:

- Must endorse the school's philosophy of education.

- Must be a Christian role model in the community.
- Must be actively involved in a Christian ministry.

Board Meetings

Meetings of the Board are usually held at noon on the third Thursday of each month. Parents are welcome to attend a meeting however a written request must be submitted on the Monday prior to the scheduled board meeting. The Board will then schedule a time to meet with the parent (s) at the following month's scheduled meeting. Any suggestions for board discussion are asked to be given in writing to the Principal on or before the Friday preceding the Thursday meeting. The Board reserves the right to retire to "Executive Session" when dealing with sensitive fiscal and/or personnel matters.

Mission Statement

Covenant Christian Academy is committed to equip learners for excellence, embrace biblical worldview principles, and empower servant leaders for Christ.

Vision Statement

Using Biblical principles to produce excellence in every area of life.

Tuition

Tuition should be paid in timely manner according to one of the following approved methods:

- Payment in full. A 5% discount will be applied if payment is received before the start of the school year.
- Two semester payments. The first payment is due by June 1st and the second payment is due by December 1st.
- 10 monthly payments through the FACTS system which is a reputable and recognized tuition management company. The annual processing fee is \$45.00.

For all late semester and payments in full, a \$40.00 monthly late fee will be imposed until the account is up to date.

Covenant Christian Academy will withhold school records for failure to pay tuition and/ or may not allow students to attend classes until account is cleared. After two months of delinquency the student may be suspended from attending classes.

CCA will charge a \$30.00 return check fee for all returned checks.

Academic Program and Related Issues

Introduction

This is our Father's world. All of life is sacred; nothing is secular. All truth is God's truth. The Bible is God's Word to modern man, giving him truth about God, truth about man, and truth about the universe.

All nature is a great, wide-open volume written by the finger of God. It is a great sight, and God has invited His children to come and see.

The Christian scholar must be a great observer of things. He must have sharpness of vision and great sensitivity of soul. He must ask great questions. He must put forth reverent but fearless inquiries. He must have the mind of Christ.

How shall a school so order its educational experiences so as to present a student who is mature in Christ and a Christian scholar? The following commitments represent our response to this question.

A Biblical View of Life

The one distinguishing mark of a Christian school relates to that one unique reason for Christian education: to gain knowledge of the world from God's point of view (rather than man's) through the application of Biblical principles in every area of the curriculum and school activity. This is the core of Christian education.

Life must be related to God, and learning must be related to truth. The determination to apply Biblical principles to every area of life and learning is the commitment of Covenant Christian Academy. In order to achieve this commitment, the foundation for curriculum will be the Bible. It will be studied seriously, and its truths will be applied both to our personal lives as teachers and students, and to our administration and school policies. While the Bible is the foundation of our curriculum, we do not limit our educational tools to the Bible. Since the Bible is absolutely true in all subjects with which it deals, we have nothing to fear from any discipline - whether math, science, history, or language. The facts in any discipline hold no terror for the Christian scholar. The critical issues in society today do not involve a dispute concerning bare facts, the issues relate to the meaning, significance, and application a man attaches to facts. Non-Christians relate facts to their view of the universe, man and God. The Christian scholar relates all facts to God -- to God's revelation of Himself in the Lord Jesus Christ, the Living Word, and in the Bible, the written Word.

At Covenant Christian Academy, students will constantly and confidently develop and use all their cognitive, affective, and psychomotor skills to search with diligence for the truth, to respect the truth, and to apply truth. At Covenant Christian Academy, students are free to explore new ideas, to study the newest scientific findings, to confront other philosophies without fear. They know that God's Word is never in conflict with fact and that it will expose error just as surely as it reveals truth.

A Planned Program

In order for a school to be truly effective, its philosophy, objectives, materials, methodology, technology and its forms of evaluation must be carefully planned. At Covenant Christian Academy such planning will begin in Pre-K2 and extend through eighth grade. All components of the curriculum must be carefully selected and designed to fit together both within grades and between grades. When this is done properly, duplication of effort is minimized and the introduction and mastery of significant facts and concepts are maximized. Through the joint efforts of administrators and teachers planning together the basic objectives to be obtained at each level, and the methodology for obtaining these objectives, will be specifically stated in writing. Although the curriculum is planned and structured, Covenant Christian Academy's commitment is to the individual student in order to move him toward maturity spiritually, academically, physically, and socially.

Promote the Development of Higher Order Thinking Skills

The great need of our day is for students who can think -- who can function cognitively at a formal abstract level. Critical thinking represents the highest form of thinking known to modern man, and it is this skill which is required for individuals to succeed in college or to be leaders in a technological society. Covenant Christian Academy is committed to developing this kind of Christian leadership.

Critical thinking is characterized by the ability to generate and test a hypothesis, to think both inductively and deductively, and to think creatively. It is a basic principle of curriculum design that facts learned in isolation tend to remain there. Facts must be thrown into every conceivable combination, and students must meet them in many different contexts in order to "own them" for themselves. Covenant Christian Academy is committed to the development of the higher order thinking skills of application, analysis, synthesis and evaluation.

Semester Examination

A semester exam schedule for History, Math, Science, and English Language Arts (ELA), will be posted prior to the completion for each semester. Bible and Spanish may also be included in semester exam schedule. These exams are intended to improve and enhance the sequence of student learning. Through a semester exam, both student and teacher will be able to monitor the learning that has occurred in the semester. The semester exam will be a culminating activity which will bring closure to the semester work and which can be used as one measure to predict success in the next semester of work. These exams will be figured as 10% of the semester grade.

Exemption requirements will be evaluated by teachers and communicated to the parents prior to the examination. Requirements can include exceptional grades, AR point accumulation, conduct, and other academic areas deemed important by the administration and faculty. This policy is a great motivator for high academic achievement and good behavior.

Extra Academic Credit

Extra credit may be given by teachers. When it is used, it must be a planned part of the instructional process. The objective for incorporating extra credit is to provide an additional incentive to excellence, stretching students to greater heights of scholarship. Given this

objective, extra credit should provide deeper exploration of the subject area and cause students to engage in higher order thinking skills.

The following standards will govern the use of extra credit:

- The cumulative effect of extra credit cannot exceed 5% of the grade for a nine-week grading period.
- In order for a student to be eligible for extra credit, he/she must have complied with daily assignments, including homework.

Arrival and Dismissal Times

Classrooms Open

7:45 a.m.

Tardy bell rings

8:00 a.m.

Classes Dismissed.

3:50 p.m.

Dropping off, Parking and General Rules

The following are general rules essential for the safety of the children:

- Students should report directly to their classroom.
- Always cross the circular drive at the crosswalk.
- All students arriving after 8:30 a.m. should report to the School Office for a pass.
- **No student may be dropped off earlier than 7:15am.**
- Students must be ready to exit the car upon arrival at unloading zones.
- Students are not to be dropped off or picked up in the front parking lot.
- The speed limit is 5 M.P.H. in the carpool lane.
- **Passing cars and backing up in any car pool lane is prohibited.**
- If any carpool students are not present when it is time to move forward, the driver must make the circle and return to the end of the carpool line.
- **Please do not park or leave cars unattended in the carpool lane!!!**
- It is imperative for the safety of our children that cars are never left unattended with the motor running. If you need to speak with a teacher or go into the office, please park in one of the parking lot spaces and turn the car off.
- **Cell phone use is prohibited in the carpool lane.**

Transportation Arrangements

In order for a student to go home in a car pool, the parent or guardian must fill out a transportation form available at the school office. This procedure registers students for specific car pools. Sign-up will take place the first week of school. Each family must fill out the transportation form for school records. All students will go home with their assigned car pools unless the teacher receives a signed note from parents stating alternate arrangements.

If an emergency arises, please call the school office and leave instructions for your child.

No student will be allowed to leave the school at any time except with his/her parent or car pool, unless prior arrangements have been made with the school. Students will not be

allowed to use the telephone to make after school play dates. These arrangements must be made in advance. We will refuse to release students to aunts, uncles, neighbors, or spend-the-night friends, unless we have permission in writing from parents. This policy is for your child's safety and to prevent mix-ups.

Attendance Information

The entire process of education requires a regular continuity of instruction, classroom participation, learning experiences, and study to achieve the goal of maximum educational benefit for each child. Essential to this process is the regular contact of students with one another in an appropriate learning environment and their participation in planned instructional activities under the leadership of a teacher. Any pattern of absences which totals more than 10% of the instructional time in any grading period is cause for serious concern and could lead to academic loss of credit.

Attendance Procedures and Issues

The teacher shall notify parents in writing when a child has accumulated 5 absences in any grading period. When a child has accumulated 9 absences in a semester, a conference with the parents will be arranged by the Principal.

Teachers will provide students with an opportunity to make-up work which was missed during an absence. Such make-up work must be completed, and the initiative for commencing and completing the make-up work rests with the student. Students are given the same number of days to make up work as the number of days missed.

When parents are aware of special problems concerning their children which are of a continuing nature and are related to patterns of absence, the parent must apprise the school of the special nature of the problem in order for school authorities to arrange alternative educational experiences which insure that minimum course requirements are met.

The school will not grant an excused absence to events in which the school does not have a vested interest as determined by the Principal.

The school recognizes that some family related events of an unusual nature might impact school attendance. Please contact the Principal in advance when such special circumstances occur.

If a student is absent a single day that a test is given, he/she has to take the test the next school day.

If a student is absent a single day before a test is given and is aware of the test, but attends the day of the test, he/she is required to take the test.

If a student misses part of a school day that includes a test, he/she must take the test on the first day he/she is back.

Attendance - High School

Attendance should be taken every class period, every day, at the beginning of class, and posted in FACTS. A student who is not in class is considered absent. A student who is out of class due to a school-sponsored activity is not considered absent. Any student who misses more than 15 minutes of a class will be considered absent.

Regular school attendance is essential for a student to make the most of his or her education—to benefit from teacher-led and school activities, and to build new learning on previous learning. However, there are circumstances such as illness that require a student to miss class. Excessive absences from class may result in serious disruption of a student's mastery of the instructional materials; therefore, the student and parent should make every effort to avoid unnecessary absences.

General

- A student is considered absent if they miss more than 15 minutes of a class period.
- To receive credit for a class, a student is required to attend **90%** of the days in which the class meets, which translates to no more than **5** absences in each class per semester. *This is based on the State of Texas Compulsory Attendance Law.*
- On the 6th absence from a class, a student must attend one hour of Saturday School at the cost of \$30. The same will apply to the 7th absence. On the 8th absence, the student will be referred to an attendance committee and may no longer receive credit for the class, depending on the committee's decision.
- The school will notify parents when a student reaches 3 unexcused absences from a class in a semester. Parents are responsible for monitoring absences to avoid an excessive amount.
- For an absence to be excused: a) absences must be due to illness, medical or dental appointments (documentation required from medical facility), attending a funeral, or College Days and b) students must follow up with teachers and complete any missed assignments.
- In the case of illness, it is the responsibility of the parents to notify the school before 10:00 AM each day of the illness. A student absent for more than five consecutive days because of a personal illness must bring a statement from a doctor or health clinic verifying the illness or condition that caused the student's extended absence from school. Parental communication with the Principal will be required.
- Whenever possible, doctor's appointments should be scheduled for after school hours. If an appointment is necessary during school hours, a parent call or note should be

submitted prior to that appointment. Recurring appointments should not be scheduled during the same class period. Students will not be permitted to leave campus without parental contact with the office. A doctor's excuse will be required upon return to school or the absence will be unexcused.

- Junior and senior students are permitted to take 2 College Days per year in order to visit college campuses. These absences will count toward the limit of 5 absences per class per semester. Parents are required to notify the office at least 24 hours in advance and submit a note from the college upon the student's return.

Leaving During School Day

Please minimize the need for early release of your high school student. Unless there is a planned appointment, we ask that you wait until your child is dismissed to carpool. Valuable instructional time and dismissal procedures are interrupted by early releases. Parents, who need to check a child out of school before regular dismissal time must first report to the main office, sign the checkout sheet and office personnel will call for the student. A written note from home will be requested before any student may be released to anyone not listed on the Transportation Arrangement Form. People not known by sight to office personnel should be prepared to show a picture identification. No student may leave the CCA campus without school and parental permission. Any student who leaves campus without permission may be suspended for up to three days.

Exception: If your child is sick and you cannot be reached, we will release him/her to those you have designated as persons to call in case of emergency.

If it is absolutely necessary to schedule medical or dental appointments during school hours, these appointments should be during students lunch time or during P.E.

PE Attendance

To be excused from Physical Education activities for any one-day, a student must have a dated note from home. In order to be excused from PE activities for an extended length of time, a student must have a statement from a medical doctor specifying the need for such an excuse and the approximate length of the recuperative period. **Those students excused from P.E. are still required to attend class.**

Some students participate in sports outside of school. If they want to be exempt from PE, they must bring a letter on official letterhead from the sport organization stating the days and hours of practice.

Tardy Procedures and Issues

Regular attendance and punctuality to class are essential to success in school. Classroom interruptions are harmful to the flow of classroom instruction. Students should be on time to each class every day.

Tardiness

Classrooms open at 7:45am allowing children to get ready for their day. Students are to be at school and in class before 8:00am. **Students are tardy when the 8:00 bell rings** and they are not in class. All students arriving after 8:30 a.m. should report to the School office for a pass. Excessive tardiness could affect student performance.

- Tardiness is defined as arriving after the bell rings.
- Students late by more than 15 minutes will be considered absent.
- Teachers should close and lock doors when the bell rings. Students who arrive tardy to class must report to the nearest office for a tardy pass. The office will mark the student tardy.
- Students are allowed to accumulate 5 tardies each semester, without penalty
- A detention will be issued for the 6th and subsequent accumulated tardy.

Academic Information

Academic Evaluation and Standards

Philosophy

Evaluation in education is the continuing process of gathering and weighing evidence that reveals achievement and behavior of pupils as they progress through school. Since education deals with the total growth of the student, pupil progress reports will be used as an aid in analyzing and evaluating such growth. Grading is a process that should entail cooperative assessment of student's achievements by the teachers.

The educational program of Covenant Christian Academy should challenge the student to achieve his or her maximum potential.

Grading Principles

To implement the preceding philosophy, these basic grading principles are to be followed:

- Students shall be graded in actual achievement in relation to the criteria established by the school.
- The teacher is responsible for keeping an official record of grades, attendance, punctuality, conduct, and effort.
- Upon request of any parent, the teacher shall interpret the methods utilized in evaluating the student's progress and achievement.
- The parent and student shall be notified of the student's progress at regular intervals.

Grading System

A	90-100	Indicates excellent achievement
B	80-89	Indicates above average achievement
C	75-79	Indicates average achievement
D	70-74	Indicates below average achievement
F	69 or below	Indicates failing
E	Excellent - - Superior effort and/or very positive attitude	
S	Satisfactory - - Good effort and a positive attitude most of the time	
N	Needs to improve	
U	Unsatisfactory - - General attitude and effort is unacceptable	
Tests	=	40%
Quizzes	=	25%
Daily Grades	=	35%

Report Cards

Report cards are distributed at the end of each nine-week period. Parents should review the report card. We encourage parent follow-up calls or conferences concerning grades.

Progress Reports

Parents will receive a progress report weekly by email generated through Renweb.

Honors Program Criteria

Students will have an option to take honors courses for ELA, Math and Science. Students with an 80 semester average along with an standardized test score in the 40th percentile for those courses will be recommended for the honors program. In order to remain in the honors program a student must maintain an 80 semester average in all honors courses.

If a student does not meet the criteria for the honors program they (along with their parents) may submit an appeal to the principal to determine placement in the honors program.

Achievement Awards/Special Recognition and Honor Roll

Student Recognition and Honor Roll

At the end of each semester, students with outstanding scholastic, attendance and conduct records will receive special recognition at an award ceremony.

Achievement Awards/Special Recognition

- Principal's List: All "A"s in all subjects and all "E"s for excellent conduct and work habits in all classes excluding Spanish (academics).
- A Honor Roll: All "A"s, in all classes excluding Spanish
- A-B Honor Roll: All "A"s and "B"s, in all classes excluding Spanish

- B Honor Roll: All “B”s, in all classes excluding Spanish
- Good Samaritan: Recognition for all “E”s in conduct.
- Christian Character: Recognition for showing the “Fruit of the Spirit”-love, joy, peace, patience, kindness, goodness, gentleness, faithfulness, and self-control.

Homework Philosophy and Guidelines

Philosophy

Covenant Christian Academy believes that homework plays an important role in the education of each child. Academic reasons for homework include providing practice in needed skill areas and reinforcing concepts presented in class. Homework will be assigned by teachers according to the abilities and needs of the students. Our homework requirements are balanced, not oppressive. On the average, the maximum time for all homework on any given evening should not exceed two hours.

- No homework will be assigned on Wednesdays.

Agenda

Students will use Google Classroom and Calendar to view:

- Homework assignments
- Test Dates
- Projects and other due dates

Late Assignments

All assignments must be turned in on their due date. Late assignments will be treated in the following manner:

- 1st day late - 10 points off
- 2nd day late - 20 points off
- 3rd day late - 0 will be given, however the assignment must still be turned in.

***Teachers may reserve the right not to accept late assignments. Students will be notified ahead of time.**

Retesting

If a student earns below a 70 on a test, he/she will be eligible for a retest. Retest will be given in the teacher’s designated free tutoring day. The highest grade earned on a retest is a 70. A student may only retest twice per subject per nine (9) weeks.

Special Academic Alert to Parents

Notices of unsatisfactory work will be sent to the parent(s) and a copy sent to the Principal and Academic Coordinator. Unsatisfactory is herein defined as (1) a sudden sustained drop in a student’s scores, (2) a “D” average or below in any subject area, and/or (3) a failure to complete assignments. “Notice” is herein defined to mean the teacher or other appropriate school person will send a notice to the parents (deficiency report, progress report, letter, etc.) or conduct a telephone or personal conference with the parents.

Academic Probation

Students who do not maintain a “C” average will be placed on academic probation for 4 to 6 weeks. They will be required to receive tutorial assistance. During that time there will be conferences, and progress reports will be sent home as needed. An academic plan will be determined by the Principal.

Retention

Occasionally it is recommended by the Principal and the teacher that a student be retained in a specific grade for a second year. Such a recommendation is only made after careful evaluation of the child’s academic performance and meeting with parents. The final decision belongs to the Head of School.

A child may be retained based on the following criteria:

- Academic average in two core classes of 69 or lower.
- Excessive absence
- Low performance on the yearly norm-referenced assessment
- The combined judgment of the teachers and the administration indicate that retention would serve the best interest of the student.

Promotion and Retention

Students in the 9th – 12th grade must pass all “core” courses (English, Social Studies, Math, Science, and Bible) with a grade of 70 or above. Students who fail one or more “core” courses for the year must participate in a school approved summer program and satisfactorily pass any classes the student fails. Otherwise, students may repeat the grade level again.

Credit Recovery

If a student fails a course, he or she must retake the course during the summer. If a student fails the entire course, the student will need to make up the full course. If you are returning to CCA in the Fall, you are required to attend summer classes or make pre-approved arrangements to retake any classes which you failed during the school year. If you are not returning to CCA, you may take summer classes to fulfill credit requirements prior to attending your new school.

Classes can be made up in the following ways:

- Participate in an approved online summer course.
- Participate in a school approved off campus summer program
- Retake the course during the school year, provided the class can be scheduled and retaking the course does not interfere with fulfilling other graduation requirements.

Summer School courses for acceleration purposes will not be accepted.

Transcripts/Academic Record

A transcript details a student's complete academic record in high school. Students will need official transcripts to go along with college and scholarship applications. The transcript will be accompanied by a CCA school profile which highlights our programs, grading system, GPA (Grade Point Average) calculation, and distinguished awards. Transcript requests must be made with the College and Academic Advising office at least 48 hours in advance and for alumni through the student link on the bottom of the CCA webpage. Test scores (ACT, SAT, AP) will not be included on the transcripts but must be requested from the test agency. Dual credit transcripts must be ordered from the college that issued the credit.

Valedictorian and Salutatorian

The senior with the highest cumulative weighted average upon completion of the first semester of the senior year will be recognized as the class valedictorian for graduation purposes. The senior with the second highest cumulative weighted average will be designated as the class salutatorian.

Valedictorian and Salutatorian awards are based on the first seven semesters, five of which must have been at CCA including the senior year by the time the awards are announced.

Acceptance of Transfer Credits Policy

Online/Correspondence courses may be taken by administrative approval only. Credits from other educational institutions (including home school, online and correspondence) will be accepted as they match what is currently offered at CCA and/or upon approval. Advanced credit will not be given for home school courses or for courses for which there was not an equivalent honors course available at CCA at that time. Credit will not be given for core classes taken pass/fail. All home school credits from a non-credited institution will take a credit given by CCA through exam once the credit is completed. Full-time students must take Bible classes through CCA.

Parent – Teacher Conferences

Parents are encouraged to schedule a conference with their child's teacher any time there is an issue that needs to be discussed. Parents are also encouraged to communicate with the teacher by phone or via email any time there is a question or concern. It is appropriate for parents to call the school and leave a message for the teacher to return the call or email the teacher. If a teacher feels a parent-teacher conference is needed the office will set up an appointment with the parent.

The minutes immediately before or after school are reserved for teachers to welcome and dismiss students. **Parents should not attempt to involve the teachers in a discussion or conference at those times.** The Head of School or Department Principal are also available for conferences; however, parents should follow the appropriate chain of command and speak with the teacher first.

Achievement Testing

A norm-referenced test and a Comprehensive Intelligence Assessment will be administered in the spring of each school year. All students are required to be present for testing. In the event of an unexcused absence, parents are responsible for the fees involved in hiring someone to administer the test to their child/children when they return. Complete results are given to parents as soon as they are available.

Student Records

The school maintains a complete record, including a cumulative academic and guidance record, for each student. These records are kept in the school office. All material in these records is treated as strictly confidential and is available only according to the following policy:

1. Parents or guardians have the right to inspect and review any and all official records, files and data directly relating to their child/children, including all material that is incorporated into the student's cumulative record folder.
2. All requests to inspect and review the official records relating to their child/children are to be made in writing to the administration by the parent or guardian. Such requests will be honored within one (1) school day following the receipt of the request.
3. All records will be reviewed or inspected in the presence of the child's teacher or a school administrator so that proper explanation can be given.
4. Parents shall have an opportunity for a hearing with the administration to challenge the content of their student's school records to insure that the records are not inaccurate, misleading or otherwise in violation of the privacy or other rights of the student, and to provide an opportunity for the correction or deletion of any such inaccurate or misleading information.
5. There will be no release of a student's personal records or files or any data in those records without the written consent of the parent or guardian to any individual, agency or organization other than the following:
 - a. Staff members of the school who have legitimate educational interest
 - b. Court or law enforcement officials, if the school is given a subpoena or court order.
 - c. Certain federal, state, or local authorities performing functions allowed by law.
 - d. Officials of other schools in which the student may enroll. In all such cases, the parents are to be notified of the transfer of records, receive a copy of the records if desired and have an opportunity for a hearing concerning the contents of the records as stipulated in number four. Verification must be received that the student has in fact applied to that school.

Student Withdrawals

Withdrawals are not official until the withdrawal form has been completed and accepted by CCA personnel. No cumulative records will be forwarded until the withdrawal form has the approval of the following offices or persons:

- | | | |
|----|------------|----------------------|
| 1. | Principal | Final Approval |
| 2. | Teacher | Textbooks |
| 3. | Librarian | Library Books |
| 4. | Bookkeeper | Outstanding Balances |

A student's records can be withheld if the tuition is not paid in full.

School Supplies

Each student is provided a supply list prior to the beginning of the school year. Students are required to provide their own pencils, pens, paper, notebooks, and any other supplies and materials that may be needed from time to time by individual teachers.

Tutors

Each teacher designates an hour of free tutoring on a designated day each week. Some CCA teachers are available for after school tutoring beginning at 3:45 p.m. and ending no later than 5:15p.m. To be fair to our staff and respect their time during after school hours, CCA has established a fixed rate of \$20.00 per hour for on campus after school tutoring. Tutoring shall be individualized (one student at a time). In order for CCA to be in alignment with accreditation standards homeroom teachers may not tutor their own students as it poses a conflict of interest. Teachers, with principal's approval, shall recommend a tutor to assist the student.

Activity Fee

In an effort to eliminate the need for collecting small fees throughout the school year, we have consolidated several fees into one. These fees consist of but are not limited to field trips and activities.

Conduct and Discipline Standards

Introduction

Covenant Christian Academy seeks to follow the Biblical principle of Prov. 22:6 "Train a child in the way he should go, and when he is old he will not turn from it." We are guided in our social interaction with children by the basic truth that the reverent and worshipful fear of the Lord is the beginning principle and choice part of knowledge. Therefore, our chief aim in school discipline is to confront the errant student with the standard set forth in the Scriptures in order to bring about repentance and cheerful submission to the Word of God. Our goal in discipline is not punishment, but correction and instruction and training in righteousness that as Christians we might be complete, unto every good work. 2 Timothy 3:16-17

Covenant Christian Academy teaches our students to speak the truth in love. Our policies are founded on confession of wrongdoing and forgiveness. In discipline, we will go to the Word of God. This spirit elevates the fear of God into predominance over the fear of man.

Appropriate to a child's maturing years, we teach them the following principles as guides to acceptable social interaction:

- The Lord Jesus Christ is our example of the life perfectly lived. Under the power of the Holy Spirit, we seek to follow in Him.
- We will consider others first, rather than ourselves.
- We will regard our physical body as the temple of God, dedicated to Him.
- We will avoid deliberate confrontations with temptation.
- We will not engage in behavior in which there is danger of addiction.
- We will be good stewards of time -- a trust committed to us.
- We will search the Scriptures daily to identify Biblical principles that assist us to please the Lord in thought, word and deed.
- Good manners and a high standard for behavior are taught from the first year a student enters CCA.

Philosophy

"For those whom the Lord loves, He disciplines." (Hebrews 12: 6) God's Word makes continued reference to the necessity for, and importance of, discipline. Parents are expected to support and uphold school discipline policies, realizing that without this cooperation and confirmation from the parents, a double standard exists between the home and school that could be detrimental to the student's development, and could call into question his continued enrollment.

Realistic behavior limits are set for the good of the students and are carefully explained and enforced throughout the school year. Consequences for unwise choices are necessary when behavior becomes a problem.

Unacceptable behavior is generally defined as follows:

- An action that interferes with the learning process
- An action that could cause physical or emotional harm
- An action in violation of a school rule
- An act of willful disrespect or disobedience

Manners

Good manners are appropriate and expected at all times. The staff will focus on manners and respect each year. Students are expected to exhibit the following list of appropriate manners at school:

- Say "hello" if spoken to by anyone, especially an adult.
- Say "Yes, ma'am" and "Yes, sir" or "No, ma'am" or "No, sir" when addressed.
- Open doors for an adult or for anyone who needs help.

- Offer help to those who need it.
- Do not talk back to teachers; there is another way to deal with disagreement.
- Always say "please" and "thank you."
- A student ambassador will greet tour group and/or visitor
- Pay attention in class.
- Keep seated during lunch. Do not "table-hop."
- Do not talk when someone else is talking, or during a presentation or program.
- Treat teachers and fellow classmates with respect.
- Do not throw trash on the ground and pick up trash on campus when you see it.
- Raise your hand and wait to be called on before answering a question in class.
- Keep the level of your voice down when inside a building.
- Do not run in the gym building, unless you are participating in a gym activity.

Conduct Expectations

The school holds a high standard of behavior for students. General expectations are:

- Students will conduct themselves in a respectful and orderly manner to faculty, staff, visitors and other students.
- Students must strive to keep school grounds, playground, classrooms, hallways, restrooms, and lunchroom clean. Trash must be placed in trash cans provided.
- Students will attend class with appropriate books, materials, and equipment, and will turn in assignments on time.
- Students must help keep property in good repair by never defacing it, and reporting anything that is damaged or lost.
- Students will not bring to school materials such as cameras, communication or electronic devices and other materials that may be a distraction to the learning process. These devices will be confiscated and kept in the school office. Parents will be required to pick the item up in the office.
- Students and parents will clean or make restitution to any damaged or defaced property.

Expected Behavior

Students are expected to be in the proper place, at the proper time, and properly prepared to receive instruction. The following list is illustrative of reasonable classroom expectations:

- Be seated quietly in your chair waiting for the teacher's instruction.
- Speak when properly recognized by the teacher.
- Bring books, pens, paper, pencils, homework, etc., to class.
- Maintain cleanliness around your desk.
- Listen carefully to a teacher's instructions.
- Be on time.
- Eating and drinking are permitted only in designated areas. Students may not eat or drink during classes. Bottled water in clear bottles or containers may be permitted in the classroom with teacher permission.
- Keep your hands to yourself.
- Chewing gum is never permitted on the school grounds.

- Students are NOT to be in the building before or after the designated time without permission from the office. Students should never enter a building, including the gym for P.E. where an adult is not present. All students must remain in assigned areas only.
- Shouting, loud talking, running, shoving, or horseplay in the building is not permitted.
- Weapons, matches, lighters, electronic smoking devices, knives or any articles pertaining to the use of drugs are not permitted on campus.
- Students are not allowed to sell anything to other students unless it is a school-sponsored sale.
- Students must respect the rights and property of others.
- Displays of affection are not appropriate within the classroom or on school property. By no means does this refer to the “wholesome hug” which has characterized this school from its earliest beginnings.

Teachers should communicate in writing to parents and students any additions to these “rules of the classroom” and the consequences.

Disruptive Behavior

Respect for self and others and respect for property are significant expectations for students at Covenant Christian Academy. Any behavior which reveals a lack of respect for self, and property is defined as disruptive behavior. Such behavior seriously impairs or severs social relationships. The following list of minor, serious, and major offenses is illustrative of disruptive behavior.

Minor offenses

The following is a list of behavior, which we deem unacceptable, yet not as serious as the major offenses. This list is NOT comprehensive, yet will give students and parents some guidelines as to our behavioral expectations:

- Neglecting to have parents sign required paperwork.
- Neglecting to turn in homework.
- Possession of nuisance items
- Dress code violations
- Any kind of disruptive behavior
- Failure to follow classroom rules
- Gum chewing on campus.

Any minor offense, which is repeated numerous times, can then be considered a serious offense.

Consequences for minor offenses may include:

- Verbal reprimand
- Loss of privileges
- Special assignments or other duties.

- Lunch detention

Major Offenses

Respect for self and others and respect for property are significant expectations for students at Covenant Christian Academy. Any behavior which reveals a lack of respect for self, and property is defined as disruptive behavior. Such behavior seriously impairs or severs social relationships. The following list is illustrative of disruptive behavior:

- Bullying
- Fighting
- Cheating/Lying
- Profanity
- Theft
- Being rude or disrespectful (Disrespect toward any Covenant Christian Academy staff member will not be tolerated)
- Verbal abuse (i.e. name calling, ethnic or racial slurs), derogatory statements
- Inappropriate use of computers and internet and/or mobile devices and technology
- Inappropriate language (i.e. using the Lord's name in vain, inappropriate or suggestive statements with sexual overtones, such as “Oh my God”, “Freakin”, “Crap”, “You suck”, “What the...”) Phil. 4:9.
- Possession of books, magazines, or websites which do not support the Phil. 4:8 principle as determined by administrative decision.
- Destruction of school or personal property.
- Any persistent behavior which disrupts classroom teaching or school procedures.
- Any action which could cause harm to another student, the individual himself or faculty (i.e. throwing rocks, climbing on off limit structures, etc.)
- Unauthorized use of the elevator.
- Verbal or non-verbal actions of disrespect that mock members of the faculty and staff.
- Aggressive Fighting
- Carrying weapons capable of doing bodily harm.
- Leaving the school grounds or classroom without permission or by deception.
- Refusing to do assigned tasks or refusing to report to school personnel as directed.
- Possession of/or the use of alcohol, tobacco or illegal drugs.
- Conduct intended to subvert the morals of other students, including fornication, pornography and homosexual activity.
- Committing a serious breach of conduct away from school that has an adverse effect upon the testimony of the school including the inappropriate use of web media such as Facebook, Instagram, Tumblr, Snapchat, Twitter, YouTube, blogs, emailing, etc.

Consequences for major offenses may include:

- **In school suspension:** The student will do all classroom work in an isolated area for a specified period of time up to three days.
- **Off campus suspension:** Suspension may be imposed after other means to correct the student's behavior have been undertaken. However, in certain extreme situations automatic suspension may be imposed. The designated period of time for suspension may be from one to five days. A student who has been suspended from school may

not participate in any school related functions during the period of suspension. The student will receive a "0" for all assignments not completed. All assignments are due upon returning to school.

- **Disciplinary Probation:** Occasionally, a student is placed on disciplinary probation. A conference with the parent, teacher, student and an administrator will be required at the beginning of the probation period. Disciplinary probation is for a maximum of one grading period (nine weeks). Students on disciplinary probation will not be permitted to attend off campus activities. The student's progress will be monitored on a weekly basis. Parents will be continually notified of their child's progress. A second conference will be scheduled during the middle of the probationary period. After a period of nine weeks, the student's behavior will be evaluated and appropriate recommendations made. If the child has not improved to a satisfactory level by the end of the probationary period an extension may be given or the child may be expelled upon approval of the Head of School.
- **Restitution:** All damaged property must be repaired or replaced.
- **Expulsion:** A student will be expelled from Covenant Christian Academy because of incorrigible behavior, which the administration deems unacceptable for CCA students (i.e. possession or use of any weapon, alcohol, tobacco, or drugs, blatant disrespect to the faculty.) If a student was suspended three times, he/she would be considered for expulsion. **All recommended expulsions are referred to the Principal whose determination in such matters is final.**

Responding to Disruptive Behavior

For any act of disruptive behavior, the student shall be sent promptly to the Principal's office.

The Principal will deal with each referral within the context of pastoral counseling and shall notify the parents by phone of the problem. In school suspension and suspension from school is a possible consequence for a given disruptive act. When a pattern of disruptive behavior is established or when a very serious event has occurred and the student fails to manifest Godly sorrow unto repentance, the student will be referred to the Principal for an expulsion hearing.

Cheating

Cheating hurts not only the student who is cheating but all other students who work honestly for their grades. Cheating is strictly prohibited and will result in appropriate disciplinary action taken by the principal, which shall include a grade of "0" for the test or assignment on which cheating occurred.

Search and Seizure

This school will create and maintain a climate that assures the safety and welfare of all students. Students have the right to be protected from unreasonable search and seizure by federal, state, or school officials. School administrators have the responsibility to determine if enough evidence exists to arouse suspicion. Search and seizure by the Head of School or designee may occur

when suspicion exists. School authorities may make a personal search and seize any illegal contraband, dangerous weapons or stolen property.

Potential Discipline Responses

- Behavior contract
- Confiscation of prohibited item
- Constructive / special task - assignment
- Lowering of conduct grade
- In-school suspension 1-3 days
- Parent conference by phone or at school
- Privileges withdrawn
- Referral for counseling and/or evaluation
- Referral to Principal and/or Head of School
- Restitution
- Lunch Detention

Levels of Discipline

1. Each teacher should develop and enforce an approved discipline plan which is communicated to the parents and students. This plan shall include a graduated system of positive rewards and negative consequences.
2. If a student is referred to the administration, the administration will sanction a consequence that is appropriate to the offense. Corporal punishment may be administered at the discretion of the principal.
3. If the student's behavior does not improve, the parents will be advised that the student faces a possible suspension of up to ten (10) days.
4. The administration has the authority to suspend a student for up to ten (10) days at any time if the severity of the student's actions warrants such. Students will receive a grade of zero "0" on all daily work for the duration of the suspension. Tests and quizzes given during this time will be made up under the same conditions as an excused absence.
5. The administration has the authority to expel or withdraw any student at any time indicating the student's or family's incompatibility with the purposes and standards of Covenant Christian Academy.

Middle School Merit System

The merit system is a guide for discipline for grades 9 through 12. It is our desire to help students learn to discipline themselves in order to have an effective and productive life. These guidelines are established to assist in the development of a godly character and a strong Christian testimony. It is our desire that the behavior and standards for our students will be complied with at school, home, and elsewhere.

Students begin each semester with 100 merit points. Inappropriate behavior will cause the student to lose merit points in accordance with their offense. After dropping below 100 points, students in 6th through 8th grade will be awarded 2 merit points for every 5 consecutive days that merit points are not deducted for misbehavior.

Below is a list of those offenses covered by the merit system. This list is not meant to be all inclusive. The administration reserves the right to make the final decision concerning the assignment of any loss of merits for a student's behavior.

Offense:	1	2	3	4	5	6	7
<i>Tardiness*</i>	1	1	1	2	2	2	3
<i>Unprepared for class</i>	1	1	1	2	2	2	3
<i>Possession of nuisance items</i>	1	1	1	3	3	3	5
<i>Disruptive behavior in class</i>	1	1	1	3	3	3	5
<i>Dress code violation</i>	3	3	3	4	4	4	5
<i>Horseplay</i>	5	5	5	10	10	10	10
<i>Disrespect (of peers)</i>	5	5	10	10	10	10	15
<i>Inappropriate language**</i>	10	10	20	20	20	20	20
<i>Disobedience (willful)**</i>	10	15	20	20	20	20	20
<i>Disrespect (of adults)**</i>	10	15	20	20	20	20	20
<i>Lying (10-50)**</i>							
<i>Cheating (10-50)**</i>							
<i>Other serious / major offense (10-50)**</i>							
<i>Inappropriate acceptance of merit loss</i>	5	5	10	15	20		

*tardy in between classes

**loss of merits and office visit with administration

CONSEQUENCES/PARENT NOTIFICATION:

When a student reaches the following levels of merits, these procedures are followed:

90 merits & each loss of 10: the parents will be called/e-mailed and the student will receive lunch detention.

75 merits: the parents will be notified by letter/e-mail; one-day in-school suspension

50 merits: a student is placed on behavior probation (removal from all extra-curricular activities and NHS class office) and parents are informed by telephone; parental conference with a member of the administration; two-day in-school suspension

25 merits: parents are contacted by administration; 3 day out of school suspension

0 merits: dismissal from CCA

Bullying Prevention Policies and Procedures

"Bullying" is a single significant act or a pattern of acts by one or more students directed at another student that exploits an imbalance of power and involves engaging in written or verbal expression, expression through electronic means, or physical conduct that

- has the effect or will have the effect of physically or emotionally harming a student, damaging a student's property, or placing a student in reasonable fear of harm to the student's person or of damage to the student's property;
- is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening, or abusive educational environment for a student;
- materially and substantially disrupts the educational process or the orderly operation of a classroom or school; or
- infringes on the rights of the victim at school.

"Cyberbullying" is bullying that is done through the use of any electronic communication device, including through the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an Internet website, or any other Internet-based communication tool. This includes:

- bullying that occurs on or is delivered to school property or to the site of a school-sponsored or school-related activity on or off school property;
- bullying that occurs on a publicly or privately-owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity; or
- cyberbullying that occurs off school property or outside of a school-sponsored or school-related activity.

Approach to Bullying

- Students, faculty, staff, and parents should notify a member of the Administration immediately when there is a suspicion or report of such activity.
- The Administration reserves the right to use any disciplinary action, up to and including expulsion, in such cases. This includes amending consequences listed in the parent/student handbook when behavior is proven to be "systematic and chronic."
- Wrongful or untrue claims of bullying, harassment, threats, or assault are strictly prohibited. The Administration reserves the right to use any disciplinary action, up to and including expulsion, for such an act.
- We partner with parents to approach all interactions in a way that instills confidence in our methods. Our strategy relies heavily upon the student and family's recommendation as to the best course of action. Families should feel confident that the administration will handle situations in ways that not only make things better, but that avoid making them worse.

- Students and parents are encouraged to come in and speak with the Administration to relay what is happening.

Student Lockers

Students will be assigned a locker. These lockers are for your convenience, but are school property and the administration reserves the right to inspect the contents of a locker. Please do not keep open drink or food packages in the lockers. Although the Principal will investigate any reports of stolen property, the school is not responsible for items lost or taken from lockers. Students will be held responsible for damage caused to lockers.

Cell Phone/Personal Electronic Device Policy

It is our goal at Covenant Christian Academy to maintain an environment where students focus on learning with minimal distractions. We are a 1-1 Chromebook environment, and as such, cellular phones and personal devices are not needed and are not to be used during the school day. If your child needs to bring a phone to school, please complete this form to give your permission and explain the reason your child needs a phone in school. Please make sure that your child understands the school rules about mobile phone use. These are very important and are in place to protect all of our students.

School Rules on Mobile Phones

- We strongly discourage students from bringing phones to school, as there is a risk of phones being lost, damaged or used inappropriately in school. Parents can always get a message to students by calling the school office. CCA is not responsible for any property lost while at school or at school events.
- If a student has a need to bring a phone to school, their parent must complete this permission slip and hand it to the homeroom teacher.
- Phones must be turned off at all times on school premises.
- Students must hand their phone to their homeroom teacher when they arrive at school. Their phone will be kept in the homeroom teacher's classroom until the end of the school day.
- The school accepts no responsibility for loss or damage to mobile phones. Please avoid sending valuable phones to school if at all possible.
- If a student is found to be using a phone on school premises, this is a serious matter and will be dealt with in accordance with the school's Behavior Policy.

Whether at home or at school, please remember that mobile phones provide easy access to the Internet which is full of fantastic opportunities but can also be a very risky place. It is important that we all work together to keep our children safe.

Personal Appearance and Uniform Regulations

Uniform Standards

Covenant Christian Academy strives to set the highest possible standards in academics and moral conduct. CCA's grooming and uniform guidelines are established so that our students will convey a neat, well groomed and tasteful image. The way our students look says much to others

about our school. It is also our desire that the students can achieve this image at a reasonable cost to parents.

Uniforms must be worn properly and neatly, be in good repair, and of correct color and shade. Torn, oversized or too small, or faded garments are not acceptable. **Each item of clothing should be marked with the student's name.** This is essential for sweaters, sweatshirts, jackets and P.E. items.

Teachers will inspect students each morning for uniform compliance. Uniform Infractions will be given after one verbal or written warning. After three infractions have been given to a student, the next infraction will result in a telephone call to the parents. The student will be sent to the office and parents must bring the necessary items in order for the student to comply with CCA standards.

Friday's Shirt

Students may wear the CCA Spirit Shirt with jeans, in good condition. Torn or too tight jeans are unacceptable.

Student Dress Code

As a Kingdom minded school, Covenant Christian Academy promotes modest and moderate dress at school and all CCA events (1 Timothy 4:12, 1 Peter 3:3-4). The CCA dress code serves to set a foundation of excellence in student appearance that is appropriate in an educational atmosphere. The school reserves the right to establish standards of dress, grooming, and appearance at all school related events and functions.

When shopping and choosing clothes for school, please consider the following questions:

1. Am I honestly trying to meet the dress code or trying to push the limits (Philippians 4:8)?
2. Have I responsibly chosen my clothing to honor God (Colossians 3:23)?
3. Am I working hard to create an atmosphere of unity for the good of the school (Romans 14:19)?
4. Am I respecting rules that have been established by school authorities (Romans 13:5)?

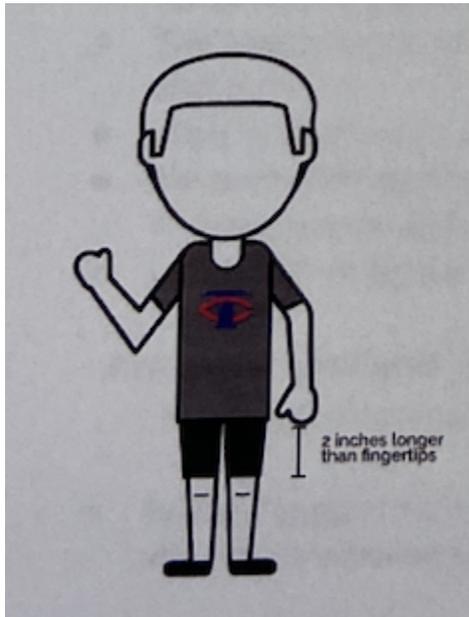
The dress code outlined below is applicable on campus each school day and also any time you represent CCA outside the school day and away from school. The administration reserves the right to make a final decision on any dress code question. If necessary, a parent will be called to bring replacement clothing for a student in violation of the dress code.

Dress Code

No attempt will be made to dictate fashion styles as long as they are in keeping with Covenant Christian Academy policies and are deemed modest and appropriate. It should be noted that it is the responsibility of the student and parent that the student adhere to the dress code.

All CCA Students should be fully clothed. Students should have covered all the parts of the body covered in this drawing, front and back with no holes in these areas. Clothing shall be of appropriate size, length and fitting to cover undergarments and skin (boys and girls) when the

student is standing, raising arms, sitting, stooping or bending. Clothing bottoms must be at least two inches longer than the bottom of the fingertips with the arm extended straight by the student's side.



The following is a general list of dress code requirements:

- Students should avoid wearing offensive or explicit references or designs which symbolize values contrary to Christianity.
- Clothing may not represent other area high schools.
- Hats or sweatshirt/jacket hoods may not be worn on the head inside the building.
- All students must meet CCA dress code requirements for athletic and extracurricular travel (any time you represent CCA in our community or abroad).
- Clothing should be neat and clean.
- Skintight, form fitting or clingy clothing, including leggings, should not be worn to school. Leggings and tights may be worn as part of an appropriate dress or skirt.
- Flip flops, house shoes/slippers, pajamas, blankets or robes may not be worn while in the school building.

P.E. Uniform

Students are required to dress out for PE. The PE uniform includes athletic style navy shorts and a gray dri fit CCA shirt. Athletic style shoes must be worn. Students that do not dress out for PE will have a uniform infraction notice sent home. They will be expected to be in compliance for the following PE class. PE uniform is available in the front office.

Athletic style shoes must be worn. Students who fail to dress out for PE will be given consequences relating to PE class. They will be expected to be in compliance for the following PE class.

Cold Weather Policy

On days that are predicted to be **39 degrees or below**, you will receive a Parent Alert that students may wear their Spirit Day shirt with a white turtleneck underneath it with jeans. The following standards apply to all other cold days(65 degrees or below):

- White, black, red or navy tights or leggings may be worn under skirts.
- Turtlenecks may be worn under regular uniform shirts.
- CCA jackets may be worn in the classroom over regular uniforms.
- A solid color sweater or light jacket may be worn in the classroom. No hoods are allowed in the classroom.
- Winter coats can be any color or style; however they **may not** be worn in the classroom.
- No oversized emblem or writing on outerwear is allowed. (example: Abercrombie, Old Navy)

Backpacks and Lunch Containers

Backpacks and Lunch Containers must comply with the following:

- No themes
- Backpacks cannot be smaller than 14x18 or larger than 18x20
- No rolling backpacks

Rolling backpacks for 4th and 5th graders only!

Student Services and Activities

Library

Books are checked out for one week, with the option of rechecking. Books must be brought back to the library in order for them to be rechecked.

Lost or damaged books must be paid for before grades are released at the end of the year, or before records are released to other schools.

Lost and Found

Lost and found articles are kept in the main office or the gym and donated to the CCA uniform closet if not claimed. Students are encouraged to check for lost items. Parents are welcome to check at their convenience.

Every effort will be made to return a lost item to its owner. **(PLEASE LABEL ALL ITEMS.)** Only articles that are not labeled will be donated.

School Office Hours

Main school office hours are 7:30 a.m. to 4:15 p.m. Any parent or visitor coming to school for any reason after 8:00 a.m., is asked to please go to the main office first. **Do not** go directly to the classroom. This is necessary to protect valuable teaching time from being interrupted. After checking in at the main office, lunches, homework, books, etc. may be left in the gym foyer.

Change of Address and Telephone

When a student's address or telephone number changes, or when any numbers vital to reaching a parent in an emergency or for carpool change, it is imperative that such changes be reported to the office as soon as possible.

Emergency Closing

CCA will follow MISD procedures for cancellation of classes due to inclement weather. If the McAllen Independent School District is closed because of inclement weather, CCA will also be closed.

Telephone Policies

Students are not permitted to use the school phone unless it pertains to illness or forgotten lunches. Permission must be given by teacher or office personnel.

Students or teachers will not be called to the telephone during regular school hours except in case of an emergency. Messages will be taken and placed in the teacher's box.

Student Pictures

Individual school pictures will be taken in the fall and spring. We also offer class group pictures, all school group pictures as well as Holiday pictures (November). Each of the pictures may be purchased by the parents.

Field Trips

Education is not limited to the classroom; therefore, field trips will be used to extend the curriculum. Parents and students will be notified in advance of all field trips. The parent's signing of the enrollment agreement is their approval for their participation in all school-sponsored events. **All drivers must bring proof of a valid driver's license and automobile insurance to the office, before driving on a field trip.** Transportation will be provided by parent volunteers or charter buses. Overnight trip chaperones will undergo a background check.

The following rules apply to all field trips.

- Only teacher pre-approved G or PG rated movies are allowed to be shown in the vehicles.
- Seatbelts must be worn at all times.
- Students are not to ride in the following areas:
 - Back of pick-up trucks
 - In cars with the convertible top down
 - 12yrs and under may not sit in the front seat
- No unscheduled stops are to be made.
- Siblings are not allowed to accompany parents on any field trip.

- Only one parent per family may ride on chartered buses (*only parents-no extended family*)
- Consumption of alcoholic beverages is prohibited.
- Parents may not take their child in their car and follow the chartered bus. Students must remain with the class unless a medical excuse is provided.

Chapel Services

Chapel is scheduled on Wednesdays during the school year. Scheduled chapel times are assigned to the following grades:

2:10 – 3:00 pm 6th– 9th

Pastors, youth ministers, local guests, teachers, and students are invited to share during this scheduled time. Several times during the year we conduct all school chapels 8:15-9:15 am to honor special guests or celebrate specific occasions.

After School Care Program

Students left after 4:05 will be sent to After School Care. Parents will be billed monthly for this service. Parents must sign children out with the after school care teacher.

Covenant Christian Academy's After School Care program operates from 4:05-5:30 daily (except for designated holidays and early release days). The fees can be found in the office.

Monthly After School Care fees may be paid through FACTS.

If you are interested in having your children in the After School Care Program, you must fill out the application found in your enrollment packet. All children will be signed in at 4:05 each day by the Teacher/Teacher's Assistant. The person authorized to pick up the child/children will be required to sign them out at pick-up time in the daily log. The Teacher/Teacher's Assistant will sign the time out on the log and the person picking up the child is to sign their name. **Any time discrepancies are to be noted at this time.** The school clock will be the official time clock. If the person picking up the child/children is not recognized on sight by the Teacher/Teacher's Assistant, he or she will have to show photo identification before being allowed to pick up the child/children. **People not on the Transportation Arrangement Form will not be allowed to sign-out any child/children unless the parent has contacted the school in writing (or by fax) to inform them of an emergency situation.**

It is very important that your child/children be picked up on time each day. If you run into an unplanned emergency, please call the school at 686-7886 to alert the staff. **A late fee of \$5 for every 5 minutes after pick-up time will be charged. Payment must be made in a timely manner, as there will be an additional late fee of \$10.00 if payment is not received by the 10th of the following month. Payment of non-compliance could lead to suspension of service.** Any parent picking up their child/children after the 5:30 closing time more than twice a semester will have to meet with the Principal. Excessive tardiness could lead to your child's suspension from the program. The After School Care Program provides a quality environment for your child to be cared for after the end of the regular school day. The primary goal for high

school after school care students is to make good use of time by doing pending work or homework.

Discipline Standards in After School Care: 4:05-5:30

Realistic behavior limits are set for the good of the students and are carefully explained and enforced throughout the school year. Consequences for unwise choices are necessary when behavior becomes a problem. A discipline note will be sent home to be signed and returned by the parent. Unacceptable behavior is generally defined as follows:

- An action that interferes with the learning process
- An action that could cause physical or emotional harm
- An action in violation of a school rule
- An act of willful disrespect or disobedience

Holiday and Party Information

Holiday Statement

Our purpose in observing holidays at school throughout the year is to celebrate our Lord Jesus Christ. Classroom parties, refreshments and decorations will have a theme that corresponds with the Christian emphasis of the holiday. Therefore, we will not use secular themes that detract or diminish, in any way, the reason for our celebration in and of our Lord Jesus Christ.

Student Birthdays:

Birthday parties **may not** be given at school; however, refreshments may be offered at lunch time in accordance to the following guidelines:

- 9th – 12th grade may have refreshments for the entire class during lunch, or in class, if previous arrangements have been made with the teacher.
- Refreshments will be limited to: cupcakes, cakes or cookies, fruit trays, and veggie trays. **No red beverages.**
- Providing a lunch (happy meals, pizza, etc.) will **NOT** be permitted

**Birthday invitations may not be given out at school.*

In order to eliminate distractions, and in consideration of other students' feelings, balloons, flowers, candy grams, etc., will not be delivered to the classroom, but will be kept in the main school office to be picked up at the end of the day.

Teacher Birthdays:

Birthday "celebrations" may be held for teachers under the same guidelines as student birthdays. Treats may be enjoyed in the lunchroom during lunchtime.

Principal's Birthday Club

Our CCA Principal has his own birthday club. You can wish your child Happy Birthday by announcing this special occasion on the CCA sign.

Health and Safety Policies

Immunization requirements

State law and CCA policy requires validated records of immunization to be on file for all students. **ANY STUDENT WHOSE IMMUNIZATION RECORDS ARE NOT COMPLETE DURING THE FIRST (4) WEEKS OF SCHOOL WILL BE SUBJECT TO SUSPENSION UNTIL SUCH RECORDS ARE UPDATED.**

Immunizations must be compliant with current state guidelines. Consult with your physician for these guidelines or call the Texas Department of State Health Services at 1-800-252-9152.

All immunizations must have medical verification

Illness/Communicable Disease

Children are expected to be **FREE** of fever for 24 hours **without the help of a fever reducer**, before returning to class. Students must be free of any communicable disease in order to attend class. Parents are requested to pick up their child within 30 minutes should the child develop a fever above 100 degrees, or exhibit symptoms of illness or conditions of a communicable disease (rash, pink eye, head lice.) **A FEVER REDUCER WILL NOT BE GIVEN TO CHILDREN.** In some cases, a physician's statement may be necessary to be readmitted to school.

Special Health Needs

If a child has a special health need, such as asthma, allergies or diabetes, the physician should complete a Special Health Need Form annually. This form is available in the school office and must state the required medication, PE limitations and/or emergency care and actions necessary at school.

Medication Policy

All medication intended for students shall be kept in the school office. Short term prescription medication will be administered only in accordance with the instructions on the container and must be accompanied by a written request from the parent. Requests should include the student's name and the amount of medication to be given. Long term or short term prescription medications to be given must have written authorization from both the physician and the parent. **Over the counter medication such as cough drops, Tylenol, Sudafed, and Benadryl will not be administered without written consent of the parent.**

Safety Factors Regarding Medication

- Medication may not be kept in the classroom or administered by the teacher.
- Medicine must be sent in a plastic zip lock bag with instructions or in the original container.
- Children may not have possession of any form of medication (prescription and non-prescription)
- **All medication must be brought to the school office by the parent.**

Accidents and Illnesses

Limited first aid is available through the main office. Please be sure that any injuries occurring in class or other locations are reported to the teacher in charge. All accidents must be recorded on the proper form. Any time a student is ill or injured, they will report to the office. The office personnel will assist them and if necessary, contact their parents.

Safety

Fire and Severe Storm Drills

State law requires several storm drills and fire drills each school year. Teachers will instruct students how to act and where to walk during these drills. Emergency exits are posted at the doorway of each classroom.

Parental Involvement

Parent Visitations

All school visitors must first check in at the office. Visitors may not go to classrooms without an office pass.

Very Involved People (VIP's- Volunteers)

As a school, we have many needs that can only be met through the unselfish giving of parents' time and talents. This is where the VIP's (Very Involved People) come in. VIP's may serve in many different capacities:

- Parents who volunteer in order to serve a teacher.
- Parents who can assist in the athletic program or have particular hobbies that can be shared with students.
- Decorate classroom
- File library books
- Provide transportation for field trips
- Assist in special activities
- Be part of a committee

VIP's upon arrival at school are asked to check in at the office.

Please arrange for off campus child care for younger siblings when volunteering on campus. Always confirm volunteer times with classroom teacher.

How do you become a **VIP**? **VOLUNTEER!** State your preference and your talents, and we'll put you to work! We need parents who care. A volunteer form is distributed at the first parent meeting of the year. Please return the filled out form to the main office by the end of the second week of school. **THANK YOU!**

Teacher Prayer Time

Because we recognize the absolute importance of prayer, we realize that the success of the school depends upon our praying for one another. The school staff meets together Monday and Thursday mornings at 7:20 to begin the school day with prayer.

James 5:16 **“The effective prayer of a righteous man can accomplish much.” (NAS)**

Responsibilities of Parents

- Teach your high school student obedience from a Biblical perspective.
- Be sure your student attends school regularly and promptly.
- Participate in meaningful parent teacher conferences to discuss your son/daughter’s school progress and welfare.
- Report and explain all absences and tardies in accordance with school policy.
- Attend parent-training workshops for home reinforcement.
- Be sure your student is appropriately dressed in accordance with the school dress code at school and at school related activities.
- Encourage and lead your son/daughter to develop proper study habits at home.
- Discuss report cards and school assignments with your student.
- Keep informed of school policies and academic requirements of school programs.
- Cooperate and communicate with the school principal, academic advisor, and teachers.
- Participate in activities during the year in which parents will be invited. Please make every effort to attend.
- Encourage and commend your young son/daughter for the work and accomplishments he/she produces at school.

Use of Alcoholic Beverages/Tobacco Products at School Functions

It is the policy of Covenant Christian Academy to prohibit the consumption of alcoholic beverages at any school sponsored events. In addition please refrain from using tobacco products on the CCA campus.

Fundraising

Fundraising Participation

It is required of all CCA families to participate in school fundraisers. To balance the financial needs of CCA beyond the tuition, the CCA Board of Directors and the administration will establish fund raisers for the fall and spring semesters. CCA’s Student Council, intermediate classes and High School will hold fundraisers for special projects and end-of-the-year field trips.

Donations

Covenant Christian Academy has many financial needs to be met in order to provide facilities for our students. Parents, grandparents, and friends of CCA may donate to our Colonial Holiday Festival or Annual Spring Gala.

Donations to CCA may be given in the following ways:

- Monthly pledge
- Cash gift
- Gifts of other value (real estate, royalties, securities, life insurance, personal property, etc.)

Such gifts represent an investment not only in the school, but in our most valuable assets and precious resource, which are our children and future generations. It is our prayer that you might take personal responsibility to help in this huge undertaking. Covenant Christian Academy is filed as a 501-(C)(3) non-profit educational organization; therefore your contribution is tax deductible.

Memorial and Honorarium Gift Programs

Covenant Christian Academy encourages its families to make use of our Memorial and Honorarium Gift Programs. An honorarium gift to CCA may be used to honor a relative or a friend at such times as anniversaries, birthdays, births, graduations, retirements, weddings, holidays and other special occasions. Memorial gifts are given to honor the memory of a deceased friend or loved one. The honoree or family of the one whose memory you honor will be sent a formal Covenant Christian Academy acknowledgement card recognizing your thoughtful gift to CCA in their honor. The amount of your gift is never revealed. All gifts may be designated to the department of your choice (i.e. building fund, library, athletics, etc.).

Covenant Christian Academy
4201 N Ware Rd
McAllen, TX 78504

AHERA Notification to Parents, Guardians and Employees

In accordance with 40 CFR Part 763 of the Asbestos Hazard Emergency response Act (AHERA) Section 763.93 pertaining to the Asbestos-in School Identification and notification rule, the Covenant Christian Academy district hereby notifies all concerned parties of the availability of the Asbestos Management Plan of the District.

The plan and a copy of inspections and assessments are available for review during office hours, Monday through Friday, in the main office. Should any interested parties desire to view the plan, please contact the Principal. The Management Plan includes inspection and physical assessments reports, a training program for our custodial and maintenance personnel, plans and procedures to be followed to minimize disturbance of any asbestos-containing materials, and a program for regular surveillance of asbestos-containing materials. Every three years, an accredited inspector will conduct an inspection of all known or assumed asbestos containing building materials to determine whether their condition has changed and to make recommendations on managing or removing them.

The results of the inspection and laboratory analysis of the samples have confirmed the presence of asbestos-containing materials in portions of our school facilities. It is important to note that these materials are in a form and condition that do not pose an imminent health threat to students, staff and visitors. Uncontrolled asbestos contamination in buildings can be a significant environmental and health problem. In 1986, Congress enacted the AHERA primarily to require school districts to identify asbestos-containing materials, and to take appropriate actions to control the release of asbestos fibers.

As required by 40 CFR Part 763.92, a six month periodic surveillance will be conducted to check the condition of asbestos-containing materials, and to determine if any action is needed. The Asbestos Management Plan will be maintained continually and notification of the availability of the plan will be issued each year.

Appendix

Covenant Christian Academy

2022-2023 Faculty and Staff

CCA Office Staff

Head of School	Milton Gonzalez
Elementary - Middle School Principal	Maria Bridwell
Preschool Coordinator	Diana Bivens
Financial Officer	Marianne Larson
Administrative Secretary/Admissions	Julie Thornton
Front Office Secretary	Jennifer Vega

CCA Staff

Security/Grounds	David Gonzalez
Maintenance	Dennis Hulstine
Maintenance	Jennifer Clark

CCA High School Staff

Bible	Mehret Kahsai
Math	Jacque Garza
Science	Holly Wilson
English	Amy Cather
AP Human Geography	Sabrina Garcia
Spanish	Chely
Computer/Theater	Caleb Young
IT Department	David Gonzalez
PE Coach	Mario Molina
PE Coach	Alexandra Bowyer
Choir	Thelma Chapa
Orchestra	Sam & Sarah Herredia
Art/Study Hall	Claudia Brizuela

Covenant Christian Academy

2022-2023 Faculty Email Addresses

CCA Office Staff

Milton Gonzalez	mrg@ccamcallen.com
Maria Bridwell	msbridwell@ccamcallen.com
Diana Bivens	msdiana@ccamcallen.com
Marianne Larson	mslarson@ccamcallen.com
Julie Thornton	msjulie@ccamcallen.com
Jennifer Vega	msjennifer@ccamcallen.com

CCA High School Staff

Sabrina Garcia	mssabrina@ccamcallen.com
Claudia Brizuela	sraclaudia@ccamcallen.com
Holly Wilson	msholly@ccamcallen.com
Mehret Kahsai	msmehret@ccamcallen.com
Caleb Young	mrcaleb@ccamcallen.com
Jacque Garza	msjacque@ccamcallen.com
Amy Cather	msamy@ccamcallen.com
Chely McBain	mschely@ccamcallen.com

Covenant Christian Academy
2022-2023
Board Members

Rudy Beltran	President
Tony Correa	Vice-President
Joel Garcia	Treasurer
Marta Arias	Secretary
Kare Opaneye	Member
Kimberly Gonzalez	Member
Adrian Alonzo	Member
Vanessa Guzman	Member

1. PHILOSOPHY: We have read the Statement of Faith, Philosophy Statement, the Mission Statement and the educational objectives of Covenant Christian Academy, and by signing this parental agreement, do pledge to support and cooperate in any way at home and at school to enhance and fulfill those ideals.
2. PARENTAL INVOLVEMENT: We understand that the philosophy of the school cannot be fulfilled without parental involvement. Participation in Covenant Christian Academy's Parent Support Program is required. This shall include, but not be limited to: participation in fund raising activities, attendance at school functions and parent meetings, support of the homework policy, reading information sent home from the school, and communication with our child's teacher(s). We further understand that in today's complex society certain circumstances could arise in which school authorities reasonably determine that a child's attendance at the school poses an unacceptable security risk to the school. If such a determination is made the school may require the immediate withdrawal of that family.
3. DISCIPLINE AND CONDUCT: The school shall have authority to require our child to comply with all school policies. We agree that we will fully cooperate with the school in maintaining the highest standards of civility for our child. We understand that our child's continued unacceptable behavior could result in expulsion from school. We further understand that the decision of the Principal in all matters of student discipline is final.
4. DAMAGES: We will pay for damages caused by our child.
5. ACTIVITIES: We give permission for our child to participate in all school activities.
6. LIABILITY: We release Covenant Christian Academy for all liability, except negligence, while our child is under school care and responsibility.
7. PLACEMENT: We understand that the school has full discretion in the class placement of our child and the school pledges to work closely with the parents in this placement.
8. GRIEVANCES: We pledge our loyalty to the aims and ideals of the school and will bring any and all questions and concerns directly to the appropriate teachers so that they may be properly considered by those in authority. Further questions and concerns are resolved using principles outlined in the Holy Scriptures (Matthew Chapter 18). Please read the Student Handbook.
9. FINANCIAL AGREEMENT: We agree to fulfill all financial obligations promptly. We understand that the tuition payment is to be made in compliance with the tuition plans offered.
10. WITHDRAWAL: I agree that should I choose to withdraw my child during the year, I will make an appointment with the school office to sign the proper withdrawal forms. I understand that I am responsible for the tuition for the entire month during which we withdraw.
11. DRESS CODE: We agree to support the school's dress code.

STATEMENT OF PHILOSOPHY

Educational method, techniques, and curricula are based upon an explicit philosophy of education. The philosophy of education in turn is determined by the underlying philosophy of life that the school holds as a frame of reference and scale of values. This view of life and the world becomes the foundation upon which the super structure, the philosophy of education, is erected.

The foundation of a Biblical view of life is the infinite personal God who has spoken, who created all things and by whom all things cohere. God is here and He is not silent. He is Creator and Sovereign of the universe.

Man was created in the image and likeness of God. Man was created in the likeness of God in order that he could objectively see the glory of God in all things of creation. Man was created in the image of God in order that man might subjectively glorify God in whatever man does in thought, word, and deed.

Every person is created in the image of God, and that human sexuality reflects that image in terms of intimate love, communication and fellowship. God's Word makes use of the marriage relationship as the supreme metaphor for His relationship with His covenant people and for revealing the truth that such relationship is of one God with one people. Therefore God's plan for human sexuality is that it is only to be expressed in a monogamous lifelong relationship between one man and one woman within the framework of biblical marriage. This is the divinely designed relationship for the birth and rearing of children and is a union made in the sight of God, taking priority over every other human relationship. This is validated by Gen. 1:27-28; 2:18, 20, 23-24; Isa. 54:4-8; 62:5b; Jer. 3:14; Ezek. 16; Hosea 2; Mal. 2:14; Matt. 19:4-6; Mark 10:9; John 2:1-2, 11; 1 Cor. 9:5; Eph. 5:23-32; 1 Tim. 5:14; Heb. 13:4; and Rev. 19:7-8.

Man, being finite, can never spin truth out of his head of his own volition; man always needs primary data. God has given to man truth about God, truth about man, truth about the universe, and truth about how all things stand in relationship to each other. This is content full knowledge which man desperately needs. The knowledge of God's truth makes a difference both practically and normatively. Practically, as man attempts to control reality; normatively, as man attempts to live the good life and to be what he should be and act as he should act.

The Bible - the Old Testament and the New Testament is the Word of God. Being the Word of God, the Bible is infallible and is inerrant. The Bible is God's communication of propositional truth to man. The Bible is truth, which God guarantees.

Man and the universe are defined and interpreted by God. All of life is what God says it is. The reality of every area is properly investigated and understood only thorough the perspective of the Word of God - the Bible.

Within the framework of the foregoing assertions of a Christian life and world view, Covenant Christian Academy's philosophy of education emerges.

What was man made for? He was made to know God. What aim should man set for himself in life? His aim should be to know God. What is the best thing in life, bringing more joy, delight, and contentment than anything else? The best thing in life is the knowledge of God.

What is wrong with man? Sin is what is wrong with man. Sin evokes the wrath of God. Sin is the basic evil from which man needs deliverance. Man's relationship with God is broken because of sin.

What is the prescription for putting man right? Jesus Christ, Son of God, Savior. God loved the objects of his wrath so much that He gave His own Son to the end that He, by His blood, should make provision for the removal of God's wrath. God hath laid on Christ the iniquity of us all. We have peace with God through Jesus Christ or Lord. Man's relationship with God is made whole because of Christ.

How shall a redeemed man live? A redeemed man should live under the Lordship of Jesus Christ, empowered by the Holy Spirit.

Once we know the purpose of a man's life, once we know what is wrong with man, and once we know how a man can be put right, we can proceed to fit the man for living the abundant life. This is the task of Christian education.

In summary, the mission of Covenant Christian Academy is to present the whole truth for the whole of life under the Lordship of Jesus Christ for the Glory of God.

STATEMENT OF FAITH

1. We believe the Bible to be the inspired, the only infallible, authoritative, inherent Word of God. (II Timothy 3:15, II Peter 1:21)
2. We believe there is one God, eternally existent in three persons - Father, Son, and Holy Spirit. (Genesis 1:1, Matthew 28:19, John 10:30)
3. We believe in the deity of Christ. (John 10:33)
His virgin birth (Isaiah 7:14, Matthew 1:23, Luke 1:35)
His sinless life (Hebrews 4:15, Hebrews 7:26)
His miracles (John 2:11)
His vicarious and atoning death (I Cor. 15:3, Eph. 1:7, Hebrews 2:9)
His ascension to the right hand of the Father (Mark 16:19)
His personal return in power and glory (Acts 1:11, Rev. 19:11)
4. We believe in the absolute necessity of regeneration by the Holy Spirit from salvation because of the exceeding sinfulness of human nature and that men are justified on the single ground of faith in the shed blood of Christ and that only by God's grace and through faith alone we are saved. (John 3:16-19, John 5:24, Romans 3:23, Romans 5:9, Phil 2:8-10, Titus 3:5)
5. We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life, and they that are lost unto the resurrection of damnation. (John 5:28-29)
6. We believe in the spiritual unity of believers in our Lord Jesus Christ. (Romans 8:9, I Corinthians 12:12-13, Galatians 3:26-28)
7. We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a godly life. (Romans 8:13-14, I Cor. 3:16, I Cor. 6:19-20, Eph. 4:30, Eph. 5:18)
8. We believe that man was created in the image of God and defines marriage as the permanent, exclusive, comprehensive, and conjugal "one flesh" union of one man and one woman, intrinsically ordered to procreation and biological family, and in furtherance of the moral, spiritual, and public good of binding father, mother, and child. (Genesis 1:27-28, Genesis 2:18-24, Matthew 19:4-9, Mark 10:5-9, Ephesians 5:31-33)
9. We believe from the moment of fertilization until natural death, every human life is sacred because every human life has been created by God, in His image and likeness. The right to life and physical integrity of every unborn human life is inviolable- it is not a concession made by society or the state, but is instead inherent to the unborn human life by virtue of its creation in the image of God. (Genesis 1:26-27, Isaiah 44:1-2, Exodus 20:13, Psalm 139:13-16)

**THE MATTHEW 18 PRINCIPLE
FOR SOLVING PROBLEMS**

A Christian school is made up of people - students, teachers, administrators, and parents. Like any other group, the potential for misunderstanding, disagreements and even wrongdoing are present. Nevertheless, it is God's will that we live and work together in harmony. Jesus said, "A new command I give you: Love one another. By this all men will know that you are my disciples, if you love one another."

Due to our human nature we may at times have irritations, misunderstandings or strong disagreements. In Matthew 18: 15-17 Jesus gives His formula for solving person-to-person problems. The following are the words of Jesus:

"If your brother sins against you go and show him his fault, just between the two of you." If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that every matter may be established by the testimony of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector." (Matthew 18:15-17)

There are several clear principles that Jesus gives us in this passage concerning solving people-to-people problems.

Keep the matter confidential. The very pattern of sharing the problem only with those directly involved establishes the principle of confidentiality. The Bible has much to say about those who gossip or malign others with their words. "With his mouth the godless destroys his neighbor, but through knowledge the righteous escape." (Proverbs 11:9)

Keep the circle small. "If your brother sins against you go and show him his fault, just between the two of you." The first step and most often the only step needed in solving a personal problem is for one of the two people involved to initiate a face-to-face dialogue.

Be honest. It is important to be forthright and to love honestly. Sometimes it is difficult to be straightforward and tell someone the very heart of the matter. However, restoration can only come when the issues are lovingly yet clearly presented. The Scripture says, "Wounds from a friend can be trusted." (Proverbs 27:6)

Be forgiving. "If he listens to you, you have won your brother over." This implies that once the matter is resolved, we should wholeheartedly forgive and restore the person whose fault has offended us. Galatians 6:1 reads, "Brothers, if someone is caught in a sin, you who are spiritual should restore him gently." Forgiveness and restoration are the normal, happy conclusions.

Most problems are solved at the two-people level. However, if the individual will not "hear" you, or openly disagrees with your version of the problem, you move to the next step of the Matthew 18 principle.

For example if, as a parent in our school you are unhappy with a teacher because you believe your child is being treated unfairly, meet with the teacher and talk together. If you are not satisfied with the outcome of your discussion, the next step in the Matthew 18 Principle would be for the parent and the teacher to share the matter with the Principal. Jesus said, "Take one or two others along, so that every matter may be established...". Both the parent and the teacher must discuss their concerns about the issue or issues with the Principal. Each person should come to the meeting in a spirit of prayer and humility,

willing to submit to the Lord's will in the matter, and also be willing to receive reproof and correction, if needed. Those of us who bear the name of Christ should joyfully conform to the will of Christ. An open and honest discussion among people who are sensitive to godly principles will most often reach an amiable solution.

If a solution is not agreed upon among the parent, teacher, and Principal, this group shall meet with the board. Each person should share his/her concerns with the board. After prayer and discussion, hopefully a solution acceptable to all parties will be reached, and restoration will be forthcoming.

It is estimated that 80% of school problems are solved at the two-person level. Another 18% of school problems are solved at the three and four person level, which includes the school's administration. This leaves a 2% to be resolved at the level of the school board. The board represents the church, or church community. If a problem has not been resolved by the previous actions, the principal will explain the problem to the chairman of the school. Depending upon the complexity of the problem, it may be appropriate for the board chairman to request that all persons involved be present and discuss the problem with him. If there is still no resolution, the board chairman may request that all parties present the issue(s) to the school board.

The goals of the board are 1.) A clear understanding of the problem 2.) Solving the problem; 3.) Reproof and correction if necessary; and 4.) Forgiveness and wholehearted restoration of those who have made amends.

In summary, the Matthew 18 Principle requires that parents talk to teachers about student problems before they talk to administration. If unresolved at the two-person level, the matter is prayerfully and in an orderly fashion, moved upward in the school's organizational structure. This is the Biblical way of solving people-to-people problems.

Matthew 18 Principle shall also be applied by board members in the same manner. Problems or concerns should first be shared with the Principal. If unresolved, the matter should be discussed with the school board committee having responsibility for the area concerned, and finally, if satisfaction has not been reached, the issue should be brought before the entire board. As stated above, keeping the matter confidential and straight-forward, and in the spirit of forgiving is the formula Jesus gave us.

A Christian school is a ministry in Christ's name. Everything that is done in the context of the school must be done Christ's way. The world's methods of solving school problems are inconsistent with these principles. Satan would like to destroy the normal flow of harmony and good fellowship in Christian school education. This is not possible if all parties follow the Matthew 18 Principle of solving school problem.

CONFLICT RESOLUTION FORM

The policy of the Covenant Christian Academy regarding confrontation and conflict resolution will reflect a Christ centered and an authoritative Biblical approach. Based on this policy the goals of the Conflict Resolution Policy will be to:

1. Prayerfully and carefully examine the factual basis for any disagreement.
2. Examine our hearts and motives, before God prior to addressing an issue with a brother or sister.
3. Be confident that we are not working from a self-centered or defensive posture, but that we are, out of love, bringing an issue to a brother or sister, which will help and strengthen them as well as restore unity to the body.
4. Approach the situation with the scriptural knowledge necessary to correctly handle disputes among Christians.
5. Follow the scriptural guidelines (i.e. Matt. 18) for conflict resolution within the body.
6. Accept God as the ultimate authority for the outcome of the confrontation.
7. While our Conflict Resolution policy grants discretionary judgment to the Principal and Board President at specific points in the process, you may make a final appeal to the full Board of Directors after the formal process has been completed.

In order to document your concerns, please complete the following:

Name _____

Address _____ Phone _____

1. Who has been most directly involved in this dispute? _____
2. Have you gone to this brother or sister one on one? _____
3. If so, when? _____
4. Have you read Covenant Christian Academy's Conflict Resolution Policy? __
5. Please outline the specific details of your concerns on a separate piece of paper. Describe the steps you have already taken to seek resolution of the problem.

Covenant Christian Academy School Song

**We stand for what is right and true
We stand for victory
For God is our eternal light
His light for all to see**

**The colors we wear red, gold and blue
Will always dare to show
Of our highest call to life
In Him that we should know**

**The thing that we hold close and dear
To make our visions True
To always have the mind of Christ
We of the Red, Gold and Blue**

*Written By Dean McNallen
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CCA Crest Symbols

	Sword	A Standard; The Truth; The Sword of Faith; The word of God <i>1st Pt. 6:17</i>
	Doves & Olive Branches	Hope and the belief that God keeps his promises <i>Gen 8:2-11</i>
	Shield	Shield of Faith <i>1st Pt. 6:16</i>
	Crown	God's Established Kingdom <i>Isiah 9:6-7</i>
	3 Books	Wisdom; Knowledge; Understanding <i>Prov 1:1-7</i>
	Cross	Sacrifice, Obedience <i>Mat 23:11</i>
	Tree	Like a tree, grounded & planted, in the word of God <i>Psalms 1:3 Jsa 17:7-8</i>
	Banner of Excellence	Striving for Excellence in all that we do <i>Phil 1:9-10</i>

Bible Pledge

**I pledge allegiance to the
Bible God's Holy Word. I
will make it a lamp unto my
feet and I light unto my path,
I will hide its Word in my
heart that I might not sin
against God.**