



## **LEAD Cameron**

**1034 First Avenue South  
Nashville, TN 37210**

**School Principal: Briana Shelton**

**Grades: 5-8**

**Main Number: (615) 806-6320**

**Website: <http://leadcameron.leadpublicschools.org/>**

The content that follows is the LEAD Cameron Appendix to the LEAD Public Schools (LPS) Student and Family Handbook. The information is in addition to what is stated in the LPS and the Metro Nashville Public Schools Student and Family Handbooks, NOT in place of. All school stakeholders-- staff, students, and families -- are accountable to and for the information included in all three sections: MNPS handbook, LPS handbook, and LEAD Cameron Appendix.

## Table of Contents

I.	Principal's Welcome Message .....	3
II.	Academics .....	4
	A. Vision for effective teaching	
	B. Assessments	
	C. Class grades	
	D. Report cards	
	E. Celebrating academic progress and achievement	
III.	Procedures & Policies .....	6
	A. Attendance	
	B. Before & after school	
	C. Emergency & inclement weather days	
	D. Families visiting students or observing their child in class	
	E. Parent conferences and parent nights	
	F. School conduct policies	
IV.	School-wide Systems .....	10
	A. Dress code	
	B. Cell phones	
	C. Food/snacks	
	D. Homework	
	E. Communication from school to families	
	F. Cameron scorecards	
	1. Merits	
	2. Demerits	
	3. Lunch detention	
	G. Student culture & support	
	1. Crew mountains	
	2. Cameron student survey	
	3. Cameron class surveys	
	4. Top point earners	
V.	Additional School Rules & Procedures .....	15
VI.	Athletic Policy .....	17
VII.	School Resources & Tools for Families .....	18

## Principal's Welcome Message

LEAD Cameron Families,

Cameron is a place I've called home for 7 years now, and I'm eager to continue work of preparing your students for success in high school and beyond. Building on the momentum of last school year, I'm excited to partner with you to continue on the path of exceptional growth. Our school-wide academic focus this year is to develop the habits necessary for our students to become experts in disciplinary language with a focus on making day to day changes based on what the classroom data is telling us. We are a community of literarians, mathematicians, scientists, and historians eager to share and develop our knowledge together. These habits live within our daily lives and we hope you hear your student talking about these habits at home this year. To see the habits we are focusing on this year, reference your student's agenda.

To strengthen the culture within our school we will focus this year on developing a culture of respect grounded in positivity, strong relationships, and consistency. This is the place where your student needs to feel a sense of belonging. We want your students to be eager to walk into the building each day, to see the adults in this building that care about and believe in them, and to share in the learning journey with their friends and classmates. You can expect to hear from us often so that we can share with you the work we are doing in our building.

What I believe to be true is that this is the very best place in Nashville to learn with the very best people ready to partner with you. I look forward to meeting each of you soon. In the meantime, don't hesitate to reach out.

Sincerely,

Bri Shelton  
Principal, LEAD Cameron  
615-947-5294  
[briana.shelton@leadpublicschools.org](mailto:briana.shelton@leadpublicschools.org)

## Cameron Vision for Effective Teaching:

Effective teaching at Cameron is developing a strong class culture that supports the needs of ALL students and employs data-driven, student-centered instruction which applies disciplinary habits and language.

### Assessments:

Each student receives an individualized growth goal for literacy. Where appropriate, this growth goal is measured using the Measures of Academic Progress (MAP) exam, which is typically administered every fall, winter, and spring. The MAP exam is a nationally normed assessment that gives students a score and percentile ranking, which compares our students to how other students in the same grade scored nationwide. We largely use the MAP exam to track student growth, and it is our goal to grow our students at least one and a half grade levels in reading and math every year. Students may have individualized growth goals set based on other assessments in place of MAP.

Cameron students take the TCAP TNReady assessments each spring during the MNPS testing window. Middle school students are assessed in ELA, math, science, and social studies (grades 6-8).

Many of our students are English Language Learners. Our students who are ELL participate in the ACCESS exam. This exam is required by the state. ACCESS evaluates our students in speaking, reading, writing, and listening.

In addition to the larger assessments described above, student learning is regularly assessed in classrooms from every subject area, including electives.

The results of every scored assessment will be shared with students and their families. Regularly updated classroom grades can be viewed on Illuminate.

### Retake Policy

Students who score below a 70 MUST be provided the opportunity to retake an assessment within two weeks of the assessment being returned. However, students may be required to reach out to the teacher to schedule the retake. Retakes could look like the following (this list is not exhaustive):

- Test corrections where students explain in writing, at a minimum, what the correct answer is, how they know, and what misconception they had initially. Test corrections are graded for points back, not to exceed an 85.
  - Retake scores should be entered into the Illuminate Gradebook only after unlinking the associated assessment to preserve original assessment data.
  - **Test corrections must be looked at carefully. Teachers must provide feedback to these corrections.**
- Create an entirely new assessment or sections to reflect the areas students need to practice.
- Re-submit work post-feedback (projects, essays)

Students requesting a retake after two weeks of it being returned may be denied the opportunity.

### Class Grades:

The chart below is the guideline Cameron teachers use to determine how much assessments and assignments should be worth. Cameron teachers are consistent with point values to keep grading fair for students across grade levels and content areas.

35% of a Student's Grade		35% of a Student's Grade			30% of Final Grade	
Tests	Projects, Essays	Quizzes	Homework	Exit Tickets, Classwork	Attendance	Participation
50-100 points	30-100 points	5-20 points	5-20 points	5-20 points	50 points (2x per quarter)	5-20 points

### Academic Progress Reports and Report Cards:

Academic progress reports are sent home in red folders half way through each quarter. Report cards are sent home with students in red folders shortly after the start of quarters two, three, and four. The exact dates will be printed in the weekly notes home. Your child's quarter four report card will be mailed after the last day of school. Final report card grades do not come home on the last day of each quarter because teachers are still entering grades. We work hard right through the end of each quarter. If you ever have questions about whether report cards have been sent home or mailed, do not hesitate to call the Cameron main office. Notices of academic concern accompany report cards for any students who are failing one or more core content class.

Teachers use Canvas, an online platform, to regularly enter grades. Each family has access to see their child's grades in Canvas, including grades on individual assignments and lists of missing work. Families are encouraged to login to Canvas every two weeks and have a conversation with their child about work completion, study habits, and final grades. Families are also encouraged to call teachers with questions about grades and assignments.

### Celebrating Academic Progress and Achievement:

We recognize and celebrate those students who earned honors as evidenced by their academic performance and grades earned in their classes. Every quarter, we hold an Honors Ceremony. The honors designations can be found below.

- Summa cum laude - Average of 95%+ with all grades 93% and above
- Magna cum laude - Average of 90% - 94% with all grades above an 85%
- Cum laude - Average of 85% - 89% with all grades above an 80%

In addition to recognizing those students who have earned honors, we also recognize students who have made significant academic growth as evidenced by meeting their growth goals throughout the year.

## Procedures & Policies

## Attendance:

In order for students to be prepared for high school success and beyond, they must come to school on time everyday.

Absenteeism may affect the final grade a student receives in any class, as well as impact services provided for those students working from IEPs. All students are expected to maintain regular attendance.

At Cameron, homeroom begins at 7:50am and the school day ends at 3:13pm Monday-Friday.

\* Note: Students must be in school for at least 3.5 hours in order to be considered present for the day.

### Tardy to School

- A student is considered tardy at 7:45am and must sign in the front office.
- Students must bring a written excuse note in order for the tardy to be considered for "excused."

### Absences

- As a public school, LEAD Cameron adheres to state guidelines regarding truancy (see Tennessee Compulsory Attendance Laws below).
  - A student is considered truant if they have 5 or more unexcused absences. If a student is truant there will be an in person meeting and an Attendance Improvement Plan will be created with the family.
- Students who are absent from school must turn in a parent hand-written excuse note or a doctor's note within 3 days of their return.
- LEAD Cameron only allows 5 hand-written excuse notes per school year. The note must include the student's name, date of absence, reason, parent signature, and phone number.
- If a student is absent 3 consecutive days or more, they must have a medical note to excuse their absence.
- It is the parent and student's responsibility to provide the school with an excuse note; failure to bring this note will result in an unexcused absence.
- 10 consecutive days of unexcused absences will result in a student being unenrolled from school.
- Falsely representing a parent/guardian and/or their signature in any way is a violation of the Code of Conduct and will result in disciplinary action.
- If a student is absent from school, they are not allowed to participate in any after school events that day: after-school program, athletic practice, sports games (to play or watch), clubs, etc.

**Chronic Absenteeism:** A student is considered chronically absent if he or she missed 10 percent or more of the instructional days they are enrolled. This includes all absences (excused, unexcused, or due to suspension). Research shows that students who miss more than 10 percent of school days are far less likely to graduate high school on time.

### Tennessee Compulsory Attendance Laws

(Compulsory School Age is 6 Years to the 18th Birthday)

**T.C.A. 49-6-3001** – School Age - (c) (1) Every parent, guardian or other legal custodian residing within this state having control or charge of any child or children between six (6) years of age and seventeen (17) years of age, both inclusive, shall cause the child or children to attend public or nonpublic school, and in event of failure to do so, shall be subject to the penalties provided in this part. (The courts have ruled that the word "inclusive" requires a child to attend school until the day before his/her eighteenth birthday.)

#### **T.C.A. 49-6-3007 – Attendance & Truancy Reports - (e)**

(1) By the beginning of each school year, the principal or head of school of a public, nonpublic, or church-related school shall give written notice to the parent, guardian, or person having control of a student subject to compulsory attendance that the parent, guardian, or other person having control of the student must monitor the student's school attendance and require the student to attend school. The written notice must inform the parent, guardian, or other person having control of a student that a student who accumulates five (5) days of unexcused absences during the school year is subject to the LEA's progressive truancy interventions and that continued unexcused absences may result in a referral to juvenile court. The five (5) days of unexcused absences need not be five (5) consecutive days of unexcused absences.

(2) The principal of a public school must report promptly to the director of schools, or to the attendance supervisor, the names of all students who have withdrawn from school or who have accumulated three (3) days of unexcused absences. Upon a student's accumulation of three (3) days of unexcused absences, the director of schools or the attendance supervisor may serve, or cause to be served, upon the parent, guardian, or other person having control of a child subject to compulsory attendance who is unlawfully absent from school, written notice that the child's attendance at school is required by law.

(3) Additionally, the principal of a public school must report promptly to the director of schools, or to the attendance supervisor, the names of all students who have withdrawn from school or who have accumulated five (5) days of unexcused absences. Each successive accumulation of five (5) days of unexcused absences by a student must also be reported.

(4)

(A) When a student accumulates five (5) days of unexcused absences, the director of schools or attendance supervisor shall serve, or cause to be served, upon the parent, guardian, or other person having control of a child subject to compulsory attendance who is unlawfully absent from school written notice that the child's attendance at school is required by law. The director of schools or attendance supervisor shall send a new notice after each successive accumulation of five (5) unexcused absences.

(B) After the child has accumulated five (5) unexcused absences, and after given adequate time, as determined by director of schools or attendance supervisor, the child's parent, guardian, or other person having control of the child has failed to turn in documentation to excuse those absences, the director of schools or attendance supervisor shall implement the truancy intervention requirements of the second tier of the progressive truancy plan as described in § 49-6-3009.

(C) This section does not prohibit a local board of education from adopting a progressive truancy plan that allows the LEA to take intervention actions before those required in this subsection (e). Such actions may include any of the truancy intervention actions required for the second or third tier of the LEA's progressive truancy plan.

**T.C.A. 49-6-3009 – Penalty for Violations - (a)** Any parent, guardian, or other person who has control of a child, and who violates this part commits educational neglect, which is a Class C misdemeanor.

**(b)** Each day's unlawful absence constitutes a separate offense.

**T.C.A. 40-35-111 – Terms of Imprisonment or Fines - (e) (3) (3)** Class C misdemeanor, not greater than thirty (30) days or a fine not to exceed fifty dollars (\$50.00), or both, unless otherwise provided by statute.

#### **Early Dismissal**

- Must be arranged prior to departure and a parent/guardian or pre-approved representative who is 18 years of age or older and who has a photo ID, must report to the Main Office and sign that student out prior to the student being dismissed.
  - Siblings, persons unrelated to the student, or persons under the age of **eighteen (18)** will not be permitted to sign out a Cameron student. ONLY pre-approved adult representatives will be permitted to sign out a Cameron student after showing ID.
- If a child attends less than one half of a school day, the student will be marked as absent. A written excuse note or doctor's note should be turned in to the front office for this to be considered an excused absence.

- You will NOT be able to do the following past 2:30 pm each day:
  - Call and request the office communicate a message to your student.
  - Bring an item to the office for us to deliver to your student
- Early pick up after 2:45 PM is not allowed.

### Missed Work

- Classroom teachers provide opportunities for students to complete missing assignments throughout the quarter.
- Classroom assignments turned in late (after the quarter is over) will not be graded.
- Students or parents can request missing assignments before or after a student absence.
  - If the absence is planned (appointment, trip, etc.), the student or parent may request the missing work for that time from the student's teachers.

## Before & After School:

To ensure the safety of all students, we have specific guidelines for student arrival and dismissal.

### Morning Arrival

- At 7:35am, the Cameron school doors open to students and our main office opens.
- Students who arrive at school before 7:35 am are welcome to wait outside in front of the school until school staff opens the door.
- Students are expected to wait outside respectfully and should NOT engage in any unsafe behaviors or activities.
- There will be staff inside the building much earlier than 7:35, but they are not permitted to allow students into the building as there is no supervision of students until 7:35.
- If you have concerns about your child waiting outside in inclement weather, please make plans for them to arrive at school as close to 7:35 as possible. Weather does not change the policy of when our doors open.

### Dismissal

- Cameron staff support dismissal until 3:25pm. After 3:25pm, there is no guarantee that children will be supervised.
- At the end of each school day, we dismiss our city bus riders, car riders, and walkers before our school bus riders.
- City bus riders and walkers are escorted through the back gate in our bus lane and up to the city bus stop where there is a crossing guard. Students are expected to immediately leave school premises and begin their journey home.
- If your child is a car rider, they will be dismissed through the front doors facing 1st Avenue South. You and your student(s) are expected to adhere to the following pick up rules to maximize student safety during dismissal:
  - 1st Avenue South is a ONE WAY street during dismissal. This is enforced by the Metro Nashville Police Department.
    - Cars may only travel north toward LaFayette. NO cars will be permitted to drive south, in the direction of Chestnut Street.
  - All car riders must wait for their ride directly in front of the Cameron school building- on the porch, the steps, or the brown, pebbled zone immediately in front of the school. There are staff stationed to help monitor students in this zone.



- Students may only leave the waiting zone when their car is directly in front of the school.
- Students are NOT ALLOWED to walk to the Mr. Burger parking lot or down the sidewalk toward Chestnut St. to get into a vehicle.
- Students are NOT ALLOWED to return to campus once they have left.

### **Late Pick-up**

- Adults stay with walkers and car riders after school until 3:25. At that time, all adults are relieved and students are not allowed back into the building but may wait in front of the school or, in the event there is inclement weather, in the security vestibule.
- Students who are waiting outside after school will not be supervised by a school staff member after 3:25pm.
- Please be mindful that in the months of October-January, it becomes dark early in the afternoon and students should not be waiting outside of school in the dark. Please make arrangements for someone to pick up your child before it becomes dark.
- In the event of a school bus running late at dismissal, students from that bus will wait with school staff in a classroom until their bus arrives. Students will be allowed to call parents to inform them of the delayed bus.

### **Students Staying After School**

- To participate in clubs and sports:
  - Students are expected to report to the auditorium during dismissal.
  - Coaches and club leaders pick up participants from the auditorium at 3:35
  - If students leave school, they may not re-enter to participate
  - Students must have a ride home from practice and club meetings. The school is not responsible for transporting students home.
  - Parents are expected to pick up students at the time determined by the coach or club leader. Students who are not picked up by this time may no longer be allowed to participate in the club or sport, at the leader or coach's discretion.
- To attend sporting events
  - Must have turned in a signed permission slip to stay after school to attend the sporting event. A phone call the day of will not suffice as the school must have written permission.
  - Must have a ride home. The school is not responsible for transporting students home from after school events
  - Students staying after school to attend a sporting event are not allowed to leave campus and then return to the "stay after" group. If students leave campus and want to return to attend a sporting event, they must return with an adult.

### **Emergency & Inclement Weather Days:**

In the event of particularly dangerous weather conditions, Cameron will either cancel or delay the opening of school. Such announcements will be made on local news channels as well as an "all call". Please note that we will follow Metro Nashville's lead on cancellation or delays. On such days, please do not call the school as all information on school cancellations or delays will be reported via the television and radio by Metropolitan Nashville Public Schools (MNPS).

### **Families Visiting Students or Observing Their Child in Class:**

If you are requesting a quick conference with your student during the school day, your child will be brought to the main office for you to speak with him/her. Cameron does not allow families to come eat with their student in the cafeteria, unless the parent is shadowing the student for the day. Additionally, bringing in celebratory food for students and their friends is prohibited- no pizza, cupcakes, or birthday celebrations are allowed as it excludes others, creates conflict among students, and increases risk of transmission of viruses.

We love when families visit and welcome guests in our classrooms. If you are interested in observing your child in class, you must reach out to the teacher of the class and let him/her know you'd like to sit in. When you come into the school for an observation, you will sign in at the main office and review the Parent Observation Guidelines with a staff member. It is important to us to allow families to see what learning looks like at Cameron, but we are also aware of how some visits can be distracting or even embarrassing for students in class. Because learning is our top priority, we have created the following guidelines for parent observations:

### **LEAD Cameron Parent Observation Guidelines**

Thank you for coming in to see your child's classroom! We are excited to have you and appreciate our partnership in providing an excellent education to your child.

Below are some guidelines we have put in place to preserve the classroom environment during your time here:

1. Introduce yourself to the teacher.
2. Don't distract or interact with other students or your own child during class unless the teacher asks you to participate.
3. Please refrain from using your phone/technology while in the classroom. We want to make sure the students are not easily distracted by having a guest using technology.
4. Write down any questions or comments you have. You can use the space on the back for this.
5. If you are not staying until a transition time, leave your phone number with the teacher so he/she can follow up with you after.

### **Reglas para Visitas de Padres a las aulas de su Estudiante en LEAD Cameron**

¡Gracias por venir a ver el aula de su estudiante! Estamos muy contentos de recibirle y apreciamos su colaboración en la provisión de una excelente educación para su estudiante.

Debajo hay algunas reglas que hemos puesto en efecto para preservar el ambiente del aula durante su visita:

1. Preséntese con el maestro.
2. No distraiga o interactúe con los estudiantes (incluyendo el suyo) durante la clase a menos que el maestro le pida su participación.
3. Por favor absténgase de usar el teléfono u otro artefacto electrónico mientras esté en el salón de clase. Queremos asegurarnos que los estudiantes no se distraigan porque nuestro invitado esté usando tecnología.
4. Escriba cualquier pregunta o comentario que tenga. Puede usar el espacio provisto detrás.
5. Si usted no se piensa quedar hasta el cambio de clases, déjele su número de teléfono al maestro para que pueda darle seguimiento después.

## قواعد زيارات الآباء إلى فصل الطلاب الخاصة بك

أشركم على حضوركم في الفصول الدراسية لرؤية طفلك! نحن سعداء جداً باستقبال ونقدر تعاونك في توفير تعليم ممتاز لطلابك.

فيما يلي بعض الإرشادات التي وضعناها للحفاظ على بيئة الفصل الدراسي زيارتك:

١. قدم نفسك للمعلم.
٢. لا تشتت انتباه أو تتفاعل مع الطلاب الآخرين أو طفلك خلال الفصل الدراسي إلا إذا طلب منك المعلم مشاركتك.
٣. يرجى الامتناع عن استخدام الهاتف أو أي جهاز إلكتروني آخر أثناء وجوده في الفصل الدراسي. نريد أن نتأكد من أن الطلاب لا يشتت انتباههم لأن ضيفنا يستخدم التكنولوجيا.
٤. اكتب أي أسئلة أو تعليقات لديك. يمكنك استخدام المساحة في الخلف.
٥. إذا كنت لا تخطط للبقاء حتى تغيير الفصول ، اترك رقم هاتفك للمعلم حتى تتمكن من المتابعة لاحقاً.

## Parent Conferences and Parent Nights:

We will have scheduled parent conferences and parent nights throughout the year. Details about whether they will be in person or virtual will be sent prior to any such event. Academic conferences are often required for students who are failing multiple classes. Additionally, you are always welcome to schedule a conference with your child's teachers.

## School Conduct Policies:

In reference to behavioral offenses and corresponding consequences, Cameron adheres to the policies outlined in the [Metro Nashville Public Schools Student-Parent Handbook](#). Find policies for Bullying & Harassment, Conduct, and Bus Riding attached at the end of this document.

## School-wide Systems

### Dress Code:

A consistent uniform ensures that students are professional and prepared for class, ready to focus more on learning and less on wardrobe choices. Here are the dress code specifics:

- Solid, school-color collared shirt (polo)- 5th and 6th grade wear royal blue. 7th and 8th grades wear gray. **Black and white are to be considered school colors at all LEAD middle schools & may be worn if a student is not wearing a grey or blue polo.**
  - During cold months, students may wear any solid color long sleeve shirt underneath their polo
- Tan, navy, grey, or black khaki pants- Pants must be professional “khaki/dockers” material. No jeans, no leggings, no other color khakis.
  - Students may wear khaki shorts and skirts in approved colors as long as they extend past the student’s fingertips when their hands are at their sides.
  - No sagging pants. Pants are to be worn on waist/hips and cannot be sagging even if a dress code appropriate shirt is tucked in and covering bottom.

- Pants may never be tucked into socks.
- Belt- If a student's pants do not remain on his or her hips, he/she will be required to wear a belt. Families are expected to provide belts as needed.
- Closed-toe, full coverage shoes- Students can wear any color shoes they'd like as long as they are closed-toe. Students may wear sneakers, boots, flats. Students may **not** wear clogs, sliders, or sandals.
  - Crocs with the back strap up (sports mode) are allowed so long as socks are worn.
- Outerwear- Any outerwear is permitted as long as student is a polo in an approved color beneath. Outerwear can be any color or style, as long as any design is appropriate for a school setting (no logos representing alcohol, drugs, hate speech, adult-themes, etc.).
  - Students may not wear blankets throughout the school day.
  - Students must take off big winter coats and put them on the back of their chairs during class time. Students are always encouraged to wear a winter coat or jacket to school on cold days. The student will simply take it off when entering class and keep it on the back of their chair during class. Students who have classes in portables are allowed to wear any jacket during transition.
- Students may never wear paisley print bandanas to school of any color, including as protective masks.
- Students may not wear masks that fully cover their ears.
- Ski masks are not permitted to be worn inside the school building or classroom.
- Hoods and hats may not be worn on heads inside the building or classroom.

Because we want the Cameron student wardrobe to be free of distractions, students should not bring any items to school that are not needed for a day of learning or are not part of the school uniform. For example, students may never bring in toys, stuffed animals, balloons, hats clipped around belt loops, or blankets.

If a student has **125** Panther Points at the end of the day on Thursday, he or she may wear jeans and a Cameron or college shirt on Friday. Jeans may be any color, but must be school appropriate. Jeans may not have rips that expose legs above the knee and may not be leggings.

Students who are top point earners in their grade will be rewarded for excellent behavior and attendance by being allowed to attend school in free dress for one week. Any student who qualifies for free dress will be informed. Additionally, there are times when all students are allowed to come to school in free dress or in silly-themed clothing as part of school celebrations. These instances will always be communicated to students and families in advance.

## **Cell Phones:**

Many families would like to have a means to communicate with their child before or after the school day. However, cell phones are distracting during the day. Students may **NEVER** use their cell phone during the school day.

If a family is trying to reach their child, they must call the main office and the student will be pulled from class. Please do not call or text your student during the day. If a student's phone is in use during school hours, the phone may be confiscated and locked in our main office until a guardian comes to retrieve it.

Here are the student cell phone expectations:

- Turn cell phones off before entering school.
- Once inside the school building, ask permission to turn phone off if you haven't already.
- Students are responsible for keeping their phones safe. School is not responsible for any lost or missing phones.
- Cell phones must be in backpacks, NOT in pockets. Cell phones in pockets will be confiscated if a student refuses to put it in his or her bag.
- Cell phones must stay off and be in bags until students are on the bus or out front at dismissal.
- Students may never play music or stream video out loud from their phone when on campus.
- Students may never use cell phones to record other students while on school property, including the school bus and city bus stops.
- If a student's cell phone rings, he or she will be issued a reminder and will be told to shut the phone off and keep it stored away. If the student responds with disrespect and refuses to turn off the phone or put it away, the phone will be confiscated to a Yondr pouch or the main office.
- Anytime a cell phone is confiscated, it will remain in that teacher's possession unless it is taken to the office for a guardian to pick up. It is the student's responsibility to report to that teacher right before dismissal to retrieve their phone or it will be returned the following day.
- If a student's phone has been taken for the day more than twice in a quarter, the next time their phone is confiscated, it will remain in the main office until a guardian can come pick it up.

## **Food/Snacks:**

We want to provide a healthy and productive environment for our students. If students are eating in class, they are not working at the level needed to achieve their goals.

- No soda or energy drinks; gatorade and juice is fine
- No candy or large bags of chips
- No glass or non-resealable containers allowed
- All food brought from home or outside of school must be eaten in the cafeteria only.
- Outside breakfast food must be finished before reporting to first period. Students may eat any food they've purchased when they are in homeroom or designated breakfast space so long as they are on time to school.
- If a student is eating outside of breakfast, homeroom, or lunch, they will be asked to put the food away in their backpack and issued an unprofessional demerit.
- If a student brings prohibited items to school, they will be confiscated.

## **Homework:**

- Students have homework every single night for all subjects they attended that day.
- All students are given a notebook in which they write their assignments from each class that day.
- If a student does not complete their homework for any class, they will be assigned Required tutoring to make up that assignment during the lunch/recess period. The student will collect their lunch, report to Required Tutoring, & complete their assignment(s). They may report to lunch/recess once the assignment is completed.
- Students and families are encouraged to reach out to teachers with any questions about homework.

## **Agendas:**

The use of an agenda is an executive functioning skill that our students must practice to be ready for the

demands of high school.

- All students will be issued an agenda at the beginning of the school year/their enrollment at Cameron.
- Students are responsible for recording homework & important deadlines in their agendas to reference as their to-do list for school.
- Students must bring their agenda to school each day. If they lose/damage their agenda, they may bring one of their own or purchase a new one with their Cameron plus points (Panther points).

## **Communication From School to Families:**

It is the policy of LEAD Public Schools that timely communications between school personnel, students and families is crucial to the success of our schools, as is the work/life balance of our employees. Therefore, teachers are expected to communicate with students and families as a best practice to track progress, behavior and other school-related issues. However, all phone calls and text messages to students and families must be made before 7 p.m. Any communication to a teacher from a student or parent after 7 p.m. will be answered the following school day. Teachers are not expected to communicate with students and parents during the weekend. In case of any emergency with students and families communicated after 7 p.m. or on weekends, teachers will immediately contact their Principal, Assistant Principal or Deans, and/or Head of Schools.

Every Tuesday, Cameron sends home a red folder with each student. Your child will get a variety of documents in their homeroom that they are instructed to put in their red folder to bring home. Students are responsible for keeping track of their red folders and will be given an unprofessional demerit if it is not with the student on a Tuesday. The folder will contain:

- Your student's Progress Report: This includes information on current grades from the quarter, weekly attendance and homework completion, points earned, and merits and demerits from the week. It is communicated to your student that we expect a parent/guardian to review this report and sign it for your student to turn into their Crew teacher the following morning. Students who do not turn in a signed progress report will earn an unprofessional demerit.
- Academic progress reports or report cards. Academic reports come home in red folders twice a quarter- one is a progress report and one is a report card. Parents are expected to read the progress reports and contact the school with questions or concerns. These must also be signed and shown to your child's Homeroom teacher. An unsigned academic progress report or report card also earns an unprofessional demerit (-3 points in DeansList)
- All important school information- Any paper communication from the school will come to you via the red folder. This includes: notices of academic concern, immunization reminders, home language survey, field trip permission slips, continuation forms, and MANY other important documents.

In addition to calling the school, families are encouraged to email teachers directly with any questions or concerns. All staff emails are the teacher's [firstname.lastname@leadpublicschools.org](mailto:firstname.lastname@leadpublicschools.org). Every Cameron student is issued a LEAD email that they can use to contact teachers for homework help at night until 7pm.

## **Cameron Progress Reports:**

Each week, students begin with 100 points. They gain and lose points based on their behaviors at school. Student progress reports are sent home every Tuesday in their agendas for parents to view and sign. The negative behaviors found on progress reports are called reminders or demerits. The positive points are called merits or Ethos points. Below is a description of each of these categories as well as examples.

**Merits-** Students can earn positive points on their progress reports ranging from +1 to +3 by practicing academic habits, having a positive attitude, demonstrating excellent academic behavior, etc. Students can earn +5 points on their progress reports by demonstrating the ethos: commitment, discipline, self-reliance, courage, service to others.

Type of Merit	Examples
Excellent Academic Behavior (+3)	<ul style="list-style-type: none"> <li>Asking questions</li> <li>Giving, accepting, or applying feedback</li> <li>Great collaboration with partner/group</li> </ul>
Bounce Back (+1)	<ul style="list-style-type: none"> <li>“Great job bouncing back and getting on task with your turn and talk partner”</li> </ul>
Modeling Expectations (+1)	<ul style="list-style-type: none"> <li>Meeting expectations as clearly stated               <ul style="list-style-type: none"> <li>Ex: “Sarah is modeling expectations, holding her pen as she reads to make margin notes.”</li> </ul> </li> <li>Bringing their agenda and recording their homework for the day</li> </ul>
Positive Attitude (+1)	<ul style="list-style-type: none"> <li>Warmly greets teacher and others</li> <li>Brings joy to classroom</li> </ul>
Practicing Academic Habits (+1)	<ul style="list-style-type: none"> <li>Annotating their note catcher/ELA book</li> </ul>

**Reminders & Demerits-** Demerits include behaviors ranging from those that distract from or deter the learning process to those behaviors that intentionally disrupt the learning environment and make other students feel unsafe. Consequences for negative behaviors correspond to the level of severity- the extent to which learning is disrupted and students feel unsafe. The table below outlines the categories of reminders and demerits along with some examples.

Reminder	Examples
Talking (-1)	<ul style="list-style-type: none"> <li>Talking out of turn</li> <li>Inappropriate volume</li> </ul>
Off Task (-1)	<ul style="list-style-type: none"> <li>Reading a book instead of focusing on lesson</li> <li>Drawing on paper</li> <li>Falling asleep</li> <li>Combing/Braiding Hair in class</li> <li>Putting on Makeup in class</li> <li>Writing on your body or clothes</li> <li>On wrong (but appropriate) website during class</li> <li>Off task conversations in work groups</li> </ul>
Disruptive (-1)	<ul style="list-style-type: none"> <li>Kicking the table or chair (non-aggressively)</li> <li>Making any unnecessary noises in class or at whole school events</li> </ul>

	<ul style="list-style-type: none"> <li>● Pencil tapping, drumming, singing/rapping in class</li> <li>● Slamming book or door</li> <li>● Phone rings in class</li> <li>● Sound effects on computer turned up on purpose</li> </ul>
Uniform Adjustment (-1)	<ul style="list-style-type: none"> <li>● Outerwear does not meet school expectations</li> <li>● Wearing hood on head/neck inside the building</li> </ul>
<b>Demerits</b>	<b>Examples (Not Exhaustive)</b>
No Signed Progress Report (-3)	<ul style="list-style-type: none"> <li>● Not bringing back their progress report signed</li> </ul>
Dress Code (-3)	<ul style="list-style-type: none"> <li>● Not in uniform pants</li> <li>● Wearing a hot pink shirt</li> <li>● Wearing a shirt without a collar</li> <li>● Wearing slides or slippers</li> </ul>
Out of Area (-3)	<ul style="list-style-type: none"> <li>● In stairwell or hallway when supposed to be in the cafeteria/gym</li> <li>● Leave line/classroom doorway to greet a best friend or teacher across the hall</li> <li>● Walking around classroom without permission</li> <li>● Using a bathroom assigned to a different grade level</li> </ul>
Late to Class (-3)	<ul style="list-style-type: none"> <li>● Enters classroom after the bell rings</li> </ul>
Unprofessional Behavior (-3)	<ul style="list-style-type: none"> <li>● Eating in class during instructional time</li> <li>● Horseplaying</li> <li>● Failure to turn in Progress Report or other signed form</li> <li>● Inappropriate use of school materials, including technology (ex: on explicit website)</li> <li>● Public display of affection</li> <li>● Seeking a different answer (one teacher says no, you ask another teacher)</li> </ul>
Cell Phone (-3)	<ul style="list-style-type: none"> <li>● Using cell phone</li> <li>● Having cell phone out without permission</li> </ul>
Academic Dishonesty (-5)	<ul style="list-style-type: none"> <li>● Copying or cheating</li> <li>● Trying to change grades</li> <li>● Plagiarism</li> <li>● Not contributing to a group project</li> </ul>
Disrespect (-5)	<ul style="list-style-type: none"> <li>● Writing on school property or sticking/spitting gum not in trash can</li> <li>● Calling someone a negative name</li> <li>● Pushing/kicking/hitting someone with intention to harm</li> <li>● Using profanity directed at others</li> <li>● Refusing to follow a specific direction</li> <li>● Walking away from a staff member who is trying to talk with him/her (This does NOT include refusal to greet or respond to a greeting)</li> </ul>
Skipping Class (-5)	<ul style="list-style-type: none"> <li>● Hiding in bathroom</li> </ul>



- |  |  |
|--|--|
|  | <ul style="list-style-type: none"><li>• Lied to Student Support Coordinator about being sent to R&amp;R to avoid class</li></ul> |
|--|--|

### **Silent Lunch/Community Service:**

If a behavior warrants a Demerit for disrespect, academic dishonesty or skipping class, the student will serve silent lunch during lunch and recess. Additionally, if a student earns three other demerits within 1 week, they will serve silent lunch during lunch & recess. This is a negative consequence for negative student behavior. During silent lunch, students are not allowed to communicate with one another, even silently. This includes the sharing of food or materials. All communications go through the adult and are communicated with a silently raised hand. Students spend this time productively- they must do their homework or be reading. Different from other settings where talking or being off task warrants a T, if a student violates the rules of Silent Lunch, it is an automatic unprofessional demerit.

\*Community service may occur when the student has demonstrated considerable disrespect to our learning environment (vandalism, litter, property damage). This consequence will be determined by a member of the Student Support Team and will be supervised by either an SST member or a member of the custodial staff.

\*Students may be issued additional Silent Lunch or Community Service beyond the demerit earned depending on a greater consequence issued by the Student Support Team. This will be communicated directly to the student, family, and teachers.

## **Student Culture & Support**

### **Crew Mountains:**

Crew is a meeting time that happens each week during which students participate in lessons geared toward their personal/social development that are planned by the school counselors. Roughly each month, Crew happens 3 times in small groups, and once in a larger group with their mountain counterpart. These meeting times are joyous and formative experiences that foster connectedness within our community. At Cameron, Crews are named after mountains. We have six mountains school-wide, with a male and female Crew representing each mountain in grades 6-8. Three of our 6 mountains are represented with a male and female Crew in 5th grade. Crew teachers are an advocate for the students in their crew and are the point person for families to call with questions.

### **Cameron Student Survey:**

We survey our students two times a year, once in the fall and once in the spring, to get their perspective of our school culture and to assess their individual student needs. The student survey is taken in two parts, both administered through a Google form on students' Clever pages. Every student takes part one, pertaining to school culture. Some families may elect to opt out of part two, which surveys student needs. The data from the Cameron Student Survey is confidential, but anonymous trends and conclusions are shared with the staff. This data informs interventions run by the Student Support Team.

### **Cameron Class Surveys:**

Each teacher will administer an anonymous survey to their classes once each semester. This survey is standard across the school and is an opportunity for students to provide input in the culture of their class.

### **Top Point Earners:**

We believe it is important to recognize our students who go above and beyond for their education and for their school community. Students are issued positive and negative points throughout the week based on behaviors

they exhibit. Those who meet all school expectations and are demonstrating our Ethos are issued merits throughout the week by teachers and staff. These students are our highest point earners in the school and we celebrate them in the following ways:

- **Weekly Free Dress:** Each Friday, the top two point earners in each grade level will be announced and will be given a free dress pass for the following week. If there are more than 2 students who qualify because their points are tied, all students who qualify will be granted free dress. Any repeat winners within a quarter will get free dress but will not occupy one of those top two spots, so the next highest will also get free dress.

## Additional School Rules & Procedures

Topic & Rationale	Rule or Procedure
<p><b>Student supply kits</b></p> <p><b>(Encouraged NOT required)</b></p>	<p>It is helpful if each student maintains a school supply kit that includes:</p> <ul style="list-style-type: none"> <li>• 3+ pencils with erasers</li> <li>• 1+ pens</li> <li>• Hand held pencil sharpener that catches trimmings</li> <li>• Hand sanitizer</li> </ul>
<p><b>Common hand signals</b></p> <p><i>In order to minimize distraction in classrooms, we ask that students use the following basic hand signals to ask for specific needs</i></p>	<p>Hand signals are all done silently and are used in all school spaces, including cafeteria, gym, auditorium</p> <ul style="list-style-type: none"> <li>• Pencil in air – sharpen pencil</li> <li>• Pointer finger in air- need a pencil/utensil</li> <li>• Crossed fingers - bathroom</li> <li>• One hand raised, one hand over nose- kleenex</li> <li>• Raised fist- trash</li> </ul>
<p><b>Bathroom- All grades</b></p> <p><i>Class time is valuable and student safety is paramount. Therefore, students are only permitted to use the bathroom during certain times of the day. The only exception is in the event of a true emergency or if a guardian provides a written doctor's note allowing for additional bathroom breaks.</i></p>	<p>Bathroom Times for All Students:</p> <ul style="list-style-type: none"> <li>•</li> </ul>

<b>Water</b>	<ul style="list-style-type: none"> <li>● Students are encouraged to bring a water bottle to school</li> <li>● Students need to fill up water bottle on trips to the bathroom and during lunch/recess. They will not be allowed to leave instructional time to refill their water.</li> </ul>
<b>Sharpening Pencils</b>  <i>Students need to arrive for the day prepared for school, which includes more than one pencil.</i>	Students are expected to: <ul style="list-style-type: none"> <li>● Use breakfast time to sharpen at least 3 pencils for the day</li> <li>● Only sharpen pencils when the teacher is not providing direct instruction</li> <li>● When you go to the sharpener, sharpen more than one pencil</li> </ul>
<b>Nurse</b>  <i>The nurse is here to provide emergency services to students in need and services to our students with prior medical needs.</i>	<ul style="list-style-type: none"> <li>● Students will only be sent for genuine need and absolute emergencies e.g. pink eye, throw-up, high temperature, showing any COVID-19 symptoms, etc.</li> <li>● Examples of when students will not be permitted to leave class and go to the nurse: bandage for minor scrapes, stomach ache, non-descriptive complaints of “not feeling well”</li> <li>● Teachers will use best judgment to determine whether or not the student needs to see the nurse - when at all possible, teachers will keep students in class so that they don’t miss instruction</li> <li>● The nurse will log students in and note name, class, reason for seeing nurse -- investigate reasons for repeat visitors</li> </ul>
<b>Feminine supplies</b>  <i>Students should arrive at school prepared.</i>	Students need to bring their own supplies but can ask for them in the office in emergencies.
<b>Outside food</b>  <i>During lunch, food from restaurants will not be allowed to be eaten in our public spaces.</i>	<ul style="list-style-type: none"> <li>● Students and parents may not bring in lunch from outside restaurants to be eaten in school.</li> <li>● Please refer to the previously stated rules in this appendix regarding families bringing in lunch or treats.</li> </ul>
<b>Microwaving student lunches</b>  <i>We have a large number of students and cannot accommodate this for every child.</i>	Students are never allowed to heat up lunch or use a refrigerator to store packed lunch.
<b>Writing on skin, clothes or shoes</b>  <i>Writing on clothes or skin is</i>	<ul style="list-style-type: none"> <li>● Students are not allowed to draw on their skin, clothes, or shoes.</li> <li>● Having writing on your clothing is breaking the dress code.</li> <li>● Students are to write important things in their notebooks, not on their hands</li> </ul>

<i>unprofessional and signifies that the student was not engaged in learning during class.</i>	<ul style="list-style-type: none"> <li>• Writing on self or uniform will be a -1 on student scorecards</li> </ul>
<p><b>Prohibited supplies and materials</b></p> <p><i>We take pride in our school property and permanent markers can be destructive to walls, desks, clothes, etc.</i></p>	<ul style="list-style-type: none"> <li>• Students may only use pencils and pens to complete classwork- no markers, flares, gel pens</li> <li>• The following are never allowed at school: glass bottles, sharpies, candy, soda, large bags of chips, energy drinks. These items will be confiscated if found.</li> <li>• The school reserves the right to determine if a school material is too distracting to instruction. For example: jumbo size pencils or pens, extra large backpacks, etc.</li> </ul>

## Athletic Policy

This year, Cameron is participating in the Nashville Charter School Athletic District. Cameron's Athletic Director, Mr. Drummond will communicate more details of the athletic policy as soon as they are finalized.

The following is Cameron-specific and begins from the time of the first game:

- Any student not at school is unable to **play in that day's game or participate in practice. He/she may not attend either. This is true even if the absence is excused.**
- Any student suspended more than once before or during the season in that same school year will not be able to be a player of the team.
- Coaches and Athletic Directors are required to monitor DeansList for behaviors. (Daily/Weekly). Coaches and Athletic Directors are empowered to work with teachers/staff to address any/all student issues.
- Any student that is sent to ISR will not be eligible to play in a game the same day.
- Students who are sent to ISR or earn three or more demerits during the day will be reported to the Coach/AD who will make a decision regarding the student's ability to practice, or attend a game/practice.
- Any student failing one or more classes for longer than 1 month will not be allowed to play until he/she brings grades up to passing. (Monitored by Coaches, Teachers, AD)
- Any student who has more than one unexcused absence in the span of any given two weeks is ineligible to play in games that current week.
- Any student who is tardy more than two days in a week is ineligible to play in games that week.

**Note: Decisions around eligibility and participation, beyond MNPS requirements, are ultimately at the discretion of the Principal, Assistant Principal, and Athletic Director.**

## School Resources & Tools for Families

Resource	How to access	Details
Facebook	Search Facebook for "The LEAD Cameron Middle	<ul style="list-style-type: none"> <li>• Updates about school</li> </ul>

	school Family” or go to this URL <a href="https://www.facebook.com/groups/541719610107948">https://www.facebook.com/groups/541719610107948</a>	<ul style="list-style-type: none"> <li>events and calendar</li> <li>● Student Celebrations</li> <li>● Community events</li> <li>● Inclement weather updates</li> </ul>
Instagram	<a href="https://www.instagram.com/lead.cameron/">https://www.instagram.com/lead.cameron/</a>	<ul style="list-style-type: none"> <li>● Updates about school events and calendar</li> <li>● Student Celebrations</li> <li>● Community events</li> </ul>
DeansList		<ul style="list-style-type: none"> <li>● Access your students merits, demerits, and progress report average</li> <li>● See notes from their teachers</li> <li>● Receive text messages from school staff regarding any school, grade, or class updates or announcements</li> </ul>
Canvas	Canvas Family Access Video You will be given an access code for your student’s Canvas at Family Orientation Night.	<ul style="list-style-type: none"> <li>● Access your students grades</li> </ul>
School Counseling Website	<a href="https://sites.google.com/leadpublicschools.org/cameron-counseling/home">https://sites.google.com/leadpublicschools.org/cameron-counseling/home</a>	<ul style="list-style-type: none"> <li>● Community resources in English and Spanish</li> </ul>
School Website	<a href="https://leadpublicschools.org/schools/cameron/">https://leadpublicschools.org/schools/cameron/</a>	<ul style="list-style-type: none"> <li>● School calendar</li> <li>● Family Resources</li> <li>● Links</li> </ul>
Infinite Campus	You will be given a username and password at Family Orientation Night. You can access Infinite Campus by: <ul style="list-style-type: none"> <li>- Go to familyportal.mnps.org</li> <li>- Click ‘Campus Parent’</li> <li>- Enter the given username and password</li> </ul>	<ul style="list-style-type: none"> <li>● Student grades</li> <li>● Student schedule</li> <li>● Student attendance</li> </ul>
Teachers (Direct Contact)	Teachers provide all students with their contact information at the beginning of the school year and/or when a new student enrolls.  All teachers have an email address that is firstname.lastname@leadpublicschools.org Example: briana.shelton@leadpublicschools.org  Families are always welcome to call the front office and request a direct contact for teachers. The front office phone number is (615) 806-6320	
Administrator	Principal: Bri Shelton	

Contacts

- Email: [briana.shelton@leadpublicschools.org](mailto:briana.shelton@leadpublicschools.org)
- Phone: 615-947-5294

Assistant Principal of Instruction: Lindsay Roe

- Email: [lindsay.roe@leadpublicschools.org](mailto:lindsay.roe@leadpublicschools.org)
- Phone: 845-707-5541

Assistant Principal of Instruction: Abby Upperman

- Email: [abby.upperman@leadpublicschools.org](mailto:abby.upperman@leadpublicschools.org)
- Phone: 847-722-7576

Assistant Principal of Students: Ebony Freeman

- Email: [ebony.freeman@leadpublicschools.org](mailto:ebony.freeman@leadpublicschools.org)
- Phone: 615-739-1239

Assistant Principal of Students: Courtney Proffit

- Email: [courtney.proffit@leadpublicschools.org](mailto:courtney.proffit@leadpublicschools.org)
- Phone: 804-994-4958

# School Behavior Policies

## Cameron Conduct Policy

At Cameron, we are in the business of learning. Our school culture is driven by the belief that ALL students can meet the demands of high academic rigor. Any threat to our school learning environment is considered a violation of conduct and may result in any number of responses beginning with solutions-oriented, restorative interventions and extending to suspensions or, in cases concerning the endangerment of others, expulsion from school.

To provide disciplinary responses that are appropriate to the misbehavior, the Student Support Team distinguishes between minor and serious offenses, as well as between first time and repeated offenses.

At Cameron, the following behaviors are considered especially harmful to the culture of the school and will result in immediate disciplinary action:

- Threatening behavior- threaten physical harm, make physical gestures that could cause a student another to feel at risk.
- Instigating a physical fight
- Physical violence- pushing, hitting, kicking, grabbing, spitting, slapping, shoving, biting, scratching, etc.
- Stealing- taking an item that does not belong to you without permission from the owner
- Vandalism- damaging school property or any property that does not belong to you, including but not limited to: marking on walls or desks, bending or breaking school materials, etc.
- Using technology inappropriately- searching/creating/sending profane or offensive language, violent content, sexual content, etc.
- Causing repeated disruptions in class- being sent to R&R more than two times in a week for classroom disruptions
- Elopement- leaving school grounds, refusing to go to the appropriate zone requested by staff (R&R, class, bus, etc.); standing in the hallway rather than complying

Grounds for disciplinary action will apply whenever the student's behavior is reasonably related to school or school activities, including but not limited to on/off school grounds, school sponsored activities, traveling to or from school or a school activity, and the greater community.

**Each time this policy is reviewed with a student, the intervening Student Support Team Member will:**

- 1. Call & inform student's guardian**
- 2. Document the phone call and its purpose in DeansList**
- 3. Document in Infinite Campus- "Support & Intervention"**
- 4. Fill in the appropriate information on the back of this page**

## **Cameron Bus Riding Policy**

Riding a school bus is a privilege provided by the school district and should be treated as such. The privilege of riding a school bus is one that can be revoked if the Rules of Conduct are not followed. Students are expected to uphold the same behavioral conduct on the school bus as in the Cameron school building, as the bus ride and journey to and from the bus are an extension of the school day.

When rules of bus conduct are not followed, disciplinary responses that are appropriate to the misbehavior will be applied. Possible disciplinary responses include but are not limited to : assigned seat, community service, suspension from the bus (of varying lengths), in school suspension, out of school suspension, etc.

As a school bus rider you must:

- Obey the instructions of the bus driver at all times. At no time can you act toward, or address comments to a bus driver in a disrespectful manner, or refuse to cooperate with the driver.
- Board and leave the bus at designated stops only.
- Only ride the bus to which you are assigned.
- Remain seated.
- Know that the bus driver may assign seats.
- Keep head, hands and feet inside the bus.
- Not distract the driver through misbehavior. This makes the bus unsafe.
- Never walk behind the bus. Before crossing in front of the bus, make sure all traffic is stopped.
- Never engage in illegal activities such as possessing weapons or drugs, destruction of property.
- Never record or photograph others using digital technology
- Know that violence or the threat of violence is strictly prohibited

**Each time this policy is reviewed with a student, the intervening Student Support Team Member will:**

- 1. Call & inform student's guardian**
- 2. Document the phone call and its purpose in DeansList**
- 3. Document in Infinite Campus- "Support & Intervention"**
- 4. Fill in the appropriate information on the back of this page**



## **Cameron Bullying & Harassment Policy**

*Student safety is a priority at Cameron. We know that acts of bullying and harassment cause school to be unsafe. In accordance with Tennessee law, bullying is strictly prohibited and will result in immediate disciplinary action. The determination of appropriate consequences will include the consideration of: the severity of behavior, the context of the situation, and the documented history of behavior of all involved students. The following definitions are adapted from the MNPS Bullying and Harassment Policy.*

### **Bullying**

Bullying is any intentional act that is severe, persistent, or pervasive and substantially interferes with a student's educational benefits, opportunities or performance, and has the effect of:

- 1) Physically harming a student or damaging a student's property;
- 2) Knowingly placing the student or students in reasonable fear of physical harm to the student or damage to the student's property;
- 3) Causing emotional distress to a student or students; or
- 4) Creating a hostile educational environment.

Bullying may involve, but is not limited to, the following: unwanted teasing, threatening, intimidating behavior, cyber bullying, physical bullying, theft, sexual, religious, or racial harassment and public humiliation. Bullying that involves a protected class must be reviewed for potential civil rights violations.

### **Harassment**

Harassment may take many forms and is not limited to conduct that constitutes bullying. Harassing conduct may include verbal acts and name-calling; graphic and written statements, which may include use of cell phones or the internet; or other conduct that may be physically threatening, harmful, or humiliating if such conduct is based on a student's real or perceived race, color, religion, national origin, handicap/disability, sexual orientation, ancestry, or sex, gender identity, gender expression, and appearance. Harassment does not have to include intent to harm, be directed at a specific target, or involve repeated incidents. Harassment creates a hostile environment when the conduct is sufficiently serious (severe, pervasive, or persistent) and objectively offensive so as to deny or interfere with or limit a student's ability to participate in or benefit from the programs, services, activities, or opportunities offered by a school or MNPS.

Behaviors that constitute sexual harassment may include, but are not limited to sexually suggestive or offensive remarks; sexually suggestive pictures, sexually suggestive gesturing, verbal harassment or abuse of a sexual nature, harassing, abusive or sexually suggestive or offensive messages sent by e-mail or other electronic medium, subtle or direct propositions for sexual favors, and touching, patting, or pinching. Sexual harassment may be directed against a particular person or persons, or a group, whether of the opposite sex or the same sex.

### **Cyber Bullying**

The use of electronic information and communication technologies, including, but not limited to email, cell phone and pager voice, text, still photograph or video messages, instant messaging, defamatory personal websites, social networking sites and online personal polling sites or journals, to support deliberate and harassing behavior that frightens, harms or embarrasses others and unreasonably impacts or disrupts the orderly operation of the school environment.