



LEAD Public Schools
Student and Family Handbook
2019-2020

2835 Brick Church Pike · Nashville, TN, 37207

Phone: (615) 678-0543

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Welcome to LEAD Public Schools

Our Mission:

LEAD Public Schools prepares **all** of our students with the knowledge and skills to succeed in college and in life.

Our History:

LEAD Public Schools is a network of six public charter schools in Nashville, Tennessee, that operates both open-enrollment (LEAD Academy, LEAD Southeast) and zoned-enrollment schools (LEAD Brick Church, LEAD Cameron and LEAD Neely's Bend).

Founded in 2007 as LEAD Academy in North Nashville, LEAD Public Schools has grown from a fifth- and sixth-grade school of 92 students to become Nashville's largest charter management organization with six schools serving the needs of more than 2,500 students. All six graduating classes starting in 2014 of LEAD Academy High School earned 100 percent acceptance to college.

Our success is due to a strong academic program rooted in the foundation of social-emotional learning programs and practices, including a commitment to our five core Ethos: commitment, courage, discipline, self-reliance and service to others.

Our Results:

- **LEAD Cameron** middle school has been named a Reward School for student growth three times, in 2013-14, 2016-17 and 2017-18. This distinction means that Cameron students grew academically at the 95th percentile and above of all students in Tennessee in grades 3-8. Out of the 1,365 elementary and middle schools in the state, Cameron was number three for student academic growth in 2017-18.
- **LEAD Southeast Middle School** students have met the highest level of academic growth every year since it was founded. Last year, students at LEAD Southeast Middle excelled at the 94th percentile compared to all schools in Tennessee.
- **LEAD Southeast High School** added its first sophomore class in the 2018-2019 school year. Our high school students at LEAD Southeast grew at the 95th percentile compared to all high schools in Tennessee for English Language Arts and Math.

- **LEAD Academy** seniors have been accepted to college every single year a class has graduated.
- **LEAD Brick Church** improved from the 40th percentile for growth to the 60th percentile for growth in a single year.
- **LEAD Neely's Bend** went from producing student growth at the 23rd percentile in the state to the 97th percentile. Neely's Bend was #1 overall out of the 32 other schools in the Achievement School District and in the top 3% for academic growth interstate.

2022-2023 Lead Public Schools calendar is available via this link:

<http://www.leadpublicschools.org/calendar>

LEAD Schools

LEAD Academy High School (9-12): 1034 1st Ave. S., Nashville, TN 37210,
615-800-8293

LEAD Brick Church (5-8): 2835 Brick Church Pike, Nashville, TN 37207, 615-806-6317

LEAD Cameron (5-8): 1034 First Avenue South, Nashville, TN 37210, 615-806-6320

LEAD Neely's Bend (5-8): 1251 Neely's Bend Road, Madison, TN 37115, 615-645-6461

LEAD Southeast High School (9-12): 531 Metroplex Drive, Ste 200A Nashville, TN 37211,
615-338-9672

LEAD Southeast Middle School (5-8): 531 Metroplex Drive, Ste 100B Nashville, TN
37211, 615-678-0543

LEAD Public Schools Start and End Times: 2020-2021

2020-2021 School Start and End Times			
SCHOOL	AM BELL	PM BELL	LENGTH OF DAY
LEAD Academy	7:30 a.m.	2:30 p.m.	7:00 hours

LEAD Brick Church	8:45 a.m.	4:00 p.m.	7:15 hours
LEAD Cameron	8:10 a.m.	3:25 p.m.	7:15 hours
LEAD Neely's Bend	8:45 a.m.	4:00 p.m.	7:15 hours
LEAD Southeast HS	7:20 a.m.	2:15 p.m.	6:45 hours
LEAD Southeast MS	8:45 a.m.	4:00 p.m.	7:15 hours

The LEAD Ethos

Who We Are: It is the mission of LEAD Public Schools to prepare all of our students with the knowledge and skills needed to succeed in college and in life. We live into our mission by being a cohesive, hard working team of educators who share core values, exemplify the LEAD Ethos, and push our students to embody the Ethos, preparing them for college and life.

Ethos in Brief:

The Ethos are the traits we teach our students to live by. The definitions outlined here are through a student lens.

Ethos	Definition
<i>Serve others</i>	I work together with my class and schoolmates. I listen to and understand what they are asking, and I approach each day with an understanding of the importance of being an active and positive member of my school community.
<i>Self-reliant</i>	I take charge of and responsibility for my own life and my own choices both in school and at home. I have confidence in my abilities to do what is right in all situations.
<i>Courage</i>	I stand up for what's right and do the right thing both in school and at home. I believe in myself and my abilities and I show great fortitude.

<i>Committed</i>	I persevere and never give up. I come to my school and my community with the understanding that I will struggle and with the dedication to learning and getting better every day.
<i>Disciplined</i>	I work hard to improve over time through intentional decisions around completing work, changing behaviors, and raising grades. I understand the mission of my school and our community and I work hard every day to put my best self forward.

LEAD Educator Values

Our teachers and staff have committed to embracing the following values:

- A. **Bring the joy:** We make sure to recognize our students, parents, and teachers for the joy they bring to their daily work. Specifically joy looks like the following:
 - a. **Urgent** classrooms that maximize time and resources
 - b. **Invested** students who want to participate because their teachers have created learning lairs where dragon-slaying is rewarded and celebrated through shoutouts, positive phone calls home, etc.
 - c. **Efficacy** as reflected through students' beliefs that they can and will learn and teachers' beliefs that they can and will be able to teach their students
 - d. **Passionate** teachers who are knowledgeable about the content and who convey the value, intrigue, and importance of our curricula and of our school.

- B. **Growth mindset in class:** Learning is hard and learning is fun. We focus not only on what it takes to grow students to get on grade level, but also on the habits of mind it takes to approach the difficult challenges that prepare our students for college and life.

- C. **Daily commitment to excellence:** Excellence is an iterative process. It is exemplified through refined effort, systematically reworking ideas, and striving for the best in ourselves and our community.

- a. **Teach our students our high expectations:** Be transparent with students about your expectations for excellence by making the criteria crystal clear and providing targeted feedback to help students achieve the high expectations you have set.
- b. **Sweat the Small Things:** It is the accumulation of little things that add up to a step in the right direction and many steps in the right direction that add up to success.
- c. **Have a Good, Better, Best (GBB) attitude:** GBB means picking up trash that someone else left on the floor; it means covering for a teammate because they had to stay home and watch the kids; it means early days and late nights; it means laughing with your students, and it means failing them even when you know they tried as hard as they could; it means doing something that makes you uncomfortable because it needs to be done; it means being firm and it means finding ways to help.
- d. **Rigor:** Our students are capable of doing challenging work. The key is providing them with the needed scaffolds and supports to get there. We approach planning classes by determining what students need to know to be competitive with their peers, and then how we will help them get there.
- e. **Data driven:** We use, collect, analyze, and act on data before, during, and after class to provide our students with exactly what they need.

LEAD Community Commitment - Students, Parents and Staff

Student Commitment	Parent/Guardian Commitment	Staff Commitment
<p>In an effort to uphold the LEAD Ethos as an active and productive member of the LEAD community, I will be...</p> <ul style="list-style-type: none"> ● COMMITTED: I will follow all LEAD network expectations. I will take responsibility for my own choices and behaviors. 	<p>In an effort to uphold the LEAD Ethos as an active and productive member of the LEAD community, I will be...</p> <ul style="list-style-type: none"> ● COMMITTED: I will help LEAD hold my student accountable to all community expectations. I will take the time to reflect with my student on their weekly paycheck and behavior report. 	<p>In an effort to uphold the LEAD Ethos as an active and productive member of the LEAD community, I will be...</p> <ul style="list-style-type: none"> ● COMMITTED: I will display consistency in all interactions with members of our community. I will complete assigned tasks within the stated timelines.

<ul style="list-style-type: none"> ● COURAGEOUS: I will complete all classwork and homework on-time and to the best of my ability. ● DISCIPLINED: I will challenge myself to work hard and without fear through new and difficult material. ● SELF-RELIANT: I will come to school each day prepared to learn in my correct uniform, with all my materials and with my completed homework. ● SERVE OTHERS: I will respect all other members of the LEAD network through my words, actions and ideas. 	<ul style="list-style-type: none"> ● COURAGEOUS: I will ensure my student attends LEAD each school day and is prepared with all materials and completed homework. I will attend parent meetings, including Student Led Conferences, to gather information about my student's performance. ● DISCIPLINED: I will attend parent events and other programming when available to provide input on how LEAD can best serve its students and families. ● SELF-RELIANT: I will reach out to my student's teachers to ask questions with my student's educational future in mind. ● SERVE OTHERS: I will actively ask my student about his/her learning and personal growth. 	<ul style="list-style-type: none"> ● COURAGEOUS: I will be at LEAD each day on time and with a positive attitude. I will be available to students and families by phone for homework help and related questions. ● DISCIPLINED: I will seek out new ways to present material to students and will ask others for support when I need help. I will actively participate in meetings and professional development. ● SELF-RELIANT: I will regularly provide students and families with feedback on students' learning, personal growth, and individual goals. ● SERVE OTHERS: I will work respectfully with all members of the LEAD community.
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[Admission Policy](#)

New to LEAD

LEAD Public Schools are open to all students in Davidson County who meet the eligibility requirements under Tennessee's charter school law. All new families interested in attending a LEAD school must complete an application on the MNPS Optional Schools website or complete a paper application at the prospective LEAD school by the required deadline. There are multiple LEAD Public School campuses. If more students have submitted applications by the deadline than there are spots available in the prospective grade level, a public lottery process is held to select students. Students are placed on a waitlist in the order the applications were received. As spots become available, students will be pulled from the waiting list and contacted to determine whether the available seat is still desired. If they want the seat, the family will be asked to accept the spot online, and the student will then officially be enrolled into a LEAD Public School. In the event a family declines, we will reach out to the families next in line on the waitlist.

Returning to LEAD

Intent-to-return forms are sent home with students who have current enrollment at LEAD and need to confirm a seat for the upcoming school year. These forms will be sent home during the spring semester. Families are given a deadline to complete the form and return it to the Family and Community Engagement Coordinator. LEAD Public Schools enjoys working with all of our families and students and requires all families complete and return an intent to return form by the deadline provided.

Orientation

New students are required to attend an orientation prior to the start of the school year. The purpose of orientation is for families and students to fill out required registration documents, to receive information on school policies and expectations, school culture, as well as ask questions and address concerns prior to the start of school.

Academic Policy

Academic Program Overview

LEAD Public Schools has a rigorous curriculum and promotes a high level of student engagement through real-world learning experiences and by leveraging technology for individualized learning. We prepare our students to meet and exceed grade level proficiency levels while ensuring that high school students on a regular diploma track meet college-ready standards by graduation. All high school students prepare for college and careers in their seminar courses. We offer an occupational diploma pathway with an emphasis on workforce readiness and post-secondary transition for our students with disabilities.

Required Assessments

LEAD students take all national, state and MNPS district assessments, including ACT, TNReady and MAP.

Grading Scale

LEAD's grading scale mirrors the MNPS and State Board of Education Tennessee Uniform Grading Scale.

A	90 – 100
B	80 – 89
C	70 – 79
D	60 – 69

F	0 - 69
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Family-School Policy

LEAD Public Schools Open Classroom Policy

LEAD Public Schools operates with an open classroom policy meaning any parent can visit the school or their child's classroom at any time. This is a time to observe your student and the classroom to see the learning that is happening in LEAD Public Schools. Because we place such high value on allowing students time to focus on instruction without distraction, ***we ask that parents/guardians do not interact with the teacher or with students during their visits.*** If you wish to schedule a conference with a teacher, please do so ahead of time by calling or emailing that particular teacher. Prior to visiting any classroom, parents and family members are required to stop at the office sign-in and receive a visitors' badge. Any visitors who take away from the instruction in the classroom may be asked to leave campus.

Birthday Celebrations

Birthday celebrations are at the discretion of individual LEAD schools. Please contact your school's main office for the policy specific to your school.

Photographing and Filming Students

Throughout the school year, LEAD Public Schools, various education groups and outside media representatives (newspaper, television stations, etc.) may be on campus to photograph and/or videotape students in school-related activities or events. Additionally, LEAD Public Schools maintains our own website and social media accounts where we occasionally use pictures to showcase our students' amazing work. Please complete the student and media release form and submit it to the school if you do not want your child's picture to be used for these purposes.

School Phones

All office and classroom phones are reserved for school business only. Students will not be called from class to receive telephone calls. Emergency messages will be delivered to students in their classes. Students will only be allowed to use the phone in the office during school hours with staff permission. LEAD Public Schools strongly recommends that parents/guardians and students discuss all pertinent information prior to arriving at school, specifically communication surrounding transportation. All student cell phones are to be turned off and not used for instructional time unless otherwise directed.

Family Contact Information

Parents are asked to notify the office in writing as soon as any change occurs. This will ensure that any and all mailings will be received without delay or interruption. Additionally, it is vital that all numbers and emergency contact information remain current so as to provide optimal care during a crisis. Parents are **highly encouraged** to provide their email addresses for quick and timely communication with the school.

Emergency Contact Form

At the beginning of each academic year, the parents of each student enrolled at a LEAD Public Schools must complete a contact form providing information such as contact numbers for the parent(s)/guardian(s), updated addresses, persons to contact in the event of an emergency. All persons listed on the “Emergency Contact Form” must be able to make decisions regarding the child if the school is unable to contact the parent at any of the numbers provided. The listed persons are also able to check out the student provided he or she has the appropriate identification. Since these people are able to take the actions listed above, everyone listed on the “Emergency Contact Form” must be at least 18 years of age. **It is imperative that this information be updated as needed in order to provide optimal care to your child during a crisis.**

[Code of Conduct via MNPS Student-Family Handbook](#)

LEAD Public Schools follow the MNPS Code of Conduct for all disciplinary matters.

Parents/guardians of students expelled from a LEAD school have the right to appeal that decision to the LEAD Board of Directors Disciplinary Committee within 5 days of expulsion.

If the expulsion is upheld, parents/guardians can next appeal the LEAD Public Schools’ Board of Directors Discipline Committee decision and then to the Student Discipline office of MNPS. For the former, please call 615-974-6975 for further information.

Please refer to the MNPS Student Handbook for details on consequences for inappropriate / egregious behaviors and for appealing an expulsion decision.

<https://www.mnps.org/handbook>

[LEAD Public School’s Family Bus Expectations](#)

Transportation

LEAD Public Schools will provide busing for your student to and from school within the city of Nashville. This is a service we provide to assist our families and make LEAD a great choice for students no matter where they live. However, busing is considered a privilege

and if policies and behaviors are not adhered to, bus privileges can be revoked. In order for us to maintain safe and efficient bus service all families who choose to use our buses must agree to the code of conduct and policies below.

Bus Routes and Stops

We will make our best effort to maintain bus stops that are within a reasonable distance from every family's home location and create stops that are convenient for multiple families. We must balance this with making sure we are not making too many stops that will make the bus route extremely long. Changes to bus stops are rarely honored due to various factors including additional time added to the route, impact on distance for other families, traffic patterns, etc.

Timeliness

The bus schedule provided will give each stop a 20-minute window (10 minutes before the scheduled pickup time and 10 minutes after) of time during which you can expect the bus to arrive. This time frame accounts for that day's particular traffic or important conversations that might occur between bus drivers and families. Please, be on time to your stop. **Buses CANNOT wait for you if you are not at the stop.** Please do NOT ask the bus to wait for you out of courtesy and respect to the other families as this delays bus arrival times at later stops along the route.

When there is inclement weather, you can also expect for buses to run an **additional 10 to 15 minutes** behind. While primary roads might appear clear, remember that our buses travel down side streets that can experience additional challenges. The safety of our students is of primary importance and we encourage our drivers to take extra precaution when conditions are less than ideal.

If a bus is running late due to weather or any other circumstance, you are always welcome to bring your student to school if you choose not to wait. Late buses will always make every stop.

Updated Information

Grayline and our staff rely heavily on information that you provide. Please make sure the school has the most up-to-date contact information for you. Also, please reach out to the Main Office to notify us if you need to make permanent changes to a student's dismissal plan or make updates to the family release information.

Communication

We always try to communicate bus delays to families in a timely manner. If we know that a bus left the depot (in the AM) or the school (in the PM) late, we will send a call informing families. If there is a major delay resulting from any trouble on the bus, we will send a call informing families, however minor delays as a result of traffic and weather conditions cannot always be communicated. Additionally, our call system can take up to 30 minutes to send, so the timeliness of the calls is not always reliable.

Medical and Health Policy

Student Health and Medical

Students' health and wellness are extremely important to their academic success. Annually, parents will be asked to complete a student health information form that requests information about the student's medical doctor, insurance, allergies, etc. In order to ensure LEAD Public Schools are able to take care of all students, it is imperative that we have accurate and up to date information. Please note that it is a requirement for members of each campus's team to have First Aid/CPR/AED certifications in order to provide the quickest emergency response to students in the event of an emergency. Note that all health matters are treated confidentially and properly documented.

Medication

Every effort should be made by the parent/guardian to schedule the administration of medication outside of school hours. If this is not possible, it must be understood by the parent/guardian that the student will be administered the medication under the guidance of a trained member of the LEAD staff, as described in the Nurse Practice Act. In order for any medication to be administered on campus a Self-Administration (with or without assistance) Form must be complete and in the student's file. If the medication is a prescription, a physician's signature is required. If the medication is over-the-counter, only a parent's signature is required. ***All forms and medications must be submitted to the front office by or before August 31st.***

All prescription and non-prescription medication will be kept in a locked cabinet, with the exception of inhalers for asthma. Students are allowed to carry inhalers on their person.

Medication to be given for any period of time will require written permission and instructions from a person licensed to prescribe as described in the Nurse Practice Act. Medication must be properly labeled with the *student's name, name of medication, dosage and time to be administered*. In the event an Individualized Health Plan is required, the parent would have to meet with the School Nurse in order to complete this document.

All medication to be administered requires:

1. Written orders from a licensed prescriber detailing the name of the medication, dosage, time to be given, and the expected duration of administration.
2. Medication must be brought to school in the original container appropriately labeled by the licensed prescriber for the prescription drugs or by the manufacturer for non-prescription (Over-the-Counter medication).

The school accepts no responsibility for reactions when the medication is dispersed in accordance with the licensed prescriber's directions. **LEAD Public Schools' staff cannot administer non-prescription or over-the-counter medications that do not meet the requirements listed above.**

Immunization Requirements

All students must meet Tennessee state immunization requirements. The school is required to maintain official school records indicating:

1. DTP Vaccine (diphtheria and tetanus toxoid and pertussis vaccine): A 10-year booster shot is recommended for all students in grades 6-12.
2. Polio Vaccine
3. Measles Vaccine
4. Rubella Vaccine
5. Mumps Vaccine
6. Hepatitis B Vaccination Series

School personnel will annually review records and advise parents and students of deficiencies or updating requirements. Students transferring must submit documentation of compliance with the law in the form of official school records, records from a public health department, or a certificate signed by a licensed doctor.

Non-compliance with these requirements may result in a student being excluded from school until such time that appropriate documentation is provided.

Children entering the 7th grade in August must provide the school an updated Tennessee Immunization Certificate with proof of two additional immunizations:

1. Tetanus-diphtheria-pertussis booster ("Tdap"): required regardless of TD history
2. Verification of immunity to varicella; (2 doses or history of disease)

Per State law, parents must provide the updated certificate to the school **before** a student can attend school in seventh grade. Only proof of the two additional immunizations is required on the updated immunization certificate.

On/Off Campus Injuries and Incident Reports

When students are injured on or off campus during school hours or school related events, students are encouraged to inform a LEAD Public School Staff as quickly as possible, specifically any LEAD staff who may have witnessed the event or was in close proximity. If a student is injured at school, LEAD may request copies of the child's insurance documentation.

When to Stay Home Due to Illness

Students should home if s/he has any of the following:

- **Fever:** Temperature above 100 F (taken by mouth) without the use of fever reducing medication.
- **Diarrhea:** Any watery stools not contained in under clothes.
- **Vomiting:** Throwing up.
- **Rash:** Covering the entire body.

When your child has these symptoms they must be kept at home the next day from school. They also need to be without symptoms for a full 24 hours before returning to school.

If your child has:

- **Strep Throat:** Students must be fever free for 24 hours before returning to school. .
- **Communicable Disease:** If your child has chickenpox, mumps, measles, rash all over their body, strep throat, or "pink eye," they have to hours and not have a fever over 99.9 (under 100 ° F), stay home until you have a note from a health care provider stating your child is not contagious and may return to school.

Signs your child may be getting sick include and may need to stay home include: Excessive coughing and/or an upset stomach.

If we think your child is getting sick at school, we will call you. If you cannot be reached, someone on your emergency list will be called. Please be sure that all phone numbers are current. If a student begins to feel sick or becomes injured while at school, s/he should contact a teacher or administrator as soon as possible. Contacting parents via personal phone without prior approval will unfortunately result in disciplinary action. Students who are unable to remain in class because of illness will be sent home. Parents will be contacted to make transportation arrangements for the student to go home. Students will not be released until a parent, guardian or anyone listed as an emergency contact comes to pick up the student.

Hearing and Vision Screening/Physicals

In the state of Tennessee students in grades 6th and 8th are required, at minimum, to have an annual hearing and vision screening. LEAD Public Schools partners with an organization that provides hearing and vision screenings to all of our 6th and 8th grade students FREE of cost to families. Approximately two weeks prior to the scheduled screening, LEAD will send home an "Opt- Out" form in students' weekly folders reminding families about the screening. All students will participate unless a parent/guardian sends the form back selecting the "Opt Out" Option. Should a family not opt out nor return a permission slip, the student will be screened.



Student Media Participation/Authorization Release Statement

Throughout the school year, LEAD Public Schools and outside media representatives (newspaper, television stations, etc.) may be on campus to videotape and/or photograph students in school-related activities or events.

Please notify the office in writing to request that your child's picture NOT be used for these purposes.

I, _____, give permission for my child,

(Print Parent/Guardian Name)

_____, a student at LEAD Public Schools to be,

(Print Student Name)

___ Filmed ___ Photographed ___ Interviewed by the media and LEAD Public Schools during the school year. (Please check all that apply).

I affirm that all information given is complete and accurate.

Parent Name (Printed): _____

Parent Signature: _____

Date: _____

LEAD Public Schools Acknowledgement Page

Please return **the media release form and this page** to your school as a part of your registration packet.

By signing this page you are acknowledging that:

- You and your child have read the LEAD Public Schools handbook.
- You and your child understand and will adhere to the policies and procedures set forth by LEAD Public Schools.
- You and your child understand the consequences that will result in failure to adhere to LEAD Public Schools policies and procedures.

Documents/Policies and Procedures

- Parent-Student Handbook (Information about ALL school policies)
- Attendance/Tardy/Early Dismissal Policy (per individual school appendix)
- Transportation Policy/Bus Rules
- School Uniform and Dress Code Policy (per individual school appendix)
- Mark and Point System Policy
- Computer Assignment and Student Internet Use Agreement (per individual school appendix)
- Student Health History and Medication Administration Policy (per individual school appendix)

Parent Acknowledgement:

I acknowledge that I have received, read, reviewed, and understand all of the policies listed above.

Signature of Parent/Guardian

Date

Print Name of Parent/Guardian

Student Acknowledgement:

I acknowledge that I have received, read, reviewed, understand, and will adhere to all of the policies listed above.

Signature of Student

Date

Print Name of Student

Appendix: School Information



LEAD Southeast High School
531 Metroplex Drive, STE 200A
Nashville, TN 37210

School Principal: Ms. Genevieve Byrd

Grades: 9-12

Main Number: (615) 338-9672

Website: <https://leadpublicschools.org/schools/se-high/>

LEAD Southeast High School Dress Policy

LEAD Southeast High School's student dress policy supports equitable educational access and is written in a manner that does not reinforce stereotypes. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type/size.

Our school ETHOS, as it pertains to the dress policy:

- Students are **COURAGEOUS** and comfortable at school, not fearful of unnecessary discipline or body shaming.
- Students and staff are **SELF-RELIANT** and understand that they are responsible for managing their own appearance in accordance to the outlined policy.
- Students are **COMMITTED** to school, and not hindered by a dress code that significantly limits their self-expression.
- Students and staff **SERVE ONE ANOTHER** by being inclusive of all members of our community.
- Students are **DISCIPLINED** in prioritizing academics over the appearance of others, as evident in positive and uplifting language concerning the appearance of themselves and others.

Our dress policy exists with the following goals in mind:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as lab sciences or PE.
- Allow students to select from more clothing options throughout the week that expresses their individual personality.
- Allow students to wear clothing that expresses their self-identified gender.
- Allow students to wear religious attire without fear of discipline or discrimination.
- Prevent students from wearing clothing or accessories with offensive images or language, including profanity, hate speech and pornography.
- Prevent students from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities.
- Prevent students from wearing clothing or accessories that interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students from wearing clothing or accessories that reasonably can be construed as being or including content that is racist, lewd, vulgar or obscene, or that reasonably can be construed as containing fighting words, speech that incites others to imminent lawless action, defamatory speech or threats to others.
- Ensure that all students are treated equitably regardless of race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type/size.

Monday-Friday Dress Policy

Bottoms	<p>Students may choose to wear any of the following options as bottoms:</p> <ul style="list-style-type: none"> ● Khaki pants, or skirts (must go to knee) ● Navy pants, or skirts (must go to knee) ● Black pants or skirts (must go to knee)
Tops	<p>Students may choose to wear any of the following options as tops:</p> <ul style="list-style-type: none"> ● LEAD green polo ● LEAD polo of another color
Outerwear	<p>Students may choose to wear any of the following options as outerwear:</p> <ul style="list-style-type: none"> ● LEAD sweatshirt or hoodie (has the LEAD name or logo and representative of a school-sponsored club, sport, class or organization) ● College, university or military sweatshirt or hoodie
Footwear	<ul style="list-style-type: none"> ● Close-toed shoes
Additional Items	<p>Students may wear:</p> <ul style="list-style-type: none"> ● Religious headwear ● Head scarves or wraps ● Visible piercings or tattoos

Friday Free Dress Policy (based on merit incentive)

Bottoms	<p>Students may choose to wear (a) skirt, sweatpants, leggings, dresses, shorts, pants or jeans.</p> <p>Student bottoms must have NO RIPS.</p>
Tops and Outerwear	<p>Student tops must have fabric in the front, back, shoulders and on the sides under the arms.</p>
Footwear	<ul style="list-style-type: none"> ● Close-toed shoes
Additional Items	<p>Students may wear:</p> <ul style="list-style-type: none"> ● Religious headwear ● Head scarves or wraps ● Visible piercings or tattoos

Banned Items in the Dress Policy

Regardless of the day, students cannot wear:

- Violent language or images
- Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity)
- Bullet proof vests, body armour, tactical gear or facsimile
- Hate speech, profanity or pornography
- Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups
- Any clothing that reveals visible undergarments
- Swimsuits (except as required in class or school organized event)
- Accessories that could be considered dangerous or could be used as a weapon
- Any item that obscures the face or ears (except as a religious observance)
- Shoes that leave toes exposed, regardless of socks

During inclement weather, students may wear outerwear and accessories that are appropriate for the weather. However, students must remove these items before the beginning of their first class of the day and the first class after lunch. Students may wear items outside before, during and after school.

Dress Policy Enforcement

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

- Students in violation of proper Monday-Friday dress (i.e. not wearing a LEAD polo), will forfeit their Friday Free Dress.
 - Should the dress policy violation persist for 2+ days in a row OR the student does not consistently adhere to the dress policy, students will lose their option of Friday Free Dress for the remainder of the semester.
 - Significant violations to the dress policy will be recorded in Deanslist
- Students will only be removed from spaces, hallways or classrooms as a result of a dress code violation categorized as “Banned Items in the Dress Policy”. Students in

violation of these items will be provided three options to be dressed more to code during the school day:

- Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
 - Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
 - If necessary, students' parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
- No students should be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type or body maturity.
 - School staff shall not enforce the school's dress code more strictly against transgender or non-gender conforming students than other students.
 - Students should not be shamed or required to display their body in front of others (staff, parents or students) in school. "Shaming" includes, but is not limited to:
 - Kneeling or bending over to check attire fit;
 - Measuring straps or skirt length;
 - Asking students to account for their attire in the classroom or in the hallway in front of others;
 - Calling out students in spaces, in hallways, or in classrooms about perceived dress code violations in front of others;

These dress policy guidelines shall apply to regular school days, as well as any school-related events or activities, such as graduation ceremonies, dances or prom.

Courses or activities that include attire as a part of the curriculum or occasion (for example, professional dress during a presentation or the district career fair) may include assignment-specific dress, but should not focus on promoting culturally-specific attire.

Students who feel they have been subject to discriminatory enforcement of the dress code should contact the principal or members of the student support team.

Grading Policy and Retake Policy:

Grading Philosophy

The purpose of providing grades to students at LSE HS is twofold: to give you feedback about your performance, as well as to understand your mastery of standards. Ultimately, your grades help you and your teachers determine how to best support your academic success, both in the classroom, on state tests, and in preparation for the ACT.

Grading Weights

Overall breakdown

- LSE HS follows the MNPS grading scale below for final semester grades.
 - A = 90-100%
 - B = 80-89%
 - C = 70-79%
 - D = 60-69%
 - F = 0-59%
 - Semester grades are calculated per MNPS policy as follows.
 - Semester 1 - All courses: $(40\% \times Q1) + (40\% \times Q2) + (20\% \times \text{Exam}) = \text{S1 Grade}$
 - Semester 2 - EOC courses: $(37.5\% \times Q3) + (37.5\% \times Q4) + (25\% \times \text{EOC}) = \text{S2 Grade}$
- **non-EOC courses will follow the Semester 1 breakdown

Course grade breakdown

- Major Assessments – 35%
- Minor Assessments – 35%
- Classwork & Participation- 30%

Student Deadline Expectations: *only applies to classwork & homework*

- For assignments given and collected within the same class period:
 - You will earn a zero if an assignment is supposed to be turned in during class but you do not turn it in.
 - **There is no opportunity to make up this zero.**
 - To help you learn this behavior, each quarter, you will have the choice to:
 - Drop one hw grade
 - OR
 - Drop one classwork grade
- For assignments with a due date different from the date assigned (i.e. an essay would have a later due date than the date it was assigned):
 - Your teachers will clearly communicate deadlines for any graded work in a variety of manners (i.e. on the board, announcements, cold call, etc.)
 - Work that is not turned in *on time* will result in reflection time.
 - If work is completed within 2 days of the assigned due date, you may receive up to an 85% (within 3 days= up to 75%, after 3 days = up to

60%)

- Your teachers will appropriately adhere to any necessary accommodations based on your individual needs (i.e. you had a death in the family and need more time to make up your math assessment).

Student Absence Work Policy

- If you are absent:
 - It is YOUR responsibility to collect any make-up work from the days missed.
 - Work must be completed within two school days of your return (i.e.: If you are absent on Tuesday and return to school on Wednesday, your makeup work would be due on Friday). Note: if you miss consecutive days, you have two school days to complete your work for every day missed (i.e. you missed Monday and Tuesday, you have four school days to complete your missing work.).
- Suspensions
 - You are not allowed to make up work unless you receive permission from the administrator. Regardless, you are still responsible to learn the content you are missing.
- Process for Getting Missed Work:
 - The day you return to school, you must email teachers to request missing work. It is your responsibility to set up an appropriate time to pick up and/or complete missed work (i.e. If you are absent on Tuesday and return to school on Wednesday, you must email teachers on Wednesday in order to complete work by Friday--this may seem like a quick turnaround, but you should be taking personal responsibility for keeping up with the pace of the curriculum.). Appropriate times for you to send make up emails include crew, lunch (with permission), and/or class time with teacher permission.
 - While Virtual: In the event a class is missed, students are expected to first check their Google Classroom to see work that was missed for the day. After checking Google Classroom, students are then expected to email their teacher and determine when work is to be completed and if a meeting is needed during office hours. Attending the office hours will also add 10% back to the participation grade.

Student Correction/Revision Policy

- Formative assessments can be corrected for a grade up to 85%.
 - To retake a formative assessment, you must request a retake from your teacher via email by the end of the unit.
- Summative assessments may be retaken for full credit after completing all retake requirements.
 - To retake a summative assessment, you must request a retake from the

teacher via email and also attend one tutorial session (based on teacher and student availability). Additional actions could be required after the first tutorial session.

- *Corrections/revisions must be completed before the end of the unit assessment. It is up to your teacher to decide whether or not you qualify to correct or retake a formative or summative assessment. If your actions communicate you have **consistently** taken personal responsibility for your academic achievement, then makeups/retakes will be easily granted. **This policy is not applicable to students who are NOT demonstrating ownership of their academics throughout the unit.***

Attendance Policy

Daily Attendance At School

Daily attendance at school matters as we want to ensure that ALL students have daily access to a high-quality and rigorous education putting them on a successful path for graduation. For this reason we ask that families make every attempt to schedule appointments during the four extended breaks throughout the school year-Summer, Fall, Winter, and Spring Break. Students are considered present for the day when in school 4.5 hours therefore we suggest appointments are scheduled in a way that allows them to be present the allotted number of hours.

In the event a student has to miss school, an official excuse note must be submitted to the front office (not the student's teacher) within three days of the absence. Excuse notes will not be accepted after the three day window and the absence will remain unexcused. All excuse notes should be official excuse notes, i.e. doctor's notes, obituaries, etc. We will accept up to five handwritten parent notes throughout the school year (August-May). We define excused absences as results of the following:

Student Illness (including head lice infestations)	Bereavement/Funeral (up to 3 days)
Medical/Dental, including appointments	Personal religious observances
School-sanctioned activities	Court related or mandated absences
Family Emergency	School Nurse Excuse (sent home for 24hrs)

In efforts to support the mission of the State of Tennessee and Metro Nashville Public Schools we ask all families to keep absences (excused or unexcused) to less than 10 school days. Unexcused absences are those that do not meet the criteria in the table above. Missing the bus is not an unexcused absence unless the bus did not run. In the event a student misses the bus, families should make every attempt to get the child to school, i.e. personally transport or car pool.

Chronic Absenteeism/Truancy

The State of Tennessee and Metro Nashville Public Schools are on a mission to reduce the number of students who are chronically absent from school. We want to support families with making sure students are at school daily. When a student misses school, whether excused or unexcused, it impacts their academic and social growth. Therefore **ALL** absences, both excused and unexcused, are included when considering chronic absenteeism. A student is considered chronically absent if s/he missed more than 10% of the school year. An example would be if a student misses 18 days or more of the 180 day school calendar year.

Students can also have truancy as a status. Students who have 5 or more “unexcused” absences are considered truant. For both chronic absenteeism and truancy, families are sent letters and brought in for meetings in order for the school to best support the family. The policy we follow to combat chronic absenteeism and truancy is as follows:

Truancy	Chronic Absenteeism (C.A.)
Step 1: Student reaches 5 or more unexcused absences	Step 1: Student misses 10% or more of the school year to date, i.e. If a student misses 1 day of school out of the first 10 days of school s/he has missed 10% of the days we have been in school.
Step 2: School sends a truancy letter home to family informing them of truancy status	Step 2: Families will receive a letter when a student has missed 10% of the school year
Step 3: Family/Student returns letter to the front office signed.	Step 3: Family/Student returns letter to the front office signed.
Step 4: Excuse notes are requested for submission (<i>case by case basis</i>)	Step 4: School will begin to schedule meetings (over the phone or in person) with families whose students have 7 or more absences to create attendance plans.
Step 5: School will send a letter home every 5 unexcused absences, i.e. 5, 10, 15, etc.	Step 5: School will schedule manifestation meetings for Ex Ed students who have 10 or more unexcused absences to create an attendance plan and include in IEP.
	Step 6: Follow ups will occur with families whose students are continuing to miss school 10+, 15+, etc. Once school has exhausted all attempts, school leaders will meet and decide whether a petition needs to be filed to the District.

Arrival Times

Students may arrive on campus as early as 6:50am. All students arriving on campus must report to the cafeteria. Students will be dismissed to class at 7:10. The first class of the day begins at 7:20am.

Tardy to School

Students who arrive at school at or after 7:20a.m. are considered tardy and must be signed into school by a parent/guardian in order to obtain a tardy slip to class. Tardies will be excused in the event of a late bus due to a LEAD Public School issue. Emergencies will be handled on a case by case basis. Please note if you send your student to sign in by themselves they will receive an infraction for being tardy.

Early Dismissal

Early dismissal hours are **before 1:35p.m. (10:35 a.m. on an early release day)** Students will not be dismissed after 1:35p.m. due to students transitioning and the school preparing for afternoon dismissal. When early dismissal is required please arrive by or **before 1:35p.m.**, report to the front office to sign the student out of school, and wait for the office staff to call the child to the office. Picture ID will be required for any adult that is checking out a student. If an adult other than the parent/guardian is picking up the student, a signed note from a parent must be given to the Office Receptionist upon the student's entrance to school. Without prior notification from the student's parent/guardian, a student will not be released to an adult whose name is not documented. Emergencies will be handled by a School Administrator on a case by case basis.

Late Pick-Up

The LEAD Public Schools high school office closes at 2:20 p.m. All students must be off campus by 2:20 p.m. unless prior permission to remain on campus after this time has been given by a parent/guardian AND granted by a LEAD Public School staff member who will remain with the student until the student is picked up. This information needs to be communicated to the Front Office. **Car riders who do not have permission to stay after school and have not been picked up at 2:20p.m. will be waiting unsupervised for parent's arrival as the front office closes at 2:20p.m.** Emergencies will be handled by a School Administrator on a case by case basis.

Transportation Assistance

Students are classified as either car riders or bus riders. LEAD Public Schools will not send a student home in an UBER or cab nor should a family member send a child to school in an UBER or cab. Families are responsible for dropping off and picking up students from school.

Daily or Short Term Dismissal Change

Dismissal changes make it difficult for us to ensure that every student is exactly where they need to be in order to make it home safely. **Dismissal change requests must be made to the school by 1:05 p.m.**

To request a DAILY dismissal change, you must:

1. Call the school main office **prior to 1:05pm**. Leaving a voice message is not a sufficient way to make a bus change; you do need to reach someone in person. The office is a busy place and office staff will not be able to answer each of these calls. Please use the cell phone numbers of the operations team (Office Receptionist, Office Manager, School Operations Manager) if the office phone is not answered.
2. Your dismissal change request is only confirmed once you have received a reply from the main office or school staff member.
3. **Texts, emails and calls to any teachers or other administrators WILL NOT result in a dismissal change!**
4. **If you arrive at school to pick up your student, you must use the car rider lanes to pick up your students. YOU MAY NEVER PICK UP A STUDENT FROM THE BUS WHILE IT IS IN THE BUS LANE. If you did not make a dismissal change in time, then you MUST pick your student up from a bus stop on their route.** Your student's safety is our number one concern and priority. When families attempt to pick students up from the bus lane or front parking lot directly, this can lead to confusion as to the student's location, an inability for staff to properly check and verify identifications and lastly can jeopardize the safety of the other students who are being dismissed at that time.

Bus Behavior Expectations and Code of Conduct

Student Behavior Expectations

It is important for our families and students to understand that school rules, expectations and consequences surrounding student behavior still stand in relation to all school based events and activities. This means behaviors on the bus, bus stops, before and/or after school events, etc. will be handled according to LEAD Public Schools' discipline policy.

Our buses are staffed with a bus driver at all times. A driver's primary objective is to transport your child to and from school safely.

Since staff members cannot be with our students at all times, and we want our drivers to focus on helping our students get to and from school safely, **we are very strict with our**

behavior policies on the bus. Busing is a privilege, and even minor behavioral issues will be dealt with seriously because we must ensure that buses are safe and orderly.

Examples of Unacceptable Behavior

- Not following directions, the first time
- Disrespect toward the driver
- Disrespect toward other students
- Intentional destruction of bus or bus property
- Play-fighting
- Fighting
- Touching another student
- Inappropriate physical contact
- Threats
- Throwing objects (near the driver or on the bus in general)
- Eating on the bus
- Getting out of seat before the stop
- Standing up on the bus while it is in motion
- Turning around in seat
- Leaning over students or putting body into the aisle of the bus
- Sticking any body part outside of a bus window
- Kicking seat
- Using unkind words
- Inappropriate language
- Loud voice
- Technology use: no inappropriate content and students can only listen to their phones through headphones.
- **Students are NOT allowed to take pictures or videos on the bus. Some students do not have a media release therefore parents have not approved for their children to be photographed and/or posted on social media.**

This list above is not exhaustive and the school may decide another consequence is appropriate to the infraction after investigating what occurred.

Consequences for these behaviors:

First Incident:

- Verbal warning from bus driver and communication to school staff.

Second Incident:

- Bus referral, meeting between bus driver, student and school administration with parent notification.

Third Incident:

- One to three day bus suspension (number of days is determined by the incident)

Fourth Incident:

- Three to five day bus suspension (number of days is determined by the incident)

Fifth Incident:

- Five to ten day bus suspension (number of days is determined by the incident) A required conference with the student, parent/guardian, and the Dean of Culture or a member of the Student Support Team must take place before the student can resume riding the bus.

Sixth Incident:

- Loss of bus privileges for the rest of the school year.

Below are behaviors that **will** result in an **automatic** bus suspension, possibly higher level discipline at the school level (i.e. suspension, expulsion):

Fighting Making threatening remarks Damaging a school bus (student may also be fined) Use of profanity	Disrespectful behavior toward driver/students Possession of weapons, drugs or alcohol Taking pictures or videos on the bus/bus stop and posting on social media
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If a student is suspended off the bus, it is the parent's responsibility to get their child to school. LEAD Public Schools must continue to follow our attendance policy and Tennessee law if a child misses school. An absence due to bus suspension will be an unexcused absence.

Family Expectations

Because it is our responsibility to ensure that students and staff get home every day in a safe manner, we will strictly adhere to all of the above policies and procedures. Failure for families to adhere to these policies will also result in consequences including suspension of bus privileges.

LEAD Public School’s Family Bus Communication Expectations

Parent Concerns that should be reported to the **Director of Operations**

- Bus hardware

- Bus is unsafe or any other concerns about the bus itself
- Bus driver complaints
 - Driver is driving in an unsafe manner
 - Driver is rude/acting in an unprofessional way
- Route complaint
 - Route is too long
 - Stop is unsafe
 - Can we add a new stop
 - The operations managers then communicate these concerns/changes to Gary who will coordinate changes with Grayline. If possible, the family will be informed within 2 wks.

Parent Concerns that should be reported to the **Student Support/Dean of Culture**

- Bus behavior concerns go to the school

Bus Running Late

- AM bus running late:
 - Bus leaves depot late:
 - Grayline notifies Operations Manager to give updated times
 - Operations Team then puts out an all call to the route affected
- PM bus running late:
 - Bus arrives late to school, leaves late or due to traffic concerns will be off track on route times
 - Grayline notifies the School Operations Manager to give updated times
 - Operations Team then puts out an all call to the route affected

Communication Policies

Communicating Academic and Other Concerns

Open and respectful communication is one of the primary goals at LEAD Southeast. Students and parents are encouraged to keep in close communication with staff members via phone, e-mail or by requesting a conference. If a concern or complaint arises, please refer to this channel of communication to direct your concern to the appropriate staff member:

1. Teachers: Teachers should be the primary point of contact for parents/students as it relates to a student's academic and behavioral progress. Concerns that should be discussed with teachers include:
 - a. Student homework assignments, quizzes, and tests
 - b. A child's academic progress or difficulty learning
 - c. Course content, instructional materials, extra help
 - d. Issues related to classroom discipline, relationships with other pupils and the teacher

- e. Personal matters relating to student development, behaviors, interactions with others

Note: If translation assistance is required please contact Mr. Garcia (Spanish) or Mr. Abdallah (Arabic).

- 2. Office Related Issues: Please contact the main office for any concerns related to:
 - a. Student attendance or tardiness
 - b. Changes in home address or telephone number
 - c. Student records
 - d. Student medical issues
 - e. Changes in student transportation

From time to time, parents or community members may have a concern or complaint that they would like a member of the school administrative team to resolve. Please consult the chart below in order to ensure your concern is directed to the appropriate member of the administrative team.

- 3. Assistant Principal of Instruction: If any academic concern remains unresolved after discussing the issue with the classroom teacher, parents may contact the Assistant Principal of Instruction.
- 4. English Language Learner Instructional Manager:
 - a. Any question or concern that could not be resolved through the ELL Team
 - b. Requests for information about English Language Learners or our evaluation process (ACCESS)
 - c. Concerns about a child's individual learning plan through the ELL program.
 - d. Questions or concerns about the ELL program as a whole
- 5. Exceptional Education Instructional Manager:
 - a. Any question or concern that could not be resolved through the Special Education Team
 - b. Requests for information about special education or evaluation of children with a disability
 - c. Concerns about a child's Individual Education Program (IEP)
 - d. Questions about parents' rights under federal and state law and regulation
 - e. Questions or concerns about the Special Education program as a whole
- 6. Assistant Principal of Students: If any behavior concern remains unresolved after discussing the issue with the classroom teacher, parents may contact the Assistant Principal of Instruction. Additionally, there are a couple of items that should be initially directed towards the Assistant Principal of Students:
 - a. Concerns about behavior support plans
 - b. Concerns about bus behavior

7. Director of Operations: If any there are operational concerns such as facilities, transportation, school nutrition, technology, health screenings/immunizations, non-instructional systems/procedures, campus events/calendars, etc.
8. Principal: If the matter remains unresolved (after working with the teachers and the Assistant Principals) or the matter involves an issue broader than any one classroom or teacher, the parent should contact the Principal directly. The Principal will have authority to make final judgments regarding student discipline and other building policy matters. The following items should be directed towards the Principal:
 - a. Complaints, dissatisfaction, or concerns regarding school personnel
 - b. Matters related to the physical school building
 - c. Matters that remain unresolved

In the event that a concern is unresolved after following this chain of communication and meeting with both the teachers and administrators, parents can request to have an issue evaluated by the Head of Schools.

In all matters of communication, staff members are expected to respond within one business day, barring mitigating circumstances such as sickness or school cancellation. In order to make sure concerns or complaints are handled effectively, efficiently, and timely, please follow the above channels of communication in order to address your concerns to the appropriate staff member.

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 communicating after 7 p.m. or on weekends, teachers will immediately contact their Principal, Assistant Principal or Deans, and/or Head of Schools.

Families will receive an automatic newsletter every Sunday afternoon with updates for the upcoming week. If there is whole school communication to be sent home with students, it will be sent home on Friday. Examples of communications are:

- Academic progress reports or report cards. Academic progress reports are sent home twice a quarter. Parents are expected to read the progress reports and contact the school with questions or concerns. These must also be signed and turned in to your child's homeroom teacher. An unsigned academic progress report

has a “no homework” mark. At the end of each quarter, your child will bring home his or her official report card with final grades. These report cards should be kept by the parent.

- All important school information- Any paper communication from the school will come to you via the student. This includes: notices of academic concern, 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. Every LEAD Southeast student is issued a LEAD email that he/she can use to contact teachers for homework help at night until 7pm.

Family Information

Uniform Expectations

LEAD Southeast encourages a professional environment with concern for ethical values, self-discipline and the continuing individual growth of faculty and students. LEAD's uniform promotes these goals by reducing competition between students based on the style and expense of their clothes. The uniform is an important part of the culture and education at the school.

Dress Policy

Students are to be in appropriate dress at all times when on campus during the school day. Students who are not adhering to the dress policy are in jeopardy of losing school privileges. As a school, we believe:

1. Following a common dress policy unites us as a community. When you look at a group of students in the LEAD Southeast uniform, it is a powerful visual statement of our community. Students make a commitment that when they put on the LEAD Southeast uniform: they are agreeing to live up to the school’s high expectations.
2. Uniforms reduce distractions and clothing competition. Students often spend more time discussing and evaluating what others are wearing than they spend focusing on learning. Wearing a consistent dress eliminates this distraction.

3. Uniforms make us all appear equal. Whether families have high incomes or low incomes, scholars come to school dressed the same way. No one feels embarrassed or uncomfortable about his or her clothes.

4. Uniforms look professional. Students look neat when they arrive at school with a polished, professional look. The students come mentally prepared for school and “dressed for success.”

LEAD Southeast High School uniform consists of the following items. Polos and Sweatshirts may be purchased from the school or online.

- Skirts- Khaki or navy in color. Must be no shorter than 1 inch above the knee.
- Pants- Khaki or navy in color.
- LEAD polo shirts in green or another color bought directly from the school (polos once used in the MS will not be permitted).
- Close-toed shoes, athletic or dress shoes only. No Crocs, Birkenstocks or shoes without back or exposed toes.
- LEAD Southeast gear and outerwear (with or without hoods), purchased from the school or provided from a school-sponsored athletic team, organization or club. *Note: athletic team dress on game days, as outlined by the team’s coach, will only be permitted by students on the team’s active roster.*
- College/University sweatshirts (with or without hoods) are permitted as a part of the school uniform
- No large jewelry or other distracting articles of clothing or accessories (at the discretion of administrators)

LEAD students are expected to arrive every day in uniform. Being in uniform means:

- Pants must be worn at or just below the waist. No sagging pants.
- Skirts must be worn at the appropriate length (no more than 1 inch above the knee)
- Students may wear a solid color shirt underneath the dress shirt, but no designs will be allowed (to include: writing, stripes, pictures)
- No hats or scarves/bandanas may be worn inside the school. Only headbands no wider than 2 inches may be worn.

Please note: Any shirts earned the year before are not permitted as regular uniform (including, but not limited to Merit Club t-shirts, previous year sports uniforms, etc.)

At the start of 1st period, the uniform policy will be strictly enforced by all LEAD Southeast high school teachers and administrators. All students are expected to adhere to the policy and follow any assigned consequences for violation of the uniform policy.

Professional Dress

On occasion, students will be allowed to wear dress/professional attire at school or school sponsored events. These include:

- Dress slacks or skirts and blouses (no shorter than 1 inch above knee).
- Dresses that are modest in design and fabric (no shorter than 1 inch above knee)
- No low-cut tops or skintight attire. No cleavage or undergarments may be visible.
- Dress shoes with heels no higher than 2 inches
- No bare shoulders
- Dress slacks with button down shirts and ties. *No cargo pants.*
- Pants must be worn at or just below the waist. *No sagging pants.*
- Suit jackets and blazers
- Dress shoes
- Belts

Inappropriate Clothing

If a student chooses to wear clothing on any day that displays inappropriate messaging or content not suitable for school, they will be asked to change the article of clothing. Failure to do so will result in escalated consequences. Additionally, choosing to do so repeatedly, after intervention is implemented, will result in escalated consequence.

Refusal to Follow Uniform Instructions

The escalation for uniform violations is as follows:

1. Uniform Infraction + change of uniform Loss of Free Dress Friday
2. Uniform Infraction + change of uniform + parent communication + Loss of Free Dress Friday (month)
3. In school suspension + change of uniform + Loss of Free Dress Friday indefinitely

Earned Free Dress Friday

Bottoms	Students may choose to wear (a) skirt, sweatpants, leggings, dresses, shorts, pants or jeans. Student bottoms must have NO RIPS above the knee and must have fabric on the front, back and sides.
Tops and Outerwear	Student tops must have fabric in the front, back, shoulders and on the sides under the arms.
Footwear	<ul style="list-style-type: none">● Close-toed shoes

Additional Items	Students may wear: <ul style="list-style-type: none">● Religious headwear● Head scarves or wraps● Visible piercings or tattoos
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Banned Items in the Dress Policy

Regardless of the day, students cannot wear: <ul style="list-style-type: none">● Violent language or images● Images or language depicting/suggesting drugs, alcohol, vaping or paraphernalia (or any illegal item or activity)● Bullet proof vests, body armour, tactical gear or facsimile● Hate speech, profanity or pornography● Images or language that creates a hostile or intimidating environment based on any protected class or consistently marginalized groups● Any clothing that reveals visible undergarments● Swimsuits (except as required in class or school organized event)● Accessories that could be considered dangerous or could be used as a weapon● Any item that obscures the face or ears (except as a religious observance)● Shoes that leave toes exposed, regardless of socks
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Uniforms must be properly worn throughout the school day and whenever on campus. This means a student must maintain a neat, clean appearance before, during, and after school. Violation of jeans day dress, with proper prior communication, will result in loss of the privilege for the remainder of the semester.

Student Cell Phones and Technology

LEAD Southeast assumes no responsibility for any loss or theft of students' personal property or for items such as (but not limited to), cell phones, headphones, cameras, iPods, airpods, tablets, handheld game systems, toys, smart watches, and cards.

Cell Phones

Students may have their cell phones with them during the school day if they keep them turned off and out of sight. Students are permitted to use their cell phones during breakfast (prior to the start of the school day) and during lunch. Each grade level has a consequence ladder for unauthorized cell phone use.

Consequences for phones are as follows:

There will be designated areas within the school that will be clearly identified as Cell Phone Use Zones.

1st Offense Infraction logged in Deanslist. . Teacher holds the phone for the remainder of the day

2nd Offense 2nd Infraction logged in Deanslist. Students turn over the phone to members of SST or admin daily for the remainder of the week.

3rd Offense 3rd infraction is logged in Deanslist. Students turn over the phone to members of SST or admin daily for the remainder of the week. Students serve week of lunch reflection and parents are contacted to co-create plans with an admin or team member of student support to eliminate behavior.

4th Offense- Infraction logged in Deanslist. . Student turns over the phone to admin/student support at the beginning of the day and it is returned at the end of the day. Length of time is determined by the administrator based on the student's discipline record in regards to cell phones/electronics. Student serves before or after school detention the following Tuesday or Thursday. Parent meeting requested to retrieve the phone and determine next steps.

****Personal plans could be created based on frequency of inappropriate phone usage.***

Note: Unauthorized use of a cell phone during a test or exam is of greater consequence than those listed above. The school is not responsible for any lost, stolen or damaged phones.

Technology Policy

Lead Southeast provides each student with a Chromebook to be used during the school day for educational purposes only. The student and the student's parents/guardians are responsible for the actual cost of repair or replacement, whichever is less, when a device is damaged or destroyed intentionally. The matter will be reported to the Principal and Dean of Culture and fees will be assigned accordingly.

Student Led Conferences

Once a year in January, parents will have a chance to hear from their student about their academic and behavioral progress. We strongly believe in student self-advocacy and as

such, these conferences will be Student Led Conferences (SLCs). After preparation during CREW and seminar class, students will lead the discussion with their parent/guardian about how they have been successful at LSE and in what areas they can improve. SLCs are a very important part of LSE's culture so please make every effort to attend this night!

Additional conferences can be set up at the request of the school or at the request of the parent. Parents requesting conferences with school personnel for academic or student discipline issues can make an appointment by calling the school office or by emailing an administrator or teacher. Conferences requested by the school will include a mutually agreed upon specific time and date for the meeting. All parents and visitors must sign-in at the front office upon entering the building for a visitor's pass before going to any classroom. Please be aware that teachers are not available for unscheduled conferences during the school day.

College Trips, Incentive and End of the Year Trips

College trips are an integral part of the LEAD Southeast's program. Students in all grades visit colleges throughout the school year to experience first-hand the life of a college student, including academic requirements, extracurricular opportunities, and other matters related to life on a college campus. Going on a college trip is a privilege and all students are expected to earn the opportunity to attend these trips. Students who fail to meet academic and/or behavior expectations during the school year may not be invited to go on college trips. Grade levels may also have incentive trips throughout the year which have special requirements set by the grade level. Finally, all students have the opportunity to participate in an end of the year trip which includes a college visit and a fun activity. There are costs associated with some trips throughout the year, which would be included on the permission slip. If a student is required to stay back from a trip, the student must attend a regular school day instead (unless suspended). Any absences on college trip days will be considered unexcused absences.

School Nutrition Program

LEAD Southeast partners with Metro Nashville Public Schools and the Tennessee School Nutrition Association to serve our students high quality meals every day at no cost. Students are also able to bring in their own food to eat during lunchtime; however, there will be no microwave or refrigerator available to students who are bringing their lunch. Students are allowed to use the healthy vending snack machine however any and all items purchased must be consumed during their assigned lunch time. No food or drinks will be allowed to exit the cafeteria. Student lunch times are between 10:40am-11:15pm. Finally, we welcome families to come to the school and eat lunch with students however we ask that when bringing lunch it is a **healthy option; limiting fast food**. We want to ensure students are able to remain focused during the school day and a balanced meal including fruits and vegetables help.

Additionally, breakfast is served every morning in the cafeteria from 6:50-7:15am. **Students who arrive after 7:20am will not be able to eat breakfast at school (except in the event of a late bus).**

Birthday Celebrations

Parents are highly encouraged NOT to send flowers, balloons, and other items for celebration to students during the school day. They are distractions and take away from the school day. If items are delivered, they will be kept in the office until the end of the school day. Parents can bring a class set of cookies, cupcakes, etc. that can be taken to the front office until the students' lunch time. During lunch the crew can celebrate the student's birthday with the treats provided.

Student Drivers

We welcome student drivers on campus after providing LEAD Southeast High School with the following information:

- Copy of auto insurance, insuring the student driver
- Copy of the student's valid driver's license
- A permission form must be signed by the parents of the student driver (can be gotten from the HS front office)
- Signed declaration of No Texting and Driving
- Purchase of a parking pass from LEAD Southeast High School (\$5), to be displayed in the front window of the car on campus

Student drivers are not permitted to transport other students to or from school without proactive parent communication to LEAD Southeast High School front office staff.

Inclement Weather:

LEAD Southeast High School follows the weather advisories and school cancellations of Metro Nashville Public Schools. In the event of inclement weather, communication about delays or school cancellation will be communicated by both MNPS and LEAD Public Schools, via automatic messaging system.