

**OA-BCIG**  
**Elementary and Middle**  
**School**

**Staff Handbook**  
**2015-2016**

Board Approved June 2015

*BLACKBOARD HEROES*

*I had some teachers through the years  
Who believed with all of their hearts'  
That every student, in some way,  
Was beautiful and smart.*

*A brilliant student I was not,  
These teachers didn't care,  
They took the time to help me find,  
The talents I could share.*

*They helped me find the voice to write  
Each poem, song and story,  
And taught that every student has,  
A different path to glory.*

*I had some teachers through the years,  
True heroes in my heart,  
Whose voices sing when I am down,  
"You're beautiful and smart!"*

Jacqueline Schiff

## Table of Contents

<b>Staff Handbook</b> .....	<b>1</b>
<b>Table of Contents</b> .....	<b>3</b>
<b>Purpose</b> .....	<b>5</b>
<b>Character Counts at OA-BCIG</b> .....	<b>5</b>
<b>PILLERS OF CHARACTER</b> .....	<b>5</b>
<b>RULES, RESPONSIBILITIES AND EXPECTATIONS</b> .....	<b>5</b>
<b>OFFICE REFERRALS</b> .....	<b>6</b>
<b><u>DISCIPLINE AND STUDENT BEHAVIOR:</u></b> .....	<b>6</b>
<b>Steps for correction</b> .....	<b>7</b>
<b>INTERNET</b> .....	<b>7</b>
<b>ACCIDENTS</b> .....	<b>8</b>
<b>MORNING ROUTINE</b> .....	<b>8</b>
<b>AFTERNOON ROUTINE</b> .....	<b>8</b>
<b>ANNOUNCEMENTS</b> .....	<b>8</b>
<b>ATTENDANCE AND LUNCH COUNTS</b> .....	<b>8</b>
<b>Citizenship and General Supervision</b> .....	<b>8</b>
<b>Attendance Reports (Daily)</b> .....	<b>9</b>
<b>Cumulative Records</b> .....	<b>9</b>
<b>Reporting Student Progress</b> .....	<b>9</b>
<b>Guidance</b> .....	<b>9</b>
<b>Noon Duty and other assigned duties</b> .....	<b>9</b>
<b>CLASSROOM/SCHOOL MAINTENANCE</b> .....	<b>9</b>
<b>CLASSROOM SCHEDULES</b> .....	<b>9</b>
<b><u>FACULTY MEETINGS</u></b> .....	<b>10</b>
<b>PROFESSIONAL LEARNING COMMUNITIES (PLC)</b> .....	<b>10</b>
<b>CLASSROOM PARTIES</b> .....	<b>10</b>
<b>HALL BULLETIN BOARD/SHOWCASES</b> .....	<b>10</b>
<b>HOMEWORK</b> .....	<b>10</b>
<b>LESSON PLANS</b> .....	<b>10</b>
<b>IOWA CORE Lesson Planning</b> .....	<b>10</b>
<b>MEDICATION</b> .....	<b>11</b>
<b>NO-SMOKING ON SCHOOL GROUNDS</b> .....	<b>11</b>
<b>PHONE CALLS</b> .....	<b>11</b>
<b>CELL PHONES</b> .....	<b>11</b>
<b>PERSONAL PROPERTY AT SCHOOL</b> .....	<b>11</b>
<b>General Working Conditions - Custodian</b> .....	<b>11</b>
<b>PROFESSIONAL DRESS</b> .....	<b>12</b>
<b>PUBLIC RELATIONS</b> .....	<b>12</b>
<b>REQUISITIONS</b> .....	<b>12</b>
<b>Sending Students to the Office for Supplies</b> .....	<b>12</b>
<b>GUESTS</b> .....	<b>12</b>
<b><u>TEACHER ARRIVAL AND DEPARTURE</u></b> .....	<b>12</b>
<b>TEACHER ATTENDANCE</b> .....	<b>13</b>
<b>VISITORS/SPEAKERS IN CLASSROOM</b> .....	<b>13</b>
<b><u>E-MAILS AND IOWA'S OPEN RECORDS LAW</u></b> .....	<b>13</b>
<b>Fire</b> .....	<b>13</b>
<b>Tornado</b> .....	<b>13</b>
<b>Lockdown</b> .....	<b>14</b>
<b>Bomb Threat</b> .....	<b>14</b>

<b>CHILD ABUSE REPORTING .....</b>	<b>14</b>
<b>STUDENT ABUSE BY SCHOOL EMPLOYEES .....</b>	<b>14</b>
<b>EDUCATIONAL EQUITY POLICY.....</b>	<b>14</b>
<b>SUBSTITUTE TEACHERS .....</b>	<b>14</b>
<b>Drug-Free Workplace.....</b>	<b>15</b>
<b>Nondiscrimination policy statement:.....</b>	<b>15</b>
<b>Wellness Policy from Board Policy 507.9 .....</b>	<b>15</b>
<b>What Great Teachers Do Differently.....</b>	<b>16</b>

## *Purpose*

The following pages contain information every teacher is expected to review. It is not intended that this bulletin be "all inclusive". Please use these references as the need arises.

## *Character Counts at OA-BCIG*

A person's "character" refers to dispositions and habits that determine the way that person normally responds to desires, fears, challenges, opportunities, failures and successes.

We describe the character of a person in reference to moral judgments about the worthiness of a person. Thus, to have a strong, great or honorable character is to be a person of merit, worthy of admiration and honor.

Neither heredity nor environment determine character... but whether we give in to or overcome the negative messages we are exposed to as we make our way through life is often determined by whether our parents, teachers, mentors, and friends exposed us to good examples and morally inspiring ideas. Based on the choices a person makes.

*Watch your thoughts, they become words.*

*Watch your words; they become actions.*

*Watch your actions; they become habits.*

*Watch your habits; they become character.*

*Watch your character; it becomes your destiny.*

## **PILLERS OF CHARACTER**

One goal is to provide a safe and healthy learning environment for all people that enter our building. Students are expected to make good choices and practice the pillars of character:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring
- Citizenship

These pillars are expected from students, teachers, administration, bus drivers, custodians, associates, cafeteria workers, and all other staff. Learning to be a person of good character starts at the home. Therefore, the home and school must work together toward the ultimate goal of educating a child to become a "person of good character".

## **RULES, RESPONSIBILITIES AND EXPECTATIONS**

Consistency, respect for others and ourselves, courtesy and good manners should be the corner posts of the discipline policy. ***While following rules, we will also not be chewing gum or wearing hats in the buildings.*** The following are our "basic" school rules:

### **OA-BCIG BASIC RULES**

- Be Responsible
- Be Respectful
- Be Ready

## ***OFFICE REFERRALS***

Discipline should first be handled at the teacher-student level while keeping in mind to preserve the student's dignity. There is a certain amount of responsibility that every teacher must share at the initial stage of discipline with students. If the discipline problem continues, the teacher should then communicate with the parent and guidance counselor. If those channels have not taken care of the situation, then the principal will become directly involved in working with the concern. The discipline problem should be taken care of as soon as possible in order to avoid undue concerns later on.

If any student becomes belligerent, violent, or any other sudden outbreak of a severe nature, he or she should be sent directly to the principal's office. If you need to send a student to the office because of a disciplinary situation, inform the office that the child is on the way or that someone needs to come to your room to escort the child to the office. Do not leave your classroom unattended to take a student to the office.

## **DISCIPLINE AND STUDENT BEHAVIOR:**

Good discipline includes a responsibility for one's actions in accordance with socially accepted behavior as well as a respect for and proper response to rules, laws, and order. When there is good discipline, schools can then best perform the functions of teaching basic skills and guiding the development of students, who, in turn can realize their greatest opportunities for growth.

### **Classroom Responsibilities**

- BE RESPECTFUL by...
  - Listening to others
  - Following directions
  - Accepting differences
- BE RESPONSIBLE by...
  - Completing work with your best effort
  - Being prepared
  - Taking care of self and property
  - Making smart choices
- BE SAFE by...
  - Using line basics
  - Asking for help
  - Reporting your concerns
  - Following school procedures
  - Using school materials appropriately
- BE CARING by...
  - Treating others as you would like to be treated
  - Helping others
  - Using kind words
  - Not bullying others

### **Additional Teacher Expectations:**

- **Teachers are expected to accompany their class TO and FROM all specials, lunch, and whole class restroom breaks. Please be in the hall before and after recess.**
- From the first day of school, we want to remind students of our hallway expectations. It is the responsibility of the entire staff to reinforce a safe and orderly environment that is conducive to learning. A good suggestion is that a room will not begin to walk through the hallways until all the children are at the correct voice volume.

- Please make a special effort to inform children as to what is expected of them in the hallways. Remind them that it's a matter of courtesy that we do not have the right to disturb others in the building.

### *Steps for correction*

It is each student's responsibility to exhibit age appropriate behavior. When student behavior is deemed inappropriate by the supervising school employee, the following steps will be used.

- A. Warning to student of specific behavior
- B. Appropriate consequences for the action will be used
- C. Persistent misbehavior will result in principal and/or parent being contacted.
- D. If results are still not acceptable at this time, the principal will take further action, which may include: -removal from activity -in school suspension-out of school suspension -exclusion from school
- E. The following ideas may be helpful in handling matters of discipline.
  - (1) Do not punish a group for the wrong acts of a few.
  - (2) Try to find basic causes in troublemakers and treat the causes.
  - (3) Check yourself to see that you are not the over-irritable one.
  - (4) Avoid snap judgments which might place you in an embarrassing position.
  - (5) Key word is "Correction" and not "Punishment".
  - (6) Be consistent.
  - (7) Make your promises good, follow through.
  - (8) In a few cases, isolation for a few minutes may prove helpful.
  - (9) Students should have shoes on their feet at all times in case of fire.

#### F. Bus

The importance of bus drivers cannot be over-emphasized. The driver is a teacher, by example, in dealing with students and parents. Teachers can help by being prompt at dismissal time and by having the children ready to get on the bus so that there is no delay in maintaining schedules. Additionally, students should be taught and reminded about appropriate bus behavior.

#### G. Unaccepted measures of punishment

- (1) Any form of corporal punishment
- (2) Ridicule
- (3) Sarcasm
- (4) Losing poise
- (5) Written copy work

H. No child in P.E., Art, Music, Media etc. class should be returned to the classroom teacher for disciplinary measures. Disciplinary measures should take place under the teacher in whose class the student is attending.

## **INTERNET**

The school district offers an opportunity for students to access electronic communications known as the Internet. The vast domain of the information contained within Internet libraries can provide unlimited opportunities for students.

Students will abide by the following:

- Students shall not use objectionable language
- Students shall not intentionally access or download any text file or pictures or engage in any conference that includes pornography, advocates violence, racism, anarchy, treason, or discrimination
- Students need to understand that the network administrator may access their mail

## ***ACCIDENTS***

If a student in your room is injured, or an accident occurs while you have outside supervision responsibility, be sure that you use good judgment. Don't take any chances by assuming that a child is just complaining. Notify the nurse/office. The nurse/office will notify parents when appropriate. If the injury necessitates notify an emergency medical unit. School personnel will attempt to notify parents/guardians for further instructions, such as doctor preference. Follow standard procedures and complete appropriate accident report forms..

**Students should not be left unsupervised.**

## ***MORNING ROUTINE***

- An associate will be on duty outside starting at 7:45 students will be allowed in the building when the first bus arrives. Students that want breakfast will eat then. Pre-school, kindergarten, and 1<sup>st</sup> grade will be in the gym. 2<sup>nd</sup>, and 3<sup>rd</sup> will be in the Library, computer room. 4<sup>th</sup> and 5<sup>th</sup> will be in the music room. There will be associates in each of the rooms.
- Students will rotate outside in the AM when the weather is nice.

## ***AFTERNOON ROUTINE***

- All students are dismissed at 3:25 (Please be ready to dismiss by this time).
- Students riding the country routes will go outside to wait for the bus
- Students who walk and/or ride bikes will exit out of the west doors.
- Students who are being picked up by parents will exit the south doors to meet their parents in the parking lot. Students will wait on the blacktop until their parents are here to pick them up.

## ***ANNOUNCEMENTS***

Any announcements we have for students will be written down and passed out to each room at the end of the day.

## ***ATTENDANCE AND LUNCH COUNTS***

Classroom teachers will send their attendance and lunch count via JMC to the office by 8:45 each morning.

Any handwritten excuses should be brought to the office. Also forward emails from parents concerning attendance to the office.

## ***Citizenship and General Supervision***

A. All teachers are expected to assume student discipline responsibility in their school, classroom, and on school grounds. Student discipline is a (team) total staff concern.

B. Students are to be supervised at all times. This refers to music, gym, library, halls or homeroom.

C. Hall Supervision

(1) Teachers are expected to be in the halls at bell time, mornings, noon, and at all recesses. The presence of a teacher will tend to eliminate undesirable forms of behavior.

(2) Room teachers are responsible for their classes going to music, art, physical education, computer, and the library. Teachers or teacher associate will walk with students to and from specials.

Please be on time for all special classes.

(3) Be consistent in handling problems. All teachers are responsible for all children in all places at school.

(4) On the first day of school explain the proper method of dismissal to your classes. Three points to emphasize are:

-In passing in the halls, always keep to the right.

-Classes are dismissed by the teacher, not the bell,, and in an orderly manner.



-Teachers will discuss with their students how to enter and exit the building.  
(5) Classroom routines should be practiced often with students so they learn the proper procedures and expectations (lining up, fire drills, assemblies, etc).

### ***Attendance Reports (Daily)***

A. JMC attendance reporting is to be completed by each homeroom teacher daily and submitted as required by building procedures.

B. Report any concerns about attendance to your building principal.

### ***Cumulative Records***

A. Records must not be taken from the school building. Should you wish to work on them on Saturday, secure them from the office Friday after school and keep them in your room locker or file.

B. When a student moves to another district, a copy of the records will be sent to the attending district. The original file will become the student's permanent file and store in the office.

### ***Reporting Student Progress***

Student progress will be reported to parents four times during the school year. In November and March OA-BCIG will have Parent-Teacher conferences. The middle school will send home progress at midterms also.

*Comment:* Parents of students who are experiencing academic or behavioral difficulty should be contacted as soon as possible to begin corrective interventions. Informal daily and weekly communications, which keep families informed of the many good things being accomplished, are also encouraged. We need to keep parents informed of problems and accomplishments.

### ***Guidance***

The guidance counselor is the focus of personal services. The counselor is responsible for direct help to pupils as well as for coordinating other resources for use in child welfare. Room teachers can provide guidance through instruction as well as by extra instructional means.

The counselor will be scheduled into each elementary for approximately two days in each six-day cycle. He or she will make time available as possible for individual concerns. His or her major role in serving the elementary grades is large group guidance activities.

### ***Noon Duty and other assigned duties***

Duties vary from building to building; therefore, each principal will notify staff of any duties. It is vital that also staff assigned a duty be on time for their assignment.

### ***CLASSROOM/SCHOOL MAINTENANCE***

Every teacher who is assigned to a specific classroom assumes the responsibility for the general care of the room.

Any willful destruction of school property that has been witnessed by a certified or non-certified adult within the building than becomes the expense of the child and/or family. Some accidents are unavoidable and can happen to anyone at any time. However, accidents due to obvious negligence or damage caused by willful intent become the responsibility of the person(s) involved.

Report any vandalism and repairs needed to the office. You will need to email maintenance director and the principal your request.

The appearance of our building is only as neat and clean as we want to make it. Let's work together in taking a great deal of pride in our building.

### ***CLASSROOM SCHEDULES***

Daily classroom schedules are to be turned into the office by the first Friday in September.

### FACULTY MEETINGS

Faculty, grade level, Building Leadership Team, and various other committee meetings will be held as designated by the principal. Faculty meetings will be held in the morning on Thursdays.

### **PROFESSIONAL LEARNING COMMUNITIES (PLC)**

Collaboration during PLC will focus on Dufour's four questions:

- -What do we want students to learn?
- -How will we know they learned it?
- -How will we respond if they don't learn it?
- -How will we respond if they already know it?

The days and times of these professional learning communities will be communicated to you through the principal.

### **CLASSROOM PARTIES**

**Due to health reasons, we ask that treats be pre-packaged (not homemade) and that they contain no peanut products.**

Parents may sign-up to help. The homeroom parent will contact party helpers.

Parties are to be only 30-45 minutes at length.

The district prefers younger siblings not to attend the parties so that the classroom party helpers can focus on helping with the party

Movies should be approved by the principal

### **HALL BULLETIN BOARD/SHOWCASES**

To promote pride in our elementary school and self-esteem in our children, we recommend following any overall themes and displaying the kids' works.

### **HOMEWORK**

Homework is an opportunity for students to practice skills and activities, to share and discuss ideas, to review materials, to become acquainted with resources, to organize thoughts, to prepare for classroom activities or to make-up incomplete class work. In the elementary school we encourage children to complete as much schoolwork as possible within the normal school day, when they are under the direct supervision of a qualified instructor. However, there are times when homework may need to be assigned. Students are expected to complete homework on time. Failure to complete homework may result in loss of class credit and a failing grade in the class.

### **LESSON PLANS**

Lesson plans serve primarily two functions. First, they help outline the sequence of Learning Targets and activities that are to be taught for approximately one week. Lesson plans are flexible and can change daily depending upon what occurs within the classroom.

### **IOWA CORE Lesson Planning**

1. Content: Clearly defined Learning Target of what a student will know and be able to do.
2. Instruction: Strategies, activities, and materials needed for instruction. Including plans for differentiation that might be needed for your students.
3. Assessment: How will you assess that your students meet your Learning Target?

Lesson plans serve as a guide for a substitute that would be coming into your classroom if you are absent for any reason. The following items are essential ingredients in the lesson plan books.

1. Plans should clearly describe the daily routines within the classroom, such as lunch, breaks, special classes, duties, bus lists, etc...
2. Plans should include a current seating arrangement.
3. Plans should clearly define the Learning Target to be taught during the day and how it will be assessed
4. Plans should be on top of the desk.

### ***MEDICATION***

The nurse/secretary is solely responsible for distributing prescription medication prescribed by a physician. If the nurse/secretary is absent, an office staff member is responsible for the distribution of medications. If you are aware of any students bringing medication to school that is unauthorized, please contact the nurse immediately.

### ***NO-SMOKING ON SCHOOL GROUNDS***

There is no smoking on school grounds. This includes in or outside the building, ground, and inside a vehicle on school grounds.

### ***PHONE CALLS***

Please limit personal phone calls to planning times and lunchtime as much as possible.

### ***CELL PHONES***

Cell phones should not be used any time that teachers or associates are responsible for student supervision during the school day, direct student supervision outside the school day, or meetings with parents.

Employees that are driving and transporting students shall not use a cell phone while the vehicle is in motion.

### ***PERSONAL PROPERTY AT SCHOOL***

If a staff member feels that any item a student has brought to school is disrupting learning or potentially dangerous to the individual student or another person, that staff member may take that item or items from the student. The item or items in contention, especially if potentially dangerous to the student or another person, will be brought to the attention of the principal.

### ***General Working Conditions - Custodian***

While it is the duty of the custodian to dust and clean rooms periodically it still may be necessary for individual teachers to be responsible for some general and minor housekeeping.

The school building represents a high initial investment and the life of the building can be increased a number of years with proper care and maintenance. Our school custodians understand that general cleanliness affects the health of teachers and pupils. To achieve best educational results, children should have a good physical environment.

- Teachers and pupils should put forth every effort to cooperate with the custodian.
- Be sure all paper scattered over the floor is picked up.
- Be sure to place books on a desk so they will not fall off easily.
- Be sure to teach children to clean shoes upon entering the building. When necessary, help students minimize bringing in snow and mud.
- Insist that children put paper towels in the wastebaskets in the restrooms and classrooms.
- Turn off lights when not needed.
- Leave the classroom neat.
- Teach children to keep lockers and coat racks orderly.

- Always close windows at night.
- Inform the principal of things that need attention.
- Be sure you are making ample use of all natural light by proper adjustment of shades.
- Requests for special custodian services should be made through the building principal.

### ***PROFESSIONAL DRESS***

We are all professionals; please dress appropriately. Blue jeans are allowed on special activity days designated by the principals. Remember, you are a role model for every student in your classroom.

### ***PUBLIC RELATIONS***

A classroom teacher is one of the most influential factors in a school public relations program. Many parents tend to evaluate the total school program and its' education program in terms of their son's or daughter's attitude toward an individual teacher.

It is a good public relations gesture to write a little note or make a telephone call to parents about some outstanding schoolwork or act their child has performed. Usually parents hear from us only when we are dissatisfied with a child's performance. Be cautious on wording in certain emails. It may be best to have some conversations in person.

Comments concerning the school or other members of the staff should be constructive and positive in nature.

### ***REQUISITIONS***

All requests for materials and supplies are to be submitted to the principal through email. No purchase orders will be submitted to the central office until the building principal has approved the order and coded the account number.

### ***Sending Students to the Office for Supplies***

If you send a student for supplies, materials, or mail, please have them report to the office secretary. Students do not belong in the faculty workroom, lounge, or in teacher's mailboxes. Office secretaries will get the supplies for the students. If needing a quick copy – please send the student to the office.

### ***GUESTS***

If a student wishes to bring a guest to school, the student must receive permission from the homeroom teacher and the office prior to the guest's visit. All guests must check in at the office.

### ***TEACHER ARRIVAL AND DEPARTURE***

Faculty members are expected to adhere to master contract information about school days, holidays, and vacation periods. On Fridays and assigned evening activities, an employee may leave after students are dismissed, the last bus has left, and the responsibilities in the room are completed.

Anyone arriving late or leaving early to school must have prior consent from the principal. In emergency situations, please inform the building principal as soon as possible. Anyone wishing to leave the building during its normal operation time please notify the office and sign out at the office counter. Please sign in at the office when you return. Our concern here is in case of emergencies or phone calls so that we do not waste time looking for someone who is not in the building.

## **TEACHER ATTENDANCE**

When a teacher is going to be absent, a call should be made to the principal **before 6:30 AM.** When a teacher expects to be absent in advance, this should be brought to the attention of the office as soon as possible in order to allow sufficient time to obtain a substitute.

## **VISITORS/SPEAKERS IN CLASSROOM**

Teachers please notify your building principal prior to inviting visitors (friend/relative) or speakers into your classroom.

## **E-MAILS AND IOWA'S OPEN RECORDS LAW**

Iowa Code chapter 22 is Iowa's Open Records law. A public record includes e-mail messages sent and received by a school district (or area education agency or any public) employee on his/her school-owned computer.

Just because the e-mails are public records does not mean that every word within the communication gets released. Items that potentially could be expunged (e.g., omitted by using white-out) may include students' names, parents' names, home addresses, other "home" information, social security numbers, etc. What information – if any – gets expunged depends on the context and intent of the e-mail. Some senders of e-mail to district employees have some limited rights of privacy regarding their identity, again depending on all of the facts and circumstances. School administrators should check with their school attorneys when a request for copies of e-mails (or any public document) is received.

Because e-mails to or from a district employee on a school computer are public, it is wise to remind all employees of this. (If board members communicate to administrators via e-mail, it is prudent to also include them in any reminders.) In addition to the above information, consider including the following in a memorandum to staff:

Your **school computer** is not your property.

E-mails sent/received on your school account are subject to open records law. Remember that any parent may ask to see school e-mail about their child. Avoid this real life e-mail exchange between a school bus driver and a transportation supervisor:

Driver: "You have to do something about the situation with (student.)"

Supervisor: "What's the problem?"

Driver: "His *mother.*"

When Mother saw the e-mail, she was not amused.

Instant messaging is treated in the same manner as e-mail.

## ***Fire***

Teachers are to account for all students under their supervision and evacuate the building at the designated exits. Each room has a posted fire exit. When students hear the signal, they are to follow their teacher's directions and remain calm. Students and staff are to stay outside until they are told to return to the classrooms.

## ***Tornado***

Teachers are to account for all students under their supervision and seek shelter in the designated areas of the building. Each room has a posted area designated as a tornado shelter. When students hear the signal, they are to follow their teacher's directions and remain calm. Students and staff are to stay in their designated area until told to return to their classrooms.

## ***Lockdown***

Teachers are to account for all students under their supervision and enter the nearest classroom if you are away from your classroom. Lock all doors. Stay away from all doors and windows. Do not open the door for anyone! Students and staff are to stay in their designated area until told to return to normal routine.

## ***Bomb Threat***

If the school receives a bomb threat, students and staff will go to a designated area. Teachers are to account for all students under their supervision and will have the responsibility of escorting their classes to the assigned areas and supervising them until it is cleared for them to return to the school. Clearance to return to the school building will be made by the Sheriff's department or local fire departments.

## ***CHILD ABUSE REPORTING***

In compliance with the Code of Iowa, teaching staff is required to report suspected cases of child abuse to the proper authorities. The district's philosophy regarding suspected child abuse is "If we suspect a case of child abuse, we will report it".

## ***STUDENT ABUSE BY SCHOOL EMPLOYEES***

In the OA- BCIG Community School District the Level I investigator of student abuse is councilor and the building principal.

## ***EDUCATIONAL EQUITY POLICY***

It is the policy of the OA and BCIG School Districts to provide equal educational and employment opportunities and not to illegally discriminate on the basis of their age, color, creed, national origin, race, religion, disability, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability, ancestry, political party preference, political belief, socio-economic status, familial status in its educational programs, activities or its employment and personnel policies.

## ***SUBSTITUTE TEACHERS***

The job of a substitute teacher is difficult at best. You can make his or her job easier and more effective if you have made some advanced preparation. Each teacher should have a folder, easily accessible to the substitute, containing the following:

- a. Daily class schedule.
- b. Seating Chart.
- c. Attendance and lunch ticket procedures.
- d. Classroom rules and procedures.
- e. Lesson plans.
- f. Lists of special groups - speech, Title I, resource room, etc.
- g. Lunch procedures
- h. Emergency drill procedures.
- i. Bus students.
- j. Supervisory duties.
- k. Helpful students
- l. Location of materials in your room.
- m. Leave instructions concerning what information you want the substitute to provide you when you return.

## *Drug-Free Workplace*

It is a violation of the policy of this school district for any employee to unlawfully manufacture, distribute, dispense, possess or use on or in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulations of 21 CFR 1300.00 through 1300.15 and Iowa Code Chapter 204.

"Workplace" is defined as the site for the performance of work done in the capacity as a school district employee. That includes a school building or other school premises; any school-owned vehicle or any other school-approved vehicle used to transport students to and from school or school activities; and off school property during any school-sponsored or school-approved activity, event or function, such as a field trip or athletic event, where students are under the jurisdiction of the school district.

**You Are Further Notified** that it is a condition of your continued employment that you comply with the above policy or the school district will notify your supervisor of your conviction of any criminal drug statute for a violation occurring in the workplace, no later than five (5) days after such conviction.

Any employee who violates the terms of the school district's drug-free workplace policy shall successfully participate in a drug abuse assistance or rehabilitation program approved by the Board. If the employee fails to successfully participate in such program, the employee's contract shall not be renewed or the employee's employment may be suspended or terminated at the discretion of the Board.

## *Nondiscrimination policy statement:*

Federal and state laws as well as OABCIG policies prohibit employment and/or public accommodation discrimination on the basis of age, color, creed, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation, marital status, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, familial status, or veteran's status. If you believe you have been discriminated against, please contact the Iowa Civil Rights Commission at 800-457-4416.

It is the policy of the Odebolt-Arthur and the Battle Creek-Ida Grove Community School Districts not to illegally discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation, gender identity and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the districts' Equity Coordinator, Alan Henderson, BCIG Elementary Principal, 403 Barnes Street, Ida Grove, Iowa 51445, phone number: 712-364-2360 and email address: [ahenderson@oabcig.org](mailto:ahenderson@oabcig.org).

## *Wellness Policy from Board Policy 507.9*

The board promotes healthy students by supporting wellness, good nutrition and regular physical activity as a part of the total learning environment. The school district supports a healthy environment where students learn and participate in positive dietary and lifestyle practices. By facilitating learning through the support and promotion of good nutrition and physical activity, schools contribute to the basic health status of students. Improved health optimizes student performance potential.

The school district provides a comprehensive learning environment for developing and practicing lifelong wellness behaviors. The entire school environment, not just the classroom, shall be aligned with healthy schools district goals to positively influence a student's understanding, beliefs and habits as they relate to good nutrition and regular physical activity. The school district supports and promotes proper dietary habits contributing to students' health status and academic performance. All foods available on school grounds and at school-sponsored activities during the instructional day should meet or exceed the school district nutrition standards. Foods should be served with consideration toward nutritional integrity, variety, appeal, taste, safety and packaging to ensure high quality meals.

### *What Great Teachers Do Differently*

- Don't use sarcasm, yell at students, or argue with a student.
- Self-reflect on lessons.
- Treat all students as if their parent is standing there.
- Recognize the need to improve – continuous improvement.
- Know that people's perceptions about a school determine whether they like or dislike a school.
- Know that programs don't improve school; people do.
- Have effective classroom management skills and set the stage for learning.
- Have high expectations for students, but higher expectations for themselves.
- Establish expectations at the beginning of the year and demand those expectations be followed throughout the year.
- Expectations focus on positive behavior and not on "revenge" or "punishment". Focus on "prevention".
- Prevent the wrong behavior from happening again.
- Focus on what teacher can influence. Can't change what has already happened.
- Understands that not one item in the bag of tricks will fix all behavior issues or problems.
- Know that students know the difference between right and wrong, and want teachers to deal with poor behavior respectfully and professionally.
- Do not lose the trust of students.
- Is a role model for all students.
- Focus on their behavior and performance, as well as students.
- Know the variable in the classroom is the teacher.
- The only behavior the teacher can really control in the classroom is their own behavior.
- Know that praise is powerful (authentic, specific, immediate, clean, and private). We can never have too much nice.
- Filter out the negative. Remember, perceptions can become realities.
- Teacher must have an incredible ability to ignore minor behaviors. If you look for problems you will find them.
- Make presence felt in the classroom. Students know who is in charge.