WYNFORD MIDDLE SCHOOL/HIGH SCHOOL DIRECTORY

SCHOOL PHONE - 419-562-7828

HIGH SCHOOL SECRETARY MELANIE DAIBER
HS/MS PRINCIPAL JULIE MILLER
HS/MS ASSISTANT PRINCIPAL BRENT KONKLE
HS ATHLETIC DIRECTOR BRENT KONKLE
GRADES 8-12 COUNSELOR BETH HEINLEN
MIDDLE SCHOOL SECRETARY JANA TAYLOR
GRADES 6-7 COUNSELOR TIFFANY ROUSH
ATTENDANCE OFFICER PEGGY GWIRTZ

2020-2021 SCHOOL CALENDAR

September 2020
3 - Teacher Work Day
4 - Teacher Work Day
7 - No School - Labor Day
8 - First Day for Students
November 2020
3 - No School - Teacher In-Service
6 - End of 1st Quarter
12 - Parent/Teacher Conferences
16 - Parent/Teacher Conferences
25-27 - No School - Thanksgiving Break

December 2020
23-31 - No School - Christmas Break

January 2021
1 - No School - Christmas Break
22 - End of 2nd Quarter
18 - No School - Martin Luther

King Jr. Day
(Possible Make-up Day)
February 2021
15 - No School - Presidents’ Day
(Possible Make-up Day)
16 - Parent/Teacher Conferences
March 2021
26 - End of 3rd Quarter
April 2021
1-5 - No School - Easter Break
May 2021
25 - No School - Memorial Day
June 2021
8 - Last Day for Students
9 - Teacher Work Day
TBD - Graduation

DEFINITIONS

SUSPENSION: The exclusion of a student from school and/or school activities by the building administration or the superintendent for violation of the Student Code of Conduct contained herein. No suspensions shall exceed ten (10) school days. No student while on suspension shall be on Wynford School property or at school activities without prior administrative approval.

EXPULSION: The exclusion of the student from school and/or school activities by the superintendent for violation, or repeated violations, of the Student Code of Conduct contained herein. Students who are expelled will lose credit for the time which they have been expelled. No student while under expulsion shall be on Wynford School property or at school activities without prior administrative approval.

THE STUDENT CODE OF CONDUCT: Is in effect for all school and school-related activities including school authorized transportation, clubs and organizations, athletics, etc. Students age 18
and older are not exempt from any school rules and regulations.

**EXAMPLES:** The examples used in this code are not intended to be all-inclusive in defining violations.

**COURT REFERRAL:** Students may be filed into court for chronic misbehavior, poor attendance patterns, or violations of the law when properly under the authority of school personnel.

**DETENTION:** Students may be required to be in school outside the regular school day with the notification of parents.

**SPECIAL ASSIGNMENTS:** Students may be required to perform reasonable tasks as suited to the disciplinary infraction.

**BUSING:** Students who violate the Student Code of Conduct on the bus or bus stops may be denied busing privileges.

**WITHHOLDING OF PRIVILEGES:** Special privileges such as library, hall pass, or other privileges may be withheld.

**EMERGENCY REMOVAL:** The removal of a student from curricular or extracurricular activities or from the school premises because the student’s presence poses a continuing danger to persons or an ongoing threat of disrupting the academic process.

**DISCLAIMER**

**SCHOOL RULES PUBLISHED IN THIS HANDBOOK ARE SUBJECT TO SUCH CHANGES AS MAY BE NEEDED TO INSURE CONTINUED COMPLIANCE WITH FEDERAL, STATE AND LOCAL REGULATIONS AND ARE SUBJECT TO SUCH REVIEW AND ALTERATION AS BECOMES NECESSARY FOR THE ROUTINE AND EFFECTIVE OPERATION OF THE SCHOOL. NOT ALL RULES OF BEHAVIOR CAN BE WRITTEN AND INSERTED IN A HANDBOOK, HOWEVER, WE EXPECT STUDENTS TO FOLLOW REASONABLE RULES AND NOT VIOLATE THE RIGHTS OF OTHERS.**

**STUDENT BEHAVIOR CODE**

The following list of prohibitive behavior and possible resulting disciplinary actions are not meant to be an exhaustive list. The administration must have the latitude to handle any situation that may be considered a disruption to the educational environment of Wynford High School and Junior High.

<table>
<thead>
<tr>
<th>The following behaviors are prohibited in school, at school sponsored events, bus stops, etc.</th>
<th>Violation of the Code may bring the following disciplinary actions fitting the offense.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Insubordination, refusal to obey a request of a staff member or disrespect shown to a staff member.</td>
<td>Detention, suspension, expulsion, etc</td>
</tr>
<tr>
<td>Swearing, obscene gestures: 1. In class or halls 2. At teacher or staff member</td>
<td>Detention, suspension, expulsion, etc</td>
</tr>
<tr>
<td>Bus misbehavior</td>
<td>Warning, detention, suspension of bus privileges/school suspension.</td>
</tr>
<tr>
<td>Leaving school or class without permission, skipping class</td>
<td>Detention, internal suspension or external suspension</td>
</tr>
<tr>
<td>Forging passes, signatures, misuse of passes</td>
<td>Detention, internal suspension or external suspension</td>
</tr>
<tr>
<td>Behavior</td>
<td>Punishment</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>---------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Cheating/plagiarism</td>
<td>Failure (Zero for recorded grade) in tests or lesson involved for all parties, possible failure for the course involved and/or removal from the course.</td>
</tr>
<tr>
<td>Use of electronic devices such as, cell phones, I-pods, laser pointers are not permitted</td>
<td>Detention, confiscation of equipment, suspension</td>
</tr>
<tr>
<td>Use or possession of “Fidget Spinners” or similar items</td>
<td>Detention, confiscation of equipment, suspension</td>
</tr>
<tr>
<td>Writing obscenity</td>
<td>Detention, internal suspension, external suspension</td>
</tr>
<tr>
<td>Tardiness (not in assigned seat when tardy bell rings)</td>
<td>Detention, suspension</td>
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<tr>
<td>Excessive absenteeism</td>
<td>Truancy HB 410 meeting, Juvenile Court,</td>
</tr>
<tr>
<td>Truancy</td>
<td>Truancy HB 410 meeting, Internal suspension (time doubled), juvenile court, failure, expulsion</td>
</tr>
<tr>
<td>Possession of tobacco or any substance purporting to be</td>
<td>Internal suspension, external suspension, expulsion</td>
</tr>
<tr>
<td>Gambling for money or valuables in any form on school grounds, school hours, or school related activities</td>
<td>Detention, confiscation of bets and gambling materials</td>
</tr>
<tr>
<td>Reckless operation of motor vehicles on school property or at school events. Failure to follow parking lot rules</td>
<td>Warning, detention, denial of driving privileges, court charges filed.</td>
</tr>
<tr>
<td>Use or possession of fireworks, smoke bombs, lighters, matches, “snaps,” etc. in or on school grounds</td>
<td>Detention(s), internal or external suspension, expulsion</td>
</tr>
<tr>
<td>Unauthorized sales, or distribution of any object, item or substance in or on school property (without consent of administration)</td>
<td>Warning, confiscation, detention, suspension</td>
</tr>
<tr>
<td>Fighting, hitting, unauthorized touching, or disruptive behavior with student(s) or staff member(s)</td>
<td>Warning, detention, internal suspension, or external suspension, expulsion, referral to police department.</td>
</tr>
<tr>
<td>Public display of affection</td>
<td>Warning, detention, or suspension</td>
</tr>
<tr>
<td>Sexual Harassment</td>
<td>Suspension, expulsion, referral to legal authorities</td>
</tr>
<tr>
<td>Vandalism (destruction of school property, defacing of school property, etc.)</td>
<td>Work assigned, cost of repair or replacement, suspension, expulsion, referral to police</td>
</tr>
<tr>
<td>Unlawful Activity</td>
<td>Possible Sanctions</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------</td>
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<tr>
<td>Stealing, or unauthorized possession</td>
<td>Detention, internal or external, suspension, expulsion, referral to police department</td>
</tr>
<tr>
<td>Disruption of school or school related activities (including false alarms)</td>
<td>Suspension, expulsion, referral to police</td>
</tr>
<tr>
<td>Possession of alcohol, drugs, counterfeit drugs, paraphernalia or substances purporting to be, inhalants, &quot;vape&quot; of any kind and over the counter drugs/medication at school or events</td>
<td>Emergency removal denial of activities suspension, expulsion.</td>
</tr>
<tr>
<td>All food must be consumed in the cafeteria unless prior approval from the administration</td>
<td>Warning, detention or suspension</td>
</tr>
<tr>
<td>Bullying, Verbal or physical harassment of a student or staff member, threatening of student or staff member at school or a school event will not be tolerated. Wynford Schools will have a &quot;ZERO TOLERANCE&quot; for such behavior.</td>
<td>Detention, internal suspension, external suspension, expulsion, referral to police.</td>
</tr>
<tr>
<td>Possession, handling, transmitting, or concealing of any instrument which could be classified as a weapon or any object indistinguishable from a weapon which could cause physical harm to any person</td>
<td>Emergency removal, suspension, expulsion, referral to police</td>
</tr>
<tr>
<td>Continued disciplinary problems and violation of Code where other measures have failed</td>
<td>Referral to Juvenile Court, expulsion from school</td>
</tr>
<tr>
<td>Students must not loiter in the restrooms. They are to use the restroom for the purpose intended and leave immediately thereafter.</td>
<td>Detention, suspension</td>
</tr>
<tr>
<td>No student shall use hazing, which means doing any act or coercing another including the victim, to do any act of initiation to any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person</td>
<td>Detention, suspension, referral to police</td>
</tr>
<tr>
<td>Unauthorized usage of Cell Phone</td>
<td>Parent required to pick up phone, detention, Violation of AUP loss of phone privileges</td>
</tr>
</tbody>
</table>

**HABITUAL OFFENDER POLICY**

A student may be assigned to internal or external suspension twice in any one school year. This is left up to the discretion of the administration.

1st Offense: Number of days as described in behavior code or, when applicable, at administrator's discretion.

2nd Offense: Number of days as described in behavior code or, when applicable, at administrator's discretion.

3rd Offense: Multiple offenses may result in expulsion.
Prohibited Behavior: Five separate infractions that warrant administrative detentions may result in internal suspension or external suspension.

ANTI-HAZING POLICY

It is a policy of the Wynford Local Board of Education and School District that hazing activities of any type are inconsistent with the educational process and shall be prohibited at all times. No administrator, faculty member, or other employee of the school district shall encourage, permit, condone, or tolerate any hazing activities. No student, including leaders of student organizations, shall plan, encourage, or engage in any hazing.

Hazing is defined as doing any act of coercing another, including the victim, to do any act of initiation into any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person. Permission, consent, or assumption of risk by an individual subjected to hazing does not lessen the prohibition contained in this policy.

Administrators, faculty members, and all other employees of the school district shall be particularly alert to possible situations, circumstances or events which might include hazing. If hazing or planned hazing is discovered, involved students shall be required to end all hazing activities immediately. All hazing incidents shall be reported immediately to the Superintendent.

Administrators, faculty members, students, and all other employees who fail to abide by the policy may be subject to disciplinary action, and may be liable for civil and criminal penalties in accordance with Ohio law.

SUSPENSION PROCEDURE

The term “suspension” means the removal of a student from the school premises and/or classroom and all related school activities for a period of time in excess of one (1) school day and up to ten (10) days.

1. Only the principals or superintendent may suspend.
2. Suspensions will not exceed ten (10) days.
3. The superintendent or principal will give written notice of the intention to suspend and the reasons why to the student.
4. The pupil will have the right to appear at an informal hearing before the principal, superintendent, or his designee and has the right to explain his actions. The hearing may take place immediately.
5. If the student wishes to appeal a decision to suspend, he must present his intention in writing within two (2) school days to the superintendent. The superintendent will set the time for the hearing.
6. An appeal student has the right to be represented at the appeal hearing.
7. A verbatim record may be kept at an appeal hearing before the superintendent.
8. The student will be notified within five (5) school days of the decision of the Superintendent to affirm, vacate, or modify the disciplinary action.
9. The student may appeal the decision of the superintendent at a public meeting of the Board of Education. Written notice must be given within two (2) school days to the treasurer who will set the time of the hearing with the Board of Education. A verbatim record is required at an appeal hearing before the Board of Education. The Board of Education determines the procedure for the hearing.
10. The pupil, parent, guardian, or custodial parent, may request that the appeal hearing be held in executive session.
11. Formal action to affirm, vacate or modify the disciplinary action on the appeal may only be taken in public session of the Board.
12. The decision of the Board, or their designee, may be appealed to the Crawford County Court of Common Pleas.
EXPULSION PROCEDURE

The term expulsion means the exclusion of a student from all school attendance and related activities for a period of 80 days as a maximum. If, however, the expulsion is for possession of a weapon(s) at school or school related activities or for inflicting serious physical harm to person(s) or property, then the expulsion may be for up to one calendar year.

1. Only the superintendent may expel.
2. The superintendent must give the pupil and his parents or Guardian written notice of the intended expulsion. The notice will include:
   a. reason(s) for the intended expulsion.
   b. the time and place to appear which must not be less than three (3) days nor later than five (5) days after the notice is given.
   c. the pupil or parent or representative has the opportunity to appear on request before the superintendent, or his designee, to challenge his action or to otherwise explain the pupil’s actions. The administrator cannot compel such a hearing in the event the pupil and parent choose not to have a hearing.
3. Within one (1) school day of the expulsion, the superintendent will notify the parent, guardian, or custodian of the pupil, and treasurer of the Board of the action to expel.
4. This notice must include:
   a. The reason(s) for the expulsion.
   b. The right of the pupil, parent, or custodian to appeal to the Board of Education.
   c. The right to be represented at the appeal.
   d. The right to request the hearing to be held in executive session.
5. A student, parent, or custodian of the student requesting an appeal should do so in writing within two (2) school days hours to the treasurer of the Board.
6. At an appeal hearing:
   a. A verbatim record is required.
   b. The procedure will be set by the Wynford Board of Education.
   c. Formal action to affirm, vacate, or modify the disciplinary action on the appeal may only be taken in public session.
7. The decision of the Board is further appealable to the Crawford County Court of Common Pleas.

EMERGENCY REMOVAL PROCEDURE

When a student poses a continuing danger to persons, property, or an ongoing threat of disrupting the academic process, then:

- The superintendent or principals may remove the student from the premises whether it be a curricular or extracurricular activity.
- A teacher may remove the student from curricular or extra-curricular activities under his/her supervision, but not from the premises. The teacher must submit his/her reasons in writing to the principal as soon as possible.
- A due process hearing must be held within seventy-two (72) hours after removal is ordered:
  a. Written notice of the hearing and the reason for the removal and any intended disciplinary action must be given to the pupil as soon as possible prior to the hearing.
  b. The student must have the opportunity to appear at an informal hearing before the principal, superintendent, or his designee, and has the right to challenge the reasons for the intended suspension or otherwise explain his actions.
  c. The person who ordered or requested the removal must be at the hearing.
  d. If there is a decision to suspend, the parent, guardian, or custodian of the pupil and the treasurer of the Board must be notified of the suspension. This notice should include:
     ▪ The reason(s) for the suspension
     ▪ The right of the pupil, parent, or custodian to appeal to the superintendent
The right of the student to be represented at the appeal

- The right to request the hearing on appeal be held in executive session
- The principal or superintendent may reinstate a pupil prior to the hearing for emergency removal. The teacher may request written reasons for the reinstatement. The teacher cannot refuse to reinstate.

### DETENTION POLICY

**Detention Dates and Time:** Every Tuesday/Thursday 2:35-3:15

**After School Detention Rules:**

- All school policies in handbook must be followed
- Late students will not be permitted
- No restroom privileges-use prior to detention
- All students must bring school/homework or appropriate school reading material.
- Talking, sleeping or creating disturbances will not be tolerated
- All electronic devices need to stay in locker

Removal from detention for violation of detention rules will be marked as a skipped detention. Final decision made by detention monitor.

**Missed/Skipped Detention Violation:**

- A missed/skipped detention will result in immediate ISS and reassigned scheduled detention. Multiple missed detentions will result in additional discipline by administration.
- Skipped/removal from detention will result in the student's loss of participation in any extra-curricular activity that day/night (games, practice, performances ...)

### DRUG AND ALCOHOL ABUSE

Recognizing that observed and suspected use of alcohol and illicit drugs by Wynford Local Schools students is a serious concern, a program of deterrence has been instituted as a proactive approach to a truly drug free school. Likewise, students using illegal drugs pose a threat to their own safety, as well as to that of other students. The purpose of this program is fourfold:

1. To provide for the safety of all students;
2. To undermine the effects of peer pressure by providing a legitimate reason for students to refuse to use illegal drugs;
3. To encourage students who use drugs to participate in drug treat programs; and
4. Prevent the impact drug and alcohol use has on the learning centers of the brain allowing students to achieve their full academic potential while a student within Wynford Local Schools.

### INFORMED CONSENT FOR TESTING

At the beginning of a student's school career, students and parent/guardian/custodian will complete and sign the Wynford Local Schools Code of Conduct and Expectations Informed Consent
Agreement (Final Forms). No student may participate in identified extra-curricular activities and/or receive a parking permit until this form is properly executed and on file with the school. This consent form shall remain in effect for the student’s entire Middle School/High School career unless they chose to formally opt out in writing.

Students who test positive for alcohol/drug use will be required to complete three additional rounds of follow-up testing to ensure that no further drug use has taken place.

**POSITIVE TEST PROTOCOL**

Students who test positive for alcohol/drug use will be suspended from all identified extra-curricular activities and driving privileges for two weeks. Students may earn back these privileges by completing the Drug Awareness/Prevention through Marion Crawford Prevention Program through Crawford County or Administration Approved Program. Refusal to participate in the program will result in further denial of these privileges.

Subsequent positive test results indicating continued usage will result in a 4 week suspension of privileges. Students will be required to complete an additional assessment through a certified chemical dependency counselor. Upon successful completion of the counselor’s recommendations, students may return to participation.

Any further positive test results will result in the student losing these privileges for the remainder of their school career.

**ACTIVITIES BEFORE/AFTER SCHOOL HOURS**

Students are not permitted to hold meetings for committees, organizations, or remain after school hours unless they are under the direct supervision of a responsible teacher or adult supervisor approved by the office.

Students who accept positions of responsibility on teams, band, Royal Singers, or other organizations of the school are expected to assume responsibility of attending and participating in such groups regularly.

In the event of illness which would prevent the student from participating or performing, he or she is expected to notify the advisor, coach, or leader of the activity.

Once students arrive at school and/or leave the school building students are advised to enter/exit their cars in a timely manner and avoid LOITERING.

**EMERGENCY MEDICAL AUTHORIZATION FORMS**

All required emergency medical forms will be filled out in Final Forms by parents or guardians at the start of each new school year.

**PRESCRIPTION MEDICATION AT SCHOOL**

All students taking prescription medication at school must follow regulations as stated in Ohio Revised Code. A physician’s request for the administration of medication by school personnel must be completed prior to the student using the medication at school. No student is permitted to take prescription medication on their own. The medication must be dispensed from the high school or junior high school office. All medication must be stored in the office with a copy of the prescription. A parent/physician’s request form is available on the Wynford website or the school office.
STUDENT RECORDS

Review of student records:
1. A student of age 18 or older or the parent(s) or guardian(s) will have access to the student’s records under administrative supervision during those times the school is normally in session, unless arrangements for another time have been made in writing. The student of 18 or older or parent(s) or guardian(s) have the unique right to inspect the academic record and are entitled to an explanation of any information recorded on the record. Examination of the record will be permitted under conditions which will prevent its alterations or mutilation.
2. If the student age 18 or older or parent(s) or guardian(s) are in disagreement with the data on a student's record, they may challenge the information by presenting a written statement to the superintendent, with a copy of the concern or disagreement. Within 10 working days, the parent(s) will receive a written reply and/or personal conference. If the parent(s) or guardian(s) disagree with the decision rendered by the superintendent, they may petition the Board for a hearing. If still not satisfied, they may prepare a statement to be placed in the personal file.
3. Staff members who have a legitimate interest and need will be allowed information concerning the record of any student. Such use will be limited to specific needs for providing the student with educational and welfare service.

Release of student records:
According to Federal Law (20 USC Sect. 1232g, commonly known as the Buckley Amendment) consent is NOT required in order for you to transfer these records. According to the Code of Federal Regulations (34 CFR 99.32a), such records are subject to disclosure to officials of another SCHOOL or SCHOOL SYSTEM in which the student seeks or intends to enroll without the necessity of parental consent.

PROTECTION OF PUPIL RIGHTS/RECORDS

“Sec. 439.

a) All instructional materials, including teacher’s manuals, films, tapes, or other supplementary material which will be used in connection with any survey, analysis, or evaluation as part of any applicable program shall be available for inspection by the parents or guardians of the children.
b) No student shall be required as part of any applicable program to submit to a survey, analysis, or evaluation that reveals information concerning –
   1) Political affiliations;
   2) Mental and psychological problems potentially embarrassing to the student or his family;
   3) Sexual behavior and attitudes;
   4) Illegal, anti-social, self-incriminating and demeaning behavior;
   5) Critical appraisals of other individuals with whom respondents have close family relationships;
   6) Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers; or
   7) Income (other than that required by law to determine eligibility for participation in a program or receiving financial assistance under such program), without the prior consent of the student (if the student is an adult or emancipated minor), or in the case of an unemancipated minor, without the prior written consent of the parent.
c) Educational agencies and institutions shall give parents and students effective notice of their rights under this section.
d) ENFORCEMENT—The administration shall take such action as the administration determines appropriate to enforce this section, except that action to terminate assistance provided under an
applicable program shall be taken only if the Secretary determines that—
1) There has been a failure to comply with such sections: and
2) Compliance with such sections cannot be secured by voluntary means.

e) OFFICE AND REVIEW BOARD—The administration shall establish or designate an office and review board within the Department of Education to investigate, process, review, and adjudicate violations of the rights established under this section.”

NATIONAL HONOR SOCIETY

Application

- All juniors and seniors who have a cumulative high school GPA of 3.5 or above may be considered for membership for the WYNFORD HIGH SCHOOL CHAPTER OF THE NATIONAL HONOR SOCIETY.
- Notice of eligibility will be given to those who meet the GPA requirement.
- Application/Study Activity Forms will be given to each eligible student who has met the GPA requirement. Extra application pages can be picked up from the NHS advisor. Students who are eligible scholastically will be notified and informed that for further consideration for selection to the chapter, they are to complete the candidate information form/student activity form. This form outlines the candidate’s accomplishments in the areas of service and leadership.
- Admission is not automatic. In addition to having the required GPA, applicants must demonstrate significant accomplishment and/or participation in ALL areas indicated on the application form. It is necessary to have some accomplishments in each area. Faculty will also evaluate each candidate and will give a rating of 1-4 in a multitude of categories.
- All activities, accomplishments, etc. included in the application must have taken place during high school. Do not include anything that occurred before you were in high school. Doing so could jeopardize your chances for admission.
- Make sure your application is neat and legible.
- Your application must be turned into the Building Principal by the date specified on the application.

PLEASE NOTE: National Honor Society is a service organization. Membership is a highly sought after honor, but it requires commitment to the ideals of the organization. Your acceptance of membership will indicate your willingness to participate in National Honor Society sponsored activities, service projects, and meetings. To maintain membership in NHS, you must maintain your GPA, fulfill your service hour requirements, be a good leader, show good character and abide by the National Honor Society bylaws.

Your application will be based on the following criteria. Please make sure you include all the information listed on the application. Failure to do so, will automatically disqualify you for acceptance into NHS.

Scholarship:
Students will need to have a minimum cumulative GPA of 3.5 to be eligible to apply for NHS membership. You must maintain a 3.5 GPA or you may be considered for dismissal.

Service:
You will be required to have a minimum total of 30 Service Hours each calendar year which must be a combination of School and Community Service. Examples of school service activities: helping with tournaments that raise money for your school sponsored activity, helping with a community project/benefit representing a school sponsored group (example: FFA helping set up Farm & Home Show or a benefit), cleaning golf course as part of cross...
country, track or golf, working the concession stand for basketball, football, activities organized by a school advisor, etc.

Examples of **community service projects**: helping with benefits, blood drives, food drive, organizing the food pantry, helping with church activities, student initiated cleaning of the park, 4-H sponsored activities, Boy Scouts projects, student lead and organized projects not planned by teacher/advisor, etc.

**Character:**

Character is not based solely on personality nor upon minor incidents unless they are repeated so as to indicate specific pattern of behavior.

- Promptly meets individual pledges and responsibilities.
- Demonstrates the highest standards of honesty, reliability, fairness and civility.
- Adheres to school rules and regulations (i.e., attendance, tardiness, truancy, academic honesty, conduct, following student handbook, etc.)

**Leadership:**

Successfully assumes responsibility and demonstrates constructive initiative in the classroom, at work, and in school or community activities. You have been or currently are an officer for at least one year of an organization such as: Class Officer, Athletic Captain, FFA, Student Council Rep, 4-H, Scouts, Church Youth Group, etc.

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**WYNFORD ACADEMIC POLICIES**

**Incomplete** – Students must make up incomplete work within two weeks of the recording of an incomplete grade on the report card unless prior arrangements have been made with his/her teacher(s)/principal. After this time period has expired, the incomplete grade may be changed to a failing mark unless prior arrangements are made with teachers and/or principal.

Students who simply refuse to make-up incomplete work may not be granted credit for course work. Example: If a student refuses to take a semester exam, he/she may not receive credit for this course.

**Make-Up Credits/Summer School/In-School** - Students who fail classes and/or credits at the high school level will be permitted to make-up a maximum of two full credits through the completion of summer school/in-school credit recovery programs and/or correspondence course work approved by the administration. This course make-up is meant for remediation purposes. All other credit make-up must be done through repetition of failed course work at Wynford High School or its affiliates. Exceptions to this rule can only be made with the prior approval of the administration.

**Gifted Identification Policies** - Wynford Local Schools have adopted Ohio’s mandated Gifted Child Plan, which will standardize identification procedures throughout the state and will identify students with advanced learning needs in the areas of:

- Superior Cognitive Ability
- Specific Academic Ability
- Creative Thinking Ability
- Visual or Performing Arts

If you think your child would qualify for one of these programs, ask your school’s counselor for the Gifted Identification Packet or talk to the Building Principal or Gifted Intervention Specialist.

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**PLAGIARISM**

Plagiarism is a serious academic offense and students are responsible for educating themselves about it. Plagiarism is defined as representing as one’s own in any academic exercise the words or ideas of another.

This includes but is not limited to:
• Quoting or paraphrasing without proper citations either in text or on a works cited page. **Note:** 
  *If the idea, not just the wording of the idea, is borrowed, it must be cited.*
• Using a past or current student’s work as one’s own.
• Cutting and pasting paragraphs from different websites.
• Handing in a paper from the internet.

Disciplinary actions:
The student will receive a zero for the entire assignment or portions of the assignment (according to 
the teacher’s discretion that were plagiarized).
Repeated infractions may involve failure of or removal from the course.
All parties to plagiarism are considered equally guilty. If you share your coursework with another 
student and he or she plagiarizes it, you are considered as guilty as the one who has plagiarized your work, since you enable the plagiarism to take place. Under no circumstances should a student make his or her coursework available to another student unless the instructor gives explicit 
permission for this to happen.

**Turnitin.com**
Wynford High School and Middle School chooses to use Turnitin.com to check students’ assigned 
written work IE: English, Social Studies, Science, etc. papers for authenticity. This means that 
students must use the electronic program for submission of their work to be graded when instructed 
to do so by the course teacher.

**CHEATING**
Academic integrity is at the core of a Junior High and Middle School. That integrity must be held to 
high standards to ensure accurate academic records for all students. Students, who copy work from 
one another student, allow student(s) to copy their work, possess a “crib” and or cheat sheet, usage 
of an electronic device(s) to gain an academic advantage, etcetera are considered cheating. If a 
student is found in violation of cheating they will receive a zero “0” for the assignment, quiz, test, 
lesson, etc. The second violation the student may result in potential failure for the course and or 
removal from the course.

**AVERAGES**
At the beginning of each course, the teacher will distribute to each of his/her students a written 
synopsis of how grades are determined. These written grading procedures will be approved by the 
administration prior to their disbursement and may include conduct/effort as a necessary factor of 
determining grades. Each teacher must reserve the right to determine these grades due to the 
diverse curriculum that exists at Wynford High School.

**GRADING**
Grades are based upon the percentage system as interpreted and administered by individual 
teachers.

<table>
<thead>
<tr>
<th>GRADE</th>
<th>Numerical Average</th>
<th>4.0 Non-Weighted</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>100-93</td>
<td>4.0</td>
</tr>
<tr>
<td>A-</td>
<td>92-90</td>
<td>3.7</td>
</tr>
<tr>
<td>B+</td>
<td>89-87</td>
<td>3.3</td>
</tr>
</tbody>
</table>
HOMEWORK POLICY

Homework is used to reinforce concepts that have been taught in class. You have until the test/quiz on that section to turn in late homework for reduced credit. After the test/quiz for that particular work, late work will not be accepted and homework will be marked as missing and no credit given. (Policy can be mitigated only by the Teacher and Administration due to unforeseen circumstances).

The academic year is divided into 4 nine-week periods and a grade is given at the conclusion of each nine-week grading period. In addition, an exam will be given and a grade received at the conclusion of the first semester for all grades 6-12 and at the conclusion of the second semester for grades 11-12. CCP classes will follow the guidelines provided by the given college, therefore may be different from Wynford’s policy.

Students will be given their academic progress reports on the Friday following the conclusion of each nine-week grading period. These grade sheets are expected to be taken home by the students for parents (guardians) to examine the progress of their child.

Any student who fails two of the three possible grades for the first semester, grades 6-12 and the second semester, grades 11-12 (two quarter grades and one exam) will automatically fail the semester. All students in grades 7-12 must pass the second semester to pass a year-long course and receive credit. The only exception to this policy can be made by the principal. Sixth grade students are exempt from this requirement.

SEMESTER AND FINAL EXAM POLICY

1. All exams will be completed during the scheduled exam time. All students are required to come to school during the scheduled exam times.

2. Exams will be given in the four academic core areas (mathematics, English, science and history) in grades 6-12 at the completion of the first semester and in grades 11-12 at the completion of the second semester. (CCP classes may follow different parameters as determined by the college). For second semester exams for grades 11-12, if a class is composed of students that are not required to take 2nd semester exams as well as those that are, it will be held to the discretion of the teacher/administrator as to enforcing the 11-12 grade students to complete the 2nd semester exam.

3. In order to preserve a quiet and focused atmosphere, students are not permitted to leave the room during the scheduled exam time.

4. Students should not be in the halls during exams. Once students arrive late they must remain in the cafeteria until prompted to go to their scheduled exam.

5. Absences must be excused for makeup privileges to be granted. High school as well as middle school administration will verify absence excuses. Unexcused absence will result in a ZERO for the scheduled exam missed.
6. Tardiness during exams follows the same rules as tardiness to school. Students can take the exam once they enter the room and are allotted the time based on the scheduled time.

7. In the event of a family emergency, the student is responsible to reschedule the exam with a one-on-one meeting with school administration, written documentation allowing early/late exam, as well as signed teacher approval / parent approval for the scheduled exams. Failure to follow these procedures will result in a ZERO. (Please consult the Administration).

**HONOR ROLL/MERIT ROLL**

At the conclusion of every grading period, Honor Roll/Merit Roll is compiled for release to the local newspaper.

**Honor Roll Qualifications:**
1) No grade below “C” was received in any subject for that grading period.
2) A minimum grade-point average of 3.500.

**Merit Roll Qualifications:**
1) No grade below “C” was received in any subject for that grading period.
2) A minimum grade-point average of 3.000.

The general formula for computing your grade-point average for purposes of Honor Roll/Merit Roll is to divide the total quality points by the total credits. Since the particulars of this procedure can become rather involved, they will be omitted here. The Guidance Dept. will list the honor and merit rolls after each grading period.

**CUMULATIVE GRADE POINT AVERAGES**

GPAs are determined at the end of each semester.

**CLASS RANK**

Class rank will be determined at the end of each semester beginning with any credit bearing classes and will be based upon the cumulative grade point averages. To determine the final class rank of each senior class member, the cumulative grade point average through the credit bearing classes semesters will be rounded to the nearest hundredth. A class Valedictorian and Salutatorian will be determined using this method. If there are multiple Valedictorians, then there will be no Salutatorian.

**HIGH SCHOOL DROP PROCEDURE**

If it is necessary that a yearlong class be dropped, this must happen by the end of the second week of the first grading period. If it is necessary that a semester class be dropped, this must be done by the end of the second week of the grading period of that semester. After this time the student will no longer have the option of dropping the course and must stay in the class for the remainder of the year. Special exceptions may be made by the principal.

**PIioneer STUDENTS**

Pioneer students that are enrolled at Wynford through Pioneer Career and Technical Center will have
ten (10) days to make a schedule change their junior and senior year. Once that time has passed
the students are not permitted to come back to Wynford and must remain at Pioneer Career and
Technical School for the rest of the academic school year. If a student chooses to come back to
Wynford from Pioneer their senior year that said student must make a written request to the High
School Counselor/Principal for review and a decision will be made in the best interest of the student.

CLASS STANDING AND GRADING
REQUIREMENTS

Pupils will be promoted and classified in high school under the direction of the principal and such
classification will be determined according to the following credit scale.

<table>
<thead>
<tr>
<th>Class</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>Less than 5 academic</td>
</tr>
<tr>
<td>Sophomore</td>
<td>5 to 10-3/4 academic</td>
</tr>
<tr>
<td>Junior</td>
<td>11 to 15-3/4 academic</td>
</tr>
<tr>
<td>Senior</td>
<td>16 to unlimited academic</td>
</tr>
</tbody>
</table>

Courses at Wynford are credited according to state standards and local board policies. For a listing
of available courses and individual course credit values, see the “Registration Instructions” which all
students were given at the time of their registration.

Students must earn 24 units of credit to graduate. Students must also pass all components of the
state mandated testing as prescribed by the State Board of Education. Students who have not met
all requirements for the purpose of receiving a diploma of graduation at commencement exercises,
will not be permitted to participate in the commencement ceremony. The requirements mentioned
are those of Wynford High School, the State of Ohio, and the federal government.

Students must have the following credits to graduate: English (4), Social Studies including
Government and Economics (3), Math (4), and (3) credits in Science including 1 credit in Physical
Science and one credit of Life Science. At least (½) credit in Health, (½) credit in Physical Education,
and (1) credit in a combination of Business/Technology, Fine Arts or Foreign Language and Senior
Seminar (1) credit. All other credits may come from elective coursework. High school students who
complete two full sports seasons, including cheerleading, swimming, and marching band, are exempt
from the Physical Education requirement but still must meet the total credit requirement for
graduation.

Middle School Curriculum Requirements

Middle School students who fail more than one required class may be retained.

Students who fail one required class will be assigned to the next grade.

Exceptions may be made by the principal.

<table>
<thead>
<tr>
<th>6th Grade</th>
<th>7th Grade</th>
<th>8th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math</td>
<td>Math</td>
<td>Math 8/Algebra I</td>
</tr>
<tr>
<td>Language Arts</td>
<td>Language Arts</td>
<td>Language Arts 8/English 9</td>
</tr>
<tr>
<td>Social Studies</td>
<td>Social Studies</td>
<td>Social Studies</td>
</tr>
<tr>
<td>Science</td>
<td>Science</td>
<td>Science</td>
</tr>
<tr>
<td>PE</td>
<td>PE</td>
<td>PE</td>
</tr>
<tr>
<td>Technology</td>
<td>Agriculture I</td>
<td>Agriculture II</td>
</tr>
<tr>
<td>Art</td>
<td>Art</td>
<td>Art</td>
</tr>
<tr>
<td>Communications</td>
<td>Money &amp; You</td>
<td>Health</td>
</tr>
<tr>
<td>Band/Chorus</td>
<td>Band/Chorus</td>
<td>Band/Chorus</td>
</tr>
<tr>
<td></td>
<td>History Rocks</td>
<td>Technology</td>
</tr>
</tbody>
</table>
JUNIOR/SENIOR OPTION TO SELECT A NON-GRADED COURSE

In order to give Junior and Senior students an opportunity to broaden their educational horizons and to encourage them to explore other course offerings without the fear of “grade pressure,” juniors and seniors will be permitted to elect one academic unit on a “pass/no pass” basis. Any non-graded option course will not affect a student’s G.P.A. or class rank. Honors diploma requirements may not be taken pass/no-pass.

Qualifications:
1) A required course cannot be selected for this option.
2) This choice must be in addition to regularly scheduled classes.
3) All P/NP students are required to complete all requirements to pass that regular students must complete.

 Procedures:
The decision to take a P/NP course will be made during the fifth week of the first grading period. Once a decision to take a P/NP course is made, it cannot be changed.
1) Students will pick up the P/NP application from his/her participating teacher or guidance counselor.
2) Secure parental permission.
3) Return signed application to the guidance office no later than 2:30 PM on the fifth Friday of the first grading period for that course.

HONORS DIPLOMA

There are six different pathways students may take to earn an Honors Diploma in the State of Ohio. Please visit the Ohio Department of Education's website to see detailed information about each pathway or contact the school.

To be recognized at graduation with honors of Cum Laude, Magna Cum Laude and Summa Cum Laude a student must have a grade point average of:

a) 3.00-3.49 for Cum Laude
b) 3.50-3.99 for Magna Cum Laude
c) 4.00 + for Summa Cum Laude

Unless deemed as “Unforeseen Circumstances” by the building administrator or superintendent, any student receiving a diploma from Wynford Local Schools must complete fifty percent (50%) of High School classes in a traditional “in house” classes.

In order to be considered a student at Wynford a student must carry five (5) credits per semester. Senior Seminar must be completed “in house.

Any course that a student chooses to take that is not offered by Wynford will be the complete financial
responsibility of the student.

Students will be held to an online attendance policy that will be given to the student at the time of registration of the class.

Students will be financially responsible for loss or damage of any equipment issued by Wynford and will be required to enter into a written agreement indicating such at the time of registration of an online class.

**COLLEGE CREDIT PLUS**

Specific students in grades 7-12 that may qualify for college credit/high school credit for courses taken at the college level must have a signed letter of intent turned into the guidance department by MARCH 31st. Interested students should contact the Guidance Counselor(s) for specifics. These courses will affect the student’s overall GPA. It is required for students taking CCP courses and involved in extra-curricular(s) MUST provide the Counselor their grade sheets for the 1st Nine Week grading period and the 3rd Nine Week grading period by 2:27 pm to determine eligibility.

**ADD-ON COURSES**

Advanced ADD-ON courses will be offered in some subject areas. ADD-ON classes shall include, Spanish III, Advanced Chemistry, Physics, and any College Credit Plus classes in Science and Foreign Language. Grades earned in these courses will earn a .025 point add-on to the students GPA for each semester the course is taken.

**LEADS**

Leadership, Education, Attendance, Discipline, School Service

A LEADS event will occur at the end of each quarter to draw winners for various prizes such as Wynford Clothing, gift cards. ..

**Leadership:** Teachers may nominate students throughout each quarter for the quarterly drawing. The criterion is teacher driven awarded to Wynford students that display great leadership roles.

**Education:** All students on the honor/merit roll will be entered in the quarterly prizes.

**Attendance:** All students with no unexcused absences or tardies will be entered in the quarterly prizes.

**Discipline:** All students with no detentions, suspensions or expulsions will be entered in the quarterly prizes.

**School Service:** Teachers will enter student names for any type of school service (concession stands, volunteer, event service ...)

-There is no limit to the amount of times a student may be entered in the leadership and school service drawing.

-A quarterly Google document will be shared for Leadership and School Service for teachers to enter students

-All categories will be cleared at the beginning of each quarter.

**BOOK FEES/LAB FEES/CLASS DUES**

Each student at Wynford High and Middle School may pay yearly fees for workbooks, consumable lab materials, etc. The fees, if applicable according to the grade, are for class fees, communication fees, and planner fees. A flat fee has been established by the Board of Education - $7.50 for each student grades 6-12. Fees not paid in a timely manner will result in a loss of school privileges.

**Class Dues** -
ONLINE LEARNING THROUGH WYNFORD

Wynford High School offers online schooling during the Wynford School calendar year for students that are credit deficient, need to earn credits to attend Pioneer Career and Technology school, or based on other approved needs by middle school/high school principal. Students who are in jeopardy of failing a course mid-year may continue in that course and also do online credit recovery on their own time, if they have a percentage of 50% or above and as directed by the high principal. If the student completes the online supplement they will achieve a passing grade. Requirements to take part in Wynford’s online learning includes a contract signed by parents/guardians and the student. A fee will be charged for withdrawing, not completing, or failure of classes.

REVOCATION

Transfer students are required to comply with all District policies. Unacceptable behaviors by a transfer student or false or misleading information on their open enrollment application are grounds for the District to remove a transfer student at any time. If a student’s open enrollment transfer is revoked, the parent/guardian may request an administrative review by the Superintendent or his/her designee.

CAFETERIA

You will find the lunches served at Wynford both appetizing and nutritious. CAFE = Control Volume, Always Clean up, Face Forward, and Eat Politely.

1. Lunches will be paid for on a daily basis.
2. All student deposits are to be made before school or online from home. NOT during the designated lunch period.
3. Students are permitted to charge up to 3 lunches. After that, students will be given an Emergency Lunch until charges have been paid.
4. Ala carte items will not be permitted to be charged. Beverages, snacks and extra entree items are extras and money needs to be in your account or paid for at the time of purchase. No exceptions.
5. No cutting in line will be permitted. If caught, you will be last in line for the rest of the week. So think before you “cut in line”.
6. This is a closed lunch period and all students shall eat at school. No food shall be delivered or dropped off for students, ex. Grub Hub, Door Dash, Uber Eats, etc.
7. Students are required to clean off their tables and all trash should be placed in the disposal area.
8. When finished eating, you will remain in the cafeteria until the period is over.
9. Starting 3 weeks before the end of school, students will be unable to charge anything. This is due to trying to balance all student accounts for the year end. Seniors will be given written notice and if charges are not paid this could result in holding the student's diploma. This is per the Wynford Food Charging Policy.
HALL PASSES

Students are required to use their **STUDENT PLANNER** documenting the time as well as a signature from the teacher when using the restroom or going to a designated area during instructional/non-instructional time.

_FIRE, TORNADO, SEVERE WEATHER, and LOCKDOWN DRILLS_

There will be nine fire drills, two tornado/severe weather drills, and at least two lockdown/evacuation drills throughout the year.

SCHOOL BUS REGULATIONS

Students should bear in mind that school buses have been provided by their parents and other taxpayers for the purpose of transporting students with all possible safety, to and from school and school related activities. Remember IT IS A PRIVILEGE to ride a school bus as a student and not a right. A few simple rules have been set down to help promote the safe arrival of both students and drivers.

1. Students are considered under the authority of the driver while on the bus.
2. Conduct which is likely to endanger the safe transportation of students is grounds for discontinuance of busing service.
3. In reference to boarding the bus in the morning: after the bus has come to a complete stop, students should look both directions for oncoming traffic and then, if you must cross the road, do so in front of the bus.
4. The emergency door is to be used only in case of emergency.
5. Students who are transported to an extra-curricular activity on a bus must return to the school on that bus unless a written excuse to the advisor/coach/chaperone from the parents is presented in advance.
6. After school each day, students who ride buses home must board quickly and orderly. The remaining students will be held until the buses clear the parking lot.
7. Students must receive a bus pass from the office to be dropped off at another student's house. Parental permission slips from both parties are required.
8. All students are required to sit in their assigned seat on the bus.

BUS EXPECTATIONS:

- Respect for bus rules, drive, peers and safety of bus
- Remain in assigned seat, stay off of aisle
- No eating/drinking on the bus (Prior approval or health reasons to consume food/drink)

STUDENT AUTOMOBILES

Since the Wynford District makes busing services available to all students, the use of student
automobiles is to be considered a privilege which is conditional upon adherence to the following regulations:

1) All students must register their vehicles with the high school office within the first two weeks of school and purchase a parking permit to be displayed at all times. ($5)

2) A speed of 10 MPH has been established for all vehicles utilizing the parking lot.

3) Upon entering the parking lot, students are to immediately park their vehicles in the designated students parking area. DO NOT park in the area marked for handicapped unless legally authorized to do so.

4) Upon parking their vehicles, students are to immediately enter the school and are not to loiter in cars in the parking lot.

5) Students should not exit the building to their cars unless they sign out early or all buses have left the premises at the end of the school day. Students should enter their cars after school and avoid loitering.

6) Athletes with practice immediately after school WILL NOT move their vehicles until the end of practice.

7) Students MUST park in their specific numbered parking spot assigned through the High School office upon application for a parking pass.

**LOCKERS**

You were assigned a locker number and combination to open that locker when you first received up your schedule. The following regulations apply to the use of your locker.

1) Keep your locker locked during your absence. You are responsible for both the condition of your locker and its contents. All ELECTRONIC DEVICES must be stored in your locked locker during school hours.

2) Do not attempt to “set” your locker using pieces of paper or cardboard as this will cause the locker to jam and often results in damage to the locking mechanism and in your being tardy. Requests to have your locker set can be made in the office, however, **Wynford Local Schools is not responsible for any items stored in your locker**.

3) If you should forget your combination or if your combination fails to unlock the locker, notify the office.

4) Your locker is the property of the Wynford Board of Education and is therefore subject to search at any time.

5) Nothing is to be left in lockers over the summer vacation.

6) Any damage/vandalism that occurs to your locker becomes your financial responsibility for items lost, damaged or stolen from lockers.

**STUDENT DRESS CODE**

Wynford Local School District views the dress code as a serious issue and expects parents and staff to promote the observance of this policy. In general school dress should be such that it ensures the health, welfare, safety of the members of the student body, and enhances a positive image of our students and school. **Any form of dress or grooming perceived by the administration that attracts undue attention, or violates the previous statement is unacceptable.**

1) When a student is participating in a school activity, his/her dress will not disrupt his/her performance or that of other students, or constitute a health threat to the individual or other students.

2) Students are not permitted to wear any hats, bandanas, hoodies or hair coverings to school during school hours. Exceptions may be made by the Principal. (i.e. hat day)
3) The attire shall not display any advertising, designs, patches, etc. referring to sex, alcohol, tobacco, drugs or any organization or group promoting illegal activities. The final decision on what constitutes reasonable, appropriate, or illegal shall rest with the administration of Wynford High School.

4) Clothing with potentially offensive illustrations is not acceptable. The administration reserves the right to determine what is potentially offensive and what is not.

5) Students are not permitted to wear any clothing that does not cover the shoulder or the body below a line from armpit to armpit and to mid thigh. Midriffs must be covered while standing.

6) All mesh clothing must have solid clothing under the mesh garment.

7) Torn or ripped jeans above the thigh need to be covered with a patch or garment underneath.

8) Coats may not be worn during classes in the classroom unless the conditions are such that coats are needed as deemed appropriate by the classroom teacher/administration.

9) Students are not permitted to carry backpacks or large bags unless prior approval by the Principal.

10) No see through compression, yoga, leggings, running, or stirrup pants are permitted.

11) Shorts must be at least mid thigh at the shortest part of the garment.

Violations of the Dress Code policy will result in the following:

1st offense - warning, issued clothing to cover the violation, sent home to change clothing or parent brings in appropriate clothing.

2nd offense - change of clothing, detention issued.

3rd offense - in school suspension and change of clothing

4th offense - may be immediately assigned out of school suspension and/or expulsion

WYNFORD HIGH SCHOOL ATTENDANCE POLICY

A primary obligation of the school is to have regular attendance by the students of their assigned classes. Wynford follows the guidelines set by the state of OHIO by HB 410.

WARNING LETTER- School to send a warning letter to parents after 12 unexcused hours.

TRUANCY OFFICER- Will make first attempt to locate and deliver Truancy Warning Letter

ABSENCE INTERVENTION PLAN- To be scheduled for any student and parent does not comply and has continued to record unexcused hours. The Truancy Officer will drop off a notice to meet with the school officials and Truancy Officer/Administration.

OFFICIAL COMPLAINTS- To be filed against any student (even if currently on probation) and their parents (if applicable) when the child’s unexcused absences qualify him/her as “habitual truant” (30 consecutive unexcused hours or 42 unexcused hours in a month or 72 unexcused hours in a school year).

To file truancy charges:

a. Truancy Officer/Administration completes the complaint after the Attendance Team Intervention meeting and returns it to Juvenile Court along with attendance record. The complaint needs to be signed. Filing will take place in juvenile court if the child/family is unable to follow the attendance intervention plan.

b. Juvenile Court will return notice to the Truancy Officer/Administration to sign papers for court to proceed with diversion/probation or charges filed.

c. The clerk will assign the case number and update the child and parent(s) on charges being filed.

l. Excused Absences may include the following:

   Personal illness

   Severe illness in the immediate family
Death of a family member
Religious observance
Vacation with immediate family - 5 days
In-school suspension
College visitation - Seniors - 3 days and Juniors 2 days
Senior Seminar days (2 days or 13 hours total in the senior year only)
Hunting - 1 day designated by the Ohio hunting and trapping regulation season and dates.
Wyandot County Fair

Other legitimate reasons which have received prior approval from the Attendance Officer/Administration (doctor, dentist, blue slip, etc.). All other absences are considered unexcused. NOTE: A student may make up work missed during an excused absence. For an unexcused absence the student has 48 hours from the absence to complete assignment(s) to receive full credit. After 4 unexcused absences the student will receive 1 day of ISS.

II. Definition of terms:

A. Personal Illness—Parents (or guardians) should notify Wynford High school Attendance Office at 419-562-7828 Ext. 234 at any time prior to 7:30 am (Leave message) if their child will be absent or tardy from school due to personal illness. A note will be required to be presented to the ATTENDANCE OFFICE upon returning to school in order to receive an Excused Absence. After the maximum number of hours of absence has been reached, only a doctor’s excuse will be honored as an excused absence for personal illness. If the student does not bring a parental or doctor’s note, the absence becomes unexcused after 48 hours has passed. If a student does not bring a parental note, the absence becomes UNEXCUSED after 48 hours.

B. Work in Home—In all such cases, the parents must attempt to notify the Attendance Officer prior to the Work Day. The Work Day is not to be used for tasks such as baby-sitting, shopping, cleaning at home, preparation of special occasions, etc. No excuse for work will be issued if the student has a poor scholastic standing or a poor attendance record. No student will be excused from school under the purpose of looking for a job. The only exception to this rule will be when a student has been notified by a company of a specific job interview/testing that must be attended at a specific time. These absences will count toward the allowed maximum.

C. Vacation with immediate family—While the school recognizes that some industries and seasonal occupations grant vacations only during the non-summer months, we do feel that vacations should not be conducted during the school year that would involve missing school time. Students who miss school due to family vacations will be granted a maximum of 32.5 hours of excused absence, provided that:
1) Prior notification in writing is given to the attendance officer.
2) All teachers are contacted concerning missing work prior to the absence (BLUE SLIP).
3) Maximum amount of absences has not been reached.
4) School work should be asked for by the student, completed during the vacation, and turned into the staff by the student upon return from the vacation within a 24 hour time frame.

D. In-School Suspension—If a student is placed on In-School suspension, he/she has a right to make up for credit any work missed during the suspension. Teachers will be expected to assign work to students serving In-School suspension. All work will be sent to the office for the student to complete in the ISS room.

E. College Visitation—Seniors are given three college days or 19.5 hours for the purpose of talking with admissions officers and touring various higher education institutions. A form must be filled out and signed before the college day is granted (BLUE SLIP). Permission must also be obtained from the high school Counselor. Juniors are permitted two college visitation days.
F. **Hunting**—A student may be excused for one day or 6.5 hours of hunting in a school year provided a valid license and a parental excuse is presented to the Attendance Officer prior to the absence. This absence must require building principal approval **BEFORE** the date in question.

G. **Blue Slips**—When a student knows in advance that he/she will be absent from school, he/she should notify the Attendance Officer and pick up a blue slip to be signed by parent or guardian, teachers, and the Attendance Officer. Blue slips must be turned in three days prior to the absence. If proper procedures are not followed or signatures not obtained, the absence(s) may be unexcused. Blue slips will be obtained for the following:

1. College visitations
2. Hunting
3. Vacations
4. Others arranged through Attendance, guidance, or the principal’s office

III. **Unexcused absences: 4 Unexcused Absences = 1 Day of ISS**

Any absence not defined as excused is unexcused. A student is encouraged to make up any school work missed during an unexcused absence and receives no credit if assignment(s) is not completed within 48 hours of the absence. Some examples of unexcused absences include (but are not limited to) the following: oversleeping, missing the bus, shopping, beauty shop appointments, babysitting, and senior pictures etc. Truancy is defined as a student deliberately not attending school (or specific classes) because of an unexcused reason. Four tardies to school will result in 1 (one) unexcused absence from school or 6.5 hours.

IV. **Attendance limitations:**

A limitation is placed on the number of absences from the school and individual classes based upon HB 410.

In accordance with Ohio Department of Education and HB 410 the limitations are as follows:

**Habitual Truant (without legitimate excuse)**

- 30 or more consecutive hours
- 42 or more hours in one month (4 weeks)
- 72 or more hours in a school year

**Excessive Truant (with or without legitimate excuse)**

- 38 or more hours in one month (4 weeks)
- 65 or more in one years

Ohio revised code 3321.01 states: Any child under the age of eighteen years of age and at least six years of age is of compulsory age. A child under six years of age who has enrolled in kindergarten shall be also considered “of compulsory age“ for the purpose of section 3321.01 to 3321.13 of Ohio Revised Code.

V. **Loss of Driver’s License or Driver’s Permit**

A student at Wynford High School is subject to suspension of his/her driver’s license or permit by the state Bureau of Motor Vehicles for any of the following reasons:

1) 30 hours or more consecutive hours
2) 42 or more hours in one month
3) 72 or more hours in a school year
4) Suspension or expulsion related to drug/alcohol use or possession

The notification to the Ohio Bureau of Motor Vehicles is required by law when any of the above conditions exist. The suspension of license shall be for 90 calendar days, unless the student becomes 18 years of age or graduates from school. During the period of suspension, no unexcused absences will be permitted or the license suspension may be extended.

VI. **Attendance Procedures:**

A. Parents/guardians should notify Wynford High School and Middle School at 419-562-7828
by 7:30 am if their child will be absent from school that day. Parents may call at any time and leave a message on the voicemail.

1) If no call is received and a student is absent, contact may be initiated by the school. Parents will be contacted via telephone at home or work (as per Emergency Medical Card).

2) If no phone contact is achieved, parents will be notified by U.S. Mail via written notification.

3) In cases where students do not have telephones, notification will be achieved through the U.S. Mail.

4) Under HB 66 sec.3321.141 Within one hundred twenty minutes after the beginning of each school day, the attendance officer shall make at least one attempt to contact the parent, guardian, or other person having care of any student who was absent without legitimate excuse from school the student is required to attend as of the beginning of the school day.

B. Upon returning to school following an absence, the student should report to the ATTENDANCE OFFICE immediately with documentation confirming absence. At this time the absence will be determined as excused or unexcused. Parent(s) should always give proper documentation to the attendance office to confirm absence(s). Excused/Unexcused Absence will be updated to teachers to determine when assignments are due to earn full credit. Notes from parents will not be accepted upon the student's return after 48 hours.

C. In order to participate in a school-day practice or contest, a student athlete must be in attendance by the end of 2nd period (student scheduled 2nd class of the day) and remain in attendance until the end of the school day.

D. All attendance records will be kept and maintained by the attendance office. All teachers will keep accurate daily attendance records for their assigned classes.

VII. Appointments during the school day:
Students must not leave the building during the school day without first reporting to the respective office and obtaining permission. The student then signs out in the office and signs in upon returning. Students leaving the building without signing out will be treated as truant. Every effort should be made to limit the time away from the building.

VIII. Tardiness:
If a student comes late to school, he/she will report to their respective office immediately to sign in and then will be directed to provide documentation/reason to the ATTENDANCE OFFICE. Tardiness to school will be excused or unexcused depending on the reason. Once a student has been tardy to school four times, the student will receive an unexcused absence which will count towards possible ISS. After three unexcused absences for any one grading period the student will be reminded of the future consequences. Any further violations of this nature may result in disciplinary action by the administration.

PUBLIC DISPLAY OF AFFECTION
Any public display of affection is prohibited at school, school events, or on school property. The final decision on what constitutes an unacceptable public display of affection shall rest with the building principal or his designee.

DANCE REGULATIONS
From time to time, throughout the school year, various school organizations sponsor dances at the high school. These dances are generally advertised well in advance and the amount and method of
payment are usually determined by the sponsoring organization. The following rules apply:

1. Sponsoring organizations must obtain clearance for their event with the principal several weeks in advance of the proposed date. A school dance checklist is to be obtained from the office.

2. A minimum of two Wynford teachers/employees must be present at the dance. Sponsoring organizations are responsible for making arrangements with teachers.

3. Unless otherwise notified, Wynford dances are open only to Wynford High School students and their guests.

4. All guests must be of high school age through 20 years of age for a high school dance or at the discretion of the building principal.

5. Non-Wynford guests must be approved by the Principal.

6. Once a student has entered the building, he will be expected to stay in the area designated for the dance and he or she will only be permitted to leave the building to go home.

7. Faculty chaperones have the authority to evict anyone who is causing a disturbance or is otherwise in violation of dance or general school regulations.

8. Dance must terminate no later than 11:00 p.m. unless prior arrangements for a later time have been made with the principal.

9. All school rules apply at these dances.

10. The Junior/Senior Prom is a formal dance. Formal attire is required.

**Electronic Devices**

Any use of electronic devices are not permitted at Wynford High/Junior High School during normal school hours (7:30-2:27). This also means no ear buds, headphones, or ear pieces of any kind are permitted. Failure to follow this directive will result in confiscation of the phone by the administration along with the appropriate discipline. Confiscated phones will be turned into the appropriate office and parents are responsible to pick up the phones. All devices must be turned off and placed in the students' assigned locker.

**Discipline:**

- 1st Offense - warning and the student will need to pick up the phone at the end of the day from the office.
- 2nd Offense - no longer allowed to possess an electronic device on school grounds for the remainder of the year and the parent(guardian)will need to pick up the phone from the school office.

**FIELD TRIPS**

All students may participate in educational field trips throughout the school year. Parents/Guardians will be notified of the field trip in advance. It is the Parent/Guardian responsibility to notify the appropriate school personnel if they do not wish to have their son/daughter participate. Students will not participate in field trips if they are doing failing work in any of their courses. Copies of student participants will be distributed to the faculty by the attendance office. All field trips must be educationally meaningful and directly related to the classroom. All classroom assignments must be arranged with teachers prior to departure. No student will be permitted to attend a field trip if he/she has exceeded the allowable number of absences for a semester or the year unless approval is granted by the principal. A “Field Trip Permission” form must be filled out and turned into the building principal at least one week prior to the trip.

**STUDENT FUNDRAISERS**

All fundraisers must be approved by the principal and included on the fundraiser calendar if possible.
No outside groups or individuals are allowed to conduct fundraisers within the school or at school events.

**STAND UP AGAINST BULLYING**

It is recommended to EXECUTE the following procedures when reporting BULLYING: STAND UP USING THE 3 STEP PROCESS

STEP #1 - Tell the student(s) to STOP

STEP #2 - If the perpetrator(s) continues with ACTS of Bullying then inform IMMEDIATE SCHOOL PERSONNEL for documentation

STEP #3 - If the perpetrator(s) continues with ACTS of Bullying then inform SCHOOL ADMINISTRATION

(Students can anonymously report Bullying by using the district website).

**HARASSMENT, INTIMIDATION, OR BULLYING**

1. **Statement of Purpose**
   1.1 The Wynford Local School District prohibits acts of harassment, intimidation or bullying. The district has determined that a safe and civil environment in school is necessary for students to learn and achieve high academic standards; harassment, intimidation or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment.

   1.2 Harassment, intimidation, or bullying of students or personnel by students, school personnel, or school volunteers is prohibited, whether in the classroom, or school property, on school buses or vehicles, at school-sponsored events, or in cyberspace.

2. **Definition of Terms**
   2.1 The Wynford Local School District establishes that “harassment, intimidation, or bullying” means any intentional written, verbal, graphic, or physical act or gesture that a student has exhibited toward another particular student more than one and the behavior both:

   2.1.1 causes mental or physical harm to the other student;

   2.1.2 is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student.

   2.2 “Harassment, intimidation, or bullying: also means electronically committed acts (i.e., acts conducted using electronic or wireless communication devices) that a student has exhibited toward another particular student more than once and the behavior both:

   2.2.1 causes mental or physical harm to the other student;

   2.2.2 is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student.

   2.3 “Harassment, intimidation, or bullying:” also means any intentional written, verbal, graphic, or physical act or gesture that a student has exhibited toward another particular student more than once, and based on any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic; and that both:
2.3.1 causes mental or physical harm to the other student;
2.3.2 is sufficiently severe, persistent, or pervasive that it creates an intimidating, threatening, or abusive educational environment for the other student.
2.4 A “school-sponsored activity” means any activity conducted on or off school property (including school buses and other school-related vehicles) that is sponsored, recognized or authorized by the Ohio Board of Education.
2.5 “Harassment or bullying” shall not mean any action that would constitute protected free expression under the First Amendment to the Constitution of the United States.

3. Dissemination of Policy
3.1.1 The district shall annually disseminate the policy to staff, students, and parents, along with a statement explaining that it applies to all applicable acts of harassment, intimidation and bullying that occur on school property, at school-sponsored functions on school buses or school-related vehicles, or in cyberspace. The policy shall appear in student handbooks and in all publications that set forth the school district's comprehensive rules, procedures, and standards of conduct for schools and students in the district.
3.1.2 To ensure staff are prepared to prevent and effectively intervene with incidents of harassment, intimidation, or bullying, the district shall incorporate information about the policy into employee training manuals and programs.

4. Complaints
4.1 Written and Oral Complaints.
4.1.1 The district requires the principal or the principal's designee at each school to be responsible for receiving complaints alleging violations of this policy. Students, parents or guardians may file written complaints of suspected harassment, intimidation or bullying with any school staff member or administrator. A teacher or other school staff member who receives a written complaint shall promptly forward it (no later than the next school day) to the building principal or his/her designee for review and action.
4.1.2 Oral complaints shall also be considered official complaints. Students, parents or guardians, and school personnel may make oral complaints of conduct that they consider to be harassment, intimidation or bullying by verbally reporting to a teacher, school administrator, or other school personnel. A teacher or other school staff member who receives an oral complaint shall promptly document the complaint in writing, and shall promptly forward it (no later than the next school day) to the building principal for review and action.
4.1.3 Both written and oral complaints shall be reasonably specific as to the actions giving rise to the suspicion of harassment, intimidation and/or bullying, including person(s) involved, number of times and places of the alleged conduct, the target of the prohibited behavior(s), and the names of any potential student or staff witness.
4.2 Anonymous Complaints
4.2.1 Students who make oral complaints as set forth above may request that their name be maintained in confidence by the school staff member(s) and administrator(s) who receive the complaint. The anonymous complaints shall be reviewed and reasonable action will be taken to address the situation, to the extent such action may be taken that (1) does not disclose the source of the complaint, and (2) is consistent with the due process rights of the student(s) alleged to have committed acts of harassment, intimidation and/or bullying.

5. School Personnel Responsibilities and Individual Intervention Strategies
5.1 Teachers and Other School Staff
5.1.1 Teachers and other school staff, who witness acts of harassment, intimidation or
bullying, as defined above, shall promptly notify the building principal and/or his/her desigee of the event observed by filing a written incident report concerning the events witnessed.

5.1.2 School personnel should intervene promptly whenever they observe student conduct that has the purpose or effect of ridiculing, humiliating or intimidating another student/school personnel, even if such conduct does not meet the formal definition of “harassment, intimidation or bullying.”

5.2 Administrator Responsibilities
5.2.1 Investigation
5.2.1.1 The district requires the principal and/or the principal’s designee to be responsible for determining whether an alleged act constitutes a violation of this policy. In so doing, the principal and/or the principal’s designee shall conduct a prompt and thorough investigation of all written and oral complaints of suspected harassment, intimidation, or bullying. A written report of the investigation shall be prepared when the investigation is complete. Such report shall include: findings of fact, a determination of whether acts of harassment, intimidation or bullying were verified, and, when prohibited acts are verified, a recommendation of intervention, including disciplinary action. Where appropriate, written witness statements shall be attached to the report.

5.2.2 Responding to Incidents: Disciplinary and Non-Disciplinary Interventions
5.2.2.1 Verified acts of harassment, intimidation, or bullying shall result in an intervention by the building principal or his/her designee that is intended to ensure that the prohibition against harassment, intimidation or bullying behavior is enforced, with the goal that any such prohibited behavior will cease.

5.2.2.2 The Wynford Local School District recognizes that acts of harassment, intimidation, or bullying can take many forms and can vary dramatically in seriousness and impact on the targeted individual and school community. Accordingly, there is no one prescribed response to verified acts of harassment, intimidation, and bullying. Disciplinary and appropriate remedial actions for a student or staff member who commits an act of harassment, intimidation or bullying may range from positive behavioral interventions up to, and including, suspension or expulsion.

5.2.2.3 In determining appropriate interventions for each individual who commits an act of harassment, intimidation, or bullying, the building principal shall give the following factors full consideration:
- The degree of harm caused by the incident(s);
- The surrounding circumstances;
- The nature and severity of the behavior;
- The relationship between the parties involved; and
- Past incidences or continuing patterns of behavior.

5.2.2.3.1 Disciplinary Interventions
5.2.2.3.1.1 When acts of harassment, intimidation and bullying are verified and a disciplinary response is warranted, students are subject to the full range of disciplinary consequences. Anonymous complaints that are not otherwise verified, however, shall not be the basis of disciplinary actions.

5.2.2.3.2 In and out-of-school suspension may be imposed only after informing the accused perpetrator of the reasons for the proposed suspension and giving him/her an opportunity to explain the situation.

5.2.2.3.2.3 Expulsion may be imposed only after a hearing before the Board of Education, a committee of the Board or an impartial hearing officer designated by the Board of Education in accordance with Board policy. This consequence shall be reserved for serious incidents of harassment, intimidation or bullying and/or when past
interventions have not been successful in eliminating prohibited behaviors.

5.2.3.2 When verified acts of harassment, intimidation, or bullying are identified and/or when such verified acts do not reasonably require a disciplinary response, non-disciplinary interventions may be employed to deal with the identified situation.

6. Intervention Strategies for Classroom, School Building, or District

6.1 The Wynford Local School District recognizes that overall school climate and school culture might overtly or inadvertently support prohibited behaviors. Accordingly, when the district responds to an individual who has committed a verified act of harassment, intimidation, or bullying, the district should consider whether taking action beyond the individual would prevent potential problems. Additionally, the Wynford Local School District will attempt to actively involve parents, school employees, school volunteers, students and community members in the remediation of prohibited behaviors.

7. Intervention Strategies to Protect Victims

7.1 When responding to verified acts of harassment, intimidation, or bullying, the district shall consider potential strategies to protect victims from additional harassment, intimidation, or bullying, and from retaliation following a report.

8. Reporting Obligations

8.1 Reports to the parent or Guardian of the Perpetrator

8.1.1 If after investigation, acts of harassment, intimidation and bullying by a specific student are verified, the building principal or his/her designee shall notify in writing the parent or guardian of the perpetrator of that finding. If disciplinary consequences are imposed against such student, a description of such discipline shall be included in such notification.

8.2 Reports to the victim and his/her parent or guardian

8.2.1 If after investigation, acts of bullying against a specific student are verified, the building principal or his/her designee shall notify the parent the parent or guardian of the victim of such finding. In providing such notification, care must be taken to respect the statutory privacy rights of the perpetrator of such harassment, intimidation or bullying.

8.3 List of verified acts of harassment, intimidation or bullying

8.3.1 The Wynford Local School District administrators shall semi annually provide the president of the district board a written summary of all reported incidents and post the summary on the district Website, if one exists. The list shall be limited to the number of verified acts of harassment, intimidation and bullying, whether in the classroom, on school property, to and from school, or at school-sponsored events.

9. Police and Child Protective Services

9.1 Allegations of criminal misconduct will be reported to law enforcement, and suspected child abuse must be reported to Child Protective Services, per required timelines. The Wynford Local School District must also investigate for the purpose of determining whether there has been a violation of the Wynford Local School District Policy or procedure, even if law enforcement or CPS is also investigating. All the Wynford Local School District personnel must cooperate with investigations by outside agencies.

9.2 In addition to, or instead of, filing a bullying/harassment/intimidation complaint through this policy, a complainant may choose to exercise other options, including but not limited to filing a complaint with outside agencies or filing a private lawsuit. Nothing prohibits a complainant from seeking redress under any other provision of the Revised Code or common law that may apply.

10. Training

10.1 Orientation sessions for students shall introduce the elements of this policy and procedure. Students will be provided with age-appropriate information on the
recognition and prevention of harassment, intimidation or bullying, and their rights and responsibilities under this and other district policies, procedures, and rules, at student orientation sessions and on other appropriate occasions. Parents will be provided with information about this policy and procedure, as well as information about other district and school rules and disciplinary policies. This policy and procedure shall be reproduced in student, staff, volunteer and parent handbooks.

10.2 Information regarding the policy on harassment/intimidation/bullying behavior shall be incorporated into employee training materials and volunteers with direct contact with students. Time spent by school employees in the training, workshops or courses shall apply toward any state or district mandated continuing education requirements.

[Adoption date: March 17, 2008]
[Re-Adoption date: January 11, 2012]

ATHLETIC POLICIES

1. All athletes must sign and adhere to the policies in the Athletic Code of Conduct and the Athletic handbook in FinalForms/Wynford Web Page

2. Wynford Positive Behavior Intervention Supports

Wynford Local Schools continues to implement a positive behavior intervention and supports on a system-wide basis. (a) Wynford is committed to create a school wide, systematic approach to embed evidence based practices and data-driven decision making to improve school climate and culture in order to achieve improved academic and social outcomes, and increase learning for all students. (b) Encompass a range of systemic and individualized positive strategies to reinforce desired behaviors, diminish reoccurrences of challenging behaviors, and teach appropriate behaviors to students. ORC 3301-35-15. The fundamental purpose of PBIS is to make our school a more effective learning environment.

WHY PBIS?

1. Reduction in problem behavior
2. Increased academic performance
3. Improved perception of safety
4. Reduction in bullying behaviors
5. Improved organization efficiency
6. Reduction in staff turnover
7. Increased perception of teacher efficacy
8. Improved Social Emotional competence

Students are recognized for their actions and behaviors on at least a quarterly basis and
nominated by teachers for Perseverance, Respect, Integrity, Dependability, and Everyone Matters through the LEADS program.

<table>
<thead>
<tr>
<th>Royal P.R.I.D.E.</th>
<th>Restrooms</th>
<th>Cafeteria</th>
<th>Hallways</th>
<th>Bus</th>
<th>Classroom</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Perseverance</strong></td>
<td>Go to the Restroom/Student Handbook sign in/out.</td>
<td>Enter and Exit property and avoid distractions</td>
<td>In control of your own behavior</td>
<td>Back on back, feet on floor, hands to self.</td>
<td>Follow individual classroom expectations, Adhere to bell schedule, Do your best.</td>
</tr>
<tr>
<td><strong>Respect</strong></td>
<td>Flush - Take care of school property/Privacy - Leave</td>
<td>Walk quietly and sit in a seat that is available and stay in seat Use Level 1 voice Please and Thank You</td>
<td>Keep hands, feet and property to yourself Use positive language</td>
<td>Respect others and rules of the bus Use positive language</td>
<td>Use positive and supportive language Be attentive Do your best Keep room clean</td>
</tr>
<tr>
<td><strong>Integrity</strong></td>
<td>If bathroom is damaged report to school personnel immediately - Leave</td>
<td>Eat your own food and throw trash away properly</td>
<td>Set a good example and get to your designated area</td>
<td>Remain in assigned seat - stay out of aisle.</td>
<td>Having work finished on time Do your own work Do your best</td>
</tr>
<tr>
<td><strong>Dependability</strong></td>
<td>Wash your hands/Flush - Good hygiene</td>
<td>Play on time and have manners</td>
<td>Go directly to your destination</td>
<td>Eating and drinking is prohibited</td>
<td>Arrive on time Do your own work Participate and be attentive Do your best</td>
</tr>
<tr>
<td><strong>Everyone Matters</strong></td>
<td>Keep your hands to yourself</td>
<td>Make sure all students feel welcome - Treat all staff with respect</td>
<td>Be Kind and Courteous to others Give a helping hand</td>
<td>Be Kind and Courteous to others Give a helping hand to the driver</td>
<td>Prepare for learning Encourage and support others Do your best</td>
</tr>
</tbody>
</table>