



COLLEGE READY

CAREER READY

WORLD READY

# High School Student

# Handbook

**eStem Public Charter Schools, Inc.**  
200 River Market Avenue, Ste. 225  
Little Rock, AR 72201

**eStem High School**  
2801 S. University Avenue  
Little Rock, AR 72204

Grades 10 - 12

2023 - 2024 School Year

# *College Ready, Career Ready, World Ready!*

## **eStem Mission Statement**

Our mission is to develop students who are critical thinkers, problem solvers, and collaborative members of a learning community and society. We will encourage students to be risk-takers and enthusiastic lifelong learners who are versed in engineering, science, technology, economics, math, and literacy.

## **eStem High School Motto**

We rise every morning knowing  
that there are no limits to greatness.

We navigate through school committed to  
being the absolute best versions of ourselves.

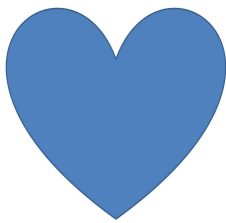
We understand that every obstacle we encounter is a  
disguised opportunity for us to become even more  
amazing.

We are students.  
We are educators.  
We are fearless.  
We are eStem!

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**

# eStem Student Keys for Success

- Attend school regularly.
- Be punctual for all classes.
- Come to school each day with the necessary supplies and tools for learning.
- Turn in all completed assignments on time.
- Commit to studying regularly.
- Embrace the rules of student conduct.
- Practice eStem Public Charter School's 5 Core Values:



**Humility**  
**Enthusiasm**  
**Authenticity**  
**Reflection**  
**Trust**

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**

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**Please sign your school’s Student Handbook Acknowledgement Form to state that you have read and understand the information. This form will be provided to you electronically by your child’s School Director and located on our website - [www.estemschools.org](http://www.estemschools.org).**

# Admission

## Admission

eStem admits students of any race, color, nationality, and ethnic origin to all the rights and privileges, programs, and activities made available to students at the school. eStem does not discriminate on the basis of race, gender, age, sexual orientation, religion, national origin, disability, or handicap in administration of its educational policies or school-administered programs. Unlike other public schools, a charter school is populated by students who have freely chosen to attend that school. Students who choose to accept the academic program of a charter school also assume the obligation imposed by the policies of the school.

A prospective student whose parents, legal guardians, persons having legal lawful control of the student, persons having lawful control of the student under order of a court, persons standing in loco parentis, or the prospective student who is 18 years of age or older if he/she maintains a residence separate and apart from his/her parents or guardians, who live anywhere within the State of Arkansas, may apply for admission to the school, if the student will be entering into a grade level which is offered by the school.

The school shall provide the person(s) having legal responsibility for the prospective student, or the prospective student if 18 years of age or older and maintaining a residence separate and apart from such person(s) all forms necessary to apply for first-time admission to the school. The forms shall clearly set forth the information required, and the date by which the completed forms must be returned to the school.

Upon notification that the prospective student's application for enrollment has been approved for the upcoming school year, the person having legal responsibility for the prospective student, or the prospective student, as appropriate, shall promptly complete the school's admission and enrollment process.

The school will not:

- Use, display, release or print a student's social security number or any part of the number on any report, identification card, identification badge, or any document that will be made available or released to the public, to a student, or to a student's parent or guardian without the express written consent of the student's parent if the student is a minor or of the student if the student is (18) years of age or older.

- Make a student's social security number available by reading the magnetic strip or other encoded information on the student's identification card.

## **Admission – Documents**

The documents required for a child to be admitted to a public school in Arkansas are determined by state law. Prior to a child's admission to an eStem school:

1. The parent/legal guardian shall furnish the child's social security number, or if requested, eStem Public Charter Schools, Inc. will assign the child a nine-digit number designated by the Arkansas Department of Education.
2. The parent/legal guardian shall provide eStem Public Charter Schools, Inc. with one of the following documents indicating the child's age:
  - Birth certificate
  - Statement by the local registrar or a county recorder certifying the child's date of birth
  - Attested baptismal certificate
  - Passport
  - Affidavit of the date and place of birth by the child's parent or guardian
  - Previous school records
  - Military identification
3. A student must be enrolled, and in good standing at his/her present school before the student can be eligible for admission to an eStem school. The parent/legal guardian shall indicate on school registration forms whether the child has been expelled from school in any other school district, is a party to an expulsion proceeding, or is under short or long-term suspension.
4. State law requires that the child shall be age-appropriately immunized against poliomyelitis, diphtheria, tetanus, pertussis, measles, rubella, mumps, hepatitis B, varicella and other diseases as designated by the Arkansas State Department of Health. Proof of immunization shall be by a certificate of a licensed physician, health department or military service. Students will not be allowed to enroll in the school if they do not have the required documented proof of immunization.

## **Application – Tenth Grade through Twelfth Grade**

Students seeking admission to eStem Public Charter School grades ten through twelve may submit a preliminary application at any time during the school year. If all seats at all schools currently are filled, each applicant will be assigned to a waiting list specific to the

student's current grade level. If the student is not assigned a seat by the conclusion of the current school year, the student will be transferred automatically to the waiting list specific to the student's grade level for the following school year. *It will not be necessary to reapply.*

## Academics

### Academic Integrity Policy

eStem's Academic Integrity Policy encompasses all school-related tests, quizzes, reports, class assignments, and projects, both in and out of class. The purpose of the Academic Integrity Policy is to prepare students for the world of college and beyond, where cheating and plagiarism have dire consequences. eStem schools expect all students to abide by ethical academic standards. Academic dishonesty—including plagiarism, cheating or copying the work of another, using technology for illicit purposes, or any unauthorized communication between students to gain an advantage during an assignment or assessment—is strictly prohibited.

- **Plagiarism** is the intentional or unintentional representation of another person's work as one's own. Examples include, but are not limited to, the following:
  - Quoting, paraphrasing or summarizing another's work without appropriately acknowledging the source
  - Using another's content without acknowledging the source
  - Submitting another's work, purchased or otherwise obtained, as one's own
- **Cheating** includes, but is not limited to, copying or giving an assignment to a student to be copied (unless explicitly permitted by the teacher). Cheating also includes using, supplying, or communicating in any way unauthorized materials, including textbooks, notes, calculators, computers, or other unauthorized technology.
- **Forgery or stealing** includes, but is not limited to, gaining unauthorized access to academic materials or answers to an exam, altering computer or grade-book records, or forging signatures for the purpose of academic advantage.
- **Facilitating Academic Dishonesty:** Knowingly allowing another student to use one's work or cheat from one's assignment and assessment. **Academic Collaboration** is to work together in a joint intellectual effort. Collaboration on assignments or assessments defined as independent work by the classroom teacher is **Academic Dishonesty**.

The determination that a student has engaged in academic dishonesty shall be based on specific evidence provided by the classroom teacher or other supervising professional employee, taking into consideration written materials, observation, or information from others. The Dean of Students or Assistant Director will make the final decision. Students

found to have engaged in academic dishonesty shall be subject to disciplinary and academic penalties.

<b>Disciplinary and Academic Penalties</b>			
	<b>1st Offense</b>	<b>2nd Offense</b>	<b>3rd Offense</b>
<b>Plagiarism or Cheating on Assignments</b>	Zero on assignment Parent notification	Referral to the Dean of Students <ul style="list-style-type: none"> <li>• Saturday School (zero or redo the assignment)</li> </ul>	In School Suspension/Contract (i.e., probation)
<b>Academic Dishonesty</b> <b>Facilitating Academic Dishonesty</b>	Referral to the Dean of Students and Parent Notification	Referral to the Dean of Students <ul style="list-style-type: none"> <li>• Saturday School</li> </ul>	Referral to the Dean of Students <ul style="list-style-type: none"> <li>• In-School Suspension</li> </ul>
<b>Plagiarism or Cheating on Assessments</b> <b>Forgery/Stealing</b>	Referral to the Dean of Students <ul style="list-style-type: none"> <li>• Saturday School (zero or redo)</li> </ul>	Referral to the Dean of Students <ul style="list-style-type: none"> <li>• In-School Suspension (zero or redo)</li> <li>• Contract (i.e., probation)</li> </ul>	Out of School Suspension, Zero, Contract (i.e., probation)
<i>*Student may also face dismissal from extracurricular activities, elected or appointed student offices, athletics, and/or senior privileges*</i>			

## Advanced Placement (AP) Program

Students enrolled in the AP program are taking courses that align with college-level curriculum. These courses are highly rigorous and require an extensive amount of work for the student inside and outside of the classroom; many courses require summer work to be completed prior to entry into the course. Students who fail an AP class will be automatically moved at semester and parents will still have to pay test fees. Any student who elects to participate in the AP program is bound by the protocols, procedures, and expectations outlined in the eStem High School AP Program Handbook and the rules set by College Board.

For more information about the AP program, please contact the eHS AP Coordinator.

## Alternative Methods of Instruction (AMI)

eStem Public Charter Schools has been approved by the Arkansas Department of Education on behalf of the high school to participate in [Alternative Methods of Instruction](#). AMI provides school districts the option to forego a certain number of student attendance days for public school districts that have an alternative instruction plan. eStem has agreed to implement AMI during any exceptional or emergency circumstances. (i.e. Snow Days)

In order to appropriately execute our participation in AMI, eStem students will be asked to log into Google Classroom and complete lessons created by their classroom teachers.

Again, this action would only be necessary in the event of an emergency school closing due to exceptional or emergency circumstances.

## **Google Apps for Education**

Google Apps for Education is available as a tool for our students and staff. It is a web service and may be used from any computer with internet access. This education version of Google Apps provides a self-contained environment for students and staff to collaborate and share information and to publish some resources publicly. The features and options available will be based on grade level, student awareness, requirements for coursework, and formal permission from parents/guardians. By signing the student handbook, a parent is agreeing to allow his or her student to have Google Apps for Education account that can be used on any computer connected to the internet. The parent understands that the account is for educational purposes and use must meet the expectations outlined below. Any misuse of the account will be handled exactly as if it were done in school on a district account. If a parent does not agree to his or her child using the Google Apps for Education resources, please submit that request in writing to the school director.

Student accounts may include a variety of Google Apps such as (but not limited to) email, shared documents, websites and blogs. Document sharing and email, when activated, can only be shared within the district domain. Students must use their eStem Google account to complete assignments in Google Classroom.

**Student Responsibility** Along with opportunity comes responsibility. Student use of Google Apps follows the expectations and disciplinary action outlined in the District's Acceptable Use Policy and Student Handbook which can be reviewed on the District website. Although the Apps can be accessed outside of school, any use of the account on the LRstem.com domain is bound by the same rules and guidelines as the use of an eStem student account on the eStem network. It must always be used for educational purposes just as if the student were in school.

**School Responsibility** Google Apps student accounts created by the school district will be managed based on parent permission and requirements for use in classes. Internet safety education will be included as part of introducing new web based tools. In school, teacher supervision and school content filters are used to prevent access to inappropriate content and to ensure that student use of digital tools follows the District Acceptable Use Policy referenced above. Student accounts can be accessed by domain administrators at any time.



**Parent/Guardian Responsibility** Parents assume responsibility for the supervision of Internet use outside of school. Parents are encouraged to discuss family rules and expectations for using Internet-based tools, including Google Apps for Education. Parents are encouraged to report any evidence of cyber-bullying or other inappropriate use to the school.

## **Google Classroom (LMS)**

The Academics & Student Achievement team oversees Google Classroom, which is our virtual classroom every student will use. All students are required to login daily to complete/view the lessons, resources, and activities teachers have prepared for them. Most assignment submissions and assessments will also be facilitated through Google Classroom. We recommend parents sit down with their student once a week and have the student use their Google Classroom login to take responsibility for their learning and communicate with their parents about their progress.

## **Grading**

Parents or guardians shall be kept informed concerning the progress of their student. Parent-teacher conferences are encouraged and may be requested by parents, guardians, or teachers. If the progress of a student is unsatisfactory in a subject, the teacher shall attempt to schedule a parent-teacher conference. In the conference, the teacher shall explain the reasons for difficulties and shall develop, cooperatively with the parent/guardian, a plan for remediation which may enhance the probability of the student succeeding. The school shall also send timely progress reports and issue grades for each of the four grading periods to keep parents/guardians informed of their student's progress. Student grade reports will also be posted to the Home Access Center to ensure consistent notification of parents regarding student academic progress.

The evaluation of each student's performance on a regular basis serves to give the parents/guardians, students, and the school necessary information to help affect academic improvement. Students' grades shall reflect only the extent to which a student has achieved the expressed educational objectives of the course.

Grades during each marking period are entered in the teacher's gradebooks using a weighted 70% assessment, and 30% assignment scale. Seventy percent of the student's grade will come from assessments which include: tests, quizzes, or anything that is used as a summative assessment to assess knowledge or skill. Thirty percent of the student's grade will come from assignments that are considered practice, participation, group



learning, homework or other formative assessments that are not considered a summative assessment.

### **Grading Scale**

The grading scale for all schools in eStem Public Charter School shall be as follows:

- A = 100-90
- B = 89-80
- C = 79-70
- D = 69-60
- F = 59 and below

For the purpose of determining grade point averages, the numeric value of letter grades shall be:

- A = 4 points
- B = 3 points
- C = 2 points
- D = 1 point
- F = 0 points

The grade point values for AP and approved honor courses shall be one point greater than for regular courses with the exception that an F shall still be worth 0 points.

Quality points for completing AP courses will be contingent upon the following criteria being met:

1. Documentation of teacher AP training is on file in the Director's office.
2. Student has successfully completed both semesters of the AP course and taken the appropriate AP test for the course

## **Graduation Requirements/Smart Core**

<https://5il.co/938p>

A minimum of 24 units is required for graduation based on the eStem curriculum. In addition to the Smart Core requirements listed below, students must earn the following credits in order to be awarded the full eStem diploma:

**eStem focus – 2 units** beyond Smart Core requirements selected from the courses offered in any of the fields of economics, science, technology, engineering or mathematics.

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**\*\*English and math must be taken every school year, and the eStem science progression must include Physical Science (Physics OR Computer Science), Biology and a third science. Beginning in the 2018-2019 school year, seniors are not required to take a science course, provided they have already met the eStem diploma requirements. However, it is recommended that seniors take a science course, especially if they are pursuing a career in STEM.**

## **SMART CORE CURRICULUM**

### **English – 4 units**

- English 9th grade
- English 10th grade
- English 11th grade
- English 12th grade

### **Mathematics – 4 units (or 3 units of math and 1 unit of Computer Science\*) At least one MATH unit must be taken in Grade 11 or Grade 12. \*\***

- Algebra I (or Algebra A & Algebra B - Grades 7-8 or 8-9)
- Geometry (or Geometry A & Geometry B - Grades 8-9 or 9-10)
- Algebra II
- Fourth math - Advanced Topics and Modeling in Mathematics, Algebra III, Calculus, Linear Systems and Statistics, Transitional Math Ready, Mathematical Applications and Algorithms, Pre-Calculus, or an Advanced Placement mathematics - Comparable concurrent credit college courses may be substituted where applicable OR Computer Science.

### **Science – 3 units with lab experience (or 2 units with lab experience and 1 unit of Computer Science\*)**

- Biology – 1 unit (All students must have 1 unit in Biology, IB Biology, ADE Biology, ADE Approved Biology Honors, PreAP Biology, or Concurrent Credit Biology.)
- Physical Science, Computer Science, OR Physics
- Third Science -1 unit

### **Social Studies – 3 units**

- Civics - 1/2 unit
- Economics with Personal Finance - 1/2 unit
- World History - 1 unit
- U.S. History - 1 unit

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**Oral Communications – 1/2 unit**  
**Physical Education – 1/2 unit**  
**Health and Safety with CPR – 1/2 unit**

**Fine Arts – 1/2 unit**  
**Computer Science – 1 unit**  
**Career Focus – 6 units**

**\*Computer Science** – A flex unit of Computer Science and Mathematics, Computer Science 1, Computer Science 2, Robotics, AP Computer Science A, AP Computer Science Principles, or IB Computer Science may replace the 4th math requirement or the 3rd science requirement. Two distinct units of the computer science courses listed above may replace the 4th math requirement and the 3rd science requirement. If the 4th math requirement and the 3rd science requirement have been met through other coursework, any of the computer science courses listed above may be used for career focus credit.

**\*Act 414** is an extension of Act 187 of 2015, which established the requirement that every high school must make a computer science course available to students. Pursuant to Act 414 and the rules passed by the SBE on February 10, 2022, beginning with the 9th grade class of 2022-2023, every student will be **required to earn one credit in a high school Computer Science or Computing Course for graduation.**

Beginning with the entering 9th grade class of the 2014 – 2015 school year, each high school student shall be required to take at least one digital learning course for credit to graduate. (Act 1280 of 2013) Students will meet the digital learning requirement through an eStem blended learning class, a Virtual Arkansas class, or by taking an online class offered through an ADE approved vendor.

Beginning with students enrolling on or after 7/19/2016, a student may not receive graduation credit for a course taken through an online vendor if that course is taught in-house at eStem. Exceptions may be approved if a student needs to take a course for credit recovery, or if a student is a senior and a graduation requirement will not otherwise fit into the student's schedule.

Beginning with the entering 9th grade class of 2017-2018, each high school student shall be required to take a course that includes specific personal finance standards in either grades 10,11, or 12. (Act 480 of 2017)

Beginning with the entering 12<sup>th</sup> grade class of 2018-2019, each high school student must pass the Arkansas Civics Exam with a score of 60% or higher to earn a diploma. (Act 478 of 2017)

Beginning with the 2014-2015 school year, students in grades 9-12 shall be trained in CPR before graduation. (A.C.A § 6-16-143) CPR training shall take place in all health courses taught within eStem Public Charter Schools.

Also see **Smart Core Policies**

## **Homework**

In grades 9-12, homework is an important part of our educational program and will be assigned on a regular basis. Homework assignments should be purposeful and continuations (or extensions) of the instructional program and an integral part of the total evaluation. Homework, appropriate to the student's development level, will be given for the purpose of review, practice, reinforcement, inquiry, application, and enrichment. Homework should help students become responsible, self-directed learners.

### **Advanced Placement (AP) Summer Work**

Students enrolled in Advanced Placement classes may have required assignments to complete during the summer prior to their first day of class. Summer assignments may vary in rigor, completion time, and quantity depending on the class. AP classes are highly rigorous and require a huge commitment from the student and the teacher.

## **Honor Graduation Requirements**

**Summa Cum Laude-** (4.25 or higher cumulative GPA) These students must also have completed a minimum of 8 AP courses. Students with this distinction will wear the Summa Cum Laude gold medal with a gold ribbon, gold honors cord, gold honors sash, and any academic club sashes, cords, or pins.

**Magna Cum Laude-** (4.0-4.25 cumulative GPA) These students must also have completed a minimum of 4 AP courses. Students with this distinction will wear the Magna Cum Laude gold medal with a blue ribbon, gold honors cord, gold honors sash, and any academic club sashes, cords, or pins.

**Cum Laude-** (3.75-3.99 cumulative GPA) These students must also have completed a minimum of 4 AP courses. Students with this distinction will wear the Cum Laude gold medal with a black ribbon, gold honors cord, gold honors sash, and any academic club sashes, cords, or pins.

**eStem Scholar-** (3.5-3.74 cumulative GPA) Students with this distinction will wear gold cords and any honors pins.

## Honor Roll

All students are encouraged to earn academic honors. eStem High School's Director's List is published each semester in the school's newsletter and features every student earning a 3.5 GPA for the semester.

## Learning Compact

A child's education is a team effort involving the student, the student's teachers, the student's parents, and the student's school administrators. Expectations for academic effort and behavior have been deliberately set high for students. For individual student academic growth to occur, all members of the team must be aligned to the same high standards. The Learning Compact defines eStem standards so that each member of the team knows what efforts are required for a student to succeed academically. The student, the student's parent/guardian, teacher and school administrator are required to sign and date the Learning Compact for each student.

## Make-Up Work

All schoolwork missed because a student was absent must be completed. It is the *student's* responsibility to collect missed work. The time generally allowed for the student to complete missed work will be the number of days the student was absent from school. For example, if a student was absent for two days, then the student will have two days to make up the work that was missed. If a student fails to meet the time requirement for completing missed work, the student may receive a zero, and tutoring, before or after school, may be required.

## Promotion

eStem has high expectations for student academic achievement. It cannot be assumed that students automatically will be promoted from one grade to the next. Students must earn their promotion by demonstrating mastery of the essential knowledge and skills at their grade level.

### Academic Standards – eStem High School

- For a student to be classified as a 10th grader, the student must have earned a minimum of 5.5 credits and have passed Algebra I, physical science, English 9, civics, and economics. Students are allowed to recover up to two of these credits in summer school, if necessary, to be allowed promotion to the high school. (This stipulation begins with the graduating c/o 2023.) Junior High Directors can waive one of the required courses for promotion (Algebra I, physical science,

English 9, civics, and economics) for students who were unable to fit it in their schedules due to their taking an AP course or doubling in a math or science.

- For a student to be classified as an 11th grader, the student must have earned a minimum of 12 credits.
- For a student to be classified as a 12th grader, the student must have earned a minimum of 19 credits.
- For a student to graduate from eStem High Public Charter School, the student must have earned a total of 24 credits as prescribed in school board policies.

## Reporting Student Progress

Teachers provide students and their parents/guardians ongoing updates of academic performance through weekly updates in the Home Access Center, frequent quizzes and tests, and student work that is sent home for a parent/guardian signature. Teachers also may contact a parent/guardian by telephone or email.

### Progress Reports

Teachers prepare student progress reports (interim reports) once per quarter. The report is designed to inform parents/guardians about their child's current academic progress and is not part of a student's academic record. A parent/guardian whose child is failing a course when a progress report is issued may be asked to meet with the child's teacher. Likewise, a parent/guardian may request a conference with the teacher. All students receive the digital progress report through the Home Access Center.

### Report Cards

The school year is divided into four grading periods called quarters, each lasting approximately 10 weeks. A report card, containing a grade for each class a student is taking, is issued at the end of each quarter.

Grades are posted using the following scale:

- A (90-100%) Student demonstrates a deep mastery of the content and skills taught.
- B (80-89%) Student demonstrates a solid mastery of the content and skills taught.
- C (70-79%) The quality of the student's work meets minimum requirements.
- D (69-60%) Student has significant skill or content deficits.
- F (59% and lower) Student has major skill deficits requiring additional instructional strategies.
- P The student's work in the subject area is satisfactory.
- NG The student received "NO GRADE"

- If student skills are below grade level, the student may require remedial instruction. A final grade for a class is the numerical average of the grades for the four quarters.

## **Retention/Credit Recovery**

Each school in eStem Public Charter Schools shall notify, in writing, parents/guardians, and students within the first ten weeks of school of the criteria for promotion of students to the next grade. Parents or guardians shall be kept informed concerning the progress of their student(s) via regular Home Access Center postings and progress notes. Notice of a student's possible retention shall be included with the quarterly grades sent home to each parent/guardian or the student if 18 or older. Parent-teacher conferences are encouraged and may be held as necessary in an effort to improve a student's academic success.

A disservice is done to students through social promotion. Promotion or retention of students shall be primarily based on their ability to succeed in the next grade. If there is doubt concerning the promotion or retention of a student, before a final decision is made, a conference between the parents/guardians, teacher(s), other pertinent personnel, and Director of School shall be held. The conference shall be held at a time and place that best accommodates those participating in the conference. The school shall document participation or non-participation in required conferences. If the conference attendees fail to agree concerning the student's placement, the final decision to promote or retain shall rest with the Director of School.

Promotion/retention or graduation of students with an Individual Educational Plan (IEP) shall be based on their successful attainment of the goals set forth in their IEP.

### ***Credit Recovery (Also see Summer School)***

Students who do not successfully complete required courses towards graduation will be required to attend summer school. If the student does not successfully complete summer school, they may have the option to either have the course put back into their schedule the following school year (if it is still possible for the student to graduate on time), or students will be required to participate in the credit recovery program at the expense of the parent to recover the lost credit.



# Schedule Change Policy

It is important for students and parents to carefully consider course selections and review the decisions prior to signing and returning the course selection worksheet. Schedule changes have serious effects both on the student's individual schedule and on the class size of the course into which he/she is transferring.

Decisions about the number of sections per department are made in the spring based upon student's course selections during the registration process, therefore schedule changes cannot be made after the course selection worksheets have been signed and returned. Please carefully read the following important schedule guidelines as they will be strictly adhered to:

1. No schedule change requests for next year will be accepted after the course selection worksheet has been reviewed and signed by the parent. If the course selection worksheet is not returned signed by the final deadline, a final schedule will be generated by administration. All rights for schedule changes are forfeited.
2. No schedule changes are made before school starts except for the following:
  - A student fails a prerequisite course
  - A senior is not scheduled in a class needed for graduation
  - There is a conflict in the master schedule that requires a schedule change
  - A schedule change is necessary due to changes in the master schedule.
3. Teachers cannot be selected by parents, all teachers will work hard for the success of each student and students are expected to work hard to be successful with the schedule received. Students must always attend the classes on his/her schedule.
4. Final scheduling decisions are at the discretion of the eStem High School Director.

# Smart Core Policies

Smart Core Curriculum and Graduation Requirements for the Class of 2010 and all classes thereafter:

All students are required to participate in the Smart Core curriculum unless their parents or guardians, or the students if they are 18 years of age or older, waive in writing the student's right to participate. In such a case as a written waiver, the student will be required to participate in the Core curriculum instead or meet the requirements of their IEP (when applicable) to be eligible for graduation. The signed Smart Core Waiver Form shall be attached to the student's permanent transcript. Informed Consent Forms are required to be signed prior to registering for seventh grade classes, or if enrolling in eStem



Public Charter School for seventh through twelfth grade classes. Counseling by trained personnel shall be available to students and their parents or legal guardians prior to the time they are required to sign the consent forms.

The eStem district SPED LEA, in conjunction with the SPED instructor, will assume the responsibility of reviewing the graduation requirements (Schedule of Courses in the IEP) for each SPED student to ensure that the student is meeting his/her graduation requirements and therefore earning his/her diploma.

While there are similarities between the two curriculums, following the Core curriculum may not qualify students for some scholarships and admission to certain colleges could be jeopardized. Students initially choosing the Core curriculum may subsequently change to the Smart Core curriculum providing they would be able to complete the required course of study by the end of their senior year. Students wishing to change their choice of curriculums must consult with their counselor to determine the feasibility of changing. This policy, the Smart Core curriculum, and the courses necessary for graduation shall be reviewed by staff, students, and parents at least every other year to determine if changes need to be made to better serve the needs of eStem Public Charter School students. The Executive Director, or his/her designee, shall select the composition of the review panel.

Sufficient information relating to Smart Core and eStem Public Charter School's graduation requirements shall be communicated to parents and students to ensure their informed understanding of each. This may be accomplished through any or all of the following means.

- Inclusion in the student handbook of the Smart Core curriculum and graduation requirements;
- Discussion of the Smart Core curriculum and graduation requirements at the school's annual public meeting, or a meeting held specifically for the purpose of informing the public on this matter;
- Discussions held by the school's counselors with students and their parents; and/or
- Distribution of a newsletter(s) to parents or guardians of eStem Public Charter School students.

Also see **Graduation Requirements**

## **Special Education**

The district has the responsibility to identify, evaluate, and if the student is determined to be eligible, to (provide) access to appropriate educational services. The district ensures the establishment and implementation of due process procedural safeguards including the

opportunity and encouragement for parent participation in meetings with respect to the identification, evaluation, educational placement, and the provision of FAPE.

Areas of disability recognized and defined by the Individuals with Disabilities Education act (IDEA) Amendments of 1997, 2004 are:

1. Autism
2. Deaf-blindness
3. Hearing impairment
4. Emotional disturbance
5. Intellectual disability
6. Multiple disabilities
7. Orthopedic impairment
8. Other health impairment
9. Speech or language impairment
10. Specific learning disability
11. Traumatic brain injury
12. Visual impairment

No discrimination against any person with disability shall knowingly be permitted in any program or practice in the eStem Public Charter School District.

## **Summer School**

eStem's goal is to ensure that every student is on track for graduation. In the event that an eStem student is not making steady progress toward graduation and will need credit recovery to get back on track, he/she will be required to attend summer school.

Summer school attendance will be recommended by the student's current grade level counselor and final approval will be granted by the student's current school director. Parents will be notified that their student must attend summer school via email.

Summer school will be held at eStem High School and will typically begin in June. There will be a morning and an afternoon session. Students may be required to attend one or both sessions. Summer school will be facilitated through Google Classroom where students will work at their own pace through the required course work.

Lunch will be provided for students who are enrolled in both the morning session and afternoon session. Please visit the dining services section of our website for more information, including meal prices- <http://www.estemschools.org/o/estem-pcs/page/campus-dining-info>. Students are also welcome to bring their lunches.

Students attending summer school may be picked up and dropped off in the circle drive in front of the school. Students are not allowed to be on UA Little Rock's campus unattended and therefore must be promptly picked up at the conclusion of their assigned session(s).

Students who do not attend summer school to make up necessary credits may jeopardize their ability to graduate on time with their cohorts. Furthermore, they may have to drop electives from their upcoming schedules to make up the missing credits.

Although students are expected to be present and on-time each day, they are allowed one absence. Upon earning a second absence, students will be dismissed from summer school. There will be no excused or unexcused absences issued.

Students are allowed to retake no more than two classes in summer school. Students in summer school must demonstrate content mastery to receive credit. There is no cost for students to attend summer school at eStem High School. The student handbook will be in effect. Failure to abide by the handbook can result in dismissal from summer school.

## Testing

Testing protocol for all Arkansas public schools is determined by the state. eStem PCS will uphold and enforce all state mandated requirements for public school assessments.

## Textbooks

Textbooks primarily will be kept at school. When textbooks are distributed to students, it will be the student's responsibility to keep the textbooks in the condition in which they were received. Students will pay for books that are damaged or lost. Students must return books at the end of the school year.

## Transcripts

A transcript is a complete recount of all courses (passed and failed) that a student has taken for high school credit. A transcript is not a report card.

### Official Transcript:

Official paper transcripts have a unique raised stamp, are sealed for privacy, and are often sent directly to the requesting entity. In some instances, an electronic transcript can be submitted in place of an official transcript. "Electronic transcript" means a student transcript that is formatted and transmitted electronically in the uniform method

prescribed by the Department of Higher Education and the Department of Education for use by public schools and institutions of higher education in this state.

The school shall use an electronic transcript in lieu of a paper transcript to provide to the Department of Higher Education as necessary to process state financial aid applications for students in grades (9-12).

All other transcript requests must be made in writing to the registrar and allow 3 business days for processing. There is no charge for the first 10 transcript requests for current students. Any transcript requests from current students after the tenth will be charged a processing fee.

There is a processing fee for all official transcripts for eStem alumni.

### **Unofficial Transcripts:**

Unofficial transcripts have the same academic information as an official transcript but do not carry the raised school seal. Unofficial transcripts can be printed by the parent/guardian or student through HAC for free.

For more information about how to obtain a high school transcript, please contact the [School Registrar](#).

## **Transfer Students**

Any student transferring from a school accredited by the Department to the school shall be placed into the same grade the student would have been in had the student remained at the former school.

Any student transferring from homeschool or a school that is not accredited by the Department shall be evaluated by the staff of the school to determine that student's proper placement. Among other means of assessment, the school shall utilize the test approved by the state board to assess the student and shall determine placement in the appropriate grade level as indicated by the test results.

The student's age will be a consideration regarding placement, but will not be the primary factor when considering placing a child who is transferring from a homeschool environment. Parents or guardians who disagree with the placement decision may appeal the director's decision to the superintendent in writing within 30 calendar days of receiving the director's decision. The superintendent will consult with the placement team and parents or guardians and will render a final decision within 10 business days.

Any home-schooled student who enrolls or re-enrolls in the school must attend classes for at least 9 months immediately before graduation before the student can become eligible to receive a high school diploma from the school.

A transferring student will be required to meet all graduation requirements outlined by the school.

If a student moves away or changes schools, the parent or guardian must obtain a withdrawal form from the registrar in the director's office.

Students who enter the school after the beginning of a semester generally do not have grades with them. The general grading procedure:

- If the student has been at the school less than 4 weeks or half of the grading period, no progress report will be given to her/him.
- If the student has been at the school 4 weeks or more, a progress report will be given based on the work completed at the school.
- If a student enters during the second or fourth 9 weeks period, the same procedure as outlined above will be followed. The grade given will be a 9 weeks grade and not a semester grade. The school must receive a transfer-in grade for the first 9 weeks or the third 9 weeks in order for the student to receive a semester grade.

Credits and letter grades from accredited private schools may be accepted.

Transferred courses from the private school that are in the school's core curriculum or in the state's listing of core curriculum courses will receive letter grades and credit.

Other courses will receive credit and "pass/no credit" grades.

The CEO or his or her designated person will determine the appropriate grade level at which the transferring student will be placed.

When a question regarding accreditation of the private school is an issue, the CEO will determine whether or not credits/grades will be granted.

### **Transfer Students-Military**

"Military Students" means students of active duty military service members, as well as students of military service members who have been severely injured or died during active duty that were discharged or retired due to their injuries less than a year prior to transfer.

Records – The school shall accept official or unofficial education records from military students and use such records to ascertain the proper placement for the child. The school

will work to obtain the student's official education record from a sending school if the student has only submitted unofficial records. The school shall rely on unofficial records until official records are obtained, and place the student in appropriate programs including gifted and talented or special education if needed.

Twelfth Grade Transfers – To facilitate the on-time graduation of a student of a military family transferring in grade 12, the school shall:

- Waive specific courses required for graduation if similar course work has been satisfactorily completed at a sending school or shall provide reasonable justification for denial;
- If a waiver is not granted to a student who would qualify to graduate from the sending school, the school shall provide an alternative means of completing required coursework so that graduation may occur on time;
- Accept exit exams, end-of-course exams, or alternative testing required for graduation from the sending school in lieu of testing requirement for graduation in the receiving school; and
- Work with the sending school if the student transferring at the beginning or during grade 12 is ineligible to graduate from the receiving school after all alternatives have been considered to ensure the receipt of a diploma from the sending school if the student meets the graduation requirements of the sending school.

If the sending school fails to issue a diploma, the receiving school shall use best efforts to facilitate the on-time graduation of the student.

For more information about transfer eligibility rules for student-athletes, please go to [Arkansas Activities Association](#).

## Campus Life

### **Absence**

If a student is unable to attend school, the parent/guardian must notify the school attendance office either by email at [hsattendance@estemschools.org](mailto:hsattendance@estemschools.org) or by phone 501-478-2775 by 8:00 a.m. on the day of the absence. **Email is the preferred method of notification.**

It is the student's responsibility to collect and complete missed school work within a reasonable amount of time after returning to school. Students and parents should work collaboratively with the teacher to determine an appropriate amount of time to submit

missing assignments. The High School Director has the final authority on final submission dates.

If any student's Individual Education Program (IEP) or 504 Plan conflicts with this policy, the requirements of the student's IEP or 504 Plan takes precedence.

Good attendance is essential for student growth and success. eStem Public Charter School strives to promote maximum student attendance. Parents can monitor daily student attendance through the Home Access Center (HAC). Parents are advised of the attendance policy through the student handbook and the school website at [www.estemschools.org](http://www.estemschools.org).

### **Absences – Excused**

Absences are excused to the extent that they are the direct result of a student's participation in official school business, such as school-sanctioned extracurricular activities in which the student is a required participant. Absences accrued during a student's participation in basic combat training between grades 11 and 12 due to the student joining the Arkansas National Guard shall be allotted extra excused absences.

All foreseeable absences must first be cleared in writing through the Director to be counted as an excused absence. A Petition for Additional Absences form is available from the Director or school attendance personnel.

### **Absences – Unexcused**

Any absences falling outside of the scope covered in the Excused Absences policy will be considered unexcused. No credit may be given to students who have accumulated 10 or more absences in any given course through the span of a single semester. Students may be denied promotion or graduation at the discretion of the school Director for excessive absences only after considering the causes; however, unexcused absences shall not be a basis for expulsion or dismissal of a student.

Students with excessive absences due to illness, accident, or other unavoidable reasons may be given assistance in obtaining credit for courses. Providing written documentation at the time of the absence from the doctor, dentist, or other health care provider or from the appropriate government agency stating the reason for the absence will aid the Director in determining the appropriate course of action.

When a student has 4 absences, his/her parents, guardians, or persons in loco parentis shall be notified. Notification may be by first class mail or in the student's backpack.



- When a student reaches 8 absences his/her parents, guardians, or persons in loco parentis shall be notified. Notification may be by first class mail or in the student's backpack.
- Whenever a student reaches 10 absences, the District shall notify the prosecuting authority and the parent, guardian, or persons in loco parentis shall be subject to a civil penalty as prescribed by law.

Before a student accumulates 10 absences allowed in the attendance policy, the eligible student or the student's parent or guardian may petition the school Director for special arrangements to address the student's absences.

If special arrangements are granted by the Director, the arrangements will be formalized into a written agreement to include the conditions of the agreement and the consequences for failing to fulfill the requirements of the agreement. The agreement shall be signed by the Director, the student and their parent(s) or guardian(s).

eStem Public Charter Schools has set forth a policy of no more than **10 absences allowable per year**. Whenever a student exceeds 10 absences, the District will file truancy paperwork to the prosecuting authority and the parent, guardian, or persons in loco parentis shall be subject to a civil penalty as prescribed by law. The student will also lose credit for the course for the semester.

eStem Public Charter School shall notify the Department of Finance and Administration whenever a student fourteen (14) years of age or older is no longer in school. The Department of Finance and Administration is required to suspend the former student's operator's license unless he/she meets certain requirements specified in the statute.

Except for those circumstances otherwise allowed by rule, any student who is absent from daily attendance for more than 10 consecutive school days shall be dismissed or dropped from the attendance records of the school. Any student who fails to attend school by the tenth regular school day of the semester shall be retroactively dropped from the attendance records from the first day of the school semester.

## Athletics

eStem High School is a member of the [Arkansas Activities Association](#) and is responsible for all of the membership duties outlined in our agreement. Participation in athletics as an extracurricular activity is a privilege, not a right. Therefore, all students who choose to participate in athletics must also follow the rules outlined in the **eStem High School Student-Athlete Handbook**. This handbook will detail eligibility requirements, any financial obligations, and behavioral expectations for all eHS student-athletes.



eStem High School currently offers the following sports:

- Fall Sports: Girls and Boys Cross Country, Golf, Swimming, Tennis
- Winter Sports: Basketball, Cheerleading, Dance
- Spring Sports: Softball, Baseball, Girls and Boys Soccer

For more information about athletics, please contact the school's Athletic Director. Go to the athletics page on the school website for contact information.

## **Attendance**

eStem Public Charter Schools shall be open enrollment, and free of cost through the completion of the secondary program to all persons between the ages of five (5) and twenty-one (21) years whose parents, legal guardians, or other persons having lawful control of the person under an order of a court reside within eStem Public Charter School and to all persons between those ages who have been legally transferred to eStem Public Charter School for educational purposes.

Also, see **Absence**

## **Attendance Records**

A basic record, showing the daily attendance and absence of each student for the school year, shall be kept by each teacher who visually notes the physical presence or absence of each student on a daily basis.

The basic attendance records of the School shall be kept on file in electronic form by the School for a period of 3 years as required by the State Board of Education.

The official reporting period for attendance shall be quarterly with the actual number of days counted in each period to be no less than 40 days and no more than 50 days. Any and all attendance records are subject to inspection and review by the Department of Education.

Except for those circumstances otherwise allowed by rule, any student who is absent from daily attendance for more than 10 consecutive school days shall be dismissed or dropped from the attendance records of the school. Any student who fails to attend school by the tenth regular school day of the semester shall be retroactively dropped from the attendance records from the first day of the school semester.

The director is tasked with monitoring and enforcement of this policy. All questions and concerns under this policy should be directed to the Director. In the event of a dispute under this policy, the parent, employee, or eligible student disputing the record shall make a written request for review by the superintendent. The superintendent shall review the information and provide a decision within 30 calendar days. A record of pupil attendance shall be kept by the School in the format prescribed by the Arkansas Department of Education.

## **Breakfast and Lunch**

Breakfasts and lunches are provided by Elior and served daily. Breakfast is available for Elementary & Junior High students from 7:20 a.m. to 7:45 a.m. and High School students from 7:30 a.m. to 8:00 a.m. Menus and nutritional information can be found on the eStem website ([www.estemschools.org](http://www.estemschools.org)) under 'Campus Life'.

Meal prices are listed on our website [www.estemschools.org](http://www.estemschools.org) under [CampusDining Information](#). Prices are set by the meal service provider.

\*Based on a new Arkansas law (Act 656), families who qualify for reduced price meals will receive free meals at school.

### **Microwave Use**

At eStem Public Charter Schools, we want all of our students to enjoy a filling lunch. Secondary students will have access to the microwaves. Students are not allowed to bring any microwaveable food items that require hot liquids, such as ramen noodles, Easy Mac, etc. We also discourage students from bringing any microwaveable food items that take more than 3:00 minutes to heat, as this causes a long line to form and shortens the student's time to eat. Microwave popcorn is also discouraged. All microwave use is allowed only during students' lunch time. \*\*Microwave use may be limited due to COVID-19 precautions as directed by the CDC.

### **Payment Methods**

Parents who wish to have their student(s) eat meals at school have the following payment options:

- Deposit funds to your students MySchoolBucks account via [www.MySchoolBucks.com](http://www.MySchoolBucks.com)
- Submit cash/check payment to the school office. Checks should be made payable to 'eStem Public Charter Schools'. Be sure to include your students names when submitting your payment.

- Pay by mail. Send a check to eStem Public Charter Schools Attn: Food Service Department, 200 River Market Ave, Suite 225, Little Rock, AR 72201. Checks should be made payable to 'eStem Public Charter Schools'. Be sure to include your students name/student ID/school when submitting your payment via mail. You will receive confirmation from the district office once your payment has been processed.

Refunds may be requested at any time by completing the Refund Request Form online or emailing [stacy.awbrey@estemschools.org](mailto:stacy.awbrey@estemschools.org). Students that become inactive by leaving the district or graduating may request any positive balances to be transferred to another student account, refunded, or transferred into the general lunch fund for use by students that are unable to pay. Any positive balance that is left in an inactive account must be claimed within 60 days of the students last day otherwise the funds will be subject to transfer to the general lunch fund.

### **Meal Charges**

Students who are unable to pay for their meals at the time of meal service are allowed to charge. Students charging breakfast and/or lunch will receive a regular meal tray. The meal will be charged to the students account and the parents/guardians will be responsible for payment. Families wishing to avoid these charges on their students account must send a meal to school with the student. At no point can a student charge 2nd meals and/or a la carte items.

**Any account that has a negative balance greater than \$5.00, will receive weekly balance reminder emails.** Any account that reaches a negative balance greater than \$25 will be subject to additional communication via printed notifications, email and or phone. Failure to make payments towards your students negative account balance will result in direct communication from the school Director and possible actions that may be taken. Each household may request a repayment plan that will include payment levels and due dates appropriate to a household's particular circumstances. Please contact your school office to discuss repayment plan options.

Payment of unpaid meal charges is the responsibility of the parent/guardian, regardless of the meal benefit eligibility. Families who have unpaid meal charges prior to being approved for the Free/Reduced Lunch Program are responsible for remitting payment for the charges accrued prior to eligibility determination.

### **Free and Reduced Meal Application**

Parents who wish to participate in the National School Breakfast/Lunch Program must complete a federal free/reduced meal application. You can access these forms at the beginning of the school year online through our school website ([www.estemschools.org](http://www.estemschools.org)) or paper forms are available at the school office. We encourage the online application

process as this is the quickest way to apply for meal benefits. Once the application has been processed, you will receive a letter in the mail regarding the status of your application and the appropriate information will be entered into the eStem meal payment system. You can complete the application even if your child will not be eating a school breakfast/lunch every day.

If you are the parent/guardian of a student who currently participates in the free/reduced meal program, you **must reapply at the beginning of every school year**. The prior year's application is only valid for the first 30 days of school. After 30 days, all students pending approval for free/reduced meals are required to pay full price. Meals may be packed and brought from home or a deposit to the student's lunch account to cover meals while your application is being processed. Students not participating in the free/reduced meal program last year will be charged full price for meals until their application has been processed and their eligibility has been determined. Families are responsible for all charges until application approval.

If your circumstances change, you may apply/reapply at any time during the school year for financial consideration. Looking for additional information regarding the Free/Reduced meal program? Visit [www.estemschools.org](http://www.estemschools.org) under 'Campus Life'.

#### **Non-Discrimination Statement**

In accordance with Federal law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex, age, disability, and reprisal or retaliation for prior civil rights activity. (Not all prohibited bases apply to all programs.)

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, and American Sign Language) should contact the responsible State or local Agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form, which can be obtained online, at <https://www.ascr.usda.gov/sites/default/files/USDAOASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by: mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW Washington, D.C. 20250-9410; or fax: (833) 256-1665 or (202) 690-7442; email: [program.intake@usda.gov](mailto:program.intake@usda.gov). This institution is an equal opportunity provider.

## **Building Hours**

Students are not allowed to be inside the school building before 7:45 a.m., on campus before 7:20 a.m. or after 5:00 p.m. unless they are participating in extracurricular activities and are under the direct supervision of the sponsoring teacher or coach.

The main office is staffed from 7:30 a.m. until 4:00 p.m. when school is in session.

According to the school's agreement with UA-Little Rock, minors are not permitted on the university's campus without adult supervision.

## **Classroom/Birthday Parties**

eStem Public Charter Schools follow federal and state guidelines concerning classroom celebrations and food provided at school.

## **Closed Campus**

Sophomores (10th graders) and juniors (11th graders) at eStem schools are not allowed to exit the campus grounds without written parental consent during the school day unless it is part of a field trip, competition, or a school-sanctioned event.

Students classified as seniors are required to leave campus at the conclusion of their final class for the day if the school has the appropriate documentation on file.

According to the school's agreement with UA-Little Rock, minors are not permitted on the university's campus without adult supervision.

## **Computer/Internet Use**

eStem Public Charter School has policies in place that address all CIPA and FERPA laws.

Guidelines regulating the use of eStem Public Charter School's network--Acceptable Use Policy--also include policies and consequences for violation of policies posted on the eStem website and printed in the student handbook. These guidelines apply to all minors, anyone under the age of 18, and employees. Students, parents, employees, and users must sign this agreement if they are to use eStem Public Charter School's network. The student handbook is posted on the website and is issued to every student at registration and upon

entering eStem Public Charter School. New students are issued the agreement upon employment.

This policy governs the acceptable use of eStem Public Charter School technology by all users. User access is a privilege with no entitlement guaranteed and access may be revoked at any time at the discretion of eStem administrators. As an administrative authority for the eStem Public Charter School, the Board is authorized to make CIPA certifications. This policy may be revised at any time by a majority vote of the Board or as state and federal law dictates.

**Purpose:**

The Internet and its vast access to information provide an enormous resource for education and assistance in our goal to increase student achievement and professional development. The computer, computer-related devices, and software are valuable tools in the efforts of a successful educational process. This, combined with the need of creating and maintaining a safe educational environment requires the need for an adequate acceptable use policy for eStem Public Charter School.

**eStem Public Charter School Responsibilities:**

eStem Public Charter School will take the following steps to assure proper use of the computer network:

- Teachers and/or support staff will supervise Internet sessions while in the classroom or computer lab.
- Filtering and network management software will be used to limit the risk of inappropriate material being accessed by students and other users. These programs monitor 'HTTP' traffic and block inappropriate content based on an expanding database of sites and information related to trends in best practices, known information, and constant system monitoring.
- Teachers will be provided with training and resources to understand the current trends and policies of Internet usage and safety practices.
- Staff will be required to instruct students on the proper use of Internet resources enabling them to make appropriate choices for appropriate content and its use.
- Current virus protection and anti-Spyware software will be used as an added layer of protection for users against malicious software that may otherwise expose students and other users to inappropriate or harmful material.

Definitions:



- **Internet:** A network of computer networks. Networks in the internet are connected so they can communicate with each other regardless of their manufacturer.
- **Mobile Device:** Portable handheld computing device that mimics desktop computers in their function. These devices include Wi-Fi capability and may or may not have a touch screen, keyboard, or cellular data connections. Users may access Internet content, email stream videos, and have access to take and or post electronic photos/videos. Devices include, but are not limited to, tablet devices, smartphones, and e-readers.
- **Asynchronous Communication:** A type of communication protocol that allows an amount of time to pass between communications. This communication includes, but is not limited to, emails, discussion forums, weblogs (blogs) and social networking sites (Twitter, Facebook, etc).
- **Synchronous Communication:** A type of communication protocol that allows users to communicate instantly in real-time. This communication includes, but is not limited to, chat rooms, instant messages, voice over IP, and certain 3D environments.
- **Users:**
  - a. Users are defined as authorized personnel as defined by eStem Public Charter School to operate computers, computer-related devices, and other technology-related equipment within the boundary of use of eStem Public Charter School.
  - b. Users are described, but not limited to, administrators, teachers, students, substitutes, long-term substitutes, parents, support staff, and authorized guests who are defined as vendors and presenters.
  - c. The amount of access to eStem Public Charter School equipment and network for each of these users will be determined by function and need by the appropriate technology personnel.
  - d. Any user under the age of 17 is considered a minor as determined by state and federal law.
- **Social Networks:** Websites that are “virtual communities” of people with common interests who are invited to share likes and dislikes on any particular subject, cause and/or theme, or to just have an online meeting place for extemporaneous discussion. Members create accounts that consist of biographical information including, but not limited to, birthdays, gender, photos occupation and email addresses. Communication consists of both synchronous and asynchronous communication such as chat, voice over IP, blogs, discussion forums, and video.
- **Mobile Apps (Mobile Applications):** Programs specifically designed to run on mobile devices that at times mimic desktop computer programs. These applications may or

may not need Internet access. These programs range from games to productivity applications.

- **Malware:** Various types of computer programs that use various techniques to duplicate themselves and travel between computers which can cause serious damage to computers such as erasing important data or disrupting a system or network. These programs may collect personal information about the user for exploitation which may or may not be for financial gain.
- **CIPA-Children's Internet Protection Act:** Under CIPA, schools and libraries subject to CIPA do not receive the discounts offered by the "E-Rate" program (discounts that make access to the Internet affordable to schools and libraries) unless they certify that they have certain Internet safety measures in place. These include measures to block or filter pictures that: (a) are obscene, (b) contain child pornography, or (c) when computers with Internet access are used by minors, are harmful to minors. Schools subject to CIPA are required to adopt a policy to monitor online activities of minors. Schools and libraries subject to CIPA are required to adopt a policy addressing:
  - a. access by minors to inappropriate matter on the Internet and World Wide Web;
  - b. the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications;
  - c. unauthorized access, including so-called "hacking," and other unlawful activities by minors online;
  - d. unauthorized disclosure, use, and dissemination of personal information regarding minors; and
  - e. restricting minors' access to materials harmful to them. CIPA does not require the tracking of Internet use by minors or adults.
- **FERPA- Family Educational Rights Privacy Act:** The Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. § 1232g; 34 CFR Part 99) is a Federal law that protects the privacy of student education records. The law applies to all schools that receive funds under an applicable program of the U.S. Department of Education. FERPA gives parents certain rights with respect to their children's educational records. These rights transfer to the student when he or she reaches the age of 18 or attends a school beyond the high school level. Students to whom the rights have transferred are "eligible students."
- **The Digital Millennium Copyright Act (DMCA)** passed in 1998 to protect software copyright holders, as well as owners of other digital media, from illegal copying of their products. Among other things, the DMCA prohibits circumventing commercial software's anti-copying or anti-piracy measures; prohibits the "manufacture, sale or distribution" of programs or devices used to circumvent software's anti-piracy



measures or to conduct research on encryption; allows nonprofit libraries, archives, and educational institutions to make copies of software that is otherwise protected by anti-piracy measures; requires Internet service providers to remove software programs posted to users' websites if the programs appear to be posted in violation of copyright. The fair use provisions of the Copyright Act are still available to individuals charged with copyright infringement under the DMCA.

- **Fair Use:** One of the rights accorded to the owner of copyright is the right to reproduce or to authorize others to reproduce the work in copies of phone records. This right is subject to certain limitations found in sections 107 through 118 of the copyright law (title 17, US Code). One of the more important limitations is the doctrine of "fair use". The doctrine of fair use has developed through a substantial number of court decisions over the years and has been codified in section 107 of the copyright law. Section 107 contains a list of the various purposes for which the reproduction of a particular work may be considered fair use for the purpose of researching and teaching.
- **Illegal Behavior:** Defined as use that violates all applicable laws, municipal ordinances, state and federal law which includes but are not limited to gaining unauthorized access to eStem Public Charter School computers, systems, and networks or attempting to gain unauthorized access, copyright violations, distribution of pornography or obscene material, the creation and distribution of malicious code (malware) and theft either of eStem Public Charter School or personal devices while on school property. Other types of illegal violations include, but are not limited to:
  - **Flaming:** To send an e-mail message that is abusive or that offends. Typing in all capital letters is considered shouting and may be offensive.
  - **Spamming:** To send an annoying or unnecessary message to a large number of people. An example might be a chain letter asking a user to forward the message to x number of people.
  - **Virus:** A computer program that uses various techniques to duplicate itself and travel between computers. Viruses can cause serious damage to computers such as erasing important data or crashing a system.
  - **Spyware:** This is a program designed to collect personal information about the user for exploitation which may or may not be for financial gain.
  - **Cyberbullying:** The intentional act of posting, transmitting or the displaying of embarrassing, defaming and/or untrue information about a particular person or persons for the purpose of causing intimidation, ridicule, threat, harassment, embarrassment and/or an act of violence toward a student or public school employee. This behavior substantially disrupts the educational process within the classroom, overall school climate, and the orderly operation of the school and the educational environment. The information is communicated through all forms of

electronic communication including but not limited to text messaging, weblogs, podcasts, and social networking sites such as, but not limited to Twitter, Instagram, Facebook, and YouTube.

- **General Requirements:**

1. Mobile devices, computers, computer-related devices, telephonic, and other communication devices, and networks are provided for conducting school business and for the educational development of students and staff. They are not intended for private or personal use. Internet and other network communications are being monitored for effective use and resource management. Users and their immediate supervisors may be notified of suspected abuse of network resources.
2. Users of the network are responsible for following local, state, federal, and international laws. This includes copyright laws.
3. Users are responsible for the use of their own account, including security and proper use. Users are not to allow others to use their username and password. Access to other user profiles is reserved for authorized network administrators. Users assigned user names and passwords are responsible for safeguarding this information and will be held accountable for the consequences of intentional or negligent disclosure of this information. This includes posting account/passwords and access codes in public view or giving unauthorized users such as but not limited to students, parents or vendors access to eStem Public Charter School network resources. Users in violation will be held accountable for the consequences of intentional or negligent disclosure of this information.
4. Users are responsible for respecting the policies of other networks, which they access, and for adhering to those policies.
5. Users may not deliberately damage or disrupt a network, computer or computer-related device, telephonic or other communication devices, and/or removable media that they have been given authorized use. System components such as hardware, software, or other property will not be removed, destroyed, modified, or abused. Examples of activities that are prohibited: altering security codes or passwords and introducing computer viruses and/or malware, removing memory chips, hard drives, and other hardware components.
6. No eStem network, phone, or computer system will be used to terrorize, intimidate, threaten, or harass.
7. Users will not use the eStem Public Charter School network for financial or commercial gain or to advertise, promote or endorse products or personal services.

8. eStem Public Charter School will not be responsible for financial obligations or legal infractions arising from unauthorized use of the system.
9. Network resources, information, Internet and intranet traffic, folders, drives, mobile devices, and school provided removable media and electronic mail have no expectation of privacy. Routine maintenance and monitoring of the system may lead to the discovery that a violation of a law or regulation has occurred. If there is reasonable suspicion that a law or regulation has been violated, an investigation will be conducted, and items seized and searched. Any suspected illegal activity in eStem Public Charter School which may or may not be computer or network related in nature may result in the search of said resources.
10. Long-term substitutes may be granted network privileges at the request of the Director. If granted, the long-term substitute must sign the Employee Use Agreement.
11. Users may not store student or employee personal data on their personal computing, mobile, or storage device.
12. Users are restricted from viewing, downloading, or sharing pornographic, sexually explicit, obscene, and/or inappropriate content using personal mobile devices in the presence of other users, on school property, and/or while performing school business.
13. Users may not gain unauthorized access or attempt to gain unauthorized access to other users' accounts, computers, or devices.

**Hardware:**

1. Only authorized individuals will install, service, or maintain school-owned hardware.
2. All personal hardware such as media players of any kind and their content are subject to eStem policies that refer to electronic communication devices.

**Software:**

1. Only software that is authorized by eStem Public Charter School may be installed on computer hardware.
2. Only authorized individuals will install software on school equipment. eStem Public Charter School reserves the right to remove any software that violates eStem Public Charter School software policy, software that is deemed illegal or inappropriate, or degrades network performance.
3. Authorized users of student and employee data will take proper care to guard the privacy of such information. Any violation of privacy to such information should be reported to authorities immediately.

4. Mobile Apps that are to be purchased for use in the classroom must be submitted for software approval before purchase.

**Internet:**

1. The primary purpose of providing Internet access to employees is for conducting official business. The purpose of providing Internet access to students is for educational benefit only.
2. Students are not allowed to access the Internet, until both the student and parent sign the Student Use Agreement. Students and parents will sign the AUP each time a student enrolls at a new campus.
3. Email accounts will be issued to employees. Elementary students will not be issued individual email accounts but may be provided access to email through a classroom account.
4. Users will not post personal contact information about themselves or other people.
5. Users are not allowed to intentionally transmit or receive obscene, pornographic, or inappropriately suggestive content or language in the form of images, files, or multimedia files types through any synchronous or asynchronous communication device or software used in eStem Public Charter School network. Use of the system to access, store, or distribute obscene, pornographic or inappropriately suggestive material is prohibited.
6. All users should observe network etiquette. Users are expected to be polite and use appropriate language. Using vulgar or profane language is not appropriate. Engaging in flaming or spamming is not appropriate. Students are prohibited from using chat rooms and instant messenger services. Participation in cyberbullying (original, secondary, or distributed), is prohibited.
7. Use of the system to access, store, or distribute obscene, pornographic or inappropriately suggestive material is prohibited.
8. Use of eStem Public Charter School network and computers to access, store, or distribute materials or sites that are considered racially derogatory or "hate sites" is strictly prohibited.
9. Students are to report immediately any inappropriate material they access to a teacher or other staff person. Students are not to share inappropriate materials or their sources with other students.
10. Users who receive files that contain personal information about employees or students either by intentional or unintentional means must maintain all privacy regulations as stated in this policy. They may not copy, forward, or distribute such information.
11. Use of the eStem Public Charter School networks and computer to access, store or distribute materials or sites that are considered racially derogatory, homophobic, or "hate sites" is strictly prohibited.

12. Teachers and staff should report any inappropriate, illegal behavior or misuse of school devices, systems, or networks immediately to their supervisors.

### **Social Networks:**

All users must maintain a high level of respect when using social media as a charter school employee or as students. Educators should follow the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators when dealing with students in online activities. See Standards of Professional Conduct 5.01.

#### **A. Use of Personal Electronic Devices:**

- a. eStem will grant teachers and students permission to bring a personal web-enabled device to campus for academic use. Student owned devices must be a laptop or tablet. No smartphones will be allowed. Student use of personally owned devices will be at the discretion of the campus administrator and/or classroom teachers. All policies stated in this document apply to personal devices used on eStem campuses.
- b. Students who use personally owned web-enabled devices will have access to wireless Internet but will not have access to any charter school drives such as network folders. Network drives can only be accessed via charter school machines.
- c. eStem is not liable for any loss or damage incurred, nor will eStem staff offer technical support or load software on any personal device. All users are responsible for the security of any equipment brought with them to school.
- d. All laptops and other devices should contain proper antivirus software as well as fully patched operating systems and should be clearly marked with the user's name for identification purposes. Users will not loan their device to someone else. The user is responsible for the content contained on the device regardless of how it originated.
- e. All devices brought onto an eStem campus are subject to search and seizure. Improper use will result in the loss of privileges for such devices. eStem is not responsible for lost, damaged, or stolen personally owned devices.

#### **B. Supervision of the Computer Network**

- a. Coordination of eStem Public Charter School computer network is under the supervision of the school Director or designee. The Director or designee will be responsible for coordination of activities related to the network.
- b. The Director or designee will establish a system that ensures that all employees and students receive instruction in eStem Public Charter School policies that address computer systems and networks. The Director or

designee will also establish a process for the supervision of students using the system and will maintain user and account agreements.

- c. The Director or designee will establish a process for reviewing these regulations with employees annually. All employees must sign the Employee Use Agreement annually. The students will sign the Acceptable Use Policy, once in Elementary, Middle, and Senior High. Parent signatures will be required even when a student transfers to another school.
- d. Monitoring for proper use and/or violations of any type are performed through, but not limited to, teacher observations, filtering, and network management software.

**Social Networks:** All users must maintain a high level of respect when using social media as a school employee or as students. Educators should follow the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators when dealing with students in online activities. See Standards of Professional Conduct 5.01.

#### C. Penalties for Non-Permitted Activities

Any user who violates this policy and accompanying regulations is subject to loss of computer, phone, and network privileges as well as other disciplinary actions.

### **Dress Code -General Guidelines**

Students shall be dressed and groomed in a manner that is clean, neat, and shall not be disruptive or a safety hazard to themselves or others. The eStem schools prohibit any clothing or grooming that, in the administrator's judgment, may reasonably be expected to cause disruption of normal operations. **The administration has final authority on all matters relating to the dress code. This criterion pertains to all schools unless indicated below.**

### **Dress Code - High School Uniform Policy**



Students shall be dressed and groomed in a manner that is clean, neat, and shall not be disruptive or a safety hazard to themselves or others. eStem schools prohibit any clothing or grooming that, in the administrator's judgment, may reasonably be expected to cause disruption of normal operations.

<p><b>Student IDs and Lanyards</b></p> <ul style="list-style-type: none"> <li>eHS issued IDs must be worn around the neck using a school lanyard at all times.</li> <li>IDs will be used for attendance, special functions, arrival, checkout, and dismissal. (Not required during summer school)</li> </ul>	<p><b>Bottoms</b></p> <ul style="list-style-type: none"> <li>Shorts, skirts, skorts and dresses must be knee-length or longer.</li> <li>Slits in skirts or dresses must not go above the knee.</li> <li>Dresses and shorts made to cling to the body are <u>NOT</u> permitted.</li> <li>Baggy clothing and clothes that sag or fall below the waistline are <u>NOT</u> permitted.</li> <li>Pajama bottoms are <u>NOT</u> permitted.</li> <li>Bottoms with holes, rips, patches are <u>NOT</u> permitted.</li> <li>Leggings, jeggings, sweat pants, joggers, or yoga pants are <u>NOT</u> permitted.</li> </ul>
<p><b>Tops</b></p> <ul style="list-style-type: none"> <li>Students must wear eStem tops on Friday or participate in Cash for Casual.</li> <li>All eStem t-shirts must be purchased from the school.</li> <li>All shirts and blouses must have sleeves.</li> <li>Neither shirts or blouses are allowed to be tied at the base.</li> <li>Clothing with low-cut necklines are <u>NOT</u> permitted.</li> <li>Clothing that exposes the midriff when arms are raised are <u>NOT</u> permitted.</li> <li>Clothing that fully exposes the shoulders and neckline are <u>NOT</u> permitted.</li> <li>Camisoles, spaghetti strapped blouses, tank tops or halter tops are <u>NOT</u> permitted.</li> <li>Clothing with offensive or suggestive slogans or advertisements is <u>NOT</u> permitted.</li> <li>Shirts and blouses with holes and torn or patched clothing of any kind are not permitted if the student's skin is visible through the open area.</li> </ul>	<p><b>Shoes, Jewelry, Tattoos, Hairstyles, &amp; Hats</b></p> <ul style="list-style-type: none"> <li>Sandals, slides, crocs, and open-toed shoes <b>ARE permitted</b>.</li> <li>Slippers, house shoes, shoes that resemble house shoes, or shoes with wheels are <u>NOT</u> permitted.</li> <li>Jewelry that is inappropriate or may cause safety concerns is not allowed. Tongue rings and other visible body piercings are permitted as long as they are not a distraction to the learning environment.</li> <li>Neither hats, hair bonnets, du-rags, headgear, sunglasses, nor bandanas of any color may be worn inside of the building.</li> </ul>

## Dress Code – Violations High School

The dress code will be strictly enforced. The Director of School has final authority on all matters relating to the dress code. Students violating the dress code will be asked to phone home for appropriate clothing. If appropriate clothing cannot be provided in a timely manner, the student will be issued attire from the school.

Items borrowed from the school must be returned to the school nurse at the conclusion of the school day or the student can be charged a replacement fee.

Violations of the dress code may result in detention(s), loss of privileges, or suspension. If a student misses a class due to a dress code violation, the student will be responsible for making up any missed work.



## Electronic Items

Students are *not* permitted to bring CD players, a Walkman, MP3 players, PS2 Players, iPods or any other electronic devices to school unless these items have been pre-authorized by administration. If any electronic item is visible, making noise, or observed, the item can be confiscated by the staff member who sees or hears it. The parent of the child whose item was confiscated must retrieve the item in the main office of the school. The school will not conduct searches for electronic items that are lost or misplaced on school property.

If a student has a cell phone out at an inappropriate time, the cell phone will be taken and turned in to the main office. The cell phone will be locked in the office until a parent comes to claim it.

*eStem will not be responsible for any phone that is lost or stolen during school hours.*

Electronic Devices:

Nooks, Kindles, iPads, eReaders, or Laptops will be allowed for educational purposes only. If a student is using these devices for other purposes, such as gaming, chatting, etc., it will be taken and turned into the main office. It will be locked in the office until a parent comes to claim it.

A [Bring Your Own Device Registration Form](#) must be completed in order for a student to use their device on the eStem Internet. These forms can be found on the [eStem Website](#) or in the school office. *eStem will not be responsible for any electronic device that is lost or stolen during school hours.*

Also see **Cell Phones**

## Minute of Silence

At the beginning of school each day the Director or designee shall conduct a one minute period of silence with the participation of all students in the classrooms. During the period of silence a student may, without interfering or distracting another student, reflect, pray, or engage in a silent activity. The teacher or staff member in charge of the classroom shall ensure that all students remain silent and do not interfere with or distract another student during the period of silence.

## Office Information and Daily Schedule

The main office is staffed from 7:30 a.m – 4:00 p.m.

Earliest Arrival for Students: 7:20 a.m.

[Please click here for a complete Bell Schedule](#)

High school address is: 2801 S. University Avenue, Little Rock, AR 72204

High School Main Phone Line: 501-478-2800

High School Main Fax Line: 501-478-2726

School website: [www.estemschools.org](http://www.estemschools.org).

## Pledge of Allegiance

The Pledge of Allegiance shall be recited in the morning of each school day after the start of the first class period. Students that wish to participate in the recitation of the pledge of allegiance shall face the flag with their right hand over their heart during its recitation, or if the student is in uniform displaying a proper salute. Students who choose not to participate may either stand or sit at their desks quietly.

Reciting the Pledge of Allegiance is not mandatory for students, but those wishing not to participate shall not distract or disrupt those who are reciting the Pledge. Choosing not to recite the Pledge shall not result in any form of discipline, comments, or stigmatization from other students or faculty.

## Tardy Policy

Students and families commit to coming to school every day on time. A student who arrives in the 1st period after 8:15 AM will be marked tardy. It is extremely important that students arrive at school on time. All tardies will be counted on a cumulative basis, and will start over at the end of each nine weeks.

If a student is more than twenty-five minutes late for any class he/she will be marked absent.

If a student has a scheduled doctor's appointment, which causes him/her to be late for school, he/she must bring a note from the doctor to have the tardy excused. The appointment must be for the student, and not for the parent, sibling, or relative.

## Visitors

The eStem Public Charter Schools are learning organizations that value the presence of observers and guests. Visitors must sign in at the security desk, present the appropriate identification, and wear a name tag identifying them as a visitor while touring the school.

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**

## Visitors – Student Shadow Policy

eStem High School does not have a student shadowing program. The school offers multiple school tours throughout the year where prospective families can meet with building leadership, enter live classrooms, and speak with students about their experiences at eStem High. Additionally, shadowing guests must be a potential student on the waiting list with a sincere interest in attending eStem Public Charter Schools.

## Discipline

### Behavior

eStem schools hold high expectations for student performance and behavior. Students are expected to BE G.R.E.A.T by showing respect for fellow students, staff members, volunteers, and members of the community with whom they have contact during the school day and at school events. Students are expected to take responsibility for their own behavior and for working towards their academic goals. Students will be held accountable for their behavior as defined in the Learning Compact. Repeated violations of the Learning Compact could result in removal from school. All rules will be strictly enforced.

### Be G.R.E.A.T

#### Grow everyday:

- Reflect on what you have learned and ask lots of questions.
- Use positive communication with your peers & the staff.
- Plan ahead of time.

#### Respect Yourself and Others:

- Refrain from disrupting the learning environment.
- Refrain from using vulgar or profane language.
- Follow directions and stay on task.
- Keep the Hallways and Restrooms clean.

#### Embrace the Culture:

- Invite someone new to eat lunch with you.
- Do YOUR best. Cheating and Plagiarism has Consequences.
- Refrain from eating food and carrying unapproved containers.
- No cell phone use in the main building.
- Comply with Dress Code and ID Requirements.
- No tobacco, weapons, drugs, or alcohol is allowed on campus or at school events.

WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!

- Protect and return peer and school property. Theft and vandalism will not be tolerated.

### **Attend School:**

- Manage your time wisely.
- Show up to every class for every minute.
- Use transition time wisely.
- Refrain from loitering.
- Stay in assigned areas.
- Stay in authorized locations.

### **Treat People with Kindness:**

- Be kind to other people. Harassment, bullying, teasing, communication of threats, nor physical or sexual assault will not be tolerated.
- Say excuse me and remember not to huddle.

## **Behavior – Offenses/Consequences**

Student behavioral offenses are categorized based on the severity of the action. When a student returns from in-school suspension or an out of school suspension, a parent conference is required. Parents must bring the student to school at the end of the suspension and meet with a school administrator to seek resolution of the misconduct and the reinstatement requirements.

### **Category I Offenses**

Failure to comply with faculty or administrative directives without disrupting the learning environment.

- Sleeping in class
- Off task behavior
- Failure to comply with the dress code
- Excessive tardiness
- Failure to wear student ID or to produce student ID upon request

### **Category I Consequences**

- *Minimum consequences for category I include a guided conversation, parent contact, response to intervention, or peer mediation.*

- *Maximum Consequences for Category I could include Saturday Alternative School (SAS), In-School Suspension (ISS), or out of school suspension for repeated violations.*

### **Category II Offenses**

Failure to work productively with the teacher and learning cannot continue. This may include arguing, denying, blaming, ignoring, interrupting, crying, etc.

- Disruption of the classroom
- Defacement of school property or the property belonging to another person
- Insubordination
- Emotional abuse of others, including teasing and bullying
- Vulgar or profane language
- Inappropriate physical contact
- Sexual, racial, or religious harassment
- Plagiarism or cheating
- Truancy or skipping class
- Petty theft
- Leaving school authorized locations
- Leaving a classroom or the school building without permission from the classroom teacher or a school official
- Intentional removal of student identification
- Repeated violations of the electronic device/cell phone policy during school hours
- Possession of tobacco products including vape pens

### **Category II Consequences**

- *Minimum Consequence for Category II is Saturday Alternative School (SAS), In-School Suspension, or out of school suspension.*
- *Maximum Consequences for Category II could result in probationary status with suspension, removal, or expulsion.*

### **Category III Offenses**

These are dangerous, illegal, and highly disruptive behaviors that not only prevent others from learning and feeling safe in school but can lead to the expulsion of offending students.

- Theft
- Destruction of private property
- Destruction of school property
- Possession, use, or distribution of drugs, including alcohol
- Vandalism of school property
- Possession of a weapon

- Performance of any act leading to the endangerment of others
- Tampering with any safety device on school property
- Physical or sexual assault
- Fighting
- Communication of threats
- Repeated violations of Category I or II offenses

### Category III Consequences

- *Minimum Consequence for Category III is an in-school suspension and a mandatory behavior contract created with a parent/guardian and the RTI team.*
- *Maximum Consequences for Category III could result in probationary status with suspension, removal, or expulsion*

**For all matters of discipline, the administration reserves the right to issue consequences.**

## Bullying

eStem Public Charter School District strives to provide a positive learning environment, free of bullying and harassment, for all of its students.

eStem utilizes the BRIM anti-bullying app as a reporting resource for students, parents, teachers, and other stakeholders to anonymously report incidents of bullying. Each school's website includes a red, highly visible BRIM button on the front page, and anyone may submit a report by clicking on the button and answering questions about the incident.

Bullying is defined as “the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against any other student or public school employee,

- by written, verbal, electronic, or physical act that may address an attribute of the other student, public school employee, or person with whom the other student or public school employee is associated;
- and causes or creates actual or reasonably foreseeable
  - a) physical harm to a public school employee or student or to their property,
  - b) substantial interference with a student's education or with a public school employee's role in education;
  - c) a hostile educational environment for one or more students or public school employees due to the severity, persistence, or pervasiveness of the act, or;

d) substantial disruption of the orderly operation of the school or educational environment.

· In other words, bullying is when someone repeatedly and systematically on purpose says or does mean or hurtful things to another person who has a hard time defending themselves.

Cyberbullying is defined as bullying in the form of an electronic act. An electronic act includes written communication or images transmitted by using an electronic device such as a telephone, tablet, or computer.

· Cyberbullying is prohibited even if the incident did not originate on school property or with school communication systems/tools. If students are found to be using a cell phone or electronic devices to bully other students or causing a disruption to the school day by what has been posted or shared with other students, the student may be required to turn the cell phone into the office in the morning and retrieve the cell phone at the end of the school day. Repeated disruptions using cell phones or electronic devices may require parents to retrieve from the Administration and/or may result in the child not being allowed to bring the device to school.

eStem Public Charter Schools prohibit bullying, meaning that it is not allowed in the following areas:

- in school,
- on school equipment or property,
- in school vehicles, at school bus stops,
- at school sponsored activities, or at school sanctioned events,
- or by an electronic act that results in the substantial disruption of the educational environment; does not matter whether the electronic act originated on school property or with school equipment

If a staff member of the school has witnessed or has reliable information regarding an act of bullying as defined by the outlined definition of bullying, the staff is required to report the incident via BRIM or notify the Administration. Once the incident is reported, the director, assistant directors, deans, and/or counselors will be alerted.

When an incident of bullying is reported to the school either through BRIM or by notifying an Administrator, the school will follow the school's bullying investigative process which includes the following steps:

- An administrator will be assigned to investigate the report of bullying and will begin an investigation no later than 24 hours



after a report is received. Parents of the students involved will be communicated to within this same timeframe, regarding the alleged incident of bullying.

- The investigation shall be completed no later than 5 school days following the date of the initial report. The parents of the students involved will receive communication regarding the completion of the investigation and what follow up steps will be taken.
- Once an investigation is complete, the administrator assigned to the case will finish the BRIM report, including the findings from the investigation as well as any disciplinary action that was handed out. The report will also include any additional follow up actions that will be completed for the individual(s) involved.

Students found to be in violation of the bullying policy will be subject to disciplinary action, up to and including expulsion. The consequence for a student engaging in an act or bullying will vary depending on the age and grade of the student.

· In addition to any disciplinary actions that may be handed out, the school will take appropriate steps to remedy the effects of bullying that may have been incurred from those students and/or public school employees that were involved in the incident(s).

The student or staff member that files the complaint of bullying will not be subject to retaliation or reprisal in any form.

## **Crisis Intervention Training (Handle with Care)**

Designated personnel are certified as practitioners to practice the transportation and personal safety techniques and procedures incorporated in the Handle with Care program. This training teaches a wide range of nonphysical and verbal strategies for the prevention of crisis situations and de-escalating techniques.

## **Discipline Ladder**

**Step 1:** Redirection by the teacher

**Step 2:** Redirection, Parent contact by the teacher **AND** Detention by the teacher or referral to the Dean of Students

Once a student has been referred to the Dean of Students, the Dean will be responsible for issuing that student the appropriate consequences, notifying both the parent and teacher of the outcome via email or phone.

High School students may be issued multiple detentions for a single offense. Students will be given a specific deadline to complete detentions. Failure to do so can result in Saturday School. Failure to attend Saturday School can result in an automatic 1-day suspension.

## **Due Process Procedures (in regard to disciplinary matters)**

Due process for students will include, at a minimum, the following steps:

- 1) Notice of charge
- 2) Opportunity for denial
- 3) Evidence against him/her (if denies)
- 4) Opportunity to tell his/her side
- 5) Decision, timely notice, and an opportunity for a fair hearing

The degree of due process required is directly proportional to the degree of loss to the student. Any penalty that effectively denies a student's education will require the greatest degree of due process.

## **Expulsion**

eStem Public Charter Schools may expel a student for a period longer than ten (10) school days for violation of eStem Public Charter School's written discipline policies. The Chief Executive Officer may make a recommendation of expulsion to eStem Board of Directors for student conduct deemed to be of such gravity that suspension would be inappropriate, or where the student's continued attendance at school would disrupt the orderly learning environment or would pose an unreasonable danger to the welfare of other students or staff.

The Chief Executive Officer or his/her designee shall give written notice to the parents or legal guardians (mailed to the address reflected on eStem Public Charter School's records) that he/she will recommend to the eStem Board of Directors that the student be expelled for the specified length of time and state the reasons for the recommendation to expel. The notice shall give the date, hour, and place where the eStem Board of Directors will consider and dispose of the recommendation.

The hearing shall be conducted not later than ten (10) school days following the date of the notice, except that representatives of eStem Public Charter Schools and student may agree in writing to a date not conforming to this limitation.

The Board President of eStem or other designated Board member shall preside at the hearing. The student may choose to be represented by legal counsel. The hearing shall be conducted in open session of the eStem Board of Directors unless the parent, or student if age 18 or older, requests that the hearing be conducted in executive session. Any action taken by the eStem Board of Directors shall be in open session.

During the hearing, the Chief Executive Officer will present evidence, including the calling of witnesses, which gave rise to the recommendation of expulsion. The student, or his/her representative, may then present evidence including statements from persons with personal knowledge of the events or circumstances relevant to the charges against the student. Formal cross-examination will not be permitted. However, any member of the eStem Board of Directors, the Chief Executive Officer, or designee, the student, or his/her representative may question anyone making a statement and/or the student. The presiding officer shall decide questions concerning the appropriateness or relevance of any questions asked during the hearing.

The Chief Executive Officer shall recommend the expulsion of any student for a period of not less than one (1) year for possession of any firearm or other weapon prohibited on school campus by law. The Chief Executive Officer shall, however, have the discretion to modify the expulsion recommendation for a student on a case-by-case basis. Parents or legal guardians of a student enrolling from another school after the expiration of an expulsion period for a weapons policy violation shall be given a copy of the current laws regarding the possibility of parental responsibility for allowing a child to possess a weapon on school property. The parents or legal guardians shall sign a statement acknowledging that they have read and understand said laws prior to the student being enrolled in school.

The Chief Executive Officer and the eStem Board of Directors shall complete the expulsion process of any student that was initiated because the student possessed a firearm or other prohibited weapon on school property regardless of the enrollment status of the student.

Legal Reference: A.C.A. § 6-18-507

## **Harassment**

Harassment is any form of uninvited and unwanted physical, verbal or written behavior that creates an intimidating, hostile, or demeaning environment for education. The eStem Public Charter Schools will not tolerate this type of behavior.

### **Harassment – Sexual**

eStem recognizes that harassment on the basis of sex is a violation of law, school policy and common courtesy. eStem is committed to providing a learning environment free from sexual harassment and will not tolerate such conduct on the part of employees, students, non- employees, vendors, board members or any others having business or contact with eStem students. Sexual harassment when perpetrated on any student by an employee or student will be treated as sexual harassment under this policy.

Sexual harassment of students consists of unwelcome sexual advances, requests or demands for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is explicitly or implicitly made a term or condition of a student’s academic status or advancement
- Submission to or rejection of such conduct is used as a basis for academic decisions affecting the student(s)
- Such conduct has the purpose or effect of interfering with a student’s academic performance or of creating an intimidating, hostile or offensive learning environment.
- Forms of sexual harassment include, but are not limited to:
- Verbal harassment, including derogatory comments, jokes, requests, or other sexually oriented language
- Uninvited letters, telephone calls or materials of a sexual nature
- Physical harassment, including unnecessary or offensive touching, repeatedly brushing against another person’s body, or impeding or blocking movement
- Visual harassment, including offensive posters, cards, cartoons, graffiti, drawings, or gestures
- Attempted or actual rape or sexual assault.

### **Harassment – Verbal**

Verbal harassment includes threats, gestures, or verbal attacks on persons, including attacks directed at one's racial, ethnic, or religious background, sexual preference, physical or mental disability, appearance, as well as any form of obscene language, swearing, slander, name-calling, or slur. eStem is a place where everyone must be comfortable and treated with due respect. Verbal harassment when perpetrated on any student by an employee or student will be treated as verbal harassment under this policy.

## Harassment – Response

The eStem Public Charter Schools are committed to the equitable and swift resolution of harassment issues. Any student experiencing harassment should follow these measures:

- Let the offender know you want the behavior to stop. Be clear and direct. Do not apologize.
- If you are not comfortable confronting the offender alone, ask an adult to accompany you, or write a letter to the offender, keeping a copy.
- Make a record of when, where and how you were mistreated; include any witnesses, direct quotes, and other evidence.
- Notify a teacher. The Director of Schools will ensure that the student discipline policy is used for handling the case.

## Sanctions

All eStem students are expected to comply with school rules. However, a student may be subject to disciplinary action for any inappropriate behaviors not specifically listed in this Culture Deck. A Dean of Students will determine such disciplinary actions, where the offending student is enrolled. In addition, **the offending student may be permanently removed from the school for violations of the school’s student conduct policies or repeated violations of the Learning Compact.** It is the policy of the eStem schools not to administer corporal punishment.

The following is a list of disciplinary actions for students who fail to comply with school rules:

**Minimum – Parent Conference:** A meeting or phone conversation involving the classroom teacher and parent/guardian to address specific concerns about a student’s behavior.

**Lunch Detention:** Lunch Detention is supervised detention conducted on weekdays during lunch periods. Students will participate in Restorative Justice activities.

High School students may receive multiple detention sessions for a single offense.

**Saturday School:** Saturday school sessions will be held in the high school building from 9:00 a.m. – 12:00 p.m., on most Saturdays.

Saturday School will not be offered for violations regarding drugs, alcohol, weapons, fighting, or abuse of school employees.

**Tardiness will not be permitted. Saturday School starts promptly at 9:00AM. If a student is tardy to Saturday School, he/she will not be permitted to serve for that day and will have to make up the Saturday School at a different session.**

**Failure to appear without prior written notice from a parent can result in an automatic 1-day suspension.**

When writing referrals for students, teachers will provide documentation of the pattern of misbehavior. Please remember that Saturday School can be used for, recurring behavior such as the actions listed below:

- Skipping detention
- Multiple tardies
- Recurring discipline issues (a pattern of a particular offense moderate in nature)
- First time severe offenses that do not warrant out of school suspensions, including truancies

**In-School Suspension:** An in-school suspension is issued to the student for misbehaviors based upon a Dean of Student's recommendation. Formal paperwork will be generated and given to the parent. Students will complete classwork as well Restorative Justice activities.

- Each in-school assignment may be up to five (5) days.
- The Director's decision is final in the appeal process governing in-school suspensions.
- Students are not allowed to participate in school-sponsored extracurricular activities while serving an in-school suspension.

**Out of School Suspension:** Under state law, a student may be suspended from school for a period not to exceed 10 days. A student's parent/guardian will be notified immediately when the student has been suspended. A parent/guardian must come to the school to meet with a Dean of Students in order to review the student's actions and discuss consequences. Upon the student's return to school, a parent/guardian must accompany him/her to school to have a Re-Entry Conference with the school's RTI team. The parent/guardian must meet with the RTI team to ensure that the student's inappropriate behavior does not continue. The student will not be permitted to attend classes until the completion of the Re-entry Conference.

**Emergency Send Home:** Requires the student's immediate removal from school grounds while the administrative team deliberates to determine the appropriate consequence. The administration will notify the parent/guardian of the decision as soon as possible.

**Probation:** A student who has been issued consequences for negative behavior may be placed on probation for a period not to exceed one year. Students on probation are subject to immediate recommendation for removal by the Dean of Students if he/she violates the conditions of his/her probation.

**Maximum - Expulsion:** A student who consistently disrupts an eStem school may be expelled for a period exceeding 10 days. In addition, state law requires that a student must be expelled for a minimum of one year for bringing a firearm onto the school campus. Law enforcement officials must be involved in this process.

## **Security**

The superintendent, directors, teachers and staff are responsible, within limits imposed by available resources, for taking precautions for the health and safety of school personnel and students, in compliance with applicable local, state and federal rules, regulations and laws governing school health and safety.

The eStem school building is protected during the day by trained security personnel, 24 hours a day by a security surveillance video system, and an alarm system. Access to the building is restricted during school hours. All visitors must register at the security desk.

## **Terroristic Threatening**

A person commits the offense of terroristic threatening in the first degree if with the purpose of terrorizing another person, the person threatens to cause physical injury or property damage to a teacher or other school employee acting in the line of duty. (A.C.A 5-13-301). Terroristic threatening in the first degree is a class D felony.

A person commits battery in the second degree if the person intentionally or knowingly, without legal justification, causes physical injury to a person he or she knows to be a teacher or other school employee while acting in the course of employment. (A.C.A 5-13-202). Battery in the second degree is a class D felony.

## **Verbal Abuse of a Teacher**

State law specifically prohibits insults or verbal abuse directed to a teacher in the course of his or her duties. Those who violate this policy will be prosecuted to the fullest extent of the law.

## **Students**

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**



## Cell Phones

Students must keep cellular telephones off and out of sight if they are carried to school. An eStem staff member will confiscate any cell phone that is on, visible or emits an audible signal. Visible headphones and earbuds will also be confiscated. A cell phone holder, even if it is empty, will be confiscated if observed by an eStem staff member.

The parent/guardian of a student whose cell phone or holder was confiscated must pick up the item in the main office of the school by 4:00 PM on any regular school day.

Parents concerned about their child's cell phone becoming lost or stolen should not allow the child to bring the phone to school. eStem cannot guarantee that any cell phone or other electronic equipment will be safe. eStem Public Charter Schools, Inc. is not responsible for lost or stolen items. eStem staff members will not be held personally responsible either.

We do not allow cell phones to be in use during school hours inside of the building. This includes texting. Cell phones should be out of sight and turned off during the regular school day. This also includes students texting or calling parents during the school day.

If there is an emergency, parents should call the school to get in touch with their child. (501-478-2800). Administration reserves the right to use discretion in disciplining for violating the cell phone policy.

Cell phone use for educational purposes is at the discretion of the director.

Also, see **Electronic Items**

## Counseling Services

eStem High School counselors collaborate with students, parents, teachers, and other stakeholders to improve student success. Counselors help students apply academic achievement strategies, manage emotions and apply interpersonal skills, and plan for postsecondary options. Additionally, counselors provide referrals for long-term support, advocate for students at student-focused meetings, and analyze data to meet students' needs.

## Driving Permit Application

Schools no longer participate in the driver's license process. Please review the guidelines at [Arkansas State Police-Driver Examination](#) for more information. Before you begin the process, review the following checklist [Testing 1-2-3 Checklist \(Know before you go!\)](#).

## Drugs and Alcohol

An orderly and safe school environment that is conducive to promoting student achievement requires a student population that is free from the harmful effects of alcohol and drugs. The illegal manufacture, distribution, dispensation, possession or use of illegal drugs, alcohol or other controlled substances on school premises or during school-sponsored activities is strictly prohibited for both students and all school personnel. If a student is suspected of being under the influence of drugs or alcohol, local law enforcement will be contacted.

Students who violate this policy will be subject to discipline, up to and including expulsion, and may be subject to criminal prosecution. Satisfactory completion of a rehabilitation program may be substituted for part or all of the proposed disciplinary measures at the discretion of the superintendent. The school may not require that a student seek treatment as a condition of return, whether through an administrator or Board, nor will the school be financially responsible for any portion of treatment or rehabilitation. Such expenses are the responsibility of the parent or student. The decision to seek treatment or rehabilitation shall be the sole decision of the affected student, of the affected student's parent(s) or guardian(s).

## Food and Drinks

No outside food or drinks are allowed in the school building without the approval of the school director. Students are permitted to carry clear plastic bottles filled with water throughout the day.

Students with a medical condition that may require frequent drinks or snacks must provide supporting medical documentation to the [School Nurse](#) for approval.

## Homeless Students

The term "homeless" means individuals who lack a fixed, regular, and adequate nighttime residence, and are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; are abandoned in hospitals; or are awaiting foster care placement; who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings; children and

youths who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and migratory children who qualify as homeless because the children are living in circumstances described above.

Homeless children will have access to education and other services that help to ensure they have an opportunity to meet the same challenging state student academic achievement standards to which all students are held.

The school is committed to providing the same educational opportunities to migrant, homeless, and highly mobile students as it provides to all students. A school employee will be selected to fill the role of the local educational liaison for homeless children. The children's status as homeless shall not lead to their stigmatization or segregation from other students, and it is the responsibility of the liaison to ensure these and other policies prescribed by law are enforced.

If a homeless student is moved from the school contrary to the wishes of the student's parent or guardian, the school must provide a written explanation of why the move is being enacted. That explanation must contain notice to the parents or guardians of a right to appeal.

## **Lost and Found**

Lost and found items will be kept in a central location. Unclaimed items will be donated to a charitable organization. Parents will receive advance notice of donation dates. Please mark all personal items with the child's name.

## **Personal Belongings**

Students are not allowed to bring toys, excessive amounts of cash, or anything of value to school. eStem Public Charter Schools and its affiliates will not be liable for any items that are lost or stolen. Additional restrictions apply to certain electronic items.

Also see **Cell Phones; Electronic Items**

## **Pregnant Students**

A pregnant student shall provide the Director of School a written statement from a licensed physician including recommendations concerning the advisability of school

attendance for the pregnant student. An additional statement from her physician shall be provided each 6 weeks, verifying that she is physically able to continue in school.

A pregnant student who chooses to remain in school during the semester in which she expects to deliver the child shall be governed by the same attendance policies, minimum course requirements, and rules and regulations as all other students. However, the physical education program shall be adapted to the special needs of the pregnant student. In no case shall a pregnant student be removed from school or failed solely because of her pregnancy. A student shall be readmitted after delivery, upon a statement from her physician recommending her readmission.

Legal References: US Cons. Amend XIV §1:20 USC §1681 et.seq; Ark Stat. Ann §§80-1656.

## **School Supplies**

Students are expected to supply their own basic school supplies every day. Those supplies include pencils and pens, flash drives, loose-leaf notebook paper and binders. For a specialized list of school supplies, parents should contact their child's teacher. High School students will be provided with a syllabus for each class enrolled which will also list any supplies needed for that specific course. A general school supplies list is also posted on the [school's website](#).

## **Self-Harm Policy**

Any eStem staff member who is aware of a student engaging in or suspected to be at risk of engaging in self-harm will report this directly to building leadership. The parents of the student will be informed immediately and asked to report to the school. To ensure the safety of the student, he or she will leave the school building with his or her parent(s). Additionally, parents may be asked to provide documentation of professional counseling received by the child and/or family. To provide a safe and productive learning environment for all students, the school will collaborate with families and any outside professionals to determine when the student will return to school. In the event that parents cannot be reached OR a parent is unable to report to the school building in a timely manner, a school representative will contact Arkansas Department of Health's Suicide Prevention Hotline.

## **Student Records**

The school will maintain a permanent record of all students enrolled in its school(s). The permanent record will be made available for inspection and copying upon the request of a

parent or eligible student. The school may charge a reasonable fee for copies, which may not exceed the actual cost of the materials and may not include the cost of time and labor. A general student permanent record must contain:

- The student's birth certificate number, social security number, name, address, and telephone number
- The parent(s) or guardian(s) name, address, telephone number (if different), occupation, workplace, and telephone number at their place of work
- Siblings' names
- Emergency contact person and telephone number
- Health record including a record of immunization, indication of disability or chronic illness, allergies, regularly prescribed medications, hospital and doctor preference, and a copy of any written accident report for accidents occurring at school
- Longitudinal record of standardized test scores
- Permanent record of grades
- Academic skills development plan for students in grades 3, 6 and 8 who fail to achieve mastery on the basic competency tests
- Enrollment information including entry date, exit date, reason for leaving, transfer location (if applicable), graduation date (if graduated), age of student and reason for dropping out (if applicable)
- Attendance record
- Any objective comments which can be validated with documentation including information obtained by the mandatory interview conducted by a counselor when a student transfers or drops out
- The school will continue this responsibility until the student receives a high school diploma or its equivalent, or until the student is older than 18.

A copy of the student's permanent record shall be provided to any receiving school upon the transfer of a student within 10 days of receiving a request from the school to which the student transferred, or wishes to transfer

## **Student Rights**

### **Freedom of Religion**

Students have the right to be absent from school for observance of the holy days of their religion. Parents/guardians must notify the school office in writing prior to absence. An absence for religious reasons counts as an excused absence from school.

### **Right to Equal Education**

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**

eStem students cannot be prevented or discouraged from participating in any school activity because of race, gender, sexual preference, religion, national origin, or handicap.

### **Search and Seizure**

Any searches of student belongings will be conducted solely for the safety and well being of the eStem community. A mass search of student belongings is permitted when the Director of a school or designee deems that a theft of property or threat to the safety of the school exists. Ownership of storage space is maintained by eStem and student use is subject to the right of the school administration to have access to the storage space at any time for cleaning or to search for illegal or dangerous materials.

### **Violation of Rights**

Students are encouraged to talk to teachers, the Director of School, or someone else in the eStem administration. Any member of the school community who believes he/she has been subject to or bears witness to discrimination on the basis of race, gender, age, sexual orientation, religion, national origin, disability, or handicap may file a written complaint with the Director of School. The Director of School will make a determination in the matter. If that determination is unsatisfactory, the member of the school community can request a hearing before the Chief Executive Officer.

## **Students with Disabilities**

The school shall strive to ensure that all students with disabilities, as defined by the Individuals with Disabilities Education Act (IDEA) and Section 504 of the Rehabilitation Act of 1973 (Section 504), are identified and evaluated for provision of services consistent with a quality free and appropriate public education. In providing a free and appropriate public education (FAPE), the school shall comply with IDEA, Section 504, the Americans with Disabilities Act, and all other relevant state and federal law. The superintendent is tasked with ensuring the school's compliance with these laws.

Students identified as having a disability covered under IDEA shall be provided with an Individualized Education Program (IEP) and an IEP team for the management and implementation of the plan. Students with an IEP may also qualify for a Section 504 plan. Students who do not qualify for an IEP under IDEA may qualify for accommodations under Section 504. All students who qualify for accommodations under Section 504 shall be provided with a 504 plan and all necessary services and accommodations in accordance with that plan. Students shall not receive informal services that should be contained within a Section 504 plan in the absence of a Section 504 plan, but shall instead be formally evaluated and accommodated accordingly.



Students with disabilities shall be educated in the least restrictive environment with the maximum feasible integration. The superintendent shall appoint a special education and Section 504 coordinator for the School and will work with the coordinator to establish services and procedures in accordance with the Arkansas Department of Education Rules, state and federal law, and each student's IEP and/or 504 plan. Teachers, administrators, and staff shall strictly comply with each student's IEP or 504 plan and shall maintain and provide appropriate documentation as necessary. It shall be the responsibility of the superintendent to establish, maintain, and implement procedural safeguards to provide due process to the parents of students with disabilities under IDEA. The superintendent will ensure that parents are able to fully understand all rights, meetings, and notifications by providing an interpreter, if necessary. Parents shall be afforded the opportunity to review their student's educational records, to participate in meetings with regard to the provision of services and FAPE to their student, and to participate actively in all decisions regarding the placement of their student. Parents shall be notified at least annually by the school of all procedural rights which may be afforded them, including the right of appeal. In the event a parent or guardian continuously refuses to respond to the school's requests for parental participation, the Director and teacher will document all efforts and attempts to communicate with the parent(s) or guardian(s). The Director will contact the Arkansas Department of Education Special Education Unit and will consult with legal counsel before proceeding without parent or guardian participation, in the best interest of the student.

## **Tobacco**

State law prohibits smoking or use of tobacco, e-cigarettes or products containing tobacco in any form in or on any property owned or leased by eStem Public Charter Schools, Inc. or at school events. Personnel, students, and visitors are also not permitted to use tobacco and tobacco products while they are involved in an activity representing the school.

## **Parents**

### **Accidents**

The school must always have the correct home and place of employment contact information for parents/guardians in case his/her child becomes ill or is injured at school. The name and telephone number of a friend or relative of parent/guardian also is helpful in case the parent/guardian cannot be reached in an emergency.

Also, see **Medical – School Emergencies**

### **Change of Address/Phone Numbers**



Parents must inform the [eHS Registrar](#) immediately if an address, phone number, or place of employment changes. This notification must be in writing from the student's parent/guardian. The correct contact information must be on file in case of an emergency.

## Checkout/Dismissal

eStem High: The instructional day for high school students ends at 3:35 p.m. The student may be picked up at the assigned dismissal location. Maps outlining the appropriate routes are accessible on the school website and in the weekly newsletter.

**Pick up at any alternative location could result in a costly traffic ticket .**

It is the parent's responsibility to coordinate arrangements for their child to be picked up by 4:55 p.m. on regular school days. eStem High School is not staffed and will not be able to provide supervision after 4:55 p.m.

Any students who are on campus after 5:00 p.m. must be under the direct supervision of an eStem employee who oversees the after school activity in which the student is participating.

If a parent or guardian is unable to coordinate arrangements for their child to be picked up by 4:55 p.m., the child will be escorted to the University Police Station. Students are not permitted on the eHS campus after 5:00 p.m. without adult supervision.

### Dismissal-Early Check Out

If a child needs to be checked out of school to keep a doctor's or other appointment, this procedure will be followed:

- Parent/Guardian must come into the building to check students out early
- Parents must sign the check out log in the main office

### Check Out

eStem Public Charter School offers a welcoming and warm environment for our parents and children. However, we are also very committed to doing our job well – primarily the educating of our students and keeping them secure while they are in our care. In order to do that, we have developed the following guidelines for checking out students. Adherence to these policies helps us maintain a safe learning environment. We would appreciate your commitment to the following times. **No exceptions will be made during these times.**

**Checkouts will not be permitted during the following times:**

**WE ARE STUDENTS. WE ARE EDUCATORS. WE ARE FEARLESS. WE ARE ESTEM!**

Before 9:00 a.m.  
Between 3:15 and 3:40

### **Emergency Check Out**

A student may be checked out of school in the case of an emergency. Parents/guardians should follow the steps outlined below:

**Step 1:** The parent/guardian should call the main office (501-478-2800) as soon as possible requesting an emergency check out.

**Step 2:** Parent/guardian should notify the school office, in writing or by email, the reason for the emergency check out request.

**Step 3:** The student will be released from class when the parent/guardian arrives at the student's school office.

Parents should not call or text their child directly to be checked out. Students will not be permitted to exit class until notified by a member of the school faculty/staff.

## **Child Custody and Court Orders**

The school strives to be sensitive to all family structures. Parents or guardians who possess court documents for the care and custody of a student should present these documents to the Director of the school as soon as possible.

The school will keep on file any valid court orders, provided by a parent or guardian, regarding child custody, etc., and will strive to abide by them as is practicable. However, the school and its employees are not covered or bound by such orders. Disagreements between parents on custody, pick-up or drop-off at school, visiting at school, etc., will not be decided by the school, and parents will be required to settle such matters without intervention or participation by School employees. In addition, inasmuch as such court orders are not directed at the school or its employees, the school is not charged with carrying them out and will not be liable for any lack of adherence to any court orders directed at parents. The Director may request a certified copy or other verification of any order which arouses suspicion as to its validity. Validity shall be determined by the presence of a written order, a judge's signature, a current effective date or time span indicating that the order has not expired, and a court file-mark or seal.

In absence of a valid order to the contrary, school employees shall provide any parent or guardian with information as to their student's academic performance and school

activities, invite any parent to participate in parent-teacher conferences, allow any parent to attend school events or field trips, allow any parent to check their student in or out of school, and permit any parent to pick up their student from school. Parents and guardians are responsible for providing updated orders to the school as they arise.

## **Dropping-Off/Picking up Students**

The high school will begin receiving students at 8:05 a.m. Students who arrive on campus prior to 7:45 and are not scheduled to meet with an instructor before school, should report to the dining hall. Students will be dismissed from the dining hall in enough time to prepare for 1st period. Students who arrive to their 1st class after the 8:15 tardy bell, will be counted tardy.

All students in grades 10-12 must be picked up no later than 4:55 p.m. Students are not permitted to remain on the UA Little Rock campus without adult supervision. eStem High School is staffed daily until 4:55 p.m. Students not picked up by 4:55 will be escorted to the UA of Little Rock Police station at University Plaza.

Also see **Dismissal – Early; Dismissal- Early Check Out; and Dismissal – Emergency Check Out**

## **Family Educational Rights and Privacy**

The Family Educational Rights and Privacy Act (FERPA) was enacted to protect the privacy of student and parent records. Parent(s) or guardian(s) may exercise their right to inspect and obtain a copy of their student’s records. The school may charge a fee for copies, not to exceed the actual cost of materials. Custodial and non-custodial parents or guardians have the right to access their student’s records, however, if the custodial parent has presented a valid court order barring non-custodial access, the school will abide by that order.

The school will immediately disclose a student’s educational records, without parental consent, to any requesting caseworker or other representative of a State child welfare agency when that agency demonstrates that it is legally responsible for the care and protection of the student. The school will also immediately disclose a student’s educational records, without parental consent, upon receipt of a valid subpoena or court order calling for the release of such records.

When a student turns 18, all rights afforded to the parents under FERPA transfer to the student, and access to the student’s records is denied to the parent(s) or guardian(s) unless the student permits. Students who are 18 years old are hereafter referred to as “eligible students.”

Student records are defined as those documents which include personally identifiable information including but not limited to:

- GPA and final course grades, including full transcripts
- Admission materials
- Financial aid records
- Disciplinary records
- Attendance records
- Academic counseling records
- Student health records

Subject to the limited exceptions listed within this policy, no disclosures will be made unless there is express written consent from the parents or eligible students. Among these exceptions are access granted to school officials with legitimate educational interests, schools receiving a transferring student's records, audit or evaluation officials, financial aid parties, studies for or on behalf of the school, emergency personnel in the course of protecting the student's health or safety, and authority figures in the juvenile justice system.

Eligible students or parents or guardians of students under 18 may request information in the student's record be amended or deleted if they find that it is inaccurate. Requests for amendment are to be submitted in writing to the Director of the school, and will be reviewed and accepted or rejected by the Director in writing within 30 days of receiving the written request.

Notice of parents' rights under this policy will be distributed each year in the student handbook.

## **Messages**

eStem schools do not accept telephone messages for students. Parents who want a message delivered to their child during the school day must deliver that message in person at the school office. The eStem schools make no guarantee and assume no responsibility for delivery of non-emergency messages from parents to their child.

Students may use the school phone only in the case of an emergency or in a situation that requires the child to go home for the day.

## **Parent Concerns**

Parents/guardians with a concern about school policy, their child's academic grades, a discipline decision, or any other issue related to their child's eStem education may address that issue with their child's teacher or school administrator. The following procedure will be used:

- Parent/guardian must make the child's teacher aware of their concern. Where possible, parents/guardians should suggest a solution.
- The teacher or staff member contacted will discuss the concern with the parent/guardian as soon as is practical and work toward creating a solution.
- Parents/guardians who are dissatisfied with the response of the teacher or staff member may forward their concern to the Assistant Director. The Assistant Director will respond to the parent/guardian as soon as practical.
- If the parent/guardian is dissatisfied with the response of the Assistant Director, the parent/guardian may forward the concern to the Director of Schools who will respond as soon as practical.
- If a resolution has not been met, the parent/guardian may forward the concern to the Executive Directors who will respond as soon as practical.
- If a resolution has not been met, the parent/guardian may then forward the concern to the Chief Executive Officer. The decision of the Chief Executive Officer of eStem Public Charter Schools, Inc. will be the final resolution.

## **Parent/Teacher Conferences**

There are two Parent/Teacher Conferences throughout the school year, one per semester. During these conferences, parents/guardians have an opportunity to discuss the progress of their child with their child's teacher(s). Parents/guardians and teachers also will discuss strategies to improve the academic performance of their child. Parents/guardians are *required* to come to school during Parent/Teacher Conferences; the child can attend the conference as well.

## **Parent/Teacher/Student Meetings**

Teachers may request individual conferences with a student's parent/guardian to discuss academic or character-related issues. The request may require the student's attendance. Likewise, parents may request an individual conference with their child's teacher(s) to discuss student-related issues. To request a meeting with a teacher, the parent must contact the teacher by telephone or email. If a parent comes to school to meet with a teacher without first setting an appointment, there is no guarantee that the parent will be able to meet with the teacher at that time.

Parents can have very strong feelings about issues concerning their child. Progress for a student can be achieved only if all parties deal with issues calmly and with mutual respect.

## **Photo/Video Use**

eStem Public Charter Schools may want to photograph by still camera, movie camera or video camera for use or for potential use on [www.estemschools.org](http://www.estemschools.org) eStem eNews, or other medium; or by news gathering organizations, including television stations, radio stations, newspapers, and other video or print production representatives authorized by eStem Public Charter Schools, Inc. eStem Public Charter Schools, Inc., may use your child's name, voice likeness in any and all promotional material that benefits any school with eStem Public Charter Schools, Inc. or eStem Public Charter Schools. Your child will NOT receive a publicity fee for publication of his/her photograph or use of video.

## **Transportation - Students**

Parents are responsible for transporting their children to and from school; however, eStem Public Charter Schools, Inc. will pay for a monthly bus pass for eStem students using the Rock Region METRO bus system. METRO student pass application forms are available at the main office for each school.

Parents must send a note with their child if they would like the child to go home in a way that is not the child's normal mode of transportation.

Skateboards are a safety hazard and are not considered to be an acceptable form of transportation to and from school either before or after the normal school day. We want to be good neighbors to UA Little Rock; therefore, the use of skateboards on or around the school campus is prohibited.

Bike racks are located near the high school building for students who wish to ride their personal bicycle to school. Bikes supplied by the UA Little Rock campus are not intended for recreational use; eStem students are strongly encouraged to refrain from using them.

Neither eStem, nor UA Little Rock will be responsible for damages to property or injuries to the student or other person if a student rides a campus bicycle.

## **Safety/Action Plan**

### **Bomb Threat**

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A bomb threat represents a potential danger to the safety and welfare of students and staff and to the integrity of school property. Any bomb threat will be regarded as an extremely serious matter and will be treated accordingly.

A map detailing the required building evacuation plan is posted in every room. Students must follow the instructions of their teacher, stay with their class, and must not make any stops during evacuation unless instructed to do so by their teacher. Students must proceed directly to their designated location outside the building *without talking* until given further instruction. A student violating this procedure is jeopardizing the safety of other students and may face disciplinary action, which could include suspension.

## **Emergency Lock-Down**

Each school will work with local law enforcement to determine the best safety plan for that campus.

The school building will be placed in emergency lock-down when the threat of danger from outside the building is imminent. Students, teachers, and staff will be notified when an emergency lock-down is in effect via a broadcast over the school public address system.

Schools may institute a non-emergency lock down if necessary. During this time, students will be kept in the classroom and instruction will continue as normal.

## **False Alarms**

The act of pulling or attempting to pull or calling in an alarm of a fire, bomb threat or other emergency without a lawful purpose is prohibited. The act of communicating a false alarm to or about a school, at a school-sponsored or related activity or any public facility is a Class D Felony.

## **Firearms/Weapons**

In accordance with federal and state law, any student who brings or possesses a firearm on school property or at any school activity will be referred to the appropriate legal authorities and will be expelled from school for a period of no less than one year. The expulsion shall be noted on the student's permanent school record. The expulsion may be modified on a case-by-case basis upon recommendation of the Director of Schools and the approval of the Chief Executive Officer of eStem Public Charter Schools, Inc.

The director of each school shall report within a week to the department the name, current address, and social security number of any student who is expelled for possessing a



firearm or other prohibited weapon on school property or for committing other acts of violence.

The possession of any weapon, facsimile weapon or any other instrument that is specifically designed, made or adapted, or is capable of inflicting physical injury to another person, is prohibited at school or at any school-related activity. The act of using a weapon or a firearm to cause injury or to threaten injury to another person is prohibited. Expulsion for a full calendar year is required by law. The expulsion may be modified on a case-by-case basis upon recommendation of the Director of Schools and the approval of the Chief Executive Officer of eStem Public Charter Schools, Inc.

## **Fire Evacuation**

A map detailing the required building evacuation plan is posted in every room. Students must follow the instructions of their teacher, stay with their class, and must not make any stops during evacuation unless instructed to do so by their teacher. Students must proceed directly to their designated location outside the building *without talking* until given further instruction. A student violating this procedure is jeopardizing the safety of other students and may face disciplinary action which could include suspension.

## **Gangs and Gang Activity**

eStem is committed to ensuring a safe school environment conducive to promoting a learning environment where students and staff can excel. An orderly environment cannot exist where unlawful acts occur which cause fear, intimidation or physical harm to students or school staff. Gangs and their activities create such an atmosphere and shall not be allowed on school grounds or at school functions.

The following actions are prohibited on school property or at school functions:

- Wearing or possessing any clothing, bandanas, jewelry, symbol or other sign associated with membership in or representative of any gang
- Engaging in any verbal or nonverbal act such as throwing signs, gestures, or handshakes representative of membership in any gang
- Recruiting, soliciting, or encouraging any person through duress or intimidation to become or remain a member of any gang
- Extort payment from any individual in return for protection from harm from any gang
- Gang graffiti
- Social media posts depicting students displaying gang related posturing or affiliated clothing on eStem property or wearing eStem attire

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. Students arrested for gang related activities occurring away from school grounds shall be subject to the same disciplinary actions as if they had occurred on school grounds.

## **Law Enforcement's Access to Students**

Students will be subjected to questioning by non-school personnel only if a court order directing the questioning is presented, the student's parent or guardian (or eligible student) gives permission, or if responding to a legally issued arrest warrant or subpoena.

If the school makes a report to any law enforcement agency concerning student misconduct, grants a law enforcement officer (other than the school security officer acting in the normal course of his or her duties) access to a student, or knows a student has been taken into custody by law enforcement personnel while under school supervision, the school shall make a reasonable good faith effort to notify the student's parents or guardians.

## **Searches**

Each student's privacy rights are of high value to the school, and as such, the school shall ensure that arbitrary searches are not conducted by school officials. However, in order to maintain a safe, and positive educational environment, and to protect the health and well-being of the entire student body, the school recognizes its right to reasonably inspect, search, and seize evidence pertaining to violations of law or rules of the school.

Students are advised that there is no reasonable expectation of privacy in most school areas, including lockers, and that searching school property generally does not constitute a search for purposes of the 4th Amendment to the United States Constitution. The school does recognize a reasonable expectation of privacy in restrooms, dressing rooms, or other areas in which an expectation of privacy has been traditionally recognized. The school may also search the student's person or personal property upon establishing reasonable grounds to believe evidence of a violation will be found in the areas to be searched. Upon finding evidence of a violation, the school may seize it and discipline the student accordingly. If the evidence found is illegal according to state or federal law, the appropriate authorities shall be notified.

Included in "school property" are lockers, desks, and parking lots on school grounds. Personal effects of students left in these areas may also be considered part of school property, and subject to search. Student vehicles parked on school grounds do not enjoy an

expectation of privacy. Items in plain sight that violate school rules or that are illegal may warrant an intrusion into student vehicles. Search of a vehicle is also warranted if there is probable cause that evidence of a violation will be found. If school personnel decide a search is necessary, an attempt to notify the student shall be made, and the student shall be permitted to be present with an adult witness. However, neither notice nor student assent are requirements for the School to conduct a search.

No searches of a student's person shall occur unless there is a reasonable suspicion that an infraction has or is occurring. Reasonable searches shall be conducted by a School employee of the same sex as the student, and observed by an adult witness. Searches shall not be overly intrusive. The intrusiveness of a search should be determined by balancing the nature of the infraction against the sex and age of the student.

At the discretion of the superintendent or his or her designee, law enforcement officials may be consulted to help administer searches. Law enforcement officials may utilize trained dogs to assist in the search of school property.

## **Security**

The superintendent, directors, teachers and staff are responsible, within limits imposed by available resources, for taking precautions for the health and safety of school personnel and students, in compliance with applicable local, state and federal rules, regulations and laws governing school health and safety.

The eStem school building is protected during the day by trained security personnel, 24 hours a day by a security surveillance video system, and an alarm system. Access to the building is restricted during school hours. All visitors must register at the security desk.

## **Tornado/Severe Weather Conditions**

In the event of severe weather conditions during the school day, teachers will relocate students to the designated safe areas and will ensure that all students are accounted for. While moving to a safe location, students must refrain from talking. All students and staff will remain in their locations until the all clear is sounded. A student violating this procedure is jeopardizing the safety of other students and may face disciplinary action which could include suspension. During a tornado or severe weather warning, any parents on campus will follow the school's safety procedures until the warning expires.

eStem Public Charter School shall provide annual training for all employees and students, to the extent practicable, in preventing and responding to acts of violence, terrorism, and

natural disaster, including without limitation: tornado safety drills, implementation of emergency plans for terrorist attacks, and annual active shooter drills and school safety assessments in collaboration with local law enforcement and emergency management personnel for all schools. The superintendent shall designate personnel for training under the Safe Schools Initiative annually.

The designated personnel who receive Safe School Initiative trainings shall train other school employees and students and may assist in developing strategies and crisis management plans for the school.

## Medical

### **Immunization**

In order to enroll at an eStem Public Charter School, every student must have an up-to-date age-appropriate immunization record. Students will be excluded from school until records are provided. Proof of immunization shall be by a certificate of a licensed physician, health department, or the military service. Students will not be allowed to enroll in the school if they do not have the required documented proof of immunizations that are required by the Arkansas State Department of Health.

### **Medical – Emergencies During School Hours**

In the event of a medical emergency during the school day, eStem will notify the proper medical and emergency authorities, set aside an area where the injured student(s) can be taken, and notify the student’s parent/guardian or the emergency contact identified on the student’s school records. eStem will abide by the recommendations of medical and emergency authorities and will assist, if requested, in the transportation of the injured student to a designated medical facility. It is at the discretion of the nurse when a 911 call is deemed necessary if a student is in distress. In the absence of the nurse, it is at the discretion of the building administration. eStem will make every effort to provide support, assistance and resources to the injured student until medical attention is secured.

Students who are suicidal, homicidal, experiencing hallucinations or delusions, or any other serious mental disturbances will be sent home for a safety/mental health evaluation. Before returning, the student must provide the school with a letter signed by a licensed physician or therapist stating that he or she is not a danger to themselves or anyone else.

### **Medical – Illness During School Hours**

As a general rule, students will not be sent home for upset stomachs, common colds, sore throats without a fever, or headaches. If a child reports feeling ill or injured during the

school day, the School Nurse will record the student's name, the time and the nature of the illness. If a child becomes ill or injured during the school day and is not well enough to stay in class, the parent/guardian will be called to pick-up the child. Students with fever 100.4 degrees F or higher or have vomited more than once will be sent home. The student can return to school when they have been fever free without fever-reducing medication for 24 hours. It is necessary to have updated emergency contact numbers on file in the school office in case no one can be contacted at home.

## **Medical – Medications**

If a student requires medication during school hours, the administration of medications will be supervised by the Health Services Coordinator/Nurse under the following guidelines, as required by state law:

- Medications should be given at home unless it is given more than three times a day or must be given at a specific time as indicated on the prescription bottle.
- Medication may be administered only when the critical health and well being of the student is at stake and will be documented when administered.
- Prescribed medications to be given at school should be delivered to the nurse by the parent/guardian and counted and documented by the nurse and the parent together.
- All prescribed and/or controlled medications must be supplied in the original pharmaceutical container and must be labeled with the following information: student's legal name, date prescription was filled, ordering provider's name, pharmacy name, name of medication, dose, route, and frequency.
- All medications will be given according to labeling directions on the container. Deviations from label directions will require a written provider order.
- Over-the-counter medications that have been approved for use in the health room may be administered as needed at the nurse's discretion and with written permission from the parent. This written permission must be renewed annually. Administration of OTC medications will be documented and the parent informed.
- Over-the-counter medications must be supplied in the original container and identified with the student name, parent name, and phone number.
- All prescribed/controlled medications will be kept in a locked cabinet in the health room.

The School Nurse is the primary person designated and authorized to administer medication. In the event the school nurse is unavailable to administer medications, there will be designated school personnel to administer medications in accordance with the ASBN and ADE rules. Students are responsible for coming to the medical services office to receive their medication at the appropriate time.

All medications shall be picked up by parents or guardians of the students or they will be disposed of by the school at the end of the school year. The school shall also dispose of outdated or expired medications after giving parents or guardians a 10 day notice of their intention to dispose of the medication. Should the parents or guardians not pick the medication up, school nurses shall destroy the medication with a personnel witness present.

**Students are not allowed to have any medication, including over-the-counter medication, in their backpacks or in their possession. Students with prescribed emergency rescue medications (i.e. asthma inhalers, EpiPens, Glucagon) may be able to self-carry these medications with approval from the student's physician, the school nurse, and the parent. A signed self-carry form must be in the student's medical file in the school health room.**

## **Medical – Records**

Students with chronic medical conditions such as asthma, severe allergies, diabetes, seizures, etc. that may have ongoing or urgent health needs while at school must have an Action Plan in their school medical file. This Action Plan can be obtained from the student's physician and must be renewed at least annually or when changes in the management plan are made by the physician.

Click [here](#) for a summary of our 22-23 Parent & Family Engagement Plan.

Disclaimer: The Student Handbook provides you with important information about eStem Public Charter Schools. It also serves as a reference for looking up critical policies and procedures that will affect you and your child during your time at the school. These policies, procedures, and benefits as described in the handbook do not constitute a contract or implied contract with students or personnel. The school administration reserves the right to interpret, revise, amend, or withdraw them at its discretion. Changes to the school policies in the handbook will be communicated to parents during the school year.

**All eStem High School students are responsible and held accountable for the content included in the UA- Little Rock Student Handbook. Please click the link below to access it. Failure to comply with its contents may result in disciplinary action by eStem High School.**

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# UA LITTLE ROCK STUDENT HANDBOOK

## 2022-2023 STUDENT CULTURE GUIDE ACKNOWLEDGMENT

Student's Name \_\_\_\_\_

Grade \_\_\_\_\_

### CELL PHONE USE ACKNOWLEDGEMENT

I have read and understand eStem's guidelines for cell phones. I understand that if any cell phone is out or turned on and being used for anything other than education, it will be confiscated and turned into the office where it must be picked up by a parent.

YES                      NO

### AUTHORIZED USER OF COMPUTER NETWORKS

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**PARENT COMPUTER USE AGREEMENT**

I have read the eStem Public Charter School Authorized Use of Computer Networks Policy.

YES                    NO

I hereby release eStem Public Charter School, eStem Public Charter School Board of Directors, staff, employees, and any institutions with which it is affiliated, from any and all claims and damages of any nature arising from my child's use of, or inability to use, the charter school's computer network. This includes but is not limited to claims that may arise from the unauthorized use of the system to purchase products or services.

YES                    NO

I will instruct my child regarding any additional restrictions I wish to be followed in addition to those outlined in these regulations. I will emphasize to my child the importance of following the rules for personal safety.

YES                    NO

I have reviewed the Computer/Internet Use policy. I agree to abide by the policy and understand that should I commit any violations, my access to privileges may be revoked and school disciplinary and/or appropriate legal action may be taken.

YES                    NO

I give permission for my child to participate in the charter school's electronic communications system and certify that the information contained on this form is correct. This authorization will remain in effect as long as my child is enrolled in eStem Public Charter School or until I revoke this authorization in writing to the school director or until this policy is revised by the school.

YES                    NO

**STUDENT COMPUTER USE AGREEMENT**

I have read the eStem Public Charter Schools Authorized Use of Computer Networks Policy.

I agree to follow the rules contained in this policy. I understand that if I violate the rules my computer privileges can be terminated and I may face other disciplinary measures.

YES                    NO

**VIDEO/PHOTO ACKNOWLEDGEMENT**

I give permission for my child to be photographed by eStem Elementary, Middle, High PCS, by eStem PCS, Inc. or by authorized media as outlined above. This authorization will remain in effect as long as my child is enrolled in eStem Public Charter Schools or until I revoke the authorization in writing to the school Director.

YES NO

**PERMISSION TO LEAVE CAMPUS ACKNOWLEDGEMENT**

This is authorization that my child can leave school grounds with his/her class for outside activities – i.e. physical education, walking field trips, etc. as approved by eStem Public Charter Schools.

YES NO

**ANTI-BULLYING AGREEMENT**

1. I will not bully others.
2. I will try to help students who are bullied.
3. I will try to include students who are left out.
4. If I know that somebody is being bullied, I will tell an adult at school and an adult at home.

Parent/Guardian Email Address

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I have read the 2020-2021 Student Culture Guide. I agree to comply with these policies and all of the policies mandated by eStem Public Charter Schools, Inc.

I have reviewed the mission and philosophy of eStem with the understanding that these values are rooted in the identity and philosophy of our school.

I understand that eStem is a charter school; and is, therefore, a school of choice.

I understand that attendance at this school requires compliance with school mission and policies.

I have reviewed the school calendar and noted special events.

I understand the importance of consistent daily attendance and I will use the calendar as a reference when planning appointments.

Disclaimer: The Student Handbook (Culture Guide) provides you with important information about eStem Public Charter Schools. It also serves as a reference for looking up critical policies and procedures that will affect you and your child during your time at the school. These policies, procedures, and benefits as described in the handbook do not constitute a contract or implied contract with students or personnel. The school administration reserves the right to interpret, revise, amend, or withdraw them at its discretion. Changes to the school policies in the handbook will be communicated to parents during the school year.

\_\_\_\_\_ Date: \_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_ Date: \_\_\_\_\_  
Student Signature

### eStem Public Charter School - LEARNING COMPACT

Student's Name: \_\_\_\_\_ Grade \_\_\_\_\_

#### STUDENT AGREEMENT

It is important that I work to the best of my ability; therefore, I shall do the following:

- Attend school regularly and be on time for all classes
- Come to school each day with the necessary supplies and tools for learning
- Complete and turn in all class assignments
- Observe regular study hours
- Conform to rules of student conduct
- Conform to rules of dress code

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- Respect school property and materials

Student Signature \_\_\_\_\_ Date \_\_\_\_\_

#### **PARENT/GUARDIAN AGREEMENT**

- I want my child(ren) to achieve; therefore, I will encourage him/her by doing the following:
- See that my child(ren) are punctual and attend school regularly
- Support the school in its efforts to maintain proper discipline
- Attend required academic and disciplinary conferences
- Stay aware of what my child(ren) are learning. Read the weekly newsletter and monthly calendar to stay aware of what is happening at school
- Notify the office if there are changes in my address, email, and/or contact numbers

Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

#### **TEACHER AGREEMENT**

- It is important that students achieve; therefore, I shall do the following:
- Comply with policies and procedures of the school
- Provide relevant, challenging assignments for students
- Provide necessary assistance to parents so that they can help with assignments
- Encourage students and parents by regularly (at least weekly) posting student progress to eSchool
- Use special activities in the classroom to make learning meaningful and interesting
- Work proactively with parents to maintain classroom discipline and procedures

Teacher Signature \_\_\_\_\_ Date \_\_\_\_\_

#### **ADMINISTRATOR AGREEMENT**

We support this partnership on behalf of the student; therefore, I will do the following:

- Provide an environment that allows for positive communication between the school and the home
- Encourage teachers to regularly provide instruction that is rigorous and will challenge the student to think

Director Signature: \_\_\_\_\_ Date \_\_\_\_\_