

Integrity School of the Arts
School Handbook

Helping Homeschool Families Stay Home



Integrity School of the Arts

“Integrity School of the Arts desires to come alongside families in the equipping of their students to discover their giftedness and unique God-given purpose so that they may use their giftings in the local church.”

Mission Statement

Integrity School of the Arts, "ISA", exists to help homeschool families stay home by providing academic support and quality fine arts within a Christ-centered environment.

Vision Statement

Integrity School of the Arts provides an outstanding spiritual and educational environment thoroughly preparing students to fulfill God's purpose for their lives and equipping them to achieve their God-given potential. Recognizing that the Arts influence culture and worldview, we desire our students to cultivate excellence and experiences vital to advancing the kingdom of God through the Arts.

Statement of Faith

- We believe the Bible to be the only inspired, infallible, authoritative, inerrant word of God. *2 Timothy 3:16-17; 2 Peter 1:20-21*
- We believe that there is only one God, eternally existent in three persons; Father, Son, and Holy Spirit. *Genesis 1:1, John 1:1, John 10:30-38*
- We believe in the virgin birth of Jesus Christ, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His personal return in power and glory. *Isaiah 7:14, Matthew 1:23, Luke 1:35, Hebrews 4:15, Hebrews 7:25, Hebrews 9:12, John 2:11, John 11:25, Colossians 1:14, Acts 1:11, Revelation 19:11-16*
- We believe that God is the Creator of all things and that humanity is created in the image of God with a God-defined identity. *Genesis 1:1, Genesis 1:26-28, Genesis 5:1-2, Colossians 1:16-17*
- We believe God created one race, Adam's race. Though there are many nationalities, cultures, languages and creeds, we believe that all mankind is equal and unable to reach God alone; therefore, God purposed to reach man through the Second Adam, Jesus Christ. *Genesis 1:27, Romans 3:9-20, Romans 5:12-19, 1 Corinthians 15:45-49, Galatians 3:28*
- We believe that all mankind is sinful, totally depraved by nature and that spiritual regeneration by the Holy Spirit is essential and an absolute necessity for salvation. *Romans 3:10-12, Romans 3:23, John 3:16-19, John 5:24, John 6:44, Ephesians 2:8-9, Titus 3:5-6*
- We believe in the continuing ministry of the Holy Spirit. By whose indwelling and empowering, the Christian is enabled to live a godly life. *Ephesians 4:30, Ephesians 5:18, 1 Corinthians 3:16, 1 Corinthians 6:19-20*
- We believe God, the Creator, determines gender at conception. Neither culture nor individual can redefine their gender or redefine God's design for sexual relationships. Marriage between one natural man and one natural woman has not only been God's

plan from the beginning but also is the closest human representation of Christ's relationship with His Church. *Genesis 2:24, Ephesians 5:22-33, Hebrews 13:4*

- We believe in the spiritual unity of believers in our Lord and the gathering together to live out the “one another” passages to be the Church. *Romans 8:9, 1 Corinthians 12:12-13, Galatians 3:26-28*
- We believe in the resurrection of both the saved and the lost, those who are saved to eternal life and those who are lost unto eternal damnation. *1 Corinthians 15:20-28, Revelation 20:11-15*

Statement of Educational Responsibility

Integrity School of the Arts is a homeschool enrichment program that seeks to provide a quality program in a distinct Christian environment. ISA seeks to work with parents and guardians to train their children to be salt and light in the community. ISA recognizes the Home as having the primary responsibility in the education of the child and Parents are responsible to God for that education and educational influences like ISA. *Genesis 18:19, Deuteronomy 6:6-7, Proverbs 22:6, Romans 14:12*

Statement of Conduct

In relying on the teachings of Scripture, ISA believes that the Bible prohibits sexual immorality of any type, including but not limited to: pornography, homosexuality, adultery, or any other sexual activity outside of the marriage of one natural man and one natural woman. On those occasions in which a family or student is acting in opposition to the beliefs and lifestyle that the Bible teaches while on campus or participating in an ISA calendared event, ISA reserves the right, in its sole discretion, to refuse admission to an applicant or to terminate enrollment of a current student. This includes, but is not limited to: practicing, condoning, or supporting any form of sexual immorality, practicing or promoting a homosexual lifestyle or alternative gender identity, or otherwise having the inability to support the principles of ISA as set forth throughout this handbook.

Statement of Confidentiality

Integrity School of the Arts strives to maintain strict rules of confidentiality. Information the parent gives us concerning their child will remain strictly confidential. Anyone who is not affiliated with ISA will not have access to information regarding the child without the parent's express permission.

Philosophy of Education

Integrity School of the Arts is an educational institution that emphasizes the historical, biblical, Christian faith.

Updated on 7/5/2022 by ISA Administration

SPIRITUAL OBJECTIVES

- To lead our students to a saving knowledge of God through Jesus Christ
- To train students' affections to know that the things of God are good, true, and beautiful.
- To model for students how to rest in the finished work of Christ.
- To pour into students for the purpose of partnering in the work of Christ.
- To arm students with spiritual tools and resources that enable them to fulfill the call God has placed on their lives.
- To teach students to wisely discern the purpose God has instilled in them.

ACADEMIC OBJECTIVES

- To foster academic fearlessness.
- To provide a Christian education that strives for academic excellence for the average and the above average student.
- For students to understand God's providence over all wisdom and truth.
- To give students the tools to think logically, critically, and creatively.
- To give students the tools to attain any level of learning or skill to which they may aspire in order to fulfill their God-given purpose.

SOCIAL OBJECTIVES

- To train students to be observant, service-oriented individuals.
- To model for students how to shape the culture rather than conforming to it.
- To reclaim the integrity of family relationships.
- To establish the honorable institution of true friendship as demonstrated in scripture.
- To encourage students to seek ways to contribute to their community.

PHYSICAL & EMOTIONAL OBJECTIVES

- To rejoice in the uniqueness of others as God created them.
- To understand that we are stewards of the temple of God.
- To model respect for and contentment in the frailties and limitations of the human body.
- To seek physical and mental health in order to accomplish God's calling.

Parent Expectations

Parents are the most important people in a child's life. Integrity School of the Arts exists to partner with families in the biblical mandate to rear children in the fear and admonition of the Lord. The school recognizes the vital role parents play in their child's education. While it would be impossible to attend every event or function, we ask that parents participate in the following ways:

- Pray for ISA, administration, ISA tutors, staff, and students.
- Willingly partner with ISA, its faculty, and its administration in carrying out the school's mission.
- Read and explain the school handbook to their child.
- Attend parent/ISA tutor conferences, **if** requested by their child's ISA tutor.
- Attend Parent Orientation.
- Keep in touch with their child's ISA tutor.
- Stay updated on ISA events and information by checking Facebook, the school website, reading papers sent home, or checking MySchoolWorx.

Student Expectations

Integrity School of the Arts is a place where the Holy Spirit is invited to dwell. Therefore, students are to be cognizant of the attitudes, spirit, and actions they bring into this space. Student expectations include but are not limited to:

- Honesty in all academic endeavors.
- Courtesy to classmates.
- Respect for faculty and administration.
- Respect for property.
- Maintain a helpful and caring attitude.
- Complete coursework on time.
- Exhibit personal responsibility for their space and belongings.
- Exhibit personal responsibility for one's own attitude and actions.
- Challenge themselves to soar beyond mediocrity in all endeavors.

General Rules

The following rules are observed in order to maintain a safe and productive learning environment.

- No personal electronic devices are allowed in school unless requested by the child's ISA tutor.
- Cell phones must be put away at the beginning of the school day and will be stored in the student's bag.
- Students may not return to the parking lot during school hours without permission from the high school office.
- Students may not leave school grounds without permission.
- Students should remain after school only if they are under the direct supervision of a parent or faculty member.
- Students must abide by the internet use policy.
- Physical violence is not allowed.

- Threatening or profane comments by students or parents either verbally or in writing, are not allowed.
- School property shall be protected. Defacing or damaging school property, which is malicious or careless in nature, will result in appropriate disciplinary action and the replacement of such property by the student and/or parents or legal guardian.
- Disruptions in class, unruly behavior, or disrespectful speech/actions are not tolerated.
- Public displays of affection are not permissible in any circumstances. A hands-off policy is to be followed at all times.
- Buying or selling anything aside from school approved fund-raiser items is not permitted on campus or in the parking lot.
- Plagiarism, cheating, or forging another's name is a major offense and will be handled as such.
- Smoking or vaping on or off campus is prohibited.
- Students are not to be in possession or any material considered to be a drug or alcohol.
- Students may not bring weapons of any kind on campus.
- Theft of any kind will result in serious disciplinary action.
- Sexual misconduct, possession or viewing of pornographic material is not allowed.
- Students may not proselytize to any non-Christian religion.

Procedure for Addressing Problems

Occasionally during the course of the year, misunderstandings or problems can arise. This is often the result of a lack of communication between those involved or an inaccurate perception of events and motives. ISA adopts the following policy for addressing issues based on the reconciliation principles found in Scripture. *Matt. 18:10-35, Luke 17:3-4, Galatians 6:1-2, Colossians 3:13, 2 Timothy 4:2, James 5:19-20*

1. Contact the ISA tutor or staff member involved and address the problem with them directly by setting up a conference via phone call or zoom call.
2. If the problem is not resolved, contact the school office to set an appointment with the appropriate administrator or department head.
3. After speaking with the administration, if the problem still requires resolution, the family and administration can then determine if the ISA is the right fit for the family.

Remember, forgiveness and reconciliation is the goal, not to be right. This Biblical process intends to turn potential enemies into confident allies through patience, love, compassion and gentleness.

Parent Orientation Meeting

Each year, before school begins, ISA holds a parent orientation meeting and at least one parent must attend this meeting. Students will meet the ISA tutors, explore their classroom, talk to his

ISA tutor, and ask questions before school begins each year. Class wish lists are available at orientation but please keep an eye on our Facebook page for event dates and times.

Admissions

Integrity School of the Arts does not discriminate on the basis of race, color, gender, nationality or ethnic origin in its admission, educational, or fine art policies. Although it is our desire to welcome all students to ISA, we do not have the resources to offer special accommodations to meet the needs of students with exceptionalities. If a student is unable to assimilate into the ISA classroom environment without special accommodations, ISA would not be able to admit that student.

As a private institution, Integrity School of the Arts reserves the right to set its own standards for student conduct, dress, and student expulsion. Admission to ISA is a privilege. Therefore, the school maintains the right to admit only those students whose parents agree to partner with ISA for the purpose of providing a high standard of education with Christ at its core. Final decisions concerning acceptance will be decided by the admissions committee which reserves the right to refuse admission to any student whose enrollment would not be beneficial to him or the school. Acceptance into any grade level does not constitute automatic acceptance into the next grade the following year.

Admissions Criteria

ISA offers priority enrollment for presently hired ISA tutor's students, provided the privilege is exercised within the early enrollment period. ISA will then extend priority enrollment to all returning students before opening enrollment to new students. All parents/guardians of students enrolling at ISA must read this handbook in its entirety and sign a statement agreeing to support and aid in the enforcement of the handbook.

Admissions Procedure

Below is a general outline of the admissions procedure for Integrity School of the Arts:

- **Step One:** The parent/guardian will need to review the school website for all important information concerning the prospective student, such as Tuition & Fees, Classes & Schedule, Policies & Procedures, etc.
- **Step Two:** If, after prayerful consideration, the parent determines that their child should attend Integrity School of the Arts, please click the *Enroll Now* link on the Admissions page to fill out all family/student information
- **Step Three:** After the parent submits the online application, click the *Class Selection* link on the application completion screen to choose the classes and track for each of the prospective students.

- **Step Four:** Then, the parent will need to read the School Handbook and click the Parent Acknowledgment link to affirm and sign their adherence to the policies, procedures and philosophy of Integrity School of the Arts.
- **Step Five:** Once all links have been clicked and completed, the parent can finish the registration process by submitting the following fees: Registration Fee, Lab Fee (if applicable), Art Fee (if applicable). Once paid, these fees are non-refundable with no exceptions. These fees can be paid in person with an ISA representative or via the invoice link sent to the parent's email address via Square Pay.

Admissions Documents

Please provide the following documents at the time of registration. This information will be kept on file in the school office. Forms provided by Integrity School of the Arts can be located on the school website.

- Medical/Injury Waiver (found on the ISA website under the Admissions Tab)
- Copy of Parent/Guardian's Drivers License

Tuition and Fees

Payments may be made by cash or check to the school office with a credit card on file or online through Square Pay via auto-draft from your credit or debit card. Checks should be made to Integrity School of the Arts. Fees, such as Registration Fee, Lab Fee or Art Fee, are non-refundable with no exceptions.

Tuition Payment Term Options

- **Annual Payment** - Pay full tuition in August
- **Semi-Annual Payment** - Pay half of the tuition in August and half in January
- **10 Month Payment Plan** - Pay 10 equal installments sent on the 1st of each month and due by the 5th of each month from August - May.

If the parent desires to pay with credit/debit card, the Parent will receive a CC Authorization Agreement from the ISA, allowing ISA to charge the tuition costs automatically at the beginning of each month. All credit card payments whether one-time or pre-authorized drafts will incur a 3.5% convenience fee for the digital service.

However if the parent desires to pay another way such as cash or check, the CC Authorization Agreement still must be signed to have a card on file even though payment will be received via cash or check as the parent prefers.

Any active special offers, such as "\$100 OFF Tuition for Early Registration", will be dispersed as a monthly credit to the parent's account for 10 months. A late fee of \$25 will be charged to any account showing a tuition balance after 4:00pm on the 5th of the month. When an account

becomes delinquent, a notice of delinquency will be sent to the parent via MySchoolWorx, email, letter home with child or all of the above. If no arrangements are made to clear the account, the student's status @ ISA may be in jeopardy.

Thirty Days Notice In Writing Is Required To Discontinue. All parents/guardians must notify ISA in writing 30 days prior to discontinuing classes attendance and tuition. Tuition payments are required for all classes that fall within 30 days after your notice of discontinuation is received. Failure to provide proper 30 days notice in writing does not excuse tuition payments for any class seats that are held for their child. Final tuition payments will be prorated as necessary.

*Please see updated tuition and fees on the school website in the Tuition & Fees section of the ISA website.

Curriculum & Books

Curriculum choices are established through prayerful collaboration with faculty and administration. All students are required to have the chosen curriculum text and other tools necessary to their combined education.

Tests, Quizzes and Test Solutions are provided by the ISA tutor. However, the curriculum textbook is the responsibility of the parent to acquire. Feel free to reach out to the ISA admin team for suggested sites and locations to find these textbooks at a discounted rate.

Library of Materials

Though parents are responsible for textbooks and any other materials connected with the classes enrolled, ISA hopes over time to develop a wealth of resources that allows students to borrow books from our library. We desire the ISA Library to be a service to the parents at no cost to them. Any books borrowed from the library are to be returned by their due date in good condition. Fines are assessed for lost or damaged books. If you have books you would like to donate, we would gladly purchase-back your book for other students to use.

School Hours

- K5 - 5th Grades: Wednesdays from 8am to 4pm
- 6th - 12th Grades: Thursdays from 8am to 4pm

Instruction begins promptly at 8am. Students arriving after 8am will cause a distraction to the instruction flow and structure of the classroom. Students are not allowed on campus before 7:45am or after 4:15pm unless involved in an extracurricular activity or attending our after school program.

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Arrival & Dismissal

At Integrity, pickup and dropoff is unique to each student as not every student is a full-time/full-program student. So, this process is divided into two categories: Full-Time and Part-Time. Full-Time students must be dropped off using the carline direction sheet no earlier than 7:45am. Full-Time students must be picked up no later than 4:15pm. Part-Time students must be dropped off no earlier than 10 minutes before their scheduled class begins and must be picked up no later than 10 minutes after their scheduled class ends. This applies to both academic and fine arts tracks, unless they have consecutive classes.

Instruction begins promptly at 8am. Students arriving after 8am will cause a distraction to the instruction flow and structure of the classroom. Students are not allowed on campus before 7:45am or after 4:15pm, unless involved in an extracurricular activity or attending our after hours program. Due to the size of our campus, there is not a waiting area for students to be held while waiting for parents to pick them up.

Student Drivers

Student drivers must park in designated student parking on campus. Administration reserves the right to revoke driving privileges if driving behaviors are careless and potentially harmful to other students.

Safety, Security & Visitors

Certain measures are taken by ISA to ensure the safety of each child, faculty, and staff. All doors will be locked at 8:05am. We have installed automated locks on all exterior doors and cameras monitoring all exterior doors and all classrooms. Background checks are performed on all school staff prior to each school year beginning as your child's safety is critically important.

Parents and friends are welcome to visit our classes by making arrangements with the Director in advance. Our space is small and cannot accommodate large groups. Administration reserves the right to deny visitation to persons who arrive without proper notice. All visitors must check-in and leave their IDs with administrative personnel for the duration of their visit in order to keep our students and staff safe.

Attendance

At Integrity School of the Arts, we understand that we are an enrichment program designed to come alongside the homeschooling family and are not responsible to the State of Florida for the student's academic progress. However, as an enrichment program, we desire to maintain a standard of excellence in the overall development of the student and value classroom attendance.

Classroom instruction is extremely important, especially to those enrolled in our high school courses and one can never truly compensate for absence from class. When a student's absences or tardies are considered excessive, a parent/tutor conference with the administration will be called to help both the family and administration to determine if ISA is still the right fit for the family.

Since parents are the responsible party for student academic accountability, make-up labs are not required, if missed, though recommended for conceptual understanding. If the parent desires the student to make-up the lab, they need to connect with the ISA tutor to schedule the lab at the convenience and discretion of the ISA tutor.

Signing Students Out of School

Students can leave school before dismissal in the following circumstances:

- If the parent/guardian signs the student out at the appropriate school office.
- If someone from the student's approved checkout list signs them out at the school office.
- If administration establishes phone contact with the parent/guardian and verifies permission for the student to leave campus for student drivers.

In order to dismiss in an orderly manner, students leaving early must exit the parking lot at least 15 minutes before dismissal begins.

Inclement Weather

The closing of school due to inclement weather are announced as quickly as possible. Integrity School of the Arts follows the same weather policy as Polk County schools. Should school be canceled due to inclement weather conditions, this announcement will be posted on the school website, Facebook, and a text message will be sent to parents through MySchoolWorx.

In the event that tornado warnings are issued, students will be moved into the center room of the school. Phones may not be answered at this time as staff and faculty see to the safety of all students as their first priority.

Sickness or Injury

In the event that a child becomes ill or is injured at school, the parent will be contacted immediately. If the office is unable to reach the parent or guardian, emergency contact persons listed in the child's file will be contacted. In case of emergency, your child will receive the best medical attention available while every effort is made to contact parents. Designated faculty with proper training shall render first aid as needed.

INFECTIOUS DISEASE

Each case shall be considered on an individual basis. The decision to admit or continue enrollment of an infected child will be based upon the behavior, neurological development, and physical condition of the student. The expected type of interaction with others in the school environment and the probability of contagion will likewise be considered.

The parents or guardians of an infected child, enrolled at Integrity School of the Arts, are responsible for securing regular medical evaluations that would permit a reliable assessment of any change in the student's condition which might affect the school's decision regarding continued enrollment.

MEDICAL RECORDS

Because we are not an actual registered private school we will not require each student to have up-to-date physical records, an immunization form or immunization exemption form on file in the office.

FLU AND OTHER HIGHLY CONTAGIOUS ILLNESSES

The county health department notifies the school if there are flu cases in the area. Individual classes or the entire school may be closed if a majority of students and/or ISA tutors are absent.

MEDICATION

Prescription Medicines that need to be administered during the school day are the responsibility of the parent or guardian as ISA staff members are not trained to administer prescription medication nor equipped to do so. Parents would go directly to the office and wait while the student is retrieved from class.

OTC Medications such as Tylenol, Advil, Aleve for ailments (like headaches or menstrual pain) can be administered to the student by Administration with written permission from the parents detailing the dosage allowed. These medications will need to be in the original container with the student's name written on the bottle and kept in the office until needed. If a child needs medication that does not meet these requirements, a parent or guardian must come to the school to administer the necessary medication.

Parent/Tutor Conferences

Parents/Guardians are encouraged to contact a member of the tutoring staff when they have a question or concern about their child's progress. To facilitate conferences, parents are asked to message the ISA tutor through MySchoolWorx in order to set an appointment.

Fundraisers

ISA understands that homeschool families are very budget conscious yet knows that some opportunities like field trips and events do cost extra. Therefore, Integrity School of the Arts will only engage in fundraising activities when there is a specific project or planned trip that is above and beyond the regularly scheduled costs. When fundraising in this way, each family can be certain of where the funds are going to and that their efforts will benefit their child directly for that intended purpose.

Chapel

Integrity School of the Arts believes strongly in the gathering of believers in worship, so our plan is to be able to offer a quarterly school wide worship night. Parents, guardians, and grandparents are welcome to attend the quarterly worship service with their child.

Special Programs and Assemblies

Part of our mission at Integrity is to help homeschool families stay home and in order to accomplish that we do not plan to over schedule families' calendars with extra, after school, evening programming. From time to time, we may have special speakers, films, or programs of significant spiritual, academic, or cultural value presented. Parents are invited to attend these programs. Student groups or organizations may request approval for school-time programs or presentations to the student body, if applicable.

Field Trips

As a part of our instructional and community-building program, various classes may desire to take trips to interesting and educational places in the area from time to time. All field trips are pre-approved by the administration for marketing and scheduling purposes with parents being notified in advance to plan and participate. Some trips may require a fee for admission and lunch while others may be a free option for engagement and participation.

Because of the insurance we hold to serve our families and staff with excellence, we are not able to transport any students or host any overnight events. Field trips are parent-led and opted in for, even though ISA Administration and Tutors may attend and organize these trips for the students and their families. Field trips are not a requirement at ISA nor are they exclusive to our families. Any of our fields or community events are open to any family to participate, engage with and enjoy the fellowship with our Integrity families and students.

Lunches

The Lunch Period is not required for all students as some students will attend ISA for academics only or fine arts only. However, many will opt-in for both academics and fine arts which will require them to stay on campus throughout the day, necessitating lunches.

The Lunch Period will be between 20-25 minutes. Students will need to bring their own sack-lunch and know that refrigeration or heating elements will not be provided for consistent use. If these amenities change, you will be notified so you can plan accordingly.

Standards of Modesty

Integrity School of the Arts endeavors to uphold Biblical principles with respect to clothing and grooming standards. These standards are based on neatness, appropriateness, modesty, and love. These standards are not a measure of spirituality, but a way to reflect that ISA respects the inherent value that all people are created in the image of God. Students and parents are expected to observe this standard on campus during regular or extracurricular activities as well as off campus during school trips unless otherwise noted by administration.

- All clothing must be neat, clean, and in good repair.
- No tight fitting garments. Leggings are only permitted during dance classes.
- No bare midriffs, low necklines, or shirts/dresses with spaghetti straps/strapless are allowed.
- Skirts must not be more (3) inches above the student's knee and are girl only apparel.
- Undergarments are not to be visible at any time.
- Writing and graphics on clothing should not contradict ISA's statement of faith or promote anything against school policy.
- Pants with holes, worn, frayed, or tattered areas must not be excessive or they must be covered. No sweatpants or material of the like
- Hats, caps, or other head coverings may not be worn inside the building unless given specific permission by the administration.
- Piercings should be appropriate and not excessive.
- All male and female hair should be clean and well-groomed. Avoid extremes in dress, makeup, and hairstyle.
- Appropriate shoes must be worn for student activities.

The modesty standards stated apply to all students, both in the classroom and on school sponsored trips, unless a specific administrative exception has been given. Each student may be analyzed on the appropriateness of his appearance and such cases will be handled on an individual basis. If a student is found to be in violation of these standards and the violation cannot be remedied at school, the parents or guardians may be called and asked to bring proper clothing to the student. Repeated modesty violations will be subject to disciplinary action.

Uniforms & Dress Code

Students in K5-12th grades are required to wear flexible uniforms but they must align with the Standard of Modesty Policy.

- **(Required)** For boys & girls shirts, all students must wear a polo-type shirt of any color
- **(Choice)** For boys & girls pants, all students can wear pants (not shorts) of any color or style and they must reach their ankles (like jeans).
- **(Choice)** For girls only skirts, all girls can wear skirts (not shorts) of any color and they must be no higher than (3) inches above the student's knee.
- **(Choice)** For boys only shorts, all boys can wear shorts of any color and they must be no higher than (3) inches above the student's knee.

If your student comes to class outside of the above dress code, the school or your child's ISA tutor will document this occurrence and send, via MySchoolWorx Messaging, a note of reminder of the policy. If a parent continues to ignore the dress code, the matter will be addressed by administration. Modesty is the Biblical principle while the Dress Code is the boundary ISA has determined for consistent modesty.

Suspension and Expulsion

Integrity School of the Arts partners with families in order to provide a high quality Christ-centered education. Families agree to cooperate with Integrity School of the Arts in its policies, procedures, education and expectations upon enrollment of their children in the school. In the event that students or family members demonstrate a failure to partner with Integrity School of the Arts, the school will dissolve the partnership and dismiss the student.

Suspension is used as a disciplinary action in serious cases and is used at the discretion of the administration. Suspension should be taken seriously as a warning to change behavior immediately so as to avoid expulsion. Students on suspension are expected to complete all assignments in the time frame given. Students who are suspended may not participate in any school activity for the duration of their suspension.

Summer Program

Integrity School of the Arts offers a variety of fine art intensives through the summer months and would love to accelerate your child's fine art abilities and experiences. During these weekly intensives, all of the standards and policies of ISA will be followed as they would be during the school year. Please consult the ISA website for updates and pricing.

Student Electronic Device Communications Policy

An electronic device, whether in the form of a cell phone, smart watch, or other electronic communication device, is defined as a piece of transmitting equipment that has the capability to converse or send/receive a message by voice, word, or picture to another person or persons.

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The use of such devices, regardless of purpose, is subject to the following school policies. The use of a communicative device in any form (voice, word, or picture) is prohibited from the beginning of the school day to the end of the school day, which includes during class-changing times between classes, lunch period, and other down times during the school day. If students are found using their device without permission from the ISA tutor or administration, the device will be confiscated and handed to the parent at pickup.

Sexual Harassment Policy

It is the position of Integrity School of the Arts that harassment (this term shall be understood to include sexual harassment) is a form of misconduct that is prohibited by the Scriptures. *Matthew 5:28; 2 Corinthians 12:21; Galatians 5:9; Ephesians 4:9; Ephesians 4:19; 5:3; Colossians 3:5; 1 Thessalonians 4:7; 5:22; 1 Peter 2:11*

All staff, tutors, students, volunteers and anyone affiliated with this ministry are to always maintain professional relationships. The standard for all staff and tutors is to never under any circumstances be left alone with a minor child; there must always be another adult present to verify accountability and 3rd party restrictions.

As a result, sexual harassment, sexual misconduct, and sexual abuse violates our Biblical stands, and constitutes termination or expulsion immediately. ISA maintains a zero tolerance policy on all forms of sexual abuse or misconduct from any staff member, tutor, parent or student currently participating in any ISA programs both during and after school hours. The Supreme Court explained in 1986, "Title VII affords employees the right to work in an environment free from discriminatory intimidation, ridicule, and insult." ("Title VII of the Civil Rights Amendment," U.S. Equal Employment Opportunity Commission (EEOC). <http://www.eeoc.gov/laws/statutes/titlevii.cfm>)

What is sexual harassment? Sexual harassment is unwanted and unwelcome behavior from students or staff members that is sexual in nature and causes problems for you at school. The unwelcome behavior may be verbal, visual, or physical. Sexual harassment is against the law and should not be ignored. This includes but not limited to:

- Comments, notes or invitations of a sexual nature
- Derogatory comments or jokes that are sexual
- Touching or gestures that are sexual
- Blocking or cornering in a sexual way
- Pulling clothing or grabbing that is sexual
- Showing sexual interest in someone when the interest is not wanted
- Any expression of sexual interest between adults and students

What should you do if you think you have been sexually harassed? Do not ignore the behavior. You do not have to put up with it. Even though it is hard to do, you should tell your harasser to stop. Report what's going on to any adult staff member with whom you feel comfortable talking.

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If you wish, you can bring someone to help you make your report. You have the right to speak to someone of your same sex. When you tell the staff member what's going on, they will report it to the Administration and they will help you fill out ISA's *Incident Report* form. The administration will have a second person present because it is good practice for a reporter to be talking to two people when notifying of a violation and should not have to repeatedly tell the story. There will be an investigation, and a decision will be made upon the facts of the case. The investigation is confidential, and the reporter will not be asked during the investigation to face the person(s) who they believe is harassing them. They do not have to worry about the person or about someone else "getting even" with them for telling; the school staff will do their best to protect them.

*ISA requires background checks on all staff and tutors.

Internet Policy

"Responsibility without boundaries is irresponsible." - Daniel Lauk

INTENT OF INTERNET USE

The use of Integrity School of the Arts's computers, computer network, and internet resources is a key element of the curriculum and instruction. The ISA computer network is intended solely for educational purposes with the expectations that the tutoring staff will incorporate appropriate use of computer network and internet resources into the curriculum and will provide guidance and instruction to students as to their uses. Despite its tremendous educational potential, the internet also presents the potential for security vulnerabilities and user abuse. For safety purposes, ISA employs both an internet filter and firewall. All staff, tutors and students are expected to abide by ISA's internet policy and procedures set forth below. Failure to follow the guidelines listed herein will result in disciplinary action. The school is not responsible for ensuring the accuracy or usability of any information found on external networks. Parent(s)/ Guardian(s) will be given the opportunity to determine their child's access to the internet when they first enroll at ISA. ISA will not be responsible for any and all claims arising out of or related to the usage of this interconnected computer system. ISA's computer network is regarded as a limited forum. This means that ISA may restrict speech for valid educational reasons and that uses acceptable on a user's private personal account on another system does not mean that it is acceptable on ISA's limited-purpose network.

ACCESS TO THE INTERNET

ISA offers internet access for staff and student use. This policy sets forth the online acceptable use procedures for all staff and students using school computers and its network. The internet policy applies to all technologies capable of accessing, inputting, or extracting information/data from ISA's computer network, e-mail, and internet. Students, staff and tutors will have access to internet information resources through their classroom, library, or school computer lab. The use of ISA's system and access to the use of the internet is a privilege, not a right. The school reserves the right to limit or remove any user's access to the school's computer system,

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equipment, e-mail system, and internet access at any time for any reason. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the school's system or the internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; loss of credit and/or reduction of grade; discipline under other appropriate school policies, including suspension, expulsion, exclusion, or termination of employment; or civil or criminal liability under other applicable laws.

EDUCATIONAL PURPOSE OF INTERNET

ISA's computer network has not been established as a public access service and is not an open or limited open forum. The term educational purposes include, but are not limited to, information management, classroom activities, media-center projects, educational research, career development, and curriculum activities using computers and internet resources. ISA's computer network has not been established as a public access service or a public forum; therefore, ISA has the right to place reasonable restrictions on the material accessed or posted through the system into the intranet, e-mail, Websites, and list server. Students and employees are expected to follow the rules set forth in this policy and the law when using ISA's computer network. The network will be monitored by staff to ensure educational utilization. Students and employees may not use ISA's computer network for non-educational commercial purposes. This means that no products or services may be offered, provided, or purchased through the computer network, unless such products or services are for a defined educational purpose and such activity has been preapproved by the appropriate school authority. ISA's computers may not be used for political lobbying; however, they may be used to communicate with elected representatives and to express opinions to them on political issues.

RIGHTS AND RESPONSIBILITIES OF INTERNET USE

1. *Search and Seizure* – Students and employees should not expect privacy in the contents of personal files on the school system. Administrators and faculty may investigate or review files, messages, and other materials on the computer network to maintain system integrity and to ensure that users are acting responsibly. ISA may examine all information stored on school technology resources and at any time. ISA may monitor staff and student technology usage. Electronic communications, all data stored on the school's technology resources, and downloaded material, including files deleted from a user's account, may be intercepted, accessed, or searched by a school administrator or designee at any time. Routine maintenance and monitoring of ISA's computer system may lead to discovery that this policy or the following policies or laws have been violated: policy dealing with student conduct and school discipline, policy dealing with student civil and legal rights and responsibilities, policy on staff activities, and/or federal, state, or local laws. An individual search shall be conducted if there is reasonable suspicion that this policy, school policies, and/or the law have been violated. The investigation shall be reasonable and related to the suspected violation. Parent(s)/

Guardian(s) of a student have the right at any time to request to see the contents of a student's email files.

2. *School Employees* – Rights, responsibilities, and duties of school employees as they relate to email and Internet use are governed by ISA. Employees may be disciplined or terminated for violating the school's policies, regulations, and procedures.
3. *Due Process* – The school shall cooperate fully with local, state, or federal officials in any investigation related to any illegal activities conducted through ISA's computer network. In the event there is a claim that employees or students have violated this policy or other school policy in use of the computer network, they shall be provided with a written notice of the suspected violation and an opportunity to present an explanation as defined in school policy for students and staff. If the violation also involves a violation of other provisions of school policy, it shall be handled in a manner described in administrative and faculty policy manuals that deal with dismissal, including suspension, exclusion, and expulsion. Additional restrictions may be placed on the use of individual Internet accounts, or could result in suspension, expulsion, and/or financial liability.

UNACCEPTABLE USES OF INTERNET

The following uses of ISA's computer network are unacceptable:

1. *Personal Safety* – Students shall not agree to meet with someone contacted or met online without parents approval. Parent(s)/guardian(s) should accompany students to approved meetings. Students shall promptly disclose to their ISA tutor or another school employee any message received that is inappropriate or causes discomfort. Students and employees shall not use the computer network to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, including, but not limited to, addresses, telephone numbers, school addresses, work addresses, identification numbers, account numbers, access codes or passwords, labeled photographs, or other information that would make the individual's easily traceable. Students using social networking tools and curriculum content management software for a ISA tutor's assignment are required to keep personal information as stated above out of their postings. This paragraph does not prohibit the posting of employee contact information on school web pages or communications between employees and other individuals when such communications are made for education-related purposes. (i.e., communications with parents or other staff members related to students). This does prohibit using the computer network to post personal information about the user or another individual on school-approved social networks, for example, Facebook or other administrative-approved social networks.
2. *Illegal Activities* – Students and employees shall not attempt to gain unauthorized access to ISA's computer network or to any other computer system through ISA's computer network or go beyond authorized access. This included attempting to log in

through another person's account or access another person's files. These actions are illegal, even if only for the purposes of "browsing". Students and employees shall not make deliberate attempts to disrupt the computer system or destroy data by spreading computer viruses or by any other means. These actions are illegal, and criminal prosecution and/or disciplinary action will be pursued. Students and employees shall not use ISA's computer network system to engage in any act that is illegal; that facilitates gambling; or that violates any local, state, or federal statute. Students and staff shall not use the Internet of ISA's computer network to harass or threaten the safety of others, including the posting of derogatory comments on any internet website in relation to the school's faculty or student body. Misuse of the computer equipment or network including, but not limited to, deletion or violation of password protected information, computer programs, data, password or system files; inappropriate access of files, directories, internet sites; deliberate contamination of system, unethical use of information, or violation of copyright laws is prohibited.

3. *System Security* – Employees are responsible for their individual email accounts and should take all reasonable precautions to prevent others from being able to use their accounts. Under no condition should staff provide their login identity and/or passwords to another person. Students shall immediately notify a ISA tutor or the system administrator if they have identified a possible security problem. Students should not look for security problems, because this may be construed as an illegal attempt to gain access. Under no conditions should students provide other students with their login identity and/or network password. Students and employees shall avoid the inadvertent spread of computer viruses by following the school's virus protection procedures when downloading software or bringing disks into ISA. Students who gain access to ISA tutor computer files, directory, programs, and websites without permission from a ISA tutor will be disciplined as defined in the student handbook. The school will assign specific staff with security, management, and account responsibilities associated with the school's internet resources and network accounts. Tampering with ISA's computer security system, and/or applications, and/or documents, and/or equipment, will be considered vandalism, destruction, and defacement of school property. Please be advised that it is a federal offense (felony) to break into any security system. Financial and legal consequences of such actions are the responsibility of the user and/or student's parent or guardian.
4. *Inappropriate Language* – Restrictions against inappropriate language apply to public messages, private messages, and material posted on web pages. Students and employees shall not use obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language. Students and employees shall not post information that could cause damage or a danger of disruption. Students and employees shall not engage in personal attacks, including prejudicial or discriminatory attacks, based on a person's race, gender, religion, national origin, or disability, or engage in any other harassment or discrimination prohibited by school policy or bylaw. Students and employees shall not harass another person. Harassment is persistently acting in a manner that distresses or annoys another person. If students or staff members are told by a person to stop

sending personal messages, they must stop. Students and employees shall not knowingly or recklessly post false or defamatory information about a person or organization.

5. *Respect for Privacy* – Students and employees shall not repost a message that was sent to them privately without permission of the person who sent them the message.
6. *Respecting Resource Limits* – Students and employees shall use the system only for educational and career development activities and for ISA curriculum activities. Students and employees will have access to limited space on their school's computer server. Student ability to download files shall be limited by media center and school policy. Users are responsible for making backup copies of the documents and files that are critical to their use. Students and employees shall not post chain letters or engage in spamming. Spamming is sending an annoying or unnecessary message to a large number of people. Students shall not deliberately or knowingly delete another student or employee's file. Students and employees shall only use software, including but not limited to, email applications and web browsers that are supplied by ISA. Employees and students shall not install hardware or software on ISA's computer system without express permission of the school administration.
7. *Plagiarism and Copyright Infringements* – Students and employees shall not plagiarize works that are found on the Internet. Plagiarism is taking the ideas or writings of others and presenting them as if they were yours. Students and employees shall respect the rights of copyright owners. Copyright infringement occurs when one inappropriately reproduces a work that is protected by copyright. If a work contains language that specifies appropriate use of that work, follow the expressed requirements. If a student or employee is unsure whether or not a work can be used, request permission from the copyright owner. Copyright law can be very confusing; ask the administration for guidance as needed.
8. *Inappropriate Access to Material* – Students and employees shall not use ISA's computer network to access material that is profane or obscene, that contains viruses, network hacking programs, or similar programs that advocate illegal acts, or that advocates violence or discrimination towards other people. If students mistakenly access inappropriate information, they should immediately notify their ISA tutor or another school employee. This will protect them against claims that they have intentionally violated this policy. Parent(s)/guardian(s) should instruct students if there is additional material that they think would be inappropriate for them to access. ISA fully expects that students shall follow their parent's instructions in this matter. Educators will monitor student use of the internet in schools and will take reasonable measures to prevent access by students to inappropriate materials on the internet and web to restrict access to materials harmful to students. ISA will monitor the online activities of employees and students, and operate technology protection measures (filtering/blocking devices or software) on all computers on ISA's computer network as required by law. The

filtering/blocking software will attempt to protect against access to visual depictions that are obscene, harmful to students, and child pornography, as required by law. Invasion or disabling of the filtering/blocking device installed by ISA, including attempts to evade or disable, is a violation of the acceptable use policy.

9. *Employee's and Students' Personal Web Presence* – ISA does not discourage the rights of students and employees to take part in school-approved social-networking sites, personal websites, blogs, discussion forums, and wikis away from the school. ISA requires, however, that its employees, students, and other school representatives observe the guidelines listed below and throughout this document when making reference in any form generally or specifically about any person or school-related activity on any internet-related communicative device. In addition, the school reserves the right to access an employee's or student's social networking website, blog, discussion forums, wikis, or any other internet-related communication device in making decisions relative to employment promotions or awards and honors given in the name of the school. Furthermore, employees or students must post on their personal websites a notice that the site may contain copyrighted material that cannot be downloaded without the approval of the copyright owner; they are also to post a notice declaring who is the creator of the web page. A reproachful violation in any way of the following policies and guidelines can result in disciplinary action, including the termination of an employee or expulsion of a student:

- Use of profanity, vulgar, or slang language in any communicative form.
- Intimidation or disparagement upon any person in any way.
- Using website pages or social-networking sites to promote or display conduct prohibited by school policies.
- Posting photos of any person, including himself or herself, associated with ISA in any way while wearing official attire or any other clothing that associates the photos to ISA unless written permission has been granted by ISA in writing.
- Displaying any form of behavior that harasses or bullies a school employee or student.
- Ridiculing in any way a school-related activity or function, including any person associated with such activities or functions.
- Making derogatory or demeaning comments in respect to race, gender, nationality, disability, or physical features, including sexually suggestive comments.
- Making threats or implying a threat to harm an employee, student, or any other person associated with ISA.
- Use ISA's logo or name without written permission from the school.

LIMITATION OF LIABILITY ON INTERNET USE

ISA does not assume and hereby expressly disclaims liability for the misuse of its computers, equipment, email, and internet programs that violate this policy or any applicable law. ISA

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makes no guarantee that the functions or the services provided by or through the school system shall be error-free or without defect. ISA is not responsible for any damage suffered through the use of its computer system, including but not limited to, the loss of data, interruptions in service, the accuracy or quality of information obtained through or stored in the system, damages or injuries from improper communications damage to property used to access school computers or online resources, or financial obligations resulting from the use of school resources.