

GOAL ACADEMY POLICY
Standards of Behavior and Student Discipline Policy

Section: J - Students

Policy Number: J-8

Policy Name: Standards of Behavior and Student Discipline Policy

Approval Authority: Board of Directors

Responsible Executive: Chief Executive Officer

Responsible Office: Chief Executive Officer

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1. Policy Statement

GOAL Academy's Board of Directors (Board) shall set forth discipline expectations

2. Reason for Policy

The purpose of the policy is to establish uniform minimum requirements for graduation in alignment with Colorado Department of Education guidelines.

3. Who Should Read This Policy

All members of the GOAL Academy community

4. Related Documents

Student Handbook

5. Contacts

Sr. Director of Accountability

6. The Policy

The school rules and regulations described below apply during the following times and in the following places:

- At all times while students are on school property or participating in school sponsored events, on-site or off-site;
- At all times and in all places when students are traveling to and/or from school;
- At all times and in all places when students are engaged in, participating in, or present at an activity or event that is connected to the school programs or school related functions;
- At all times and in all places where student conduct is likely to substantially disrupt the school programs or school related functions.
- At all times and in all places when students are using GOAL technology, in any form or format;
- At any other time or place in which the activity has the effect of creating a substantial

disruption to the educational process or health and safety of students as they pursue their educational endeavors with GOAL Academy.

Standards for Student Behavior

Students are expected and required to behave in a reasonable and appropriate manner with regard and respect for the rights of others, and within the rules and regulations of GOAL Academy. Students will be subject to appropriate disciplinary measures for unlawful or improper conduct up to and including expulsion in accordance with school policies and law.

Dress Code

Students should dress in a manner that is not disruptive to the learning environment while on school grounds or on a school sponsored activity. If, in the opinion of GOAL personnel a student's attire is violates this policy steps will be taken to remedy the infraction including, but not limited to, requesting that the student leave until he or she changes his or her clothing. Students are expected to comply with any such request.

Gang Activity

"Gang" as used in this policy shall mean two or more individuals who associate with each other for purposes that include the commission of any criminal act or to engage in other activities prohibited by law and/or by GOAL Academy's rules, regulations, and policies.

GOAL Academy does not tolerate the solicitation, promotion, or championing of "gang" affiliation within the sites and/or affiliated programs.

Gang activity will not be tolerated. The parents/guardian of any student suspected of engaging in any gang-related activity at the site (or affiliated programs) will be contacted immediately and the student will be subject to disciplinary action which may include but is not limited to expulsion from GOAL. Some examples of gang-related activities include but are not limited to the following: using hand signs; drawing gang symbols; wearing gang colors, symbolic clothing, jewelry or symbols; threatening or harassing students.

Harassment, Intimidation, Bullying

Any behavior that diminishes another student's ability to learn and grow (academically and socially emotionally) is unacceptable. Preventing students from engaging in this behavior is a critical goal for GOAL Academy.

Harassment/Intimidation: For the purposes of this section, harassment shall be defined as any conduct that has the purpose or effect of substantially interfering with an individual's educational performance or creating an intimidating, hostile or offensive educational environment. Intimidation shall be defined as any behavior, verbal or nonverbal, which has the effect of subjecting a person to humiliation, embarrassment, or discomfort. This policy prohibits any person from harassing or intimidating a student based upon a student's race, color, nationality, gender, sexual orientation, ancestry, age, religion, creed, physical or mental disability, gender identity, order of protection status, status of being homeless, or other protected or unprotected group status.

Bullying: This policy prohibits students from engaging in any kind of aggressive behavior (via electronic transmission, in-person, or other communication) that does physical or psychological harm to another. Students are also prohibited from: (a) accessing and/or distributing at school any written, printed, or electronic material, including material from the Internet, that will cause substantial disruption of the proper and orderly operation and discipline of the school or school activities, and (b) creating and/or distributing written, printed, or electronic material, including photographs and Internet material and blogs that cause substantial disruption to school operations or interferes with the rights of other students or staff members. Complaints alleging sex discrimination, race, religion, national origin, disability, or sexual harassment/intimidation or sex equity violations shall be investigated and resolved through the investigation process outlined by GOAL Academy.

Any student who harasses or intimidates another student or staff member in violation of this section shall be subject to discipline, up to and including dismissal, expulsion and/or referral to law enforcement authorities.

Search of Personal Property and Student Questioning

The school seeks to maintain a climate in the sites that is conducive to learning and protects the safety and welfare of staff, students, and guests. To achieve this goal, it may be necessary for school personnel, upon reasonable suspicion of a violation of law or school policy, to search the person and/or the personal property of student and to seize any property or contraband deemed to in violation of law, school policy, or injurious or detrimental to the safety and welfare of students, staff, and guests.

Whenever possible, the student shall be informed of the reason(s) for conducting the search and the student's permission to perform the search shall be requested. A student's failure to cooperate with school officials conducting a search may be grounds for disciplinary action. When necessary, an administrative report will be prepared by the school official conducting a search explaining the reasons for the search, the results, and the names of any witnesses.

GOAL property, including GOAL owned computers, may be searched by GOAL staff at any time for any reason.

When a violation of school rules occurs or is suspected, a GOAL administrator or designee may question potential student victims and witnesses without prior consent of the student's parent/guardian, except that in situations where a student is suspected of violating law or school rules which may result in suspension, expulsion, or criminal prosecution the GOAL administrator or designee(s) may not interview the suspected student(s) without making a reasonable attempt to have the student's parent/guardian present. The nature and extent of the questioning must be related to the objectives of the questioning. The student will have the opportunity to present his/her side of the story, orally and/or in writing.

If a school official is investigating a report of child abuse and the suspected perpetrator is a member of the student's family, no contact with the student's family will be made.

Tobacco, Drugs, and Alcohol

Students may not buy, sell, distribute, transfer, possess, carry or use controlled substances, including medical marijuana, “look-alike” substances, imitations of controlled substances, drug paraphernalia or illegal drugs, tobacco products (including e-cigarettes) or alcohol while on school property, while engaged in, participating in, or present at an activity or event that is connected to the school programs or school related functions, or at any time or in any place where student conduct is likely to substantially disrupt the school programs or school related functions.

With reasonable suspicion, school officials may search for and seize controlled substances, “look-alike” substances, imitations of controlled substances, drug paraphernalia or illegal drugs, tobacco products or alcohol on school property, or at school sponsored activities that take place off school property. Students who violate this policy will be subject to discipline, up to and including dismissal, expulsion and/or referral to law enforcement authorities.

In the event of a tobacco violation, GOAL Academy will make every effort, which may include educational alternatives to suspension, to provide comprehensive interventions, for student tobacco policy violators. At a minimum, GOAL Academy will provide to students:

- Information regarding the tobacco-free school’s law.
- A copy of the tobacco-free school’s policy.
- Educational information regarding the hazards of tobacco products and resources for cessation.

Weapons

No student shall possess, use, or control a weapon while on school property, or while engaged in, participating in, or present at an activity or event that is connected to the school programs or school related functions, or at any time or in any place where student conduct is likely to substantially disrupt the school programs or school related functions.

Weapons for purposes of this policy may include but not limited to:

- Any firearm, gun, stun gun or explosive
- Knives (any size), brass knuckles, bats, billy clubs
- Any other item which can be used to inflict harm on another
- Any other item which can be construed as a “lookalike” of the above

Students may be subject to disciplinary action, up to and including expulsion and referral to law enforcement, for a violation of this section. Any weapon or other object used or attempted to be used as a weapon in violation of this section will be confiscated and both the student and the weapon will be turned over to legal authorities.

Gun Free Schools

In accordance with applicable law, carrying, bringing, using, or possessing a firearm in any GOAL Academy site, GOAL academic setting, or at any GOAL sponsored activity is prohibited.

As used in this policy the term firearm includes:

- any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive;
- the frame or receiver of any weapon described above;
- any firearm muffler or firearm silencer;
- any destructive device, which includes any explosive, incendiary, or poison gas, bomb, grenade, rocket having a propellant charge of more than four ounces, missile having an explosive or incendiary charge of more than one-quarter ounce, mine, or similar device;
- any weapon which will, or which may be readily converted to, expel a projectile by the action of an explosive or other propellant, and which has any barrel with a bore of more than one-half inch in diameter;
- any combination or parts either designed or intended for use in converting any device into any destructive device described in the two immediately preceding examples, and from which a destructive device may be readily assembled.

In accordance with law, violation of this policy shall require that proceedings for the expulsion of the student who violates this policy shall be initiated immediately. In accordance with law, expulsions for violation of this policy must be for no less than one full calendar year. The Chief Executive Officer may modify the length of this legal requirement for expulsion on a case-by-case basis.

GOAL Academy shall maintain records which describe the circumstances involving expulsions of students who bring firearms to school including the name of the school site, the number of students expelled, and the types of firearms involved as required by law and forward such information to the office of the Sr. Director of Accountability who will in turn present the information to the GOAL Board of Directors. These student discipline reports shall be forwarded to the Falcon School District 49 and the Colorado Department of Education.

GOAL personnel shall refer any student who brings a firearm to an academic site to appropriate authorities and law enforcement.

Discipline of Habitually Disruptive Students

Students who cause a material and substantial disruption in any site, in a school vehicle, or at a school activity or sanctioned events three or more times during the course of a school year may be declared habitually disruptive students. Any student enrolled in the school is subject to being declared a habitually disruptive student. Declaration as a habitually disruptive student may result in the student's suspension and/or expulsion in accordance with school policy concerning student suspensions, expulsions and other disciplinary interventions.

Discipline of Special Education Students

Appropriate discipline for special education students shall be in accordance with the student's individual education plan (IEP), any behavior intervention plan, and school discipline policy. In order to comply with all state and federal laws, the special education director shall be

contacted prior to the use of any disciplinary measure which is not authorized by the student's IEP or behavior intervention plan.

Minor Disciplinary Infractions

This list serves to provide some examples and is not intended to be exhaustive:

- Disobeying general site, classroom and/or program rules;
- Isolated instances of disruptive or disorderly conduct within the site, classroom and/or program (e.g. GOAL sanctioned events.)
- Missing assignments, assessments, and teacher communications;
- Isolated instances of inappropriate language/gestures;
- Minor damage to school property or to another student's property;
- Excessive absences;
- Any other behavior which may be construed by GOAL Staff as a minor disciplinary infraction.

Major Disciplinary Infractions:

This list serves to provide some examples and is not intended to be exhaustive:

- Excessive violation of minor infractions;
- Cheating/ plagiarizing / lying/ misrepresentation concerning conduct and/or student achievement (e.g. homework, projects, interactions with staff and other students);
- Repeated disrespect for authority figures;
- Fighting or other violent behavior;
- Gang Activity;
- Repeated Discrimination / Harassment / Intimidation / Bullying;
- Engaging in conduct which is prohibited by GOAL Academy's computer/internet/technology usage and safety policy;
- Possession of weapons;
- Theft (on school property or part of school functions);
- Possession of tobacco, illegal drugs, and/or alcohol and all related paraphernalia (including "lookalike" items);
- Truancy;
- Misuse of technology, including violation of permission guidelines.

Disciplinary Interventions

GOAL Academy is committed to Restorative Justice, thereby repairing the harm done by Disciplinary interventions may include but are not limited to:

TEACHER - STUDENT CONFERENCE

Private discussion with student's inappropriate behavior

ADMINISTRATOR - STUDENT CONFERENCE

Private discussion with student's inappropriate behavior

PARENT/GUARDIAN NOTIFICATION

Parent/guardian is notified by telephone. A conference may be held if needed and documented.

PEER MEDIATION

Student meets with another site student and works through potential conflicts through peer-to-peer methods.

Disciplinary Actions

Disciplinary actions may include but are not limited to:

REMOVAL OF STUDENT FROM THE SITE. A student may be removed from the site for behavior that is so disruptive as to interfere with site operations, the conduct of lessons, or the participation of fellow students in the learning process.

LOSS OF PRIVILEGES. Removal from the opportunities to utilize GOAL technology, attend GOAL Ventures trips, partake in GOAL programs (e.g. Concurrent Enrollment, Over 21, etc.) and other privileges which the GOAL Academy Board/or GOAL Academy administrators has decided.

PARENT/GUARDIAN INVOLVEMENT. A formal conference is held among the Principal/Asst. Principal or Dean, teacher, parent and school social worker to discuss the student's behavior. A written record of this meeting will be kept.

COMMUNITY VOLUNTEERING. This may include reaching out within the GOAL/LOCAL community based organizations ("CBOs") and/or intra-site volunteering (depending on the infraction and determination/recommendation by the site administrator.)

INTERNAL SUSPENSION. Following a conference between the teacher and Principal/Asst. Principal or Dean, the student is removed from the normal engagement (virtual and in-person) with teachers and kept in a supervised area (in-site) with no extra activity allowed except assigned schoolwork by associated staff. All assignments for that day will be taken home and completed by the next day. Parents will be notified.

EXPULSION. GOAL Academy is authorized to expel a student who is grossly disobedient and shows a gross misconduct from GOAL Academy. Gross disobedience or misconduct includes any behavior or activity which causes or may reasonably lead school officials to foresee injury, disruption or material interference with school activities, the rights of other students or school personnel. Gross disobedience or misconduct may occur on or off school grounds, or at a school sponsored program and/or function. In the event that expulsion is considered by GOAL Academy, the student's parents/guardian will be notified.

INVOLVEMENT OF LAW ENFORCEMENT. A possible meeting/communication with appropriate law enforcement depending on the egregiousness of the infraction.

Procedure for Suspension of 10 days or less

Regional principals have the authority to suspend a student for not more than five (5) or ten (10) days, depending upon the type of infraction. Pursuant to this policy, the Chief Executive Officer has been delegated the power to suspend a student for additional periods of time. However, the

total period of suspension will not exceed twenty-five (25) school days. As a general rule, a suspension will be ten (10) days or less.

The following procedures will be followed in any suspension, unless the student is suspended pending an expulsion proceeding, in which case the expulsion procedures will apply.

When the term "parent/guardian" is used, it refers to the parent/guardian of students under eighteen (18) years of age; if the student is eighteen (18) years or older, it refers to the student. All references to parent/guardian are intended to also include legal custodian.

1. Notice. The principal, or designee at the time of contemplated action will give the student and the parent/guardian notice of the contemplated action. Such notice may be oral or in writing. If oral, such notice will be given in person. If written, delivery may be by United States mail addressed to the last known address of the student or student's parent/guardian.
2. Contents of notice. The notice will contain the following basic information:
 - A statement of the charges against the student.
 - A statement of what the student is accused of doing.
 - A statement of the basis of the allegation. Specific names may be withheld if necessary to shield a witness.

This information need not be set out formally but should sufficiently inform the student and parent/guardian of the basis for the contemplated action.

3. Informal hearing. In an informal setting, the student will be given an opportunity to admit or deny the accusation and to give his or her version of the events. The administrator may allow the student to call witnesses or may personally call the accuser or other witnesses. The administrator may hold a more extensive hearing in order to gather relevant information prior to making a decision on the contemplated action.

4. Timing. The notice and informal hearing should precede removal of the student from the site. There need be no delay between the time notice is given and the time of the hearing.

5. If the student's presence in school presents a danger. Notice and an informal hearing need not be given prior to removal from the school where a student's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the academic process. In this case, an informal hearing will follow as soon after the student's removal as practicable.

6. Notification following suspension. If a student is suspended the administrator delegated the authority to suspend will immediately notify the parent/guardian that the student has been suspended, the grounds for such suspension and the period of such suspension. The notification will include the time and place for the parent/guardian to meet with the administrator to review the suspension.

7. Removal from school grounds. A suspended student must leave the site and the school grounds immediately after the parent/guardian and administrator have determined the best way to transfer custody of the student to the parent/guardian.

8. Readmittance. No student will be readmitted to site until the meeting with the parent/guardian has taken place or until, in the opinion of the administrator, the parent/guardian has substantially agreed to review the suspension with the administrator. However, if the administrator cannot contact the parent/guardian or if the parent/guardian repeatedly fails to appear for scheduled meetings, the administrator may readmit the student. The meeting will address whether there is a need to develop a remedial discipline plan for the student in an effort to prevent further disciplinary action.
9. Make-up work. Suspended students will be allowed to work off-site, virtually, during the period of suspension.

Procedure for Expulsion or Denial of Admission

In the event a student commits a potentially expellable offense the following procedures will be followed:

1. Notice. Within three (3) days of the offense, the regional principal shall submit paperwork to the hearing officer for expulsion. The hearing officer will cause written notice of such proposed action to be delivered to the student and the student's parent/guardian. Such delivery may be by United States mail addressed to the last known address of the student or the student's parent/guardian.
2. Emergency notice. In the event it is determined that an emergency exists necessitating a shorter period of notice, the period of notice may be shortened provided that the student or the student's parent/guardian have actual notice of the hearing prior to the time it is held.
3. Contents of notice. The notice will contain the following basic information:
 - A statement of the basic reasons alleged for the contemplated denial of admission or expulsion.
 - A statement of the date, time, and place of the hearing which will take place within three (3) days after the date of the notice.
 - A statement that the student may be present at the hearing and hear all information against him or her, that the student will have an opportunity to present such information as is relevant, and that the student may be accompanied and represented by a parent/guardian and an attorney.
 - A statement that failure to participate in such hearing constitutes a waiver of further rights in the matter.
4. Conduct of hearing. The hearing officer and regional principal will meet with parent/guardian, student and, if requested, an attorney. Testimony and information will be shared and a decision will be rendered within three (3) school days of the hearing.

A sufficient record of the proceedings will be kept so as to enable a transcript to be prepared in the event either party so requests. Preparation of the transcript will be at the expense of the party requesting the same.

The hearing officer will inform the Chief Executive Officer of the decision and will send a letter to the family within five (5) days informing them of their right to appeal.

Appeal. The family has ten (10) days to appeal in writing. If the family appeals, a meeting will be scheduled with the Chief Executive Officer or designee within three (3) to five (5) days of the request. Failure to request an appeal within ten (10) days will result in a waiver of the right to appeal and the decision of the Chief Executive Officer or designee will become final.

The Chief Executive Officer or designee hears the case and renders a decision within three (3) days of the hearing informing them of their right to appeal. They have seven days to appeal. If the family appeals, a hearing will be scheduled with the Board at the next scheduled Board meeting. The Board renders a decision and the Board secretary sends a letter to the family informing them of the decision.

6. Parental responsibility. Upon expelling a student, school personnel will provide information to the student's parent/guardian concerning the educational alternatives available to the student during the period of expulsion, including the right to request that the school provide services during the expulsion. If the parent or guardian chooses to provide a home-based education program for the student, school personnel will assist the parent/guardian in obtaining appropriate curricula for the student if requested by the parent/guardian.

If a student is expelled and is not receiving educational services through the District, the District will contact the expelled student's parent/guardian at least once every sixty (60) days until the student is eligible to re-enroll to determine whether the child is receiving educational services. District personnel need not contact the parent/guardian after the student is enrolled in another school district or in an independent or parochial school or if the student is committed to the department of human services or sentenced through the juvenile justice system.

7. Readmittance. A student who has been expelled shall be prohibited from enrolling or re-enrolling in the same site in which the victim of the offense or member of the victim's immediate family is enrolled or employed when:

- The expelled student was convicted of a crime, adjudicated a juvenile delinquent, received a deferred judgment, or was placed in a diversion program as a result of committing the offense for which the student was expelled.
- There is an identifiable victim of the expelled student's offense.
- The offense for which the student was expelled does not constitute a crime against property.
- If the school has no actual knowledge of the name of the victim, the expelled student shall be prohibited from enrolling or re-enrolling only upon request of the victim or a member of the victim's immediate family.

No student will be readmitted to school until after a meeting between the principal or designee and the parent/guardian has taken place except that if the

administrator cannot contact the parent/guardian or if the parent/guardian repeatedly fails to appear for scheduled meetings, the administrator may readmit the student.

Procedure for crimes of violence or unlawful sexual behavior

1. The following procedures will apply when the school receives notification that a student has been charged in juvenile or district court with a crime of violence or unlawful sexual behavior, as those terms are defined by state law. The Board or its designee will make a preliminary determination whether it will proceed with an expulsion hearing, based on the following factors:

- Whether the student has exhibited behavior that is detrimental to the safety or welfare of other students or school personnel.
- Whether educating the student in school may disrupt the learning environment, provide a negative example for other students, or create a dangerous and unsafe environment for students, teachers, and other school personnel.

2. If it is determined that the student should not be educated in the school, the school may suspend or expel the student, in accordance with the procedures set forth above.

3. Alternatively, suspension or expulsion proceedings may be postponed, pending the outcome of the court proceedings. If the suspension or expulsion proceedings are postponed, the student will not be permitted to return to the site during that period but may work virtually.

4. If the student pleads guilty to the charge, is found guilty, or is adjudicated a delinquent juvenile, the Board or designee may proceed to suspend or expel the student following the procedures set forth in these regulations.

5. Information regarding the details of the alleged crime of violence or unlawful sexual behavior will be used by the Board or its designee for the purposes set forth in this policy, but shall remain confidential unless the information is otherwise available to the public by law.