



2022-2023 STUDENT/PARENT HANDBOOK

Revised 2/14/22

Father Ryan High School Handbook Agreement

The following policies have been established as a code of conduct for every student attending Father Ryan High School. Respect for oneself and others, in the context of faith, is the essential rule of conduct upon which the specific regulations in this handbook are based.

The rules, regulations and guidelines in this handbook are not designed to be all-inclusive. It is anticipated that some situations and student conduct will occur outside the scope of what is specifically stated herein. Therefore, in such situations, the administration or faculty has the authority to direct the student or address the situation accordingly.

This document contains policies and procedures for which the school community members are responsible. Father Ryan High School agrees to provide educational services in a faith environment to a student in return for payment in tuition and fees and adherence to school rules. The parent(s)/legal guardian(s) accepts all the conditions set forth in the current Parent/Student Handbook and agrees to comply with all school regulations.

The parent(s)/legal guardians(s) and the students are responsible to know and to abide by all regulations promulgated by the school. The school reserves the right to update the handbook as necessary.

Established in 1925, Father Ryan High School is a Diocesan, Catholic co-educational high school for students dedicated to being a living example of the gospels.

Father Ryan High School is fully accredited with the Southern Association of Colleges and Schools, the Southern Association of Independent Schools, and is one of only 382 secondary institutions in the country holding membership in the *Cum Laude* Society.

Father Ryan High School welcomes all families and students desiring a Catholic education. As a Roman Catholic school in the Diocese of Nashville, we joyfully exercise our responsibility to teach Catholic faith and morals in all fullness and especially as expressed in the *Catechism of the Catholic Church* (CCC). It is possible, though, that some parents, guardians, and non-Catholic persons whose religious practices and beliefs do not coincide fully with Church teaching, may experience conflict as we promote and instruct these teachings, particularly as they relate to same-sex attraction and gender dysphoria.

Father Ryan High School seeks to partner with parents to assist the child, especially when matters of this nature arise. We, therefore, commit to guiding the family to pastoral care and supports. While sincere questions of the practices of the Catholic faith to understand them more deeply are welcome, purposeful disruption to the school community, public defiance and challenge of Catholic truths or morality would indicate a student, parent, or guardian are no longer partners in our evangelical mission and thus, may be denied admission or may be asked to leave the school.

Father Ryan High School
700 Norwood Drive
Nashville, Tennessee 37204
Phone: 615-383-4200
Fax: 615-383-9056
www.fatherryan.org

Campus Hours:	6:45 a.m. - 4:00 p.m. (M-F)
Main Office Hours:	7:00 a.m. - 4:00 p.m. (M-F)
Library Hours:	7:25 a.m. - 5:30 p.m. (M-F)
Regular School Day Hours:	7:40 a.m. - 2:55 p.m. (M-F)

The Administration of Father Ryan High School reserves the right to amend this Handbook as it deems necessary.

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I. Introduction

Mission Statement

As a Catholic diocesan high school, Father Ryan's mission is to be an experience of the living Gospel while challenging students to reach their spiritual, academic, and personal potential.

Father Ryan High School believes that as a school community, we should:

- Appreciate the worth and value of every student.
- Empower students to live the Gospel daily in ways that develop capacity for moral and noble thinking and a responsibility for social justice and mercy.
- Provide students with the opportunity to express their faith through worship, prayer and service, as an essential part of the Catholic school experience.
- Partner with parents and parishes to minister to the needs of students.
- Meet each student's learning needs and motivate students to the pursuit of academic excellence.
- Provide academic, physical, and spiritual challenges for each student and fully prepare them for further educational opportunities.
- Support and encourage each student through academic counseling.
- Strive to be a community representative of the demographics of the Catholic Diocese of Nashville.
- Create an environment of personal development that encompasses the whole person: spiritually, intellectually, physically, and emotionally.
- Provide opportunities in all arenas for leadership and service that will empower students and faculty to reach their fullest potential.
- Provide a comprehensive program of extra-curricular activities in the arts, athletics, clubs, and service.

Motto

A Tradition of Faith, Knowledge, Service

Vision Statement

Father Ryan seeks to be a superior Catholic high school, providing excellence in religious and moral formation, academics, athletics, and the arts while remaining accessible to those seeking an education in the Catholic Tradition.

House System

Father Ryan is proud of its House System which launched in August 2020. The house system is a way to make a large high school feel smaller and increase the level of mentoring and pastoral care provided to students while increasing the number of student leadership opportunities. At Father Ryan, there are six different houses, each with an adult Head of House and student leaders. Within each house, students are further subdivided into mentor groups that meet daily. The mentor group is the heart of the House System, and it allows community to flourish and builds relationships across

grade levels. Each year, all six houses compete to win the house cup, earning points for their house through service, good behavior, school spirit, and more. At Father Ryan, we are Six Houses, All Irish!

Father Ryan Fight Song

*Cheer, cheer for ole Father Ryan
Cheer for the backfield; cheer for the line
Send a rousing cheer on high
Shake down the thunder from the sky
We never stagger; we never fall
Ole Father Ryan will win over all
While her loyal sons go marching onward to victory!*



School Colors

Purple and White

Coat-Of-Arms of Father Ryan High School

The coat-of-arms of Father Ryan High School contains references to Father Ryan, to Bishop Smith, to the three branches of learning and to religion.

The coat is formed by taking an escutcheon of the usual shield shape and placing on it a St. Andrew's cross, three laurel wreaths and a ciborium. The field is of red while the charges are of gold. These colors, red and gold, are taken from the old Ryan family arms.

The cross was a sacred or mystic symbol in many ancient religions, supposed to have been originally emblematic of the union of the active and passive elements in nature. It is preeminently the emblem of Christianity, a symbolic representation of the instrument of punishment on which Our Lord died. It denotes the distinctly Christian and Catholic character of the school. This particular type of cross is known as the St. Andrew's Cross, as St. Andrew is said to have been crucified on one of this shape.

The cross divides the escutcheon into four equal parts. In the three upper spaces (dexter flank, middle chief, and sinister flank) are presented three laurel wreaths. These represent primarily the three attributes of Father Ryan: poet, priest, and patriot. They symbolize the three objectives of the school, namely learning, patriotism and religion. Also, they are emblematic of the three branches of learning: language, art and science.

The bold ciborium in the middle base is emblematic of the Smith family, and thus there is a reference to the founder of the school, Bishop Smith. The ciborium is also symbolic of religion and in particular of the Blessed Eucharist.

The coat-of-arms, like those of the Diocese of Nashville, of Bishop Smith and of St. Cecilia Academy, was designed by Mr. Pierre de Chignon la Rose of Cambridge, Mass., an expert in ecclesiastical heraldry.

Taken from the March 1932 issue of the Father Ryan Newspaper

Nondiscriminatory Policy Concerning Students

Father Ryan High School admits students of any race, color, creed, gender, sexual orientation, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

Parental Support and Cooperation

As the primary educators of their children, parents/guardians freely make the choice of a Catholic education for their children. Registration and attendance at Father Ryan High School is an agreement by the parent/guardian to accept and abide by all the rules and regulations of the school and to support its mission, belief statements, vision and curriculum.

A cooperative relationship between Father Ryan personnel and a parent/guardian is essential for the overall education of a student. It is critical that a cooperative relationship be maintained through constructive dialogue with the parent/guardian.

If a parent/guardian refuses to abide by the rules and regulations of Father Ryan High School, or by word or action is unsupportive of its goals, or otherwise fails to meet his/her obligations under school or Diocesan policies, the school administration may require the parent/guardian to withdraw his/her child or children from the school.

Additionally, parents/guardians will be held to the same standards of respect and behavior as students in regard to their interactions with administrators, teachers, staff, and students.

Addressing Concerns

Father Ryan encourages open and positive communication between the home and school. From time to time, parents may have a concern regarding their child's academic progress in a subject. When this happens, parents should follow the steps (in order) listed below:

1. Guide or encourage the student to handle the issue. This is an important part of learning to communicate with adults and resolve issues independently.
2. Parents should make an appointment with or call the teacher, coach, or club moderator.
3. Parents should make an appointment with or call the appropriate administrator for the following:
 - Academics — Academic Dean
 - Athletics — Athletic Director
 - Co-Curricular Activities — Director of Campus Ministry and Student Life
 - Discipline — Dean of Students
4. Parents should call, or make an appointment with, the Principal.
5. Parents should call, or make an appointment with, the President.
6. Parents should call, or make an appointment with, the Superintendent of Schools for the Diocese of Nashville.

Personal Integrity Code

The intent of the Personal Integrity Code is to instill a sense of moral responsibility within each of our students. It is the expectation of Father Ryan High School that each member of the community will assume responsibility for his/her own actions and develop intrinsic values of personal integrity. Students who witness a violation of the code are expected to report such violations to a teacher or administrator immediately.

The community of Father Ryan High School, in accordance with our mission statement, mandates that each person in the school always display the highest standards of personal integrity. Stealing, lying, academic dishonesty, or any other activity that conflicts with these standards and undermines the integrity of the community cannot be tolerated. Actions that violate this Personal Integrity Code will result in serious consequences, including possible dismissal. Violations of the Personal Integrity Code are cumulative over a student's career at Father Ryan High School. There are several major components to the Father Ryan Personal Integrity Code:

- **Academic Dishonesty** - takes place when one uses or takes credit for the work of another person, whether the material is used directly or superficially disguised (plagiarism). This includes all student work, inclusive of homework, classwork, projects, labs, quizzes, tests, exams, and any other work assigned by the teacher. **Students should assume all work assigned to them is to be done independently unless expressly told otherwise by the teacher.** Cheating also includes the divulgence of any information, without the expressed consent of the teacher, regarding the contents of any assignment, inclusive of homework, classwork, projects, labs, quizzes, tests, and exams.
- **Lying** - is any intentional misrepresentation or omission of facts in order to deceive or obscure the truth.
- **Stealing** - involves the failure to respect the rights of another by taking something without his or her permission. Stealing also includes vandalism to the property of individuals or the community. These definitions of stealing are not limited by the personal or monetary value of an item.
- A **violation of the Student Technology Usage Policy** is also considered a violation of the Personal Integrity Code.

The consequences include the following:

- **First Offense:** The personnel involved, or the Associate Dean of Students, will call the parents of the student and notify the Academic Dean. The student will meet with the Dean of Students Office and sign the Integrity Code form acknowledging the violation. A letter will be sent to the parents of the student. If this is an instance of academic dishonesty, the student will receive a zero for the work (assignment, test, lab, project, etc.).

- **Second Offense:** The student will receive 1 day of in school suspension. The personnel involved, or the Associate Dean of Students, will call the parents of the student and notify the Academic Dean. A letter will be sent to the parents of the student. The student's parents/guardians will be informed of the violation and penalty. Parent(s) along with their student will be required to meet with the Principal, Dean of Students Office, and/or the Academic Dean to discuss the violation(s). The student will sign the Integrity Code form acknowledging the violation. In addition, if this is an instance of academic dishonesty, the student will receive a zero for the work (assignment, test, lab, project, etc.).
- **Third Offense:** The personnel involved will call the parents of the student and alert the Academic Dean or the Dean of Students. If this is an instance of academic dishonesty, the student will receive a zero for the work (assignment, test, lab, project, etc.). Parents will be required to meet with the Principal, Dean of Students, and/or the Academic Dean to discuss the seriousness of such violations. Upon the third offense, the student may be asked to leave Father Ryan High School.
- **Stealing** - Students found guilty of stealing, as defined by the Personal Integrity Code, will be given an automatic penalty comprised of suspension and possible dismissal from school, subject to the discretion of the Dean of Students.

Reminder: Offences that occur in separate school years will accumulate and count towards a student's total Integrity Code Violation count over the student's career at Father Ryan.

II. Academic Policies, Procedures and Programs

Academic Eligibility for Athletics and Co-Curricular Activities

Father Ryan High School and the TSSAA require students to pass/earn six full credits, the preceding school year, in order to be eligible for athletics in the fall semester. In order to be eligible for the second semester (spring), Father Ryan High School students must pass/earn six or more half credits/courses in the first semester. Please note: Father Ryan High School's academic eligibility rule is more stringent than that of the TSSAA.

To participate in co-curricular activities, a student must pass six classes the previous semester. This rule is applied to freshmen upon completion of their first semester at Father Ryan. A student may become eligible to participate in co-curricular activities upon completing the work in summer school or passing six classes the following semester.

Academic Honors, Awards, and Societies

Honor Societies

Students may earn membership in the following Honor Societies:

Latin Honor Society (Latin)

To be eligible, a student must be currently enrolled in the fourth semester of an Honors or High Honors level Latin class. The student must have maintained a 93 weighted average or higher for three (3) consecutive, preceding semesters in Honors or High Honors level Latin.

La Sociedad Honoraria Hispánica (Spanish)

To be eligible, a student must be currently enrolled in the fourth semester of an Honors or High Honors level Spanish class. The student must have maintained a 93 weighted average or higher for three (3) consecutive, preceding semesters in Honors or High Honors level Spanish.

Société Honoraire de Français (French)

To be eligible, a student must be currently enrolled in the fourth semester of an Honors or High Honors level French class. The student must have maintained a 93 weighted average or higher for three (3) consecutive, preceding semesters in Honors or High Honors level French.

Mu Alpha Theta Honor Society

Mu Alpha Theta is an organization that recognizes excellence in mathematics and promotes interest in math related careers and the continued study of mathematics. The Father Ryan chapter will meet monthly with various activities including speakers, math games, peer tutoring sessions, and preparation for math competitions. To be eligible a student must have completed at least Algebra II (High Honors or Honors) and have a cumulative math G.P.A. of 93 or greater. Eligible students will then be evaluated and determinations on membership will be made based on a variety of factors which include teacher approval, courses completed, and cumulate math G.P.A rank.

The National Honor Society

The National Honor Society recognizes and inducts students who have demonstrated the four qualities of scholarship, service, leadership, and character, which are required by the national guidelines. A faculty committee selects members for induction. The four criteria for membership are evaluated with consideration beginning in the ninth grade. Following national guidelines, the committee requires:

- Junior or senior standing
- Minimum semester weighted cumulative grade point average of 93
- Active involvement in at least two service projects/activities
- Demonstrated leadership in a school, church, or community activity
- Active participation in at least two school organizations
- Favorable character
- Enrollment at Father Ryan High School for at least one semester

Each current member must earn ten (10) service points a year, maintain a 93 weighted GPA, and adhere to the personal integrity code published in the student handbook. Dues are \$10.00 a year.

The *Cum Laude* Society

The *Cum Laude* Society, founded in 1906, is dedicated to honoring scholastic achievement in secondary schools. *Cum Laude* is fashioned in the likeness of Phi Beta Kappa, the celebrated collegiate academic honor society, and is viewed as its high school equivalent. Only about 382 high schools around the world have received a charter. Father Ryan High School received its charter in April 2003. Membership at Father Ryan is based on grade point average, standardized testing and rigor of courses – the top 20% of the senior and 10% of the junior class are inducted into our Hibernian Chapter in the spring of each year. This is the highest academic honor available at the secondary school level.

The Father Black Honor Society

The Father Black Honor Society inducts freshmen at the end of the fourth quarter of their freshmen year after qualifying with three (3) consecutive quarters (the first three) on the Honor Roll and/or Academic Dean's List.

The International Thespian Society

The International Thespian Society at each school is known as a troupe, and is led by a troupe director, usually the school's theatre teacher. The troupe is the school's theatre honor society, and students earn induction based on their achievement in its theater program.

Thespian Troupes include students in grades 9-12 who have completed at least 100 hours of excellent work. Honoring continuing achievement, students continue to earn ITS points beyond induction to achieve progressively higher honors. Rewarding academic achievement, a GPA of 80 earns inductees the first of three ITS scholar distinctions.

The Tri-M Music Honor Society

The Tri-M Music Honor Society opens a world of opportunities for students who have already shown themselves to be academically capable and musically gifted. Through performance and community service, they will develop confidence, creativity, critical thinking, compassion, and a host of other leadership skills sure to serve them well in school and beyond.

The Tri-M Music Honor Society offers students, grades 9 through 12, the chance to perform, places them in leadership positions, and gives them the opportunity to serve the community. It highlights the school's music program, helps students grow in innumerable ways, and brightens their college applications.

Student Recognition

Father Ryan High School seeks to recognize student accomplishment at every opportunity. Primary means of providing recognition to students include the following:

Academic Dean's List

This award recognizes those students who achieve a 93 average or better each quarter. Student names are published, and the Academic Dean sends personal letters to the parents. Averages are neither weighted nor rounded for this distinction.

Honor Roll

This distinction recognizes those students who achieve an 88 average or better each quarter. Student names will be posted by class. This distinction is also posted on the quarterly grade report. Averages are neither weighted nor rounded for this distinction.

Principal's List

This distinction recognizes students who have made exceptional effort, academic or otherwise. It may include students who have made significant academic progress, improvement in some area of behavior, or rendered some outstanding service to the school during the quarter. Names are published quarterly and the principal contacts each parent by personal letter.

Valedictorian and Salutatorian

Selection: The valedictorian is the member of the graduating class with the highest weighted cumulative GPA once all graduation requirements have been completed. The salutatorian is the member of the graduating class with the second highest weighted cumulative GPA once all graduation requirements have been completed. All grades earned and printed on the transcript are included in the calculation of the weighted cumulative GPA.

Eligibility: Student must attend Father Ryan High School for a minimum of 6 semesters (not including summer) to be considered for the school's Valedictorian and Salutatorian.

Academic Prerequisites for Honors, High Honors and Advanced Placement Classes

Note: Please check each course and level to determine what additional course requirements exist in addition to the following academic pre-requisites.

1. With the exception of World Languages and Cultures (see below) to advance to the next academic level in a given subject for the following academic year, the student must have **BOTH** of the following:
 - A 93 average or better in the current level of academic placement at which the student is placed, and
 - The recommendation of the current classroom teacher in that department. This would include moving from the college preparatory level to the honors level and from the honors level to the high honors level.
2. The Advanced Placement curriculum requires that students considered for these college-level classes be mature, self-disciplined, and goal oriented. While different subject areas will focus on different requirements established by the College Board, placement in an Advanced Placement course hinges not only on the maturity and attitude of the student but prior performance in the prerequisite course. To advance to the Advanced Placement level, students must fulfill the following requirements:
 - A 93 average or better at the high honors level, or a 96 average or better at the honors level,
 - A teacher recommendation form completed by a teacher in that department who has taught the student, and
 - A completed Advanced Placement application.
3. To maintain placement for the current academic year at a student's present level in Science, Math, or Social Science, the student must maintain a minimum average of 80 or above each semester and have the current classroom teacher's recommendation. To maintain placement for the current academic year at a student's present level in English or World Language & Culture, the student must maintain a minimum average of 85 or above each semester and have the current classroom teacher's recommendation.
4. For students to change academic levels within the current school year, students must complete the course change request form on the resource board in myFatherRyan. Additionally, the Director of Academic Counseling must receive the approval of the current teacher and a parent. Because of differing levels of academic effort, abilities, and achievement, the Academic Dean and Department Chairs will have some discretion in moving students among the academic levels.

Level Maintenance and Changes – World Languages and Cultures Department

The variety of languages in this department, as well as their diverse levels of difficulty, necessitates distinctive requirements for maintaining or changing levels of instruction.

- For the **Honors, High Honors and Advanced Placement (AP) levels in Spanish, French, and Latin**, students must maintain an 85 average or better each semester to maintain placement for the current and subsequent academic years; students at **all levels of Spanish, French, and**

Latin must earn a 93 average or better and have a teacher recommendation to move up a level in the subsequent year.

- For the **College Preparatory level of Spanish III**, students must earn an 80 average of the two semesters of Spanish II to enroll in the class. If the student does not have an 80 average, he or she may be considered for the class with the recommendation of his or her Spanish II instructor.

Parents and students should be sure to take course selection very seriously. Once the course request form is submitted, a student's schedule is considered complete. Requests for changes in schedule from that point forward will only be considered for the following reasons:

- *To correct an error in placement*
- *To address a conflict created by myFatherRyan in the Master Schedule*
- *To assure credits for graduation*

The school cannot change schedules for teacher preference by the student; for how classes are arranged in sequence; to accommodate a sudden change in desire for a class. The Master Schedule is created once all requests are submitted; to be fiscally responsible in regard to staffing and offerings, the above stated reasons are the only ones for which changes will be made.

When creating the Master Schedule, the school does its best to create opportunities for students to move between College Preparatory, Honors, High Honors, and AP classes. However, sometimes classes fill quickly and additional enrollment in these classes is no longer possible. Please choose your courses and levels wisely.

** See page 20 & 21 for more information on Course Schedule Changes*

Academic Probation and Semester Failures

Any student who fails two or more subjects during either semester is placed on Academic Probation for the following semester and must make up the credits, if required for graduation, at Father Ryan High School. Any student who fails both semesters of four or more subjects, or who fails eight semester courses, will not be allowed to return to Father Ryan High School. A student placed on Academic Probation is expected, in the subsequent semester during which he/she is on probation, to do the following:

1. Bring all failing grades to passing or better.
2. Maintain passing grades or better in all other subjects.

Summer school does not count as part of the spring semester.

Students who fail to do what is indicated above will not be allowed to return to Father Ryan High School for the following semester.

Any student who fails five or more subjects in either semester will not be allowed to return to Father Ryan High School for the following semester.

If a student on academic probation fails any subject in the semester for which he/she is on probation, the student will not be allowed to return to Father Ryan High School for the following semester.

Students who are required to leave Father Ryan High School for any of the reasons indicated above may re-apply for admission after the semester away from Father Ryan. At that time, students must be passing all subjects with a 75 or better to be considered for re-admission.

In the case of freshman students, the school reserves the right to moderate academic probation on an individual basis.

Mentor Groups (Student/Teacher/Staff)

The heart of the Father Ryan House System is Mentor Group. Mentor Group meets each day for 20 minutes and is team-led by 2 faculty/staff members as well as student leaders. Students are mixed across grade levels in order to foster peer-to-peer mentorship and support. Mentor Group is so much more than a traditional homeroom or advising period because its primary focus is the holistic wellbeing of each student. We are proud to offer this holistic support to every Father Ryan student and proud to offer it each and every day.

College Counseling Program

The purpose of the College Counseling Program is to support students and their families in the college search and application process. All students (grades 9-12) will participate in various College Counseling programs. Students will be assigned to a college counselor and start the process in earnest during late fall of their junior year. During each student's individual family meeting with his/her counselor, they will be given a handbook of College Counseling processes and policies. Four policies that students and parents should be aware of starting in 9th grade include:

- Letters of recommendation, or any recommendation forms submitted by College Counseling to any college or scholarship organization, are confidential. Students must "waive their right" to review or access a recommendation letter before a counselor will submit it.
- As a NACAC member, when asked, College Counseling will report any instance of a student's school-initiated withdrawal, expulsion, Out of School Suspension, or a second violation of the Personal Integrity Code. In the instance of a second violation of the Personal Integrity Code, both the first and second violation will be reported.
- According to the recommendation of the National Association of College Admission Counseling, college counselors will update all colleges to which a senior has applied regarding a change in that senior's enrollment status at Father Ryan.
- During spring semester seniors are required to report all of their college admissions decisions to College Counseling. This information will remain confidential and is necessary for us maintain accurate institutional data. Failure to accurately and completely disclose this information is considered a Personal Integrity Code violation.

Commencement Exercises

The school views the Commencement Exercises as encompassing both the Baccalaureate and Graduation ceremonies. Graduating seniors are required to attend both events. Graduates who do not participate in the Baccalaureate Mass will not be allowed to participate in Graduation exercises.

General Behavioral Guidelines

Baccalaureate and Graduation are both very serious academic events. They are community celebrations, as well. With that in mind, seniors are reminded that the school expects the very best behavior. This means the following for both Baccalaureate and Graduation:

- No screaming or shouting;
- No words written or taped on caps;
- No inappropriate attire (shorts, flip-flops, etc.);
- No inappropriate gestures of any kind;
- No behaviors or actions deemed inappropriate by the administration.

Should students make the choice not to share their very best with us, and make an unfortunate behavioral choice, the consequences will be serious. They will include being denied a diploma and the college/university being contacted regarding the unacceptable behavior.

Attire for Baccalaureate and Graduation: Boys should wear a button-down collar shirt, tie, (tie - preferably red or gray), dress slacks, socks, and dress shoes (coat is not necessary). Boys are to be well groomed and clean shaven. Girls are asked to wear dresses of moderate length and heels. Flip flops, sandals, Birkenstocks and shorts should not be worn by either gender.

Concussion-Related Academic Modifications

Once a student has experienced a concussion, academic modifications may be needed until the athlete is recovered. **These modifications must be noted by the qualified healthcare provider after the evaluation of the student-athlete.** Make-up arrangements of the missed assignments will be at the direction of the Academic Dean. The qualified healthcare provider, Academic Dean, and athletic trainers will communicate academic modifications and concerns as needed.

While every student is different, and may not follow the steps below in exactly the given time frame, this is a guideline for how the school will progress with accommodations once it has the modifications directed by the qualified health care professional:

STEPS	PROGRESSION	SYMPTOM SEVERITY	INTERVENTIONS
1	No school – cognitive and physical rest	Student has high level of symptoms that prevent him/her from benefitting from being in school.	Stay at home, no driving, limited mental exertion – computer, texting, video games, homework
2	No school – light mental activity	Student has decrease in symptoms that allow for some concentration	Stay at home, no driving, up to 30 minutes mental exertion (schoolwork), no prolonged concentration
Progress to Step 3 when student handles up to 30 minutes of sustained mental exertion without worsening symptoms.			
3	Half-day school with accommodations	Symptoms have decreased to manageable levels	Avoid tasks that produce, worsen, or increase symptoms. Eliminate non-essential grades and/or assignments. Emphasis is on in-school learning.
Progress to Step 4 when student handles 30-40 minutes of sustained mental exertion without worsening symptoms.			
4	Full day school with accommodations	Symptoms have decreased in both number and severity. Might still exacerbate symptoms by certain activities.	Gradually increase demands on the brain by increasing amount of work, length of time spent on work, and difficulty of work (1 factor at a time). Limit to one test per day.
Progress to Step 5 when student handles 60 minutes of sustained mental exertion without worsening symptoms.			
5	Full day school without accommodations	Student may not have any symptoms or may have mild symptoms that are often intermittent.	Construct a plan to finish missed academic work and keep stress low.
Progress to Step 6 when student handles all class periods in succession without worsening of symptoms AND receives medical clearance for a full return to academics and athletics.			
6	Full school and extra-curricular involvement	No symptoms present.	Full classwork, homework, and testing.

Cooperative Support Program and Academic Support Program

Father Ryan High School's Cooperative Support Program (CSP) is designed to offer additional help and focus for students with learning disabilities.

- Father Ryan's primary goal is to facilitate a student's efforts to become more independent in processing information, a fundamental skill for a student's success.
- The CSP Coordinator is a State Certified Learning Disabilities Specialist who identifies strengths and weaknesses in each student's ability to process information and apply it to daily classroom assignments.
- The CSP Coordinator works closely with the student, the classroom teacher, and parents to make any necessary accommodations and provide essential support. Helping students become self-sufficient, responsible, life-long learners is a crucial objective.
- Several dedicated teachers work one-on-one to provide assistance and specialized tutoring for these students.

The Academic Support Program provides extra assistance for students who do not meet the qualifications for Cooperative Support but still require special monitoring and/or assistance. The primary difference between the two programs is the level of assistance. Cooperative Support students receive daily assistance while Academic Support students receive weekly or bi-weekly assistance, as needed.

- **How Do These Programs Work?** The program coordinators evaluate each student's needs from a variety of sources, including psychological/educational testing and personal interviews. This process helps the coordinators create an educational plan that recognizes how the student processes information most effectively, thereby helping the student improve study and test taking skills.
- **What is the Educational Plan?** The educational plan is determined by the program for which the student is best suited, either Cooperative Support or Academic Support. This is followed by evaluating appropriate class selections with the student and parents to establish the basis for a positive learning experience.
In the freshman year, classes in mathematics, English, and Spanish are available with smaller class sizes to allow the teacher to reinforce fundamentals and provide more individual support. The student can continue into the sophomore year with smaller class sizes in these subjects, if necessary.

The goal of the program by junior year is for each student to be mainstreamed into a traditional curriculum.

The program coordinators monitor the progress of each student throughout his or her educational experience at Father Ryan.

Students in both of these programs are eligible for an after-school study hall (Monday-Thursday) supervised by a Certified Learning Specialist.

- **How Is a Student Selected?** Students are selected for admission separately from regular admission to Father Ryan. To be one of the 10-12 students selected annually, each Cooperative Support Program candidate must submit the following to be considered for admission:
 - Scores from the Wechsler Intelligence Scale for Children (WISC)
 - Scores from a complete academic battery such as Woodstock-Johnson Educational Battery
 - A completed CSP Application
 - Teacher Recommendations
 - Personal interview(s)
 - A copy of current grades

Students needing Academic Support are not required to have the psychological or educational evaluation.

Students in the CSP program have above average intelligence and are no less than one year off the average grade level scores on the academic battery of the WISC.

Course Levels

Since challenging every student's academic ability and motivating that student in his/her pursuit of academic excellence are fundamental parts of its mission, Father Ryan High School offers over 160 courses, ranging from challenging college preparatory courses to honors and high honors levels of these courses. In addition, 27 Advanced Placement courses are currently available. The placement process addresses more specifically the needs of individual students.

Placement in college preparatory, honors, high honors and/or Advanced Placement classes is determined on a course-by-course basis. Students who excel in a particular area may not be well-suited for honors level work in another. All honors, high honors and Advanced Placement courses have limited enrollment.

Since student success is a high priority at Father Ryan High School, teachers consider the following characteristics as strong indicators that a student will be successful in the following course levels:

1. College Preparatory Level

- a. Can handle a challenging college preparatory curriculum
- b. Is willing and motivated to work hard and complete tasks
- c. Can understand the major concepts of the content
- d. Is prepared to do outside reading and move to a higher level of critical thinking skills

2. Honors Level

- a. Can retain material and readily use it without constant drill and practice
- b. Can handle some outside projects during the semester and work independently
- c. Can demonstrate excellent critical thinking skills, but may need some direction
- d. Can learn material at a faster pace

3. High Honors Level

- a. Is self-directed and self-motivated
- b. Can handle several outside projects and more outside reading
- c. Can handle frequent demands of higher level critical thinking
- d. Can handle a faster pace for mastering required elements in course
- e. Is able to work with material covered at a more detailed level; testing, grading, and homework would reflect this level

4. Advanced Placement Level

- a. Is more responsible for own academic achievement; is mature and highly motivated
- b. Is concerned with knowledge as much as grades
- c. Can grasp basic concepts through primarily independent study
- d. Is able to synthesize understanding of content with new and varied approaches

During the placement recommendations process, each department considers minimum grade requirements and each student's past and current performance in making its recommendations. Since each content area may require some unique competencies, each department has established more specific guidelines that it follows to determine who should be recommended for Honors, High Honors and Advanced Placement levels.

This placement process is used for sophomores, juniors, and seniors. For incoming freshmen, placement is based upon minimum scores on the eighth grade placement test, the results of achievement test scores, grades, and teacher recommendations. Greater weight is given to minimum scores on the eighth grade placement test.

Course Schedule Changes

1. The following courses may not be dropped: any required theology courses, any required World Languages and Cultures courses, any required English course, World History, United States History, Biology, Chemistry or Math course. Students may not drop any year-long elective course, including those that are electives.
2. Students requesting a change in their initial schedule for the first semester must do so **by Friday, June 24, 2022, using the Course Change Request Form** found in myFatherRyan. Please do not e-mail or call to request a course change. No course change requests may be made after this date until the first day of school for the 2022-2023 school year. Course change requests can only be made for one of the three following approved reasons:
 - a. To correct an error in placement
 - b. To address a conflict created by myFatherRyan in the Master Schedule
 - c. To assure credits for graduation.Make sure you take the initial scheduling process very seriously.
3. Students are encouraged to make all second semester schedule change requests by the last day of the first semester.

4. For students to change academic levels within the current school year, students must have the request to move signed by 1) the parent(s) and 2) the current classroom teacher before the schedule change can be considered.
5. Once school is in session, changes which do not simply involve going from one level to another in the same subject or changing sections at the same level are permitted as follows:
 - a. A student may not add a new course to his/her schedule after the first two weeks of a semester.
 - b. A student may drop a course only during the first or third quarter or between semesters. After the following dates, students may not drop semester courses:

Last Day to Add a New 1st Semester Course:	August 19, 2022
First Semester Drop Deadline:	August 26, 2022
Last Day to Add a New 2nd Semester Course:	January 18, 2023
Second Semester Drop Deadline:	January 25, 2023
 - c. Seniors may not drop a credit-bearing course for a study hall in the second semester.

Failures

To earn credit for a failed semester of a required course, a student must pass the course in summer school. Both semester grades plus the summer school grade will show on the student's transcript.

Failures in any courses must be made up in the Father Ryan High School summer school program or during the following academic year, depending upon whether the failure was of one or both semesters. Each semester stands independently; if a student fails one semester of a course, it must be made up in the Father Ryan Summer School program. If a student fails both semesters of a 2-semester course, the course must be made up during the next academic year at Father Ryan High School, unless both semesters of the course are available in Father Ryan Summer School. Failure of two semesters in a 2-semester course cannot be made up in any other summer school program without the approval of the Academic Dean, and only if unavailable through Father Ryan.

Any student who fails five or more subjects in either semester will not be allowed to return to Father Ryan High School for the following semester.

Students who are required to leave Father Ryan for any of the reasons indicated above may re-apply for admission after the semester away from Father Ryan. At that time, students must be passing all subjects with a 75 or better to be considered for re-admission.

Grades - Report Cards and Interim Reports

Due to the 24-hour online availability of all grades, students and parents can monitor student progress without paper notification. Consequently, report cards are no longer sent home. Dates for interim grades and quarterly grade postings will be indicated on the school calendar. Academic questions should be addressed to the Director of Academic Counseling or the Academic Dean. The following policies apply:

- Incomplete grades must be removed from teacher grade books within two weeks or the grade will automatically convert to an F.

- Grades reflect academic performance. Non-academic factors, such as behavior, will not be included in teachers' grading systems.
- Semester exams must be made up within five days of the beginning of the next semester or the grade will convert to a zero in the teacher's grade book. For summer school, the exam must be made up within five days of the conclusion of summer school.

Father Ryan's grading scale is:

A = 90-100
B = 80-89
C = 70-79
F = Below 70

(70 will remain the lowest grade which credit is earned in any course.)

Grade Point Average

A semester grade point average (GPA) is computed for each student at the conclusion of each semester. Parents and students can access an unofficial copy of the student's transcript to see the weighted cumulative GPA as well as the weighted year cumulative GPA.

{Students and parents are encouraged to monitor their child's core GPA, as well. This GPA reflects the student's standing in regard to core courses (English, Mathematics, World Languages and Cultures, Science, Social Science). The core GPA is often considered more heavily than the cumulative GPA in college admissions and scholarship selection. Also, the core GPA is the sole GPA considered by the NCAA for determining whether high school seniors are academically eligible to play collegiate athletics. When scheduling, students should choose classes that weigh heavily in the core areas}.

Father Ryan reports a weighted GPA on a scale of 0-100. Class levels are weighted based on the scale detailed below. On the student's transcript, you will see the weighted grade the student earned in the course. You will also see the semester grades with weight included printed on the student's report card. Weight is applied to grades earned at the semester. Quarter grades are not weighted.

Weights are assigned to the various levels as described below:

- College Preparatory—0 points added
- Honors— 1 point added
- High Honors—3 points added
- Advanced Placement—5 points added

For example, in a High Honors class where a student earns a 91 for the semester grade as reported by the teacher, the grade of 94 will be printed on the transcript and report card in the semester grade column. (see chart above). Weight is only added to grades 70 and above. Students who do not earn credit in the course based on raw averages will not have weight added to their grade.

Exemptions

The school does not encourage exempting students from exams. Students with a semester average of 90 or above may be exempt from the second semester exam of departments that grant exemptions, at the discretion of the teacher with the approval of the department chair and Academic Dean.

Semester Average

Semester averages are determined in this manner: each quarter counts 40%, and the semester exam counts 20%.

Graduation Requirements

1. To earn a Father Ryan diploma, a student must attend four years of high school.
2. A student must earn 28 credits and meet the following requirements to graduate:
Students must earn one credit in Theology for each year of attendance at Father Ryan High School. The following distribution of coursework is required for graduation.

Theology	4 credits
English	4 credits
Mathematics	4 credits (Algebra I, II, Geometry, and 4th math) [Students must take 1 math course every year, regardless of number of math credits accrued]
World Languages and Cultures	2 credits**
Social Sciences	3 credits (1 World History, 1 U.S. History, additional)
Science	3 credits (Biology, Chemistry and 1 additional)
Wellness A (Physical Education)	1 credit***
Wellness C (Health)	½ credit
Technology	½ credit
Business and Technology	½ credit
Visual and Performing Arts	1 credit
Freshman Seminar (class of 2022 and beyond)	½ credit
Electives	Sufficient credits to meet minimum of 28 credits

3. Seniors must earn six credits in the senior year in order to graduate. These six credits must be comprised of the following:
 - Theology
 - English
 - Math
 - 2 additional core*
 - 1 additional credit bearing course
4. Juniors and Sophomores must earn four core* credits in addition to the required Theology course.

*Core credits must come from the following departments:

- English
- Math
- Science
- World Language
- Social Science
- Any AP Course

**Students must earn two credits in the same World Language

***No more than one Wellness A (physical education) credit per year may be earned.

5. Once the second semester begins, seniors may not drop a credit-bearing course for a study hall in the second semester of their senior year.
6. AP Courses may not be dropped after the drop deadline. These courses are not eligible for level changes.
7. To gain credit for a single semester course, a student must pass with a grade of 70 or higher. Failures in any courses must be made up in the Father Ryan High School summer school program or during the following academic year, depending upon whether the failure was of one or both semesters.
8. All students must take a math class each year, regardless of the number of math credits accrued.
9. Each semester stands independently; if a student fails one semester of a course, it must be made up in the Father Ryan Summer School program. If a student fails both semesters of a 2-semester course, the course must be made up during the next academic year at Father Ryan High School, unless both semesters of the course are available in the Father Ryan Summer School. Failure of two semesters in a 2-semester course cannot be made up in any other summer school program without the approval of the Academic Dean, and only if unavailable through Father Ryan.
10. With the exception of courses indicated as “new credit” in the summer school catalog, no subject required for graduation at Father Ryan High School may be taken for new credit in summer school.
11. Students are required to take exams/tests at regularly scheduled times. Because semester examinations are an important culmination in assessing student progress, Father Ryan High School students should have optimal opportunities to succeed.
 - a. Review study days have been established to finalize preparation for semester exams.
 - b. Students take only two exams each day.

To ensure student success, students may not take scheduled exams outside of the scheduled time, unless one of the following occurs, and then only with the approval of the Academic Dean:

- a. Death in the family
- b. Graduation of an immediate family member
- c. Illness with a doctor’s note
- d. Spring AP Exam conflict
- e. Athletic event or another school-related event
- f. Request by the student due to difficulty of exam schedule. This must be an extreme need, as the two-exam-per-day schedule should be sufficient to accommodate even difficult exams. The deadline to request a schedule change for this reason is two weeks before the first exam.

Exam security, availability of personnel, as well as fairness to all students, requires adherence to the exam schedule. Family vacations do not qualify for rescheduling of exams. Students who must make up exams for reasons other than the four given above will incur additional fees for exam administration and proctors.

For first semester exams, students will make up exams when they return for the second semester. For second semester exams, students will make up exams when they return.

12. Auditing classes by students is not permitted.

*Although high school credit is not given, certain subjects taken in eighth grade may be shown on a student's transcript.

Homework Policy

Homework is defined as written or non-written tasks assigned by a teacher to be completed outside the classroom. These assignments should complement class work and be relevant to the curriculum. Homework is a natural extension of the school day and an important part of a child's educational experience. **A student who consistently does not complete homework will not pass his/her classes at Father Ryan.** Homework encourages self-discipline, pride in one's work, positive self-esteem, and an interest in learning. Homework assignments are governed by the school's plagiarism and cheating policies, and students who violate these will be held accountable under the Personal Integrity Code. All students should presume that all work is to be done independently unless specifically indicated otherwise by the teacher.

Parent(s)/Guardian(s)' Responsibilities

Parents, in support of the school's work with their child(ren), are expected to do the following:

- Monitor the web pages of their child's teachers as well as student progress in myFatherRyan.
- Respond to the school's request for support of stated expectations for homework for a given year.
- Expect daily assignments and insist that students complete them regularly.
- Review progress on long-term assignments periodically.
- Provide a suitable study atmosphere for students that is quiet, well-lit and supervised periodically.
- Show interest in the homework being done but do not do the work for the child.
- Take part in the child's learning by providing enriching experiences outside the school day.
- Encourage reading above and beyond specific homework assignments.

Students' Responsibilities

Students are expected to do the following, in pursuit of their own success:

- Complete homework assignments accurately, independently, neatly, and on time.
- Complete assignments missed because of absence within a reasonable time, according to established policy in the Student-Parent Handbook.

Library/Media Center Use

The Neuhoﬀ Library Media Center is a place of discovery and learning. The library is open from 7:00 a.m. to 5:30 p.m. each school day with the following exceptions:

- The library will close one hour after dismissal on scheduled half days.
- The library closes with the close of school on the last day of school before vacations and holidays.

Circulation - Father Ryan students may check out Library materials and keep them for three weeks. Books may be renewed (checked out again) according to each student's needs. There will be no charges for overdue materials. Charges will be incurred for the following:

- Lost or damaged materials: Replacement cost will be charged for all lost and/or damaged materials. This applies to all library materials, including books, DVD's, audio CD's and laptop computers.
- Materials returned with missing or damaged barcodes and/or spine labels will be charged the \$5.00 processing fee.

Overdue Materials:

- Overdue notices will be sent to the student when checked-out items are one week late.
- Overdue items should be returned promptly.
- Parents will be sent a letter and billed at the end of the school year via FACTS if the replacement cost has not been paid.
- All fees must be cleared before the end of the school year. Access to report cards and/or records may be removed until fees are paid in full.

Expectations

Students in the library are expected to have a purpose and act responsibly.

- Food and drink are not permitted in the library.
- The library is open for quiet study after school. Students not here for these purposes will be asked to go elsewhere.
- All school policies are enforced during after school hours.
- Students are always subject to the Student Technology Use Agreement.

Cell Phones

- No cell phone use is permitted at any time during school hours unless student receives permission from a faculty or staff member.
- Cell phones must be set to vibrate and be kept out of sight, while in the library, during school hours.
- Before and after school cell phones may be used, but calls must be made or received in the lobby or outside. Students are always subject to the Student Technology Use Agreement.

Make-Up Work

Students who are absent will have the opportunity to make up missed work in accordance with individual teacher's make-up work policies. **It is the responsibility of the student to initiate contact with the teacher regarding missed work and to ensure that work is made up in a timely manner.** Students should make necessary arrangements with teachers promptly upon returning to school. Students are encouraged to visit teacher web pages to keep current with assignments and expectations. (See deadlines under Grades) In the case of extended absences (more than five consecutive school days) the student may work with the Academic Dean's office to coordinate making up work.

Service Learning Program

Service learning allows students to link school-based knowledge with the experience of actively living the Gospel. It encourages students to take the teachings of Christ beyond the textbook, and by so doing, become actively engaged in their Christian faith. It helps them to mature into other-centered individuals in a culture that focuses primarily on the self.

Service Learning Requirements: Applicable Freshmen – Junior Year:

All service hours freshman through junior year must meet the following four requirements:

1. Fulfill a Corporal or Spiritual Work of Mercy with a reflection:
 - Corporal—Feed the hungry, give drink to the thirsty, shelter the homeless, visit the sick, visit the prisoners, bury the dead, give alms to the poor
 - Spiritual—Counsel the doubtful, instruct the ignorant, admonish the sinner, comfort the sorrowful, forgive injuries, bear wrongs patiently, pray for the living and the dead
2. Work with an established organization:
 - Students should serve with a reputable organization. Examples include Room in the Inn, Catholic Charities, Dismas House, Habitat for Humanity, etc.
 - If students are unclear whether a service opportunity is with an established organization, they must ask their Theology teacher or Coordinator of Campus Ministry and Service Learning *in advance* to learn whether the hours will count. Failure to do so may result in hours not being counted.
 - Students *do not* earn hours for services such as supporting a family member (e.g. visiting a grandparent in a nursing home), helping out a neighbor, or doing things at home to benefit individuals or an organization (e.g. making sack lunches to give to the homeless).
 - Students *do not* earn hours for making a donation, as this is not time spent volunteering. Students can earn hours by volunteering for a donation/fundraising event with an approved non-profit (e.g. Relay for Life).
3. All hours must be verified by a representative of the non-profit:
 - Verification can only come through a representative of the organization who was present during the service hour completion.
 - Verification cannot come from a family member or friend—no exceptions.
 - All hours must be verified through our online tracking system—Mobile Serve.
 - Falsification or inflation of hours is considered an integrity code violation and will be handled as such.
4. Each year's service hours are tracked from June 1st to May 31st.
 - Hours carry over from first to second semester, meaning students may complete all hours in the first semester and have their service requirement completed for the school year. They may also complete them over summer for the upcoming school year.

Mobile Serve—Our online tracking system:

All new students are trained in the use of Mobile Serve through Campus Ministry and Service Learning in their Theology classes.

- Students must enter their hours on Mobile Serve and have them verified by the applicable organization, and then their Theology teacher will approve them.

Service Opportunities:

Campus Ministry and Student Life offers numerous service opportunities throughout the year. If students cannot drive or have a limited schedule, this is not an obstacle to meaningful service. These opportunities are available to find in the following ways:

1. MyFatherRyan Resource Board – Service Learning Information Tile
 - This tile lists several organizations that are school approved and accepting Father Ryan student volunteers and provides direction on how to sign up.
 - The top of the page highlights events happening soon.
2. Service Fair held early in the fall semester where students can meet representatives from organizations
3. Theology classes, where teachers will share information with students
4. House Service Days – held once a semester
5. Mobile Serve database (check if an organization/event is approved before serving)
6. In the Campus Ministry and Student Life Office—stop by anytime!

Year Requirements:

1. Freshman – 10 hours (5 each semester)
2. Sophomores – 15 hours (7.5 each semester)
3. Juniors – 25 hours (12.5 each semester)

Grading:

1. Due Dates:
 - December 5th, 2022 at 11:59pm (half of the yearly required hours due)
 - May 8th, 2023 at 11:59pm (rest of the yearly required hours due)
 - Hours must be inputted, verified, and approved in Mobile Serve by these deadlines.
2. Service hours impact each student's theology semester grade:
 - Freshman – 5% of overall semester grade
 - Sophomore – 10% of overall semester grade
 - Junior – 10% of overall semester grade

Failure to Complete Hours

Service learning is a vital component to our curriculum and Catholic faith and identity. Therefore, students are not allowed to skip service hours.

1. All hours **MUST** be completed. Failure to do so will result in
 - Students' Theology grades being impacted. Late hours after the due date will not be accepted to count towards students' grades.

- No participation in any Father Ryan extra-curriculars until the hour requirement has been met for that year.
 - Ex. For freshman year, if students complete 8 out of 10 hours by May 8th at 11:59pm, they will receive an 80% on the service hour portion of their semester grade (5% of the overall semester grade) and be unable to participate in any extra-curriculars, including over the summer, until the tenth hour is complete. Once that final hour is complete, students may resume extra-curricular activities, but the grade cannot be changed after the due date.
- Should students not participate in any extra-curricular activities, the Campus Ministry Office reserves the right to grant a different consequence to the students.

Senior Class - Jesus Christ, Mission in the Church – Summer before senior year

If students are interested in taking Jesus Christ, Mission in the Church class as a summer school class before their senior year, they must have completed all junior year service requirements.

Senior Service Requirements

Seniors complete service-learning through their coursework in the required class titled Jesus Christ, Mission in the Church, which they may take over summer if they met their junior year service requirements, or during their senior year. They complete their Theology IV requirement by selecting one of the following classes in addition to Jesus Christ Class:

- Senior Service
- Intro to Philosophy
- World Religions

Study Halls

Study Hall Procedures

Academic time is extremely valuable. Study halls are part of the academic time for many students at Father Ryan. Students assigned to study halls are expected to use this time for homework, research, projects, reading, or other types of class work. There are no exceptions to this.

1. Students are expected to come to Study Hall on time, with all the necessary materials they will need to make the time educationally beneficial. Students who arrive late will be counted tardy as they would for any other class.
2. Time in study halls should be spent on academic work or other academically oriented activities approved by the study hall supervisor.
3. Personal grooming, sleeping, and entertainment are not in the objectives of study halls at Father Ryan. These are not activities in which students should be engaged while in study hall.
4. Students who repeatedly avoid academic activity will have their names submitted to the Academic Dean, who will pursue the matter with the student and his/her parents. If the student refuses to use the time well, he/she will be placed in another academic class already in full session.
5. Study Halls are not credit bearing courses and do not count when determining eligibility for extracurricular activities.

Summer School

To earn credit for a failed semester of a required course, a student must pass the course in summer school. Both semester grades plus the summer school grade will show on the student's transcript.

Failures in any courses must be made up in the Father Ryan High School summer school program or during the following academic year, depending upon whether the failure was of one or both semesters. Each semester stands independently; if a student fails one semester of a course, it must be made up in the Father Ryan Summer School program. If a student fails both semesters of a 2-semester course, the course must be made up during the next academic year at Father Ryan High School, unless both semesters of the course are available in Father Ryan Summer School. Failure of 2 semesters in a 2-semester course cannot be made up in any other summer school program.

A maximum of two classes can be taken in the Father Ryan summer school. If a student fails more than two semesters total during the school year, he/she will need to talk to the Director of Academic Counseling about options for making up those classes.

To keep parents and students informed, it is important for families to know that summer school extends through the entire month of June, inclusive of two, nine-day semesters. Generally, first semester courses are offered in the early part of June, followed by second semester courses offered in the latter part of the month. **There are exceptions to these rules, so please check the summer school application for specific details about class offerings.**

Parents are urged to consider the possibility of required summer school when making summer vacation plans (See "Failures"). Failure to enroll in summer school will jeopardize a student's opportunity to return to Father Ryan High School for the next academic year.

Transcripts

Father Ryan High School transcripts reflect all semester grades a student has earned, beginning with the first semester of the freshman year. Transcripts are updated at the end of each semester.

After a student graduates there is a fee of \$5.00 per transcript. Rising seniors are provided a personal copy of their transcripts showing six semesters of course work. Students are asked to review this copy to confirm that everything is correct and to ensure that they have the appropriate credits. Also, after students graduate, a final copy of their transcript is sent to them from their records. No transcripts or diplomas will be issued for transferring or graduating students until all tuition is paid in full.

Tutoring

Occasionally, students require additional outside tutoring or academic support in a particular subject area. **Outside tutoring, for a fee or otherwise, cannot take place on the Father Ryan campus without approval of the Academic Dean.**

III. Attendance Policies

It is the belief of the faculty and staff that regular daily attendance is necessary for a successful academic experience. It is the expectation of Father Ryan High School that its students be at school for a full day each day that school is in session. For further clarification and explanation, please see the following guidelines and preceding section on "Truancy."

Truancy and State Attendance Laws

For the safety of our students, the school must know where students are at all times during the school day. Truancy is any absence from school, class, study hall, lunch or service, for any length of time. For example, a student who has a pass to go to the library from study hall but instead goes to the cafeteria would be considered truant. In any instance of truancy, parents will be informed as soon as possible. **All schoolwork missed as a result of the truancy (including tests) will receive grades of zero.** Subsequent trancies may result in school-initiated withdrawal. Students found to be "skipping" classes will be subject to drug testing and will receive zeroes for all work missed through skipping classes.

Attendance Required by Law - Tennessee Code Annotated 49-6-3007 states that any child who has five unexcused absences during a school year is considered truant and in violation of the law.

According to Tennessee State Law, children between the ages of six and 17 years, both inclusive, must attend a public or private school.

1. It is the duty of the principal or teacher of every public, private or parochial school to report promptly to the director of schools, or the director of schools' designated representative, the names of all children who have withdrawn from school, or who have been absent five (5) days (this means an aggregate of five (5) days during the school year and not necessarily five (5) consecutive days) without adequate excuse. Each successive accumulation of five (5) unexcused absences by a student shall also be reported.
2. Such director of schools shall thereupon serve, or cause to be served, upon the parent, guardian or other person in Tennessee in parental relation to such children unlawfully absent from school, written notice that attendance of such children at school is required. A new notice shall be sent after each successive accumulation of five (5) unexcused absences.
3. If it appears that, within three (3) days after receipt of the notice, any child, parent, guardian or other person in parental relation has failed to comply with the provisions of this part, the director of schools, in the name of the local school system, shall report the facts of such unlawful attendance to the sheriff, constable, city police officer, district attorney general, or the foreman of the grand jury, who shall proceed against the parent, guardian or other person in parental relation in accordance with the provisions of this part, unless the parent, guardian or person having charge and control of the child shall at once place the child in some day school as aforementioned.
4. The director of schools of any local school system, after written notice to the parent or guardian of a child, shall report any child who is habitually and unlawfully absent from school to the appropriate judge having juvenile jurisdiction in that county, each case to be dealt with

in such manner as the judge may determine to be in the best interest of the child, consistent with the provisions of §§ 37-1-132, 37-1-168 and 37-1-169 and in the event the child is adjudicated to be unruly, the judge may assess a fine of up to fifty dollars (\$50.00) or five (5) hours of community service, in the discretion of the judge, against the parents or legal guardians of children in kindergarten through grade twelve (K-12) if the child is absent more than five (5) days during any school year. (From *The Tennessee State Compulsory Attendance Law* (TCA§49-6-3007, e,f))

General

Classes are scheduled from 7:40 a.m. to 2:55 p.m. Leaving campus is not permitted during school hours without permission of the Dean of Students. The following general policies apply to individual classes as well as full days:

- Students are not permitted to leave the classroom, except in cases of necessity. Students who arrive more than 20 minutes late for a class must remain in the class but are recorded as absent for purposes of calculating the course attendance requirement.
- Students are encouraged not to schedule appointments during school hours.
- The school must receive from the parent/caregiver a phone call or written permission prior to an anticipated absence (medical or dental appointment, etc.)
- Students leaving campus during the school day, using their personal vehicle, for appointments or other emergencies may do so with a phone call or written permission from a parent or guardian prior to leaving campus through the Attendance Office. Father Ryan will not allow students to leave campus via Lyft/Uber/taxi or other car services without a signed note from a parent or guardian. Please refer to Uber and Lyft guidelines for age restrictions.
- If a student is absent, a parent must call the school Attendance Office between the hours of 7:30 am and 9:30 am on the day of the absence. The telephone number is 615-783-0246. If a call is not received, the student is considered truant until proven otherwise.
- Students and/or parent/guardian are responsible for contacting the Attendance Office in case of extended absence (more than five consecutive days). All assignments and tests missed due to extended absence must be made up within five days of the student's return to school unless special arrangements are made with the individual teacher or the Guidance Office. Students who anticipate an extended absence should notify their teachers and obtain assignments in advance where possible.
- Skipping classes or leaving school without permission may result in suspension or dismissal from Father Ryan High School. Students who leave campus or skip class are subject to immediate drug testing without need of further referral.

Absences, Co-Curricular Activities

Students must be present for a minimum of 2 class periods of the school day in order to participate in school activities that day. Staying at home to "rest up" for a game or performance rather than attending classes sends an inappropriate message to our students concerning priorities. If students are too sick to come to school, we must assume they are too sick to perform in a co-curricular activity.

Not following these attendance guidelines may result in suspension from co-curricular activities by the Dean of Students, and the Director of Athletics.

Absences Due to College Visits

Father Ryan High School supports students visiting colleges and universities so that the students and parents may make a more informed decision for post-secondary education. It is preferred that these visits be in conjunction with school holidays and/or breaks outside of academic time. Understanding that this is difficult, the school has allotted seniors whose attendance is in good standing three (3) days for visits, and juniors in good standing two (2) days. The school requires the students to give two (2) school days' notice when planning to take a college day. The students must have permission of parents/guardians, but also, must give advance notice to their teachers so that assignments can be made, tests/quizzes can be taken in advance, projects turned in, speeches given, etc. if the teacher deems it necessary. Students should access permission forms on the resource board. They are located under the attendance tab and should be printed and filled out properly prior to turning into the attendance office. The forms must be taken by the student requesting the absence to each of his/her teachers so that the teacher may sign the form. The parents/guardian must also sign the form. If the number of students seeking a college day absence on the same day is deemed excessive (ten a day), permission will be granted to those students who are first to meet the requirements of the school and who are in good standing.

If the process is not followed, students will receive an absence that counts towards their attendance totals. No student or parent should call the student in sick when that student is actually on a college visit. If this occurs, the student will receive a Personal Integrity Code violation. It is our hope that all students deal with this privilege in a responsible manner. Any questions should be referred to the Dean of Students and/or the Academic Dean.

Instructional Time

Scheduled, supervised instruction in each course is a requirement (along with earning a passing grade and paying required tuition and fees) for a student to earn course credit.

Absences

An absence is recorded for each class that a student misses (except when missing a class is required by another credit-bearing course). All Counts Towards Attendance Total (CTAT) absences are included in the calculation of the student's course attendance requirement. Below are examples, but not limited to, types of absences that students will have an opportunity to make up work, however, will still count towards attendance totals. (CTAT)

- Illness—may require a doctor's statement
- Religious holidays
- College Visit days
- Special circumstances —must be approved by the Dean of Students and/or Academic Dean in advance.

Students who are absent will have the opportunity to make up missed work in accordance with individual teacher's make-up work policies. **It is the responsibility of the student to initiate contact with the teacher regarding missed work and to ensure that work is made up in a timely manner.** Students should make necessary arrangements with teachers promptly upon returning to school. Students are encouraged to visit teacher web pages to keep current with assignments and expectations. (See deadlines under Grades)

Absences Requiring Extended Physical or Mental Health Treatment

In the case of extended absences (more than five consecutive school days) the student may work with the Academic Dean's office to coordinate making up work. Father Ryan High School recognizes that students' overall health and functioning is paramount to academic success. Students are expected to be at school for a full day each day, however, Father Ryan High School understands that there may be times that a student's physical or mental health may require an extensive level of treatment in a hospital, residential, or outpatient setting. If a parent/guardian anticipates the possibility of extended absences due to the required need for medical or mental health treatment, the school should be notified immediately. As each circumstance is different for each individual student, it is important that the following steps occur so that Father Ryan High School can be prepared to best support students' overall recovery:

- Parent/guardian will notify at least one of the following: Dean of Students, Academic Dean, or Director of Personal Counseling
- Parent/guardian will provide release(s) for treating professionals to communicate with designated school representative(s) at the discretion of school personnel
- Two meetings will be required
 - a meeting to discuss how academics will be managed while the student is in treatment
 - a meeting to discuss discharge recommendations and potential re-entry to Father Ryan once student is released.

Excessive Absences

Each class that a student misses prevents the student from receiving the classroom instruction necessary to being successful in a course and receiving credit. Students with absences exceeding five in a school year may be in violation of the compulsory attendance laws of the State of Tennessee. Ten consecutive or fifteen total absences during any one semester may result in a student not receiving academic credit and renders a student ineligible to keep a driver's permit or license or to obtain one.

Communication of Excessive Absences

The Office of the Academic Dean and the Dean of Students will communicate via myFatherRyan with students and parents about excessive absences. The method of communication will be determined based on the number of absences.

- Students who reach 3 absences in at least one class during the semester will receive an Official Note for excessive absences.
- Students who reach 5 absences in at least one class will receive another Official Note and receive a phone call from the Dean of Students office.

- Students who reach 8 absences in at least one class during the semester must schedule a meeting with his/her parents and the Dean of Students office to discuss intervention strategies
- Students who reach 10 absences in at least one class during the semester will be placed on an attendance agreement.
- Students who reach 15 absences in at least one class during the semester will NOT receive academic credit.

*Students who miss class, have met the requirements for extended physical or mental health treatment, and make up work in accordance with guidelines set forth by the Academic Dean's office will not be penalized under the Excessive Absences guidelines but will receive official notes regarding absences to comply with state guidelines.

Intervention Strategies and Attendance Agreement

Should it be necessary for attendance interventions, the plan shall vary based on the individual needs of the student. The plan shall state that if the student and/or parents refuse to participate in or fail to make satisfactory progress towards the agreed upon intervention plan, Father Ryan High School reserves the right to request an immediate meeting to place the student on an attendance agreement.

Father Ryan High School reserves the right to place any student who has excessive absences on an Attendance Agreement. An attendance agreement is an agreement that details the expectations for a student's attendance and outlines the requirements that must be followed for the student to remain enrolled and in good standing.

Weather Contingency (Absences)

Father Ryan High School will contact local network television stations and send both parents and teachers a message through myFatherRyan if there are changes to the normal school day due to inclement weather. Parents should use their own discretion in inclement weather. The safety of the student is the school's utmost concerned.

Tardiness

Students are recorded tardy when they enter a class after the bell signaling the start of class has rung. Students who enter a class more than twenty minutes after the bell has rung are recorded as absent for purposes of calculating the course attendance requirement (but must remain in the class). When students are tardy to any class four times during a semester, they will receive an infraction with the consequences being one lunch detention. Each subsequent tardy will result in an infraction with the consequences as shown below. Once a student has received their fifth tardy the student will be sent an Official Note via myFatherRyan, which will also generate an email to the parent, informing them that they have reached an excessive level of tardiness for that class. After the sixth tardy the student and his parents or guardians will be called in to meet with the Dean of Students. After the ninth tardy, the student will be suspended. Subsequent tardies after a student's tenth tardy may result in the student being asked to leave Father Ryan High School.

<u>Number of Tardies</u>	<u>Infraction - Consequence</u>
4	1 lunch detention
5	1 Wednesday detention + Official Note
6	1 Hr. Saturday + Parent Meeting
7	2 Hr. Saturday detention
8	3 Hr. Saturday detention
9	1 Day of ISS + No Extracurricular Activities for 15 School Days
10	1 Day of OSS + Conditional Enrollment Agreement

Note: Having a reason for tardiness or absence does not necessarily constitute a legitimate and acceptable excuse. Decisions about non-routine absences will not be made without a written explanation from the student's parent/guardian.

Missing Class

Students should not miss academic time unless the field trip, overnight activity, or competition has been pre-approved by the academic dean. The student must have a signed permission slip by their parent/legal guardian and have the class absence acknowledgement form signed by parent/legal guardian and the student's teachers. If a student participates in a varsity sport, and they plan to miss practice due to a co-curricular activity, they must also have permission from their coach.

School Trip Policy

Before any travel plans that may involve Father Ryan High School students are publicized at the school, the Academic Dean, the Director of Athletics or the Director of Student Activities must be consulted to assure that an educational or co-curricular purpose is clearly defined. Students must obtain the teacher's signature indicating acknowledgment of the absence. The teacher's signature acknowledges that the student and the teacher have discussed the absence and have made arrangements to make up missed assignments. All travel, lodging, permission slips, and other itinerary details must be reviewed for safety and appropriateness and a determination must be made that adequate liability insurance coverage is in place. A permission slip must be signed by the custodial parent.

Students must wear their uniforms during any school day field trips, unless otherwise instructed by the teacher with the permission of the Academic Dean. Students must have good attendance for participation in trips and activities that involve absence from school. **Good attendance is defined as no more than five absences (not related to school activities) per semester per class.** Special cases will be left to the discretion of the Academic Dean or person designated by him/her. Students must obtain the teacher's signature indicating acknowledgment of the absence. A student's participation in a school activity or field trip does not excuse him/her from assignment/homework due on the day of a field trip or activity. The teacher's signature acknowledges that the student and the teacher have discussed the absence and have made arrangements to make up missed assignments. Students must be picked up immediately after an event or they may lose the privilege of attending.

Overnight Trips

Overnight trips are at times an integral part of a co-curricular activity's function. They are excellent opportunities for our students. However, to ensure the safety of our students and the protection of our students, faculty, and moderators, Father Ryan has implemented the following guidelines:

- For a student to attend an overnight outing with a co-curricular activity, he/she must be a member of the organization.
- Because a co-curricular outing is an extension of the Father Ryan mission, students are subject to the rules and regulations of Father Ryan High School. However, the moderator may use their judgment when determining rules regarding issues like cell phones.
- At least one Father Ryan faculty or staff member must serve as a chaperone for any overnight event unless an exception is granted by Father Ryan administration
- Teachers and moderators are permitted to enter a room of an adolescent on an overnight outing. A teacher must have another adult present when in the room. At no time should an adult and student be alone in a room.
- Students and parents must sign the overnight agreement form.

IV. Student Life Policies and Procedures

Co-Curricular Activity Policies

Campus Ministry and Student Life is committed to promoting and supporting Catholic faith and identity at Father Ryan High School and the community. Campus Ministry and Student Life, hand-in-hand with curricular catechesis, emphasizes the teachings of the Catholic Church, as well as the growth and dignity of the human person, while developing faith-filled young people to be servants in the community and on the campus.

Co-curricular activities complement and support the mission and goals of Father Ryan High School. They promote the growth of the student academically, spiritually, physically, and emotionally. The school is committed to delivering quality programs, faith and leadership development opportunities, service opportunities, academic enrichment, and fine arts programs that help students develop into leaders and contributing members of Father Ryan High School, the Catholic Church, and the community.

There are over thirty Co-Curricular Activities at Father Ryan High School. More information on these activities is available on the myFatherRyan student resource page.

Although Father Ryan offers several diverse activities, co-curricular activities must possess these common themes or goals:

- Co-curricular activities must support the mission of Father Ryan High School and the teachings of the Catholic Church
- Co-curricular activities must be a value to the community, school, or church
- Co-curricular activities must give all enrolled students the opportunity for membership
- Co-curricular activities must have a leadership structure in which students are an integral part

Father Ryan High School expects the parents/guardians of the student-participants (and their guests) to adhere the following:

- Be a positive role model through their own actions to make sure that the student-participant has the best experience possible.
- Recognize and show appreciation for outstanding efforts.
- Show respect for opposing competitors, coaches, spectators, and support groups, where competition occurs.
- Demonstrate positive support for officials and be respectful of all officials' decisions.
- Support student-participants in their efforts to play by the rules and to resolve conflicts without resorting to hostility or violence.
- Discourage any language or behavior that would incite violence or would endanger the health or well-being of student-participants.
- Refrain from inappropriate conduct with any official, coach, student-participant or parent such as booing and taunting or using profane language or gestures.
- Refrain from ridiculing or yelling at a student-participant for making a mistake or bad decision.

- Refrain from coaching student-participants before, during or after programs, competitions, and practices unless you are one of the official coaches of the team.
- Respect the authority of the coach/moderator during events and refrain from questioning, challenging, or confronting coaches at the event site. Take time to talk with the coaches in an appropriate manner, including proper time and place. Approaching a coach or moderator immediately after an event is not an appropriate time to discuss such matters.
- When there is a concern, follow the designated chain of authority (Moderator, Director of Co-Curricular Activities, and Principal).
- Reinforce the school's alcohol, tobacco, and other drug-free policies as outlined in the Parent-Student Handbook.

Eligibility

To participate in co-curricular activities, a student must pass six classes the previous semester. This rule is applied to freshmen upon completion of their first semester at Father Ryan. A student may become eligible to participate in co-curricular activities upon completing the work in summer school or passing six classes the following semester.

Benefits of being recognized as a co-curricular activity

Student co-curricular activities granted official recognition receive the following benefits:

- The use of space by reserving rooms or fields (all co-curricular activities must fill out a facility usage form)
- Permission to publicize and recruit members on Father Ryan's campus
- Under guidelines issued by the school president's office, permission to use Father Ryan's name with their organization
- Ability to have a co-curricular activity account with the business office
- Right to request funds from the school
- Coverage of secondary insurance while participating in co-curricular activity
- Inclusion in the Father Ryan yearbook

Process of becoming recognized as a sponsored co-curricular activity

To meet the needs of the student body, activities and organizations are always growing and evolving. Therefore, the Office of Campus Ministry and Student Life supports faculty and students' ideas and desires for new co-curricular activities. The process of a group being recognized as a co-curricular is as follows:

1. Students or faculty must submit a typed proposal for the new activity. The proposal must include the organization's purpose and goals. It must also include its ability to support the mission of the school. The proposal is then submitted to the Director of Campus Ministry and Student Life for review. A proposal cannot duplicate the mission of an organization already in existence.
2. Once the proposal has been accepted by the administration, the author of the proposal must gain 50 signatures of enrolled students. They must also solicit ten signatures of students who are interested in membership in the club.

3. The proposing student must receive the signature of a faculty member or staff member who will serve as the moderator for the proposed co-curricular activity.
4. Once a club is approved, a myFatherRyan page must be created by the Moderator. Please add the Director of Campus Ministry and Student Life as a member.
5. Club proposals must be completed and approved by August 30th to be included in the Student Activities Fair and school-wide publications.

Co-Curricular Activities and Absence during the Academic Day

When a student is absent from school the student is not allowed to attend or participate in any school event (dances, athletics, meetings, etc.) after 3:30 p.m. of the day on which the student is absent. Students are required to attend at least two classes of the academic day in order to be eligible to participate in co-curricular activities on the day of the student's absence.

Sportsmanship at Co-Curricular and Athletic Events

Father Ryan students are expected to display appropriate conduct and sportsmanship during all extracurricular events. The focus should be on the support of the students participating in the event and all cheers should be respectful in nature. Cheers should only be in support of the event participants, and not derisive toward opponents or opposing schools. Clothing at these events should be in good taste and reflect support of Father Ryan. Students are advised that when in doubt concerning appropriateness of clothing, err on the side of conservative dress. If clothing is too revealing or otherwise deemed inappropriate by the administration, the student may be asked to leave the event. Repeated instances of violating this policy could lead to disciplinary action and a meeting with parents. (Please see the Athletic and Co-Curricular Handbook Supplements at the end of this document.)

Co-Curricular Insurance

A benefit of recognized co-curricular activities is coverage in secondary or supplemental insurance with Scholastic Insurers. Every student enrolled at Father Ryan is covered in secondary insurance while participating in a Father Ryan sanctioned athletic event or a Father Ryan sponsored co-curricular activity. To receive the benefits of secondary insurance, a student needs to have been injured while participating in a FRHS co-curricular activity. If a student is admitted to the emergency room, the co-curricular moderator must notify the Director of Campus Ministry and Student Life or the Dean of Students immediately. If an injury occurs and an emergency trip is not warranted, the moderator must submit a typed page indicating what happened, where the injury occurred, and who was involved. The student must see a doctor or begin treatment 30 days from the date of the accident. To receive benefits, the parents or the student must pick up the paperwork from the Office of Campus Ministry and Student Life. Once the paperwork is complete, it must be submitted to the Director of Campus Ministry and Student Life.

V. Disciplinary Policies and Procedures

Introduction

To ensure the cooperation and order required for an atmosphere of learning, the school has established certain rules and regulations governing student behavior. All members of the Father Ryan community (faculty, staff, parents, and students) are expected to contribute to this atmosphere. *Students are expected to be honest and forthright when asked to be accountable for their actions.*

Consequences for not following the rules and regulations have been established. The Dean of Students is responsible for overseeing the general school order and administering disciplinary measures when necessary. Final interpretation and application of these regulations is the prerogative of the Dean of Students.

Student behavior is a direct reflection on Father Ryan High School; therefore, students will be judged by their conduct at all times, both on and off campus. The school reserves the right to discipline a student for any conduct that reflects adversely on the principles and mission of the Catholic Church and Father Ryan High School.

Father Ryan High School expects its students to behave in a Christian manner at all times. Our disciplinary policies exist to be a further form of education, helping the students to understand their Christian responsibilities and duties. At no time will Father Ryan High School tolerate infringement of the rights of the individual person, violation of his/her dignity, or tampering with private property. At no time will students bring any materials on campus that the administration feels could damage the health or well-being of another student. Students may not display signs, flags, wear apparel, or display items that do not align with Catholic Social Teaching or is considered offensive by the administration.

- Flags - The only flags that are to be displayed on the campus of Father Ryan High School (the physical campus, vehicles, any mode of transportation, on a person, etc) or at Father Ryan High School off campus events, are the flag of the United States of America, the flag of the State of Tennessee, the Papal flag, or any flag with school-approved Father Ryan logos or insignias.
- Other Items - Students may not display or distribute any materials that might be considered offensive because of sexist, racist, political, or religious content including, but not limited to stickers, license plates, videos, books, decals, signs, lanyards, buttons/pins, or other markings.

Anything that reflects badly on the good name of Father Ryan High School and/or its personnel in a public manner will result in disciplinary action to be determined by the school administration. Students who fail to abide by the conditions regarding offensive items may be asked to withdraw from Father Ryan High School.

All violations of this policy, which occur on school grounds or at school-sponsored functions anywhere, will be subject to the processes described in this handbook. Violations which occur under other, more private circumstances (not on school grounds/not at school-sponsored events), may also be subject to these processes if Father Ryan High School decides the violations seriously reflect upon its identity and good name. **If a student is issued a citation pertaining to behavior in violation of**

the Father Ryan Student/Parent Handbook, or charged with a misdemeanor or felony, the parent or guardian of the student must notify Father Ryan High School within 48 hours of the incident. A parent should contact the Dean of Students with details of the event. Failure to comply with this requirement will be seen as a lack of support and cooperation (see “Parental Support and Cooperation”) and will be subject to further, and/or more severe school-related consequences.

Bullying

As Catholic Christians, and in support of the mission of Father Ryan High School, all persons are created in the image of God and have dignity and worth. Additionally, federal and state law prohibits racial, ethnic, religious, age, or sexual harassment of any student.

Father Ryan High School does not tolerate any form of bullying, cyberbullying, harassment, disruption of the educational process, or interference with another’s educational environment, or which creates an intimidating, offensive, or hostile educational environment. All students and employees are to be treated with dignity and respect. Bullying or harassment of another person of either gender in any form is prohibited. The prohibition against bullying and harassment applies to all students, employees, and volunteers in the school building, on school property, or at any time while representing the school.

Father Ryan High School is committed to a zero-tolerance approach, which means that any and all witnessed or reported incidents of bullying or harassment will be addressed appropriately, which may include conferences with students and parents, conducting an investigation, the requirement of outside counseling, and taking disciplinary action as warranted (infraction, suspension, expulsion) by the severity of the situation.

The following bullying behaviors are defined as, but are not limited to, the following behaviors:

Cyber bullying - This type of bullying/harassment and retaliation includes, but is not limited to, offending, harassing or threatening others through technological means, including email, instant messages, web pages, blogs, video, and digital photo images, and/or text messages; it is considered inappropriate speech when it involves

- using obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful messages towards an individual;
- posting information that could cause damage, danger, or disruption of the educational process towards an individual;
- making a personal attack, including prejudicial or discriminatory attacks;
- posting false or defamatory information about a person;
- using technological communication to intimidate, bully, harass, or embarrass others in any area included in this policy.

Please note: Students’ home and personal use of technology can have an impact on the school and on other students. If a student’s personal expression involving technology—such as a threatening message to another student or a violent web site—creates a likelihood of disruption of the educational process, the student may face school discipline as well as criminal penalties.

Physical Bullying - Physical bullying/harassment includes unwanted physical touching or contact (such as shoving, pushing, bumping hitting or slapping, tripping, poking, kicking, scratching) assault, deliberate impeding or blocking movement, or any intimidating interference with normal movement or work; it may also include damaging or destroying another's belongings or property; it also includes physical acts that are demeaning and humiliating but not bodily harmful.

Social / Relational Bullying - This type of bullying/harassment is defined as the systemic diminishment of another's sense of self and/or damaging the social status, relationships, or reputation of another through

- ignoring, isolating, excluding, or shunning;
- participating in a pattern of behavior in which a student or a group of students picks on another student or treats him/her in such a way that makes him/her feel uncomfortable or alienated;
- spreading false and/or malicious rumors;
- gossiping or revealing personal information;
- embarrassing or publicly humiliating another.

Verbal Bullying - This type of bullying/harassment includes, but is not limited to, the following, whether in oral or written form:

- making derogatory comments, jokes, slurs, off-color language, or innuendoes;
- using belligerent or threatening words towards another student or employee;
- name-calling, sarcasm and put-downs, mocking, belittling, hurtful teasing, taunting.

Visual Bullying - Visual bullying/harassment includes derogatory, demeaning, or inflammatory posters or locker signs, cartoons, written words, drawings, video or photographic images, novelties, or gestures (including subtle gestures such as aggressive stares, eye rolling, sighs, frowns, sneers, snickers, and/or hostile body language).

Hazing - Hazing refers to any activity expected of someone joining a group [club/team] (or to maintain full status in a group) that humiliates, degrades, or risks emotional and/or physical harm, regardless of the person's willingness to participate.

Harassment

Harassment in the school or at school-related functions will not be tolerated. This includes harassment by students, faculty, staff, and/or other school-related personnel. Harassment includes menacing or threatening behavior (verbal or physical), or unwelcome sexual advances. This includes slander and other behaviors or words that vilify the character of another.

Any student who feels that he or she is a victim of harassment by any student, faculty or staff member, or any other school-related personnel, has the right and responsibility to bring the matter to the immediate attention of either the President, the Principal, or the Dean of Students. If that would prove to be impractical or uncomfortable, a student may directly contact the following: The Dean of Students, the Director of Personal Counseling, a member of the Personal Counseling Staff, a faculty member, or another member of the school administration. Every effort will be made to investigate

promptly all allegations of harassment in as confidential a manner as possible and to take appropriate corrective action as warranted. Additionally, any Father Ryan High School employee who observes an act of harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify a school administrator. Any student or employee who is determined, after investigation, to have engaged in harassment in violation of this policy will be subject to immediate and appropriate disciplinary action, up to and including withdrawal from the school or termination of employee. Violation of the harassment policy by making racial or religious slurs, wearing clothing, or displaying symbols commonly associated with racial or religious slurs/groups is not allowed. This includes, but is not limited to, inappropriate markings on books/computers/calculators/other personal belongings, clothing, or exposed skin.

Types of Harassment

Types of harassment that interfere with an individual's educational performance or environment include but are not limited to,

Racial Harassment

Racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color. Also, racial harassment occurs when such conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

National Origin/Ancestry Harassment

National Origin/Ancestry Harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry. Also, national origin/ancestry harassment occurs when such conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Sexual Harassment

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature or related to a person's sexual orientation.

Concerns and Grievances

Father Ryan High School encourages all members of the school community to attempt to resolve harassment concerns through the school. All concerns will be treated seriously, confidentially, fairly, and consistently. Concerns will be reviewed and resolved in a timely manner. Any member of the school community who raises an issue of harassment in good faith will not be unfairly treated or disadvantaged.

Every student should feel welcome, supported, and emotionally and physically secure at school. The well-being of all students is a priority for the school. Concerns and grievance procedures exist to

provide an avenue to address harassment. Concerns and grievance procedures are designed to explain what to do if a student believes that he/she has been harassed.

The Dean of Students or his/her designee has the responsibility for reviewing concerns of harassment. The consequences of harassment may include counseling, the removal of privileges, a parental interview, suspension, or expulsion. Father Ryan High School will monitor the resolution of the report and the well-being of those involved.

Reporting Harassment

Students are encouraged to promptly report incidents of harassment to a teacher, administrator, or other staff member immediately so that the conduct can be reviewed before it becomes severe, pervasive, or persistent. Individuals should make every effort to file a report as soon as possible after the conduct occurs. Typically, a report regarding harassment that occurred more than 365 days from the date of report will not be reviewed.

Upon receipt of a report of harassment the Dean of Students or his/her designee, will begin a review process. After the review process has been conducted the Dean of Students or his/her designee will make recommendations to the Principal as to next steps.

Reporting Protocols

Any student who believes that he/she has been subjected to harassment may seek resolution of his/her grievance through the procedures as described below. Due to the sensitivity surrounding reports of harassment or retaliation, timelines are flexible for initiating the report process.

The goal of the reporting procedure is to stop harassment behavior facilitate resolution if possible. The Dean of Students or his/her designee will keep the student and students' parents informed of the status of the review and the decision-making process as well as follow up with the student reporting the grievance and student's parent(s) to make sure that the harassment has not continued.

All concerns must include, at a minimum, the following information to the extent it is available:

- the identity of the individual believed to have engaged in, or currently engaging in harassing behavior.
- a detailed description of the incident(s).
- a list of individuals who may have additional information.

Administrative Review Process

The individual with concerns will be asked to verify the accuracy of the report with the Dean of Students or his/her designee.

The Dean of Students or his/her designee will consider whether any action should be taken to protect the individual from further harassment or retaliation and contact the student's parents.

Within two (2) business days of receiving the report, the Dean of Students or his/her designee will initiate a formal review to determine whether the individual has been subjected to harassment.

The individual alleged to have engaged in harassment, hereinafter referred to as the "respondent", will be notified, along with his/her parents, that a grievance has been received.

The respondent will be informed about the nature of the allegations and provided with a copy of any relevant administrative guidelines, including the schools Anti-Harassment policy.

The respondent will be given the opportunity to submit a written response to the grievance filed upon notification.

The formal review will include:

- interviews with the individual filing the grievance.
- interviews with the respondent.
- interviews with any others who may reasonably be expected to have any information relevant to the allegations.
- consideration of any documentation or other information presented by the individual filing the grievance, respondent, or any other individual who may have documentation/information.

At the conclusion of the review process, the Dean of Students or the designee shall prepare and deliver a written report to the Principal that summarizes the evidence gathered during the review process and provides recommendations based on the information gathered and the definition of harassment as provided in section IV. Disciplinary Policy and Procedures on page 41 of this document. The recommendations must be based upon the totality of the circumstances. The Principal will issue a final decision to the Dean of Students.

Upon the decision of the Principal, both the individual filing the complaint and the respondent will be notified. As practical, the Dean of Students will follow up with both parties and their parents to provide physical and emotional support.

Retaliation

Retaliation includes intimidation, coercion, discrimination, or retaliation in any form against an individual who reports or threatens to report harassment, or who testifies, assists, or participates in any manner in an investigation. (See section entitled "Harassment" for more information regarding reporting.)

Cell Phones and other Electronic Devices

The use of cell phones and other electronic communication devices are not permitted during normal school day hours. Cell phones should be turned off and not visible during the school day. Students found using these devices during the school day will have the following consequences:

First offense

- the device will be collected and turned in to the Attendance Office
- infraction resulting in a 3-hour Saturday detention assigned

Second offense

- the device will be collected and turned in to the Attendance Office
- infraction resulting in six hours of Saturday detention time assigned

Third offense

- the device will be collected and turned in to the Attendance Office until payment of a \$10.00 fine (a \$10.00 fine will be assessed for each offense after the third offense)

- infraction resulting in nine hours of Saturday detention time assigned

Additional offenses will result in a suspension from school and a meeting being held with parents/guardians.

Students may not use electronic devices/media which serve no academic purpose. Students must have permission from the attending teacher to use a cell phone or other electronic devices during a class to assist with study or for creative purposes. Confiscated items may be reclaimed in the Attendance Office and the same consequences for use of a cell phone may apply. Continued abuse of this rule will result in further disciplinary action.

Headphones and earbuds may not be worn outside of the classroom during the school day. If students are caught with these devices on outside of the classroom, they will receive a lunch detention. If there are multiple offences, they may receive a Saturday detention. Students who use cell phones and other electronic devices for cheating will have these devices confiscated. Students will receive an Academic Integrity Code Violation and a Saturday school detention for violation of the school's technology use policy.

Chewing Gum

Students may not chew gum on campus during the school day.

Classroom Behavioral Guidelines

Within the guidelines of the disciplinary procedures and regulations set forth by the school and in this handbook, each teacher sets specific procedures, rules, and regulations with his/her classroom. Students are expected to abide by these in an atmosphere of mutual respect. Students who choose not to behave in this manner are subject to disciplinary procedures which may include removal from participation in athletics and/or co-curricular activities for a period of time to be determined by the Administration.

Disciplinary Probation

Disciplinary probation is a warning to a student and his/her parent(s) that a serious behavioral situation exists. The condition may either have evolved through a pattern of inappropriate behavior or through a particular event that brings into question the student's privilege of attendance at Father Ryan. Before the student may return to class, communication with the parent(s), student, and Dean of Students is required. During the conference, the Dean of Students will explain the situation, the duration of the probationary period, and the steps the student and/or parent(s) must take to improve the behavior. A student whose behavior does not show marked improvement during the probationary period will be placed on a conditional enrollment agreement. If a student's behavioral actions are considered egregious while on disciplinary probation, the student may be asked to withdraw from school.

Dismissal from Class and Dismissal from School

Any student dismissed from class for disciplinary reasons is to report immediately to the Dean of Students' office. A student who is dismissed from Father Ryan is permanently dropped from all classes and must have administrative permission to come on campus at any time.

Fighting

Father Ryan High School is committed to a safe and secure environment for the students, as such; any physical fighting by students will not be tolerated. If such action should occur, all parties will be removed from classes and subject to disciplinary action which could include suspension and possible expulsion.

Gambling

In compliance with Tennessee law, students may not gamble or participate in games of chance while on campus or digitately.

Infractions/Detentions

The primary means of dealing with less serious types of misbehavior at Father Ryan High School is through the issuance of **infractions** (formerly called detentions). The student has one day from the time the infraction is issued to go to the Attendance Office and schedule a time to serve the consequences for the infraction; a lunch detention, Wednesday detention or a Saturday detention. Failure to schedule or serve a detention may result in additional detentions. The Attendance Office is open 7:30 a.m. – 3:30 p.m. most school days.

Detention is held during lunch, on Wednesdays after school from 3:00 p.m. to 4:00 p.m. and on scheduled Saturdays from 8:00 a.m. to 11:00 a.m. Students must serve their lunch detention within one week of the issuance of the infraction. Wednesday detentions and Saturday detentions must also be scheduled within one week of issuance and must be completed on one of the three subsequent scheduled dates. Detention must be completed on the date assigned except in the case of a family emergency. Detention must be served as a priority before all school activities (athletic and co-curricular).

In addition:

- Skipping a lunch detention will automatically convert to a Wednesday detention.
- Skipping a Wednesday detention will automatically convert to a Saturday detention.
- Skipping a Saturday detention will result in an additional Saturday detention
- A second skipped Saturday detention will result in an additional Saturday detention and a phone call to the student's parent or guardian
- A third skipped Saturday detention, per semester, will result in the student being suspended and re-admitted after a meeting with the student's parents/guardians and the Dean of Students. The student will then be placed on conditional enrollment agreement through the Dean of Students' office.

Minor infraction (Lunch detention) examples include, but are not limited to, the following:

- Uniform policy violation
- Student ID violation
- Eating/drinking in restricted areas
- Tardy to school or class
- Minor disturbances
- Disrespect
- Property damage
- Parking and parking sticker violation
- Offensive language

Number of Infractions

Infractions are accrued each semester. After a student reaches six (6) infractions, and up to the 8th infraction any additional infractions in the semester will be served as Wednesday detentions regardless of the offense. After a student reaches nine (9) infraction, all detentions will be served on Saturdays.

Excessive Infractions

Discipline is an opportunity to teach students responsibility and respect for others. Father Ryan's goal is to set standards that help students realize their choices have consequences. An accumulation of infractions indicates an unwillingness to embrace the mission of Father Ryan High School. The school's expectation is that the following guidelines will help students strive towards personal responsibility for his or her actions.

- A student who earns eight (8) infractions in a semester will be required to have a meeting with a member of the Dean of Student's staff and the student's parents.
- A student who earns ten (10) infractions in the semester will receive a one-day suspension and must meet with the Dean of Students before returning to class.
- A student who earns twelve (12) infractions in the semester will be removed from participation and attendance of all extra and co-curricular activities for 15 school calendar days. This means the student will be removed from all extra and co-curricular activities, clubs, sports and organizations immediately and will not be allowed to attend any school functions other than the academic school day and Mass.
- **A student who earns fifteen (15) infractions in the semester will withdraw from Father Ryan High School for a minimum of one semester.**

The administration reserves the right to administer a drug and alcohol screen when infractions become excessive. In addition, students with excessive infractions will be reviewed by the administration on a semester basis in order to determine the student's eligibility for the following year.

Any detentions that cannot be served due to the limited number of days remaining in the school year will be served in the summer. In the case of graduating seniors, the Dean of Students will deal with

such instances case by case. Diplomas and transcripts will be held until all disciplinary matters have been settled. In the case of non-seniors, any student who has not served all detentions may not return for the fall semester.

Locker Rooms

Locker room use is limited to students during their scheduled Wellness classes, athletic practices and games. Students loitering and/or involved in inappropriate activity in a locker room are subject to suspension or expulsion.

Loitering

Campus hours are from **6:45 a.m. to 4:00 p.m.** during the academic year. Students should not be on the campus outside of these hours unless engaged in supervised and/or school-sponsored activities. Students on campus after 2:55 p.m. must wear student identification badges in the administrative/cloister building, the academic building, the library, and the theater until they leave campus. Parents are responsible for ensuring that their students are not left on campus outside of the hours indicated above.

Pictures and Videos

Students may not take/post/send pictures or videos that misrepresent or disrespect the school, students, faculty, staff and/or community. Students found in possession of inappropriate pictures or videos are subject to suspension or expulsion.

Report to Colleges

As a NACAC member, when asked, College Counseling will report any instance of a student's school-initiated withdrawal, expulsion, Out of School Suspension, or a second violation of the Personal Integrity Code. In the instance of a second violation of the Personal Integrity Code, both the first and second violation will be reported.

School-Initiated Withdrawal

A student may be subject to school-initiated withdrawal for any conduct, whether inside or outside of school, which is of such a nature as to jeopardize the good name of the school community, or which is detrimental to the common good, or harmful and offensive to members of the Father Ryan community. More than anyone else, students create the school's reputation in the community. The school has the duty to protect that good reputation. Thus, any student who, in the judgment of the Administration, brings discredit to the school by actions either inside or outside of school may be denied the privilege of further attendance. In situations that warrant withdrawal, the Dean of Students will communicate with the student and parents prior to the final decision. **Any student who is asked to withdraw from Father Ryan due to conduct is not allowed to be considered for return for a period of at least one calendar year. may not attend any school-sponsored activities (dances, prom, athletic events, etc.) during that time period.**

Pranks

A prank is any act carried out by a class or an individual who causes damage to the physical plant or technology resources, who causes damage to the reputation of Father Ryan High School or that is negative toward any person associated with Father Ryan High School. Consequences for pranks may include, but are not limited to the following:

- Attendance at Baccalaureate denied
- Attendance at Graduation denied
- Financial obligations for damages incurred to school or property
- Detention time doubled and served after all students have finished for the year
- Detention time to include manual labor to improve school facilities
- Transcripts and diploma held until all conditions have been met to the satisfaction of the Administration
- A letter sent to the college of record describing the incident
- Other actions deemed appropriate by the Administration, although not listed here, for the damage incurred.

Sexual Behavior on Campus

Father Ryan High School is committed to providing a safe and secure environment for all students; therefore, students who engage or intend to engage in activities of a sexual nature on campus will be subject to disciplinary action that could include expulsion. Re-admission will be at the discretion of the administration.

School Suspensions

A student may be suspended for a variety of reasons. Before a student is removed from suspension, one or both parents must meet with the Dean of Students Office. Students who are to serve in school suspension must complete all work during the assigned ISS school day and are expected to turn assignments in at the end of the day. This work will be graded. If there are any assignments that are unable to be completed in ISS the student must contact the teachers of classes in which those assignments need to be made up within 3 days to schedule the make-up assignments. Also, students will be held from their upcoming practices and competition(s) for the number of days that they have been suspended (including athletics, dances, plays, etc.). If a student is placed in Out of School Suspension the student will be subject to meeting all administrative requirements before returning.

Tobacco/E-Cigarettes/Vapor Products

Father Ryan High School is a tobacco-free campus. In addition to being a tobacco free campus, e-cigarettes and vapor products are not permitted on campus. Students caught using these products at school, or at school events (on or off campus), are subject to one day of in-school suspension (ISS) for the first offense. Additional offenses will lead to additional disciplinary consequences. Students are subject to drug testing at parent's expense and FRHS reserves the right to test the contents of the vape device at parent's expense.

Weapons

Father Ryan High School students are forbidden to have in their possession weapons of any kind, real or simulated, on school property or at school related activities. Violation of this will result in immediate dismissal. Depictions and references to weapons will be subject to review by the Dean of Students, with disciplinary action that may include suspension or expulsion. Persons who bring weapons on campus are subject to prosecution.

Note to Parents: Father Ryan High School is one of the safest places for students to be during most crises or natural disasters. The following emergency procedures have been established to keep them safe:

- In most cases, students will be kept at school until the emergency is determined to be over. For example, a chemical spill may delay student release when there is risk of exposure.
- Under certain circumstances students may be evacuated to another site. If this occurs, parents will be notified through the school website, announcements on local radio and television stations, and through phone calls made to contacts found on the student's Emergency Contact Information.
- We ask parents and guardians not to telephone the school and tie up the few telephone lines that will be needed for emergency use. The best place to get current updates is to visit the school's website which can be accessed at www.fatherryan.org.
- Students will be released to parents who come to get them. Procedures for release to other authorized parties, however, will not occur unless pre-release is documented in the student's Emergency Contact Information, which is filled out at the beginning of the school year. Parents must keep information current.

Withdraw/Appeals

Students asked to withdraw from Father Ryan for any reason will have 5 days to schedule an appeal with the president, Mr. Paul Davis. The appeal will be scheduled and if the student seeking an appeal misses the scheduled appeal meeting more than once the appeal process will be nullified.

VI. General Information

Access Control

Father Ryan restricts access to all buildings on campus. Student ID cards give students access to all buildings during the school day.

Asbestos

Father Ryan High School is an asbestos-free environment.

Dances

Father Ryan restricts participation in school dances (and other activities as determined by the school) to high school students only. * Students wishing to bring a non-FRHS student to a dance must complete a Guest Permission Form for approval, issued by the Dean of Students' office. All dates must be of the opposite gender.

*If senior students would like to invite a college-aged student to a dance, they must first obtain permission from the Dean of Students' Office.

- Father Ryan will post dance attire guidelines by the end of August each year for the proposed dances.

Deliveries to Campus

Students may not have food, drinks or any items delivered to campus before or during the school day other than for medical or health purposes (i.e., medicines, glasses, contacts, etc.).

Distribution of Printed Materials

The school reserves the right to use the student's first initial and last name on school publications and the website unless Father Ryan High School receives written documentation signed by a parent which prohibits this disclosure and the student's likeness. Such documentation should be submitted to the front office in a timely manner.

The distribution of printed materials or the posting of such materials on campus must be approved in advance by the Dean of Students. Printed materials can be posted only on bulletin boards and stairwells.

Drinks/Water Bottles

Water fountains are multiple and well placed throughout the buildings; therefore, soda bottles and cans, coffee and other drinks are not permitted in the school buildings. Students violating this policy will be required to throw the drink away and may be given an infraction. **Students may carry clear water bottles/containers during the school day. All other bottles, cups and containers are not allowed and will lead to disciplinary consequences.**

Emergency Drills

Crisis Lockdown Drill

In the event of an internal or external crisis situation, students should follow instructions from school personnel.

Fire Drills

In case of a fire or a drill, the signal will be a continuous blast of a fire horn. Evacuation route procedures are posted in each classroom and office. Teachers will ensure that they have accounted for all students. Following pre-set routes, teachers will lead their students to designated locations outside the building where class roll will be called. A drill is not complete until all students are accounted for and an all-clear is given by school officials.

Storm Drills

In case of a storm or a drill, students will be moved to designated safe locations in the building; be moved away from the windows; and follow instructions from school personnel.

Financial Policies

Financial Aid

Father Ryan High School offers limited Financial Aid to families demonstrating financial need. Inquiries about Financial Aid should be made through the Financial Aid Coordinator, at 383-4200, ext. 2218. Financial Aid guidelines are available upon request.

Tuition, Fees and Insurance

1. The following financial policies apply to payment of tuition and fees:
 - a. A non-refundable **Application Fee** of **\$85.00** is charged to each student applying to Father Ryan High School.
 - b. There is a \$20.00 fee for **returned checks**.
 - c. No transcripts or diplomas will be issued for transferring or graduating students until account is paid in full.
 - d. Report cards may be held for past due balances.
 - e. All students are required to submit a signed **Enrollment Agreement**.

2. Annual Fee

An Annual Fee of **\$450.00** for the 2022-2023 school year will be charged to each student to cover costs of class retreats, the yearbook, school newspaper subscription, excess accidental insurance coverage, and certain standardized testing costs, several special events/speakers through the year, home athletic contests, and Parent/School Network membership.

3. Co-Curricular Fees

Some co-curricular activities will require a fee. The cost of the activity will be available from the advisor.

4. Student Accident Insurance

As part of the Student Activity Fee each student is covered by an Excess Medical policy which provides medical benefits in excess of what family coverage may pay. This coverage applies to all

accidental bodily injuries while participating in school sponsored and supervised activities. To be collectible, all claims must be made in writing within 90 days of the date of the accident. Questions related to this coverage may be directed to the Director of Student Activities.

Food Services

All food and beverages are supplied and prepared by Father Ryan High School, or a food provider approved and hired by the school.

Dining Hall Rules

1. Food and drinks are permitted only in the Dining Hall or in other designated areas.
2. After eating, students should place all trash, plastic bottles and cans in the containers provided for them.
3. Students intentionally breaking or damaging Dining Hall property must pay for it promptly and will be subject to disciplinary measures.
4. Students may not sell food for special benefits on campus without the permission of the Principal.
5. Students may not return to the Academic Building during lunch until five minutes before class begins or resumes. Hallways should remain clear so as not to disturb those classes still in session.
6. At the discretion of the Principal, students may be given permission to eat and/or drink in other designated areas.
7. Students are to observe the regulations regarding assigned lunch times.

Dining Hall Food Purchasing

Students may purchase food in the dining hall using their ID card. Parents and students add money to their dining hall account through MySchoolBucks.com. For the convenience of parents there is a MySchoolBucks tile on myFatherRyan, on the parent resources page. Students may also load money on their account by taking cash or checks to the Spirit Store and having that money added to their account. The dining hall does not accept cash.

Hallway Traffic

Safety is a primary concern at Father Ryan High School. As such, hallways should remain clear and passable. All students should proceed in an orderly fashion, maintaining control at all times. Backpacks and other belongings are never to be left in the hallways or in entry/exit ways. The stairwells also must remain clear and passable at all times.

Identification Cards (ID's) for Students

Student ID's have three purposes:

1. Student identification
2. Access control into all campus buildings during the school day
3. Dining Hall debit system.

All students are **required to display** their identification cards at all times while on campus. Students should display their ID's after school until they exit campus or until they become involved in a school-sponsored activity with adult supervision. If a student forgets or loses his/her ID card, he/she must report to the attendance office in order to receive a temporary ID for the day. Students may order a new ID by reporting to the attendance office and signing the ID Log Sheet. There is a \$10 fee for a new ID card that has been lost or damaged. **Failure to display your ID or a temporary ID will result in disciplinary action. Students may not change or alter their ID in any way.**

Lost and Found

Students are expected to keep up with their belongings. If a student loses something, they should first check the lost and found cabinet next to the Spirit Store and the cabinet in the lobby of the Gym. If the item is not found, they should send the Dean of Students a message on myFatherRyan describing the item, explaining where it was lost, and the date and time they last saw the item.

Medication

Medications should be limited to those required during school hours which are necessary to maintain the student's health in school and those needed in the event of an emergency. All medication, prescription and over the counter, brought on campus must be stored in the attendance office in the original bottle or container. All students must have written permission from a parent or guardian for Father Ryan to legally dispense any medication. Father Ryan will not accept prescription medication delivered in non-prescription bottles or containers. Father Ryan moderators or volunteers are not permitted to take, hold, or dispense prescription medication to students while on a co-curricular outing.

Parking Lot and Student Driving Policies

The following policies govern use of parking areas at Father Ryan High School:

- Faculty members are assigned reserved and/or numbered spaces for their use. Visitor spaces in front of the Administration Building are off-limits to students. All reserved spaces are clearly marked. Student parking is restricted to the senior parking lot located behind the fieldhouse/wrestling room and the junior/sophomore parking lot located adjacent to the football stadium.
- Students are not permitted to go to their vehicles during the school day except for students involved in Senior Service, or with permission from the Dean of Students Office.
- All parking lots are off limits during the school day. Any student who needs to go to the parking lot must give adequate reason and must receive approval from the Principal or the Dean of Students. All students who receive permission to go to the parking lot must have a pass issued from the Attendance Office.
- Double parking is not permitted.
- To ensure the safety of students and staff, students cannot be dropped off in the turnaround in front of the Administration Building or Development House between 7:10 and 7:40 a.m. All students are to be dropped off and picked up in the back parking lot except if a student has been excused to leave early with a parent or guardian. All students dropped off in places other

than the back parking lot after 7:10 a.m. without permission from the Dean of Students will receive an infraction for each offense.

- Students are not permitted to loiter in the Father Ryan parking lots. This includes students arriving early in the morning and remaining in their cars. Once students have arrived in the parking lots, they should leave their cars and go to the approved locations on campus. Unless they are here for a school sanctioned activity, students should not come on campus outside of school hours.
- **ALL vehicles parked in the Senior Parking Lot must be removed by 3:20 p.m. each day during the 1st semester for band practice.** The consequence for not removing your vehicle from the Senior Parking Lot is an infraction with the consequence being a Saturday detention.
- Students are not permitted to use tobacco products in the school parking lots.
- Any student found driving recklessly or carelessly may lose driving privileges on campus and may be subject to disciplinary consequences.
- The administration reserves the right to search cars and lockers with reasonable suspicion.

All students who purchase a parking placard will be assigned a numbered parking space. This means that students will park in the same spot every day and will have the placard visible through the front windshield of the vehicle. That placard will have a number on it that will match the number on the parking spot. This spot is assigned to the student not the car (i.e., if your student changes cars for the day, they simply move the purchased placard to the car they will be driving that day). This placard also ensures that you will have a spot every day and will allow the school to keep a more accurate count of available spots for sale throughout the school year. The cost for a parking placard will be \$75.00.

Parking placard information and all parking lot changes will be explained to the students at their class orientations once school has started back in August. (Including a map of the zones referenced below).

SENIORS (August 22):	JUNIORS (August 23):	SOPHOMORES (August 24):
Seniors may pick up their parking placard on August 22, in the Dining Hall from 7:00-7:40 a.m. and at break. Spaces will be assigned on a first come first serve basis.	Juniors may pick up their parking placard on August 23, in the Dining Hall from 7:00-7:40 a.m. and at break. Spaces will be assigned on a first come first serve basis.	Sophomores may pick up their parking placard on August 24, in the Dining Hall from 7:00-7:40 a.m. and at break. Spaces will be assigned on a first come first serve basis.

To get a parking placard for the year, **students must complete the Parking Placard Request Form found on the Resource Board prior to August 12, 2022, AND present a COPY of both a valid Driver's License, proof of insurance on the** designated time and date shown below. By Monday, August 29, 2022 all students who park on campus must have a placard and park in their assigned spot. After August 29, 2022, any student without a placard or parked in a spot that is not assigned to them will receive a three-hour Saturday detention and a parking fine of \$15.00 will be charged to the student's FACTS account. Due to the limited number of spots on campus and the number of students

who drive, **freshmen are not allowed to park on campus without permission from the Dean of Students Office.**

Important things to know:

- Remaining spaces are available on a first come basis beginning August 25th, and will be sold in the Attendance Office until spots are sold out
- A completed [Parking Placard Request Form](#) is required to purchase a placard
- Placard must always hang from rear-view mirror while parked on campus
- Assigned spot is good for 2022-2023 school year only, and only valid during school hours
- Placard and spaces are assigned to the student, not the car
- \$75.00 for a parking placard billed through your FACTS account
- Senior lot has 140 spaces, back lot has 284 spaces, for a total of 424 spaces
- Senior lot must be cleared by 3:15pm every day after school during the first semester
- If a student parks in the Sr. parking lot and their car is not moved by 3:15pm the student is subject to receiving a three-hour Saturday detention.

******The school reserves the right not to make all spots available for sale at the beginning of the school year.***

Pregnancy Policy

As a Catholic school, Father Ryan High School is strongly committed to the dignity and importance of human sexuality in its proper context. Therefore, the expectation is that our students live a life of moral goodness, of which abstinence from sexual activity outside of marriage is a key component. However, in the event that choices are made that result in a pregnancy, Father Ryan High School seeks to support the student and family in this situation.

If a Father Ryan High School student becomes pregnant, or is involved in a pregnancy, he/she or his/her parents must contact the Director of Personal Counseling or a Senior Administrator at Father Ryan immediately in order to advise the school of the situation. Failure to do so will result in the student's dismissal from Father Ryan High School. Students who are involved in a pregnancy must participate in pregnancy counseling with Catholic Social Services. If the father or mother is not a Father Ryan student, his or her participation in the counseling services is strongly recommended. Pregnant students will, in principle, be permitted to continue their education. Whether, and how long, a pregnant student may continue education on campus will be determined by the administration in consultation with the student, parents, physician, and counselors involved in the support plan. A release of information must be signed with the student's medical provider in order to be able to communicate with the school for safety reasons. Students who choose to be the primary caregivers (persons having primary financial and legal responsibility) of their children will not be permitted to remain at Father Ryan High School.

As a Catholic school, Father Ryan High School is committed to the value of human life at all stages. Therefore, if the school becomes aware that a student has procured an abortion or has been involved in a decision to have an abortion, he or she will not be permitted to remain at Father Ryan High School.

Publicity

Co-curricular activities can publicize on campus. The appropriate locations to place flyers and posters are on bulletin boards in the Academic building. Students may, with the permission of the classroom teacher, post flyers on classroom doors. Failure to abide by the guidelines will forfeit the right to use the campus to publicize events. Finally, moderators and club members are responsible for removing their posters and signs.

According to the Burgundy Group, Father Ryan High School is the most recognizable high school in the Nashville area. To maintain its recognition, Father Ryan must have standards for publicizing information or materials. Only the approved Father Ryan logo may be used on co-curricular outerwear and t-shirts. If any deviation from the Father Ryan logo is desired, it must be approved by the school president. The rules for appropriate usage of the Father Ryan logo apply in the digital context as well. Internet pages connected to Father Ryan must have the appropriate logo.

Organizations may use social networks to promote their activity. However, school administration must be given access to the network.

Father Ryan High School is a diocesan school, subject to the administration of the Bishop of Nashville. Therefore, guest speakers presenting on the campus of Father Ryan must support the teachings of the Catholic Church and must be approved by the Director of Campus Ministry or the school President.

Request to View Records

A student's permanent record may be inspected by the student or his parent. Parents and students are to make this request in writing to the principal and must give twenty-four hours' notice. Information considered to be inaccurate, inappropriate, or misleading may be challenged. However, any changes made will be at the discretion of the principal.

Rights of Non-Custodial Parents

This school abides by the provisions of the Buckley Amendment with respect to the rights of non-custodial parents. In the absence of a court order to the contrary, Father Ryan will provide the non-custodial parent with access to the academic records and to other academic information regarding the child. If there is a court order specifying that there is to be no information given, it is the responsibility of the custodial parent to provide the school with an official copy of the court order.

Student Technology Usage Policy

Consistent with Catholic teaching (Pontifical Council for Social Communications, Ethics in Internet, #15) and mindful of Father Ryan's mission, this document outlines what is considered acceptable use for the campus computing systems, personal technology devices, and use of the Internet. These policies reflect the Catholic identity of Father Ryan and the Diocese of Nashville.

Father Ryan strives to provide access to computer systems backed by a robust network and Internet connectivity for its students. Students should remember that the computer systems and Internet at Father Ryan are to be used only for educational purposes. The use of these resources is a privilege, not a right. Misuse of these resources will result in the suspension or loss of these privileges, as well as disciplinary, legal, and/or monetary consequences. The student's primary device is a Windows 10

OS laptop. Apple Macbooks, Apple Macbook Airs, Chromebooks, Linux Systems, and/or other non-Microsoft OS laptops, are not allowed to be used on campus and will not have access to the school's network, troubleshooting support, Office365, or other school resources. The Student Wireless Network is the only network students are allowed to use to access the web. Proxy servers, VPN's, or using cellular devices (i.e. hotspots) to access the web is strictly prohibited.

Minimum Technology Specifications:

- Windows 10 or higher (Note: Windows 10s NOT supported.)
- Intel I5 Core processor (or equivalent)
- 8GB RAM or higher Recommended
- 256GB Hard drive or higher recommended
- 11" Monitor: Touch Screen highly recommended
- Five (5) hour rated battery life
- Integral or attachable keyboard
- Integrated touchpad or attachable mouse
- Computers that DO NOT meet these minimum specifications will not be permitted on the Father Ryan High School network.

To ensure informed, appropriate usage of computer systems and the Internet, Father Ryan High School maintains the following guidelines:

Additional prohibited computer activities:

- Sharing or stealing any other person's password at any time
- Actions that threaten the network and/or its security; obscene or inappropriate language
- Modifying settings on a computer without permission; copying files or other data unless authorized by a teacher or staff member
- Unauthorized sharing of data or downloading files without authorization; installing programs on school resources
- Careless use of school resources including computer equipment, printing facilities, and Internet capacity
- Any other action carried out with malicious intent

Internet activities that are not permitted:

- Searching for, sending, or receiving data (messages, images, audio, etc.) that are deemed offensive by Father Ryan High School standards
- Unlawful copying, saving, or redistributing of copyrighted material (Assume all material is copyrighted unless noted.)
- Sharing personal information, such as home address, phone number, or e-mail address
- Use of the Internet for entertainment and/or time-wasting purposes, including games, instant messaging, and social networking
- Any action carried out with malicious intent.

Students who attempt to access websites in class that are unrelated to classroom activities will face disciplinary action from teachers and/or administrators.

The use of Father Ryan technological resources for personal financial or commercial gain, product advertisement or political lobbying is prohibited. The sending of unsolicited junk mail or chain letters is prohibited.

The above lists of inappropriate activities are presented merely as the primary guidelines. Because computers, tablets, mobile devices, smart watches, wearable technology, and the Internet are in a constant state of change, the guidelines above are general to account for future changes. **Students are bound by the FRHS Personal Integrity Code.** As part of its standard operation of the computer systems and campus network, the Technology Department monitors all computer use and Internet usage using a range of tools. That information is made available to the senior administration as needed to ensure full compliance with the school's technology usage agreement. The administration also reserves the right to search student files, including any media brought on campus (mobile devices, smart watches, and wearable technology included) or cloud-based storage accessed from a computer on campus. This is done in order to protect the campus network and ensure appropriate use. A student may be found in violation of this agreement even if a teacher or staff member is not visible to the student. Tools used by the technology department allow for detection of inappropriate use even when a teacher or staff member is not visible to the student.

Any information contained on the Father Ryan High School networks is considered the property of Father Ryan High School.

Violations

This agreement applies to all Father Ryan technological resources. Any attempt to violate the provisions of this agreement may result in revocation of the user's privileges, detention, suspension, failure in the appropriate class, or other appropriate disciplinary action, regardless of the success or failure of the attempt. **Any violation of this agreement is also a violation of the FRHS Personal Integrity Code.** In addition, school disciplinary action, and/or appropriate legal action may be taken. The decision of Father Ryan High School regarding inappropriate use of the technology or telecommunication resources is final. Monetary charges may be sought for damage necessitating repair or replacement of equipment or software, or the time required to make systems operational.

Faculty and staff members have the right to interrupt computer, tablets, mobile devices, and Internet usage at any time.

Summary of the Technology Usage Agreement

Using the computer systems and Internet at Father Ryan High School is a privilege. The administration reserves the right to set and enforce guidelines for usage. This agreement is designed to support students in becoming responsible users.

Father Ryan High School wants every student to use the technology available to them in ways that promote scholarship, educated inquiry, and a continual desire for learning. This agreement will help protect staff members and students to ensure a healthy educational environment. Student computers are important learning tools. Keeping them ready, up to date, and free from viruses/malware is the students' responsibility. This will provide a good learning and technological experience for both teachers and students.

Telephone Use/Messages

A phone in the Attendance Office may be used with permission. Students are not permitted to use the telephone during class time and will not be called to the telephone nor given messages during class time except in the case of an emergency. Parents are encouraged to call the attendance office and leave a message or message through myFatherRyan instead of texting their student during the school day.

Uniform Policies

General Uniform Guidelines for All Students

All students are expected to wear the proper school uniform during school hours. Students are also expected to be in uniform once they leave the parking/drop off areas until they reach the parking/pick-up areas to leave. This includes time spent working on the campus after official school hours. Violations of the uniform policy may result in the student being sent home for the day and being counted absent for academic time missed.

Clothing is expected to be neat and clean always, the appropriate size, worn in modesty, and in good repair – no holes, frays or torn clothing.

Students are always expected to be in full uniform. Should students realize they are not in compliance with the uniform policy, they should go to the Attendance Office immediately and either, 1) attempt to correct the out of uniform violation or 2) request an out of uniform pass with possible consequences. Out of uniform passes are affixed to the back of the student ID sleeve and must be worn by the student during school hours.

Any decisions related to proper dress or grooming will be made by the Principal or Dean of Students Office. Parents/Students are advised that when in doubt concerning appropriateness of clothing, err on the side of conservative dress.

- **Blankets, Scarves and other accessories** – blankets should not be brought to school. No ear warmers, bandanas, or scarves (scarves may be worn during winter months at the discretion of the Dean of Students) may be worn in the buildings.
- **Hair** must be clean and neat. Hair style and/or color must not be a distraction to the learning environment and must be natural in color. Boys must have hair that is cut above the collar in the back. Height of the hair and hair color is at the discretion of the administration. Distracting hairstyles are inappropriate for the school setting. No “mullet” style haircuts will be allowed, and hair should not be worn in such a way that the eyes are covered. Appropriateness regarding hair is at the discretion of the Dean of Students Office.
- **Hats** should not be worn on campus during the school day nor should they be carried in pants’ pockets. Hats may be confiscated and turned in to the Dean of Students’ Office.
- **Hooded Sweatshirts** - hoods from hooded sweatshirts are not permitted to be worn on your head inside of buildings.
- **Jewelry** - excessive jewelry is not permitted. More than 3 items of the same category are not permitted, nor are nose rings, tongue rings, eyebrow rings, ear spacers, and/or posts, etc. Boys are not permitted to have visible piercing. Band-Aids may not be worn to cover pierced areas. Those continually abusing this policy will be subject to significant disciplinary measures.

- **Miscellaneous** - chains, metal studs, and/or unusual markings/designs on clothing and/or accessories are prohibited. This includes designs or colors on contact lenses. Writing on or otherwise defacing uniform clothing may be subject to disciplinary action.
- **Outerwear** - Only jackets, sweaters, and sweatshirts bearing the Father Ryan High School logo, mascot, name or name of a Father Ryan High School team or school organization may be worn during the school day. Items suitable for classroom wear may be purchased through the Father Ryan High School Spirit Store. All other outerwear must be stored away during the school day. Outerwear purchased from a non-FRHS store or online from a non-FRHS vendor may not be worn during the school day
- **Senior Polo shirt** – may be worn on Monday through Thursday. Seniors may wear approved polo shirts with the Father Ryan crest purchased from BSN. Approved polo shirts are the only shirts that may be worn and **must be tucked in** always. Regular uniform bottoms should still be worn. Additional senior polo shirt days may be awarded as a senior privilege.
- **Shoes** – Students must wear any black, brown, or tan colored shoes or any shoes using color combinations with brown, black or tan. Laces must be worn and tied if the shoe is designed for laces. The color of the laces must match the shoe. No tennis shoe soles are to be worn.
Students may NOT wear: a boot of any kind, tennis or athletic shoes, sandals, or slippers.
- **Shoe Pass due to medical condition** – Students must present a note, signed by a doctor, that explains why the student needs to wear non-uniform shoes. The note must have an expiration date as to when the student will return to uniform shoes.
- **Socks** – must be solid black, navy, or white.
- **Tattoos** - no visible tattoos are allowed at school or while participating in co-curricular, athletic, or any school-sponsored events.
- **Undershirts** – Solid white T-shirts, undershirts, or white thermal underwear shirts may be worn under uniform shirts. Girls may wear white turtlenecks under uniform shirts. Shirts with any writing, designs, or emblems may not be worn under the uniform shirt (shirts with Father Ryan writing, designs, or emblems are not an exception). No t-shirt sleeves and/or collars may be visible under the uniform shirt.

Students who consistently demonstrate a disregard for the uniform policy will be subjected to increasingly more serious disciplinary measures.

Boys' Uniform

- **Belts** - traditional leather belts must be worn with pants. Belts must be black or brown in color. Belts with excessive length are not permitted.
- **Neckties and bowties** - must be worn with the uniform every school day and must be the uniform necktie/bowtie purchased through Father Ryan's approved uniform provider. The top shirt button must not be visible, and the necktie must be pulled up to the collar.
- **Pants** - boys' uniform pants must be tan khaki (as opposed to chocolate, brown or green khaki), or navy blue in color. Cargo pants (or pants with pockets on the sides of the legs), denim khaki, baggy, or drawstring style pants will not be allowed. **Pockets on pants must not be visible or sewn to outside of trousers (i.e. patch pockets). No brads are to be visible on trousers.** Pants may not be pegged or tucked into shoes or boots; they must be in good condition, not frayed, and without holes. Pants may not be worn in the "low rider" style.

- **Shirts** - must be white, long or short sleeve, oxford cloth, with a buttoned-down collar. Shirts must fit properly, not be torn or frayed in any way, and may not have emblems or monogramming.
- **Miscellaneous** – Boys are not permitted to have visible piercing. Boys may not wear fingernail polish. Boys must be clean shaven. Mustaches are not permitted. Sideburns may not extend below earlobes.

Girls' Uniform

- **Leggings/Tights** – girls may wear solid navy or solid black tights/leggings. No patterns, designs or mesh is allowed on tights or leggings. Sweatpants and/or other athletic/yoga wear may not be worn with the uniform skirt.
- **Pants** – girls may wear uniform khaki pants purchased from Father Ryan's approved uniform providers. Belts must be worn with pants having belt loops; loops may not be cut off to avoid compliance with this policy. Belts must be leather, black or brown. Girls who choose not to purchase these pants will wear the uniform skirt.
- **Shirts** must be white, long or short sleeve, oxford cloth, with a buttoned-down collar. Shirts must not be torn or frayed in any way, and may not have emblems or monogramming
- **Skirt** - the uniform skirt is a navy/red plaid available in different styles. **The skirt must be worn no higher than 3 inches above the top of the knee** (measured in the front and back, and on the sides). Skirts may not be rolled at any time to alter the length. No pins may be worn in a skirt.
- **Undergarments** should be white or skin color and not visible through the white uniform shirt.

Out of Uniform Days

Items of clothing should correspond to the gender assigned on the student's birth certificate.

Examples: Boys cannot wear – skirts, dresses, earrings, nail polish

Girls cannot wear – beard, mustache

- Wigs are not allowed.
- Students may NOT wear shorts.
- Jeggings, leggings, yoga pants and stretch tights are not pants and should not be worn as such. No leg coverings without both front and back pockets may be worn as pants. If leggings are worn, pants or a skirt/dress of an appropriate length must be worn over them.
- Students may NOT wear Onesies, costumes, pajama pants or flannel pants.
- Students may NOT wear the following shoes: slides, flip flops, shoes without a closed heel, house shoes, moccasins and other non-outdoor shoes
- Skirts must adhere to the uniform skirt length of no higher than 3 inches above the top of the knee.
- Hats may be worn on campus and in the building.
- The same guidelines for jewelry and earrings, nose rings, eyebrow rings, and tongue rings apply.
- Boys may not wear earrings.
- No bare midriffs, low cut tops, or tight-fitting apparel. Blouses or tops which expose the midriff when wearer is in any position may not be worn.

- No shirts with reference to alcoholic beverages, tobacco products, drug use, political, inappropriate moral messages, racial, or prejudicial statements or inferences may be worn. This is at the discretion of the Dean of Students Office.
- No torn or ripped clothing (pants or shirts).
- Boys may not wear ponytails.
- Parents/Students are advised that when in doubt concerning appropriateness of clothing, to error on the side of conservative dress.

Visitors

Parents are welcome at Father Ryan High School but must check in at the Main Office when they arrive. Should they wish to see a teacher, the school will contact the teacher to determine his/her availability. If the teacher is available, he/she will be invited to meet with the parent in the administration building. No parent should simply go to a teacher's classroom unannounced and/or without appointment.

Father Ryan students may not visit other schools without the written permission of that school's Principal or Dean of Students. The same policy applies to visitors to Father Ryan. Permission to visit Father Ryan High School must be requested at least one day in advance. Arrangements should be made through the Dean of Students. Outside visitors are not allowed during exam weeks or the weeks prior to them. All visitors must report to the Dean of Students' office. Father Ryan students who have visitors must also have consent from their teachers.

VII. Student Health Services

Personal Counseling

Catholic education is dedicated to the development of the whole person. As part of the effort to respond to the whole person, Father Ryan High School has developed a Personal Counseling Department. The Personal Counseling Department refers to all services that are designed to foster the emotional and psychological well-being of students. The purpose of the program is to provide students with a variety of services. Some of these services include the following:

- Supportive Listening
- Individual Counseling
- Group Counseling
- Peer Mentor Program
- Proactive Classroom Education Regarding Adolescent Issues
- Early Intervention and Prevention Program
- Crisis Intervention

Personal Counseling Staff

Personal Counseling services are available on campus from the Director of Personal Counseling, two full-time, state licensed counselors, and one to three master's level interns from local graduate programs. Interns are under the direct supervision of the Director of the Personal Counseling Department. Priests assigned to Father Ryan are also available for spiritual and pastoral counseling, but do not fall under the supervision of the Personal Counseling Department.

Access to Services

All students who attend Father Ryan High School have access to services offered through the Personal Counseling Department. Students can initiate access to services on their own by contacting anyone in the Personal Counseling Department by email, myFatherRyan message, or in person. Parents who have concerns for their child's well-being can access services on their child's behalf by contacting the Director of Personal Counseling.

At times students' behavior and/or needs bring about a cause for concern (i.e. student resource team referrals) on the part of teachers, staff, and other school personnel through direct observation, interaction and/or class assignment. These concerns may be directed to the Personal Counseling Department. To address ongoing concerns, a Student Resource Team, composed of the Principal, the Dean of Students, the Assistant Dean of Students, the Director of Campus Ministry, Academic Dean, the Director of Athletics, the Director of Personal Counseling, and other personnel as needed, was created to assist students and families in the development of a support plan in order to help them be successful.

Confidentiality

Because the Personal Counseling Department is a student service provided by Father Ryan High School, parents may or may not be notified of their student's participation. All group and individual counseling sessions are confidential, with the following exceptions:

- Situations that present serious possibility of suicide;

- Situations that present the possibility of physical or emotional harm to self or others;
- Situations where there is reason to suspect that there has been or there is a threat of physical, sexual, or emotional abuse;
- If further consultation is needed from other helping professionals;
- If the matter to be discussed involves a violation of school rules or regulations of Father Ryan High School or the Diocese of Nashville.
- If student requests parent contact.

These exceptions are carefully reviewed with each student who meets with any personnel in the Personal Counseling Department.

Suicidal/Self-Injurious Behavior

Protecting the health and well-being of all students is of utmost importance to Father Ryan High School. The school has adopted a suicide prevention policy, which will help to protect all students through the following steps:

1. Students will learn about recognizing and responding to warning signs of suicide in friends, using coping skills, using support systems, and seeking help for themselves and friends. This will occur in all health or theology classes.
2. The Director of Personal Counseling, or designee, will serve as the suicide prevention coordinator. Counselors working within the Department of Personal Counseling will serve as the point of contact for students in crisis and will refer students to appropriate resources.
3. When a student is identified as being at risk, he or she will be assessed by a counselor within the Personal Counseling Department who will work with the student and help connect him or her to appropriate local resources.
4. Students will have access to national resources which they may contact for additional support, such as the following:
 - a. The National Suicide Prevention Lifeline; 1.800.273.8255 (TALK), www.suicidepreventionlifeline.org
 - b. The Trevor Lifeline; 1.866.488.7386, www.thetrevorproject.org
 - c. The Jason Foundation's Smartphone App - "A Friend Asks"
5. All students will be expected to help create a school culture of respect and support in which students feel comfortable seeking help for themselves or friends. Students are encouraged to tell any faculty or staff member if they, or a friend, are feeling suicidal or are in need of help.
6. Students should also know that because of the life or death nature of these matters, confidentiality or privacy concerns are secondary to seeking help for students in crisis.

Harm to Others

If the school has reason to believe that a student has made threats (including, but not limited to in person, online, text, social media) to cause harm to others, parents will be notified immediately, and a professional risk assessment will be required. All recommendations made by the professional conducting the required assessment must be followed. Additionally, parents must grant the Director of Personal Counseling authorization to contact outside professionals to confirm that such

recommendations are being met as required. If students or their parents do not comply, the student will not be permitted to remain at Father Ryan High School.

Tennessee State Law requires that all suspected cases of abuse will be reported to the Department of Children's Services. As part of this confidential reporting process, parents may not be notified that a report was made.

Abuse Intervention

Tennessee State Law requires that all suspected cases of abuse will be reported to the Department of Children's Services. As part of this confidential reporting process, parents may not be notified that a report was made.

Required Outpatient Counseling and Professional Assessments

At times, emotional, psychological, and/or safety concerns may warrant the need for professional intervention outside of Father Ryan. If, in the judgment of Father Ryan High School Student Resource Team, such concerns warrant this need, one of the following may be required for continued enrollment:

1. **Individual counseling sessions** to be provided either by the Personal Counseling Department or by an outside professional. The number of sessions the student is required to attend will be determined by the Director of Personal Counseling, in conjunction with the outside professional. Parents and students must comply with this requirement at their own expense. Parents must also grant authorization for the Director of Personal Counseling to contact the professional to confirm session attendance. If either counselor determines that there is a therapeutic need for additional sessions at the end of the original requirement, additional sessions may be required.
2. **A third-party professional assessment** to be provided by a third-party professional. Parents and students must comply with this requirement at their own expense. Whatever recommendations are given by this professional must be adhered to and a copy of such recommendations must be provided to the Director of Personal Counseling prior to the student's return to school. If outside services are recommended, parents must also grant authorization for the Director of Personal Counseling to contact the outside professional to confirm session attendance.

Student Responsibility for Class Work

Students are responsible for all class work that takes place while that student is out of the classroom for any support services offered through the Personal Counseling Department.

Substance Use Policy

Purpose

The purpose of the Substance Use Policy is to foster the spiritual and intellectual growth of Father Ryan High School (FRHS) students by having procedures in place to promote a substance free campus and to address issues of substance use when they come to the attention of the school. The school:

- a) recognizes that physical, behavioral, and emotional health are an integral component of a student's educational outcomes
- b) further recognizes that substance use is a prevalent problem for the general adolescent community and a detriment to the student's overall health
- c) has an ethical responsibility to support efforts to improve the physical, behavioral, and emotional health of the student
- d) acknowledges the school's unique position as an educational institution and representative of the Catholic faith which informs policies and procedures regarding substance use
- e) recognizes the important role of providing an environment which is sensitive to individual and societal factors that place youth at greater risk for substance use and which helps to foster positive youth development

Toward this end, this policy is meant to be paired with other policies supporting the emotional and behavioral health of students.

Scope

The Substance Use Policy covers actions that take place while the student is enrolled at FRHS. This includes behaviors that occur during school hours, on school property, at school-sponsored functions and activities, on buses or other vehicles, and at off campus school sponsored events where school staff are present. This policy applies to the entire school community, including educators, school staff, students, parents/guardians, and volunteers. This policy covers appropriate school responses to substance use that take place outside of the school environment.

Promoting a Substance Free Campus

To promote a safe environment for growth and learning, FRHS will not tolerate students who possess, use, are under the influence of, sell, or distribute alcohol or drugs on campus or at school sponsored events. Students found in violation will be suspended immediately and considered for immediate withdrawal from school for a period of up to two full semesters before he/she may apply for re-enrollment. Anyone found in possession of drugs or alcohol will be subject to intervention by appropriate law enforcement.

Policy Implementation

The Office of the Dean of Students will oversee coordination and implementation of substance use policies. The Associate Director of Personal Counseling will oversee implementation of the Early Intervention Program under the supervision of the Dean of Students and Director of Personal Counseling. It is incumbent upon all staff and faculty members to be knowledgeable of the FRHS Policy on Substance Use and to be active stakeholders in policy implementation.

Publication and Distribution

This policy will be distributed annually and included in all FRHS handbooks and on the school website. All stakeholders (students, faculty, staff, parents and volunteers) will be required to declare their understanding and acceptance of the Substance Use Policy via their personal signature on an annual basis.

Self-disclosure (or Self-Acknowledgment, Self-Admission)

FRHS believes a strong partnership with students and families is essential to the success of our students. One of the goals of the Substance Use Policy is to help students in a crisis. Therefore, we encourage students and families to seek help through the Early Intervention Program (EIP) by contacting the Dean of Students, the Assistant Dean of Students, the Director of Personal Counseling, Associate Director of Personal Counseling or the Principal. Contact may be made through myFatherRyan, email or phone calls.

Prevention

Prevention Initiatives

FRHS will provide prevention for adolescent substance use through education to all stakeholders by the following means:

- a) Developmentally-appropriate, student-centered education materials will be integrated into the curriculum of all 9-12 health/theology classes.
- b) Substance use issues will be addressed with specific student populations throughout the school year as needed. This could be communicated via freshman seminar classes, theology classes, health classes or in small mentor groups.
- c) Parents of incoming freshmen will be introduced to the Substance Use Policy and Early Intervention Program during New Parent orientation activities.
- d) The Father Ryan parent community will be provided opportunities for education regarding relevant issues to adolescent substance use and treatment via a community speaker series.
- e) The entire Father Ryan community will be provided access to current educational materials through the school's information management system (i.e. MyFatherRyan).
- f) FRHS administration reserves the right to test utilize drug testing and/or administer a Breathalyzer test conducted at the direction of the Dean of Students Office to any student who demonstrates cause of concern related to possible substance use. If a student is selected for testing, it will be administered at the parent's expense and charged to the students FACTS account.
- g) Failure to comply with drug testing or breathalyzer will require immediate withdrawal from FRHS.

Intervention

Procedure Regarding Identified Substance Use

Father Ryan High School acknowledges the unique position that the institution has is the overall development of students' behavioral, emotional, and physical health. Recognizing that substance use is a problem for the general adolescent community, FRHS strives to be a support to students and families who are involved in an incident of substance use.

Listed below are examples, but not an exhaustive list, of conduct that FRHS considers to be an Incident under their policy:

- Voluntary disclosure by student or parent/guardian that the student has engaged in the use of alcohol, illegal drugs, or the misuse of prescribed drugs

- Being in possession and/or under the influence of alcohol, illegal drugs, or unlawful prescription drugs, and/or paraphernalia
- Positive drug screen or Breathalyzer
- Circumstances that lead FRHS or parent/guardian to have reasonable concern for student's well-being which lead to intervention on student's behalf

The following steps outline the process for intervention in the case of a substance use Incident by a student:

First Incident:

1. Student will be enrolled in the Early Intervention Program.
2. Student will complete the Substance Abuse Subtle Screening Inventory, Adolescent (SASSI-A3).
 - a. If the SASSI- A3 indicates low probability for substance use disorder, student will participate in individual counseling services through the Personal Counseling Department.
 - b. If the SASSI- A3 indicates high probability for substance use disorder or low probability with recommendation to consider further assessment, student is required to complete a full substance use assessment at a recognized 3rd party provider and comply with clinical recommendations from the assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - i. a meeting to discuss how academics will be managed while the student is in treatment
 - ii. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
3. Parent/guardian(s) will meet with their child's personal counselor to review and sign the EIP Acknowledgement Form.
4. Parent/guardian(s) of students will participate in one family education group related to substance use and family supports within six months of the student being enrolled in EIP. If parent/guardian(s) participate in the family component of an intensive outpatient or residential treatment program for substance use, required participation in family education group may be waived by Associate Director of Personal Counseling.
5. To support student's ongoing abstinence from illegal substances and improper use of prescribed substances once enrolled in the EIP, additional accountability will be provided through mandatory drug screens from a 3rd party provider. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.

Second Incident (Student in Good Standing):

1. Student will complete the SASSI- A3 by Personal Counseling staff to determine level of risk.

- a. If the SASSI- A3 indicates low probability of substance use disorder, student will continue to engage in individual counseling services through Personal Counseling Department with additional goals added to treatment plan related to relapse prevention and assessment.
- b. If the SASSI- A3 indicates high risk of substance use disorder or low risk but recommends considering further evaluation, student is required to complete a full substance use assessment at a recognized 3rd party provider and comply with clinical recommendations from the assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - i. a meeting to discuss how academics will be managed while the student is in treatment
 - ii. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
2. Parent/guardian(s) will be contacted, informed of second incident and screening results.
3. Student will continue to be allowed to participate in extra-curricular activities.
4. To support student's ongoing abstinence from substances with continued enrollment in the EIP, additional accountability will be provided through periodic drug screens. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.

Second Incident (Student NOT in Good Standing):

1. Parent/guardian(s) will be contacted, informed of second incident, and required follow-up.
2. Student will complete full substance use assessment at a recognized 3rd party provider and will follow recommendations provided from assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - a. a meeting to discuss how academics will be managed while the student is in treatment
 - b. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
3. Student will be prohibited from all extra-curricular activities for a period of at least 30 calendar days.
4. To support student's ongoing abstinence from substances once enrolled in the EIP, additional accountability will be provided through periodic drug screens. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.

Third Incident (Student in Good Standing):

1. Parent/Guardian(s) will be contacted, informed of third incident and required follow-up.

2. Student will complete full substance use assessment at a recognized 3rd party provider and will follow recommendations provided from assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - a. a meeting to discuss how academics will be managed while the student is in treatment
 - b. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
3. Student will be prohibited from all extra-curricular activities for a period of at least 30 calendar days.
4. Periodic drug screens will continue. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.

Third Incident (Student NOT in Good Standing):

Student may be asked to withdraw from Father Ryan for a minimum period of two full semesters before student may re-apply for enrollment

Fourth Incident (Student in Good Standing):

Student may be asked to withdraw from Father Ryan for a minimum period of two full semesters before student may re-apply for enrollment

Procedure Regarding Identified Substance Use – flowchart

First Incident:

1. Student will be enrolled in the Early Intervention Program.
2. Student will complete the Substance Abuse Subtle Screening Inventory, Adolescent (SASSI- A3).
 - a. If the SASSI- A3 indicates low probability for substance use disorder, student will participate in individual counseling services through the Personal Counseling Department.
 - b. If the SASSI- A3 indicates high probability for substance use disorder or low probability with recommendation to consider further assessment, student is required to complete a full substance use assessment at a recognized 3rd party provider and comply with clinical recommendations from the assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - i. A meeting to discuss how academics will be managed while the student is in treatment.
 - ii. Once released from treatment, a meeting to discuss discharge recommendations and potential re-entry.
3. Parent/guardian(s) will meet with their child's personal counselor to review and sign the EIP Acknowledgement Form.
4. Parent/guardian(s) of students will participate in one family education group related to substance use and family supports within six months of the student being enrolled in EIP. If parent/guardian(s) participate in the family component of an intensive outpatient or residential

treatment program for substance use, required participation in family education group may be waived by Associate Director of Personal Counseling.

5. To support student's ongoing abstinence from illegal substances and improper use of prescribed substances once enrolled in the EIP, additional accountability will be provided through mandatory drug screens from a 3rd party provider. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.

Second Incident (Student in Good Standing):

1. Student will complete the SASSI- A3 by Personal Counseling staff to determine level of risk.
 - a. If the SASSI- A3 indicates low probability of substance use disorder, student will continue to engage in individual counseling services through Personal Counseling Department with additional goals added to treatment plan related to relapse prevention and assessment.
 - b. If the SASSI-A2 indicates high risk of substance use disorder or low risk but recommends considering further evaluation, student is required to complete a full substance use assessment at a recognized 3rd party provider and comply with clinical recommendations from the assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - i. a meeting to discuss how academics will be managed while the student is in treatment
 - ii. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
2. Parent/guardian(s) will be contacted, informed of second incident and screening results.
3. Student will continue to be allowed to participate in extra-curricular activities.
4. To support student's ongoing abstinence from substances with continued enrollment in the EIP, additional accountability will be provided through periodic drug screens. Parent/guardian(s) are

Second Incident (Student NOT in Good Standing):

1. Parent/guardian(s) will be contacted, informed of second incident and required follow-up.
2. Student will complete full substance use assessment at a recognized 3rd party provider and will follow recommendations provided from assessment. If inpatient/residential treatment is recommended, two meetings will be required:
 - a. a meeting to discuss how academics will be managed while the student is in treatment
 - b. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry
3. Student will be prohibited from all extra-curricular activities for a period of at least 30 calendar days.
4. To support student's ongoing abstinence from substances once enrolled in the EIP, additional accountability will be provided

<p>responsible for the cost of drug screens for students in the Early Intervention Program.</p>	<p>through periodic drug screens. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program.</p>
<p>Third Incident (Student in Good Standing):</p> <ol style="list-style-type: none"> 1. Parent/Guardian(s) will be contacted, informed of third incident and required follow-up. 2. Student will complete full substance use assessment at a recognized 3rd party provider and will follow recommendations provided from assessment. If inpatient/residential treatment is recommended, two meetings will be required: <ol style="list-style-type: none"> a. a meeting to discuss how academics will be managed while the student is in treatment b. once released from treatment, a meeting to discuss discharge recommendations and potential re-entry 3. Student will be prohibited from all extra-curricular activities for a period of at least 30 calendar days. 4. Periodic drug screens will continue. Parent/guardian(s) are responsible for the cost of drug screens for students in the Early Intervention Program. 	<p>Third Incident (Student NOT in Good Standing):</p> <p>Student may be asked to withdraw from Father Ryan for a minimum period of two full semesters before student may re-apply for enrollment.</p>
<p>Fourth Incident (Student in Good Standing):</p> <p>Student may be asked to withdraw from Father Ryan for a minimum period of two full semesters before student may re-apply for enrollment.</p>	

Early Intervention Program (EIP)

In supporting Father Ryan's policy on substance use and promoting the health and development of the student, Father Ryan provides substance use intervention through the Early Intervention Program (EIP). The purpose of the EIP is to support and provide clinical intervention for students struggling with issues of substance use. This program is intended to support families and students who are seeking help in addressing concerns of substance use as well as those students that come to the attention of the school and are subsequently identified as at risk for ongoing substance use. This program provides screening and assessment to determine severity of substance use and appropriate clinical intervention based on student's identified substance use history and risk factors for future use. Clinical interventions within the EIP include the following levels of care:

- individual alcohol and drug focused counseling with a Father Ryan personal counselor
- individual alcohol and drug focused psychoeducation with a Father Ryan personal counselor and outpatient individual therapy
- intensive outpatient treatment through an approved treatment provider
- inpatient or residential treatment through an approved treatment provider

The personal counselor assigned to a student in the EIP will remain as a contact and support throughout the remainder of the student's enrollment at Father Ryan, insofar as staffing allows.

In some situations, a student may be identified for enrollment in the Early Intervention Program during the admission process to Father Ryan High School. If admission is contingent on enrollment in the Early Intervention Program, this should be discussed with guardian(s) and student during the admission process. To support student's ongoing abstinence from illegal substances and improper use of prescribed substances once admitted to Father Ryan High School, additional accountability will be provided by following the procedures of the EIP including a meeting to review and sign the EIP acknowledgement form prior to/upon admission to Father Ryan High School, participation in individual counseling services through the Personal Counseling Department while a student at Father Ryan High School, and mandatory drug screens from a 3rd party provider at cost of parent/guardian(s). The student will enter the EIP with the status of in Good Standing without incident.

Good Standing Status in the EIP

The EIP is offered by Father Ryan as a support to students who are actively engaged in pursuing substance use intervention. It is the student's responsibility to comply with program expectations to remain in Good Standing. Factors that are used to determine the student's standing in the EIP include the student's attendance to required sessions and the student's active engagement in counseling services as assessed by the student's counselor. Decisions regarding the student's standing as a member of the EIP are made by the Personal Counselor assigned to the student, the Associate Director of Personal Counseling, the Director of Personal Counseling and the Dean of Students in consultation with the Principal.

To maintain Good Standing status within the EIP, the student must:

1. attend scheduled counseling sessions and actively participate by working towards treatment plan goals*
2. at least one parent/guardian must attend a family education group session within specified time frame

*Note: if counseling session needs to be rescheduled due to a test, other academic conflict, or extra-curricular conflict, the student must contact their personal counselor prior to scheduled session time to request the session be rescheduled

Actions that will result in the student losing Good Standing status:

1. missing three scheduled counseling sessions without contacting their counselor (parent and student will be contacted after each occurrence)
2. parent/guardian(s) not attending the required family education group session without prior approval from the Associate Director of Personal Counseling

Parent/guardian and student will be notified of students' loss of Good Standing status by the student's assigned personal counselor.

Procedure for reinstating Good Standing status

To regain Good Standing status the student must do the following:

1. contact assigned personal counselor to schedule a counseling appointment and indicate a desire to return to Good Standing
2. attend three consecutive scheduled counseling appointments
3. develop a new treatment plan of counseling goals and communicate those goals to the parent/guardians

When the student contacts the Personal Counselor to return to Good Standing status, the following will occur:

1. student and parent/guardian(s) receive a myFatherRyan message stating that student is seeking reinstatement of Good Standing status and outlining expectations and responsibilities of student to return to Good Standing
2. student and parent/guardian(s) receive a myFatherRyan message confirming reinstatement of Good Standing when previously outlined expectations have been met

VIII. Athletics

Policies stated in the Student/Parent Handbook apply to all athletes, their families, coaches and athletic organizations.

2021-22 Father Ryan Varsity Head Coaches

Fall Sport	Head Coach	Email
Volleyball	Ann Mullins	mullinsa@fatherryan.org
Football	Brian Rector	rectorb@fatherryan.org
Girls XC	Robert Kent	kentr@fatherryan.org
Girls Soccer	Robin Dieterich	dieterichr@fatherrya.org
Boys XC	Doug Jones	jonesd@fatherryan.org
Golf	Greg Thompson	thompsonsg@fatherryan.org
Football Cheer	Katie Long	klong@sthenry.org
7's Rugby	Ben Hobbs	benhobbs@adctn.com
7's Rugby Girls	Don Thielke	thielked@fatherryan.org
Winter Sports	Head Coach	Email
Girls Basketball	Tony McLeod	McLeodT@Fatherryan.org
Boys Basketball	Doug Bontrager	bontragerd@fatherryan.org
Bowling	Phil Holt	vandyphil@tds.net
Hockey	Steven Henry	Steven@jigsawtn.com
Swim	Rob Philbin	Rob.philbin@gmail.com
Swim	Shannon Philbin	coachcshan@aol.com
Wrestling	Pat Simpson	simpsonp@fatherryan.org
Basketball Cheer	Mary Beth Brocato	brocatom@fatherryan.org
Wrestling Cheer	Mary Kate Carney	mkcarney134@gmail.com
Competition Cheer	Kelley Carr	kelleycarr@hotmail.com
Dance	Lauri Dismuke	dismukel@fatherryan.org
Spring Sports	Head Coach	Email
Baseball	Mike Mascari	mascarim@fatherryan.org
Softball	Ashlee Doyle	doylea@fatherryan.org
Girls LAX	Susan Ellis	elliss@fatherryan.org
Boys LAX	Matt Puryear	puryearm@fathehrryan.org
15's Rugby	Ben Hobbs	benhobbs@adctn.com
Tennis	Bob Blankenship	rblankenship961@gmail.com
Girls Track & Field	Robert Kent	kentr@fatherryan.org
Boys Track & Field	Doug Jones	jonesd@fatherryan.org
Boys Soccer	Robin Dieterich	dieterichr@fatherryan.org
15's Rugby Girls	Don Thielke	thielked@fatherryan.org
Athletic Support Staff		Email
Director of Athletics	Ann Mullins	mullinsa@fatherryan.org
Associate Director of Athletics	Tony McLeod	mcleodt@Fatherryan.org
Assistant Athletic Director (Administration)	Susan Ellis	elliss@fatherryan.org

Assistant Athletic Director (Operations)	John Sneed	Sneedj@fatherryan.ogr
Athletic Trainer	Lauren Baes	Lauren.baes@starpt.com
Athletic Trainer		
Head Strength & Conditioning Coach	Kyle Feldman	feldman@fatherryan.org
Assistant Strength & Conditioning Coach		

Athletic and Co-Curricular Philosophy

There is much more to high school than the academic experience. Students are encouraged to participate in interscholastic athletics and co-curricular activities while being given the opportunity to become stewards of their God-given abilities. The hope is Father Ryan students not only use their gifts but discover their passions as well.

Father Ryan Athletics' goal is to complement and support the mission of Father Ryan High School, promoting the growth of the student academically, spiritually, physically, and emotionally. The school is committed to delivering quality programs, faith and leadership development opportunities, service opportunities, academic enrichment, fine arts programs that help students develop into leaders and contributing members of Father Ryan High School, the Catholic Church, and the community.

Athletic Lockers

All athletic lockers (in locker rooms) are for the use of athletes only and should only be used for athletic purposes. Storage of lunches, books, and academic materials in athletic lockers is not permitted.

Father Ryan Athletics Branding and Official Logos

According to the Burgundy Group, Father Ryan High School is the most recognizable high school in the Nashville area. To maintain its recognition, Father Ryan must have standards for publicizing information or materials. Only the approved Father Ryan logos may be used on athletic uniforms, outerwear, and t-shirts. If any deviation from the Father Ryan logo is desired, it must be approved by the Athletic Director. The rules for appropriate usage of the Father Ryan logo apply in the digital context as well.

Affiliations:

Tennessee Secondary School Athletic Association

*Father Ryan Athletic Teams, regardless of affiliation, will follow the constitution and bylaws, standards and expectations of Father Ryan, TSSAA, and the National Federation of State High School Associations unless otherwise noted.

Greater Nashville Area Scholastic Hockey (GNASH)

Tennessee Scholastic Lacrosse Association (TSLA)

**Tennessee Girls Lacrosse
Association (TGLA)**
Tennessee Interscholastic Swim
Coaches Association (TISCA)

Athletic Programs Fall:

Cheerleading (Football) – Varsity
Cheerleading (Competition) - Varsity
Cross Country (Boys) – Varsity
Cross Country (Girls) – Varsity
Dance (Girls) - Varsity
Football (Boys) – Varsity, JV
Golf (Boys) – Varsity, JV
Golf (Girls) – Varsity
Rugby 7's – Varsity, JV
Soccer (Girls) – Varsity, JV
Volleyball (Girls) – Varsity, JV,
freshmen

Winter:

Basketball (Boys) – Varsity, JV, Fresh
Basketball (Girls) – Varsity, JV, Fresh
Bowling (Boys) – Varsity
Bowling (Girls) – Varsity
Cheerleading (Basketball) – Varsity
Cheerleading (Wrestling) – Varsity
Hockey - Varsity, JV
Swimming (Boys) – Varsity
Swimming (Girls) - Varsity
Wrestling (Boys) – Varsity, JV

Spring:

Baseball (Boys) – Varsity, JV
Lacrosse (Boys) – Varsity, JV
Lacrosse (Girls) – Varsity, JV
Rugby 15's (Boys) – Varsity, JV
Soccer (Boys) – Varsity, JV
Softball (Girls) – Varsity, JV
Tennis (Boys) – Varsity
Tennis (Girls) – Varsity
Track (Boys) – Varsity
Track (Girls) – Varsity

Descriptions:

Varsity – Membership on a varsity team generally requires multiple years of experience and participation in the sport. Open to all grade levels, this level is very competitive with the goal of vying for a state championship. Varsity team members are typically engaged in some form of year round training, weight lifting and competition within the sport, understanding that these aspects are an essential element of competition. Many sports will implement a “cut” process because of the limited number of roster spots available.

Junior Varsity (JV) - Participation at this level is for athletes who are not yet physically ready or experienced enough for varsity competition. Typically, sophomore and juniors will compete at the junior varsity level.

Freshman – Father Ryan offers separate teams in multiple sports for incoming freshman. This level allows the freshman to experience the sports at the high school level and allow the student-athlete to grow and develop before transition to the varsity level.

Code of Conduct for Athletic and Co-Curricular Events

Father Ryan Athletics’ goal is to complement and support the mission of Father Ryan High School while promoting the growth of the student academically, spiritually, physically, and emotionally. The school is committed to delivering quality programs, faith and leadership development opportunities, service opportunities, academic enrichment, and fine arts programs that help students develop into leaders and contributing members of Father Ryan High School, the Catholic Church, and the community.

Father Ryan High School encourages a spirit of athletic competition that is guided by the highest standards of good sportsmanship and fair play set in a Catholic atmosphere. To this end, all individuals (teacher-coaches, supervisors, athletes, parents and spectators) must recognize that our students’ participation in sports and co-curricular activities is an extension of the mission of the school.

Co-curricular activities complement and support the mission and goals of Father Ryan High School. They promote the growth of the student academically, spiritually, physically, and emotionally. The school is committed to delivering quality programs, faith and leadership development opportunities, service opportunities, academic enrichment, fine arts programs that help students develop into leaders and contributing members of Father Ryan High School, the Catholic Church, and the community.

Therefore, Father Ryan High School expects the parents/guardians of the student-athletes/participants (and their guests) to adhere the following:

- Be positive role models through their own actions to make sure that student participants have the best experience possible.
- Recognize and show appreciation for outstanding play by other teams or participants.
- Show respect for opposing players, coaches, spectators and support groups.
- Demonstrate positive support for officials and be respectful of all officials’ decisions.

- Support student participants in their efforts to play by the rules and to resolve conflicts without resorting to hostility or violence.
 - Discourage any language or behavior that would incite violence or would endanger the health or well-being of student participants.
 - Refrain from unsportsmanlike conduct with any official, coach, student participant, or parent, such as booing and taunting or using profane language or gestures.
 - Refrain from ridiculing or yelling at a student participant for making a mistake or bad decision.
 - Refrain from coaching student participants before, during or after games, events, or practices unless you are one of the official coaches of the team.
 - Respect the authority of the coach/moderator during games or events and refrain from questioning, challenging or confronting coaches/moderators at the game site. Take time to talk with the coaches/moderators in an appropriate manner, including proper time and place.
- Approaching a coach or moderator immediately after a game or event is not an appropriate time to discuss such matters.**
- When there is a concern, follow the designated chain of authority (Coach, Athletic Director/Co-Curricular Director, and Principal).
 - Reinforce the school's alcohol, tobacco and other drug-free policies as outlined in the Parent-Student Handbook.

Parents/Guardians (and their guests) or others who engage in behavior that violates the Code of Conduct may be subject to sanctions or removal from competitions that involve student-athletes associated with Father Ryan High School.

Academic Eligibility for Athletics

Father Ryan High School and the TSSAA require students to pass/earn six full credits, the preceding school year, in order to be eligible for athletics in the fall semester. In order to be eligible to participate for the second semester (spring) Father Ryan High School students must pass/earn six or more half credits in the first semester. *Please note: Father Ryan High School's academic eligibility rule is more stringent than that of the TSSAA.*

Academic Probation

Any student who fails two or more subjects during either semester is placed on Academic Probation for the following semester and must make up the credits, if required for graduation, at Father Ryan High School. Any student who fails both semesters of four or more subjects, or who fails eight semester courses, will not be allowed to return to Father Ryan High School. A student placed on Academic Probation is expected, in the subsequent semester during which he/she is on probation, to do the following:

1. Bring all failing grades to passing or better.
2. Maintain passing grades or better in all other subjects.

As far as probation is concerned, summer school is considered to be part of the spring semester. If a student fails a course in the spring semester and earns the credit in summer school, he/she is considered to have passed the course. Students who fail to do what is indicated above will not be allowed to return to Father Ryan High School for the next semester. If a student on academic probation fails more subjects in the semester for which he is on probation than it is possible to make up in summer school, the student will not be allowed to return to Father Ryan High School for the next semester.

Addressing Concerns

Father Ryan encourages open and positive communication between the home and school, parents and coaches. From time to time, parents may have a concern regarding their child's progress in their sport. When this happens, parents should follow the steps (in order) listed below:

1. Guide or encourage the student to handle the issue, communicating with the head coach directly.
2. Parents should make an appointment with, or call the coach.
3. Parents should make an appointment with, or call the Athletic Director.
4. Parents should call, or make an appointment with, the Principal.
5. Parents should call, or make an appointment with, the President.

Athletic Facilities / Attire / Procedures

All student-athletes must dress in proper attire in and around the athletic facilities at all times. All athletes must enter and exit through the rear entrance of the Catignani-Drennan Fieldhouse; girls using the doors on the west side (facing center of campus), and boys using the doors on the east (facing the interstate). Boys using the P.E. locker room must enter through the west side. Cleats and headwear of any kind are not allowed in the locker rooms, or in any area of the fieldhouse.

Athletic Lockers

All athletic lockers (in locker rooms) are for the use of athletes only and should only be used for athletic purposes. Storage of lunches, books, and academic materials in athletic lockers is not permitted.

Athletic Training Policy

Father Ryan High School has partnered with Star Physical Therapy, Inc. to provide services to prevent and care for injuries associated with competitive athletics.

- Only athletes requiring treatment are allowed in the training room.
- Eating and drinking is prohibited in the Athletic Training Room.
- Proper attire, including shirts, shorts, and athletic shoes must be worn at all times in the Athletic Training Room.

Functions of the Athletic Training Room:

- First Aid to injured student-athletes
- Application of tape, bandages, pads and/or braces designed to prevent or protect against injury or re-injury.

- Administration of therapeutic techniques under the direction of the team physician.
- Development and supervision of rehabilitation programs for injured athletes under the direction of the referring physician.
- Implementation of necessary physical examinations and screening procedures

Hours of Operation:

Monday – Friday:

1:00 – until completion of last practice or home contest

Morning: treatments by appointment.

Home Contest: Open two hours prior to scheduled start time.

Athletic Trainer Team Coverage Priority:

- Home events
- Away events: Varsity Football Contest only
 - Note: An athletic trainer traveling with a team will depend upon the home schedule and availability of staff

Teams not accompanied by an athletic trainer will be supplied an athletic training kit, cooler, and bottles. Parents/Guardians shall have the sole responsibility for selection of physicians and treatments.

Absences, Athletics and Co-Curricular Activities

Students are expected to attend a full day of academic classes on the day preceding, the day of, and the day following co-curricular practices and performances unless travel or unusual circumstances require a student to be excused. Staying at home to “rest up” for a game or performance rather than attending classes sends an inappropriate message to our students concerning priorities. If students are too sick to come to school, we must assume they are too sick to perform in a co-curricular activity. Failure to attend classes may result in suspension from co-curricular activities by the Dean of Students, the Director of Athletics and/or the Director of Student Activities.

Co-Curricular Activities and Absence during the Academic Day

When a student is absent from school (for reasons other than medical or dental appointments) the student is not allowed to attend or participate in any school event (dances, athletics, meetings, etc.) after 3:30 p.m. of the day on which the student is absent. Students are required to attend at least two classes of the academic day in order to be eligible to participate in co-curricular activities on the day of the student’s absence.

Financial Policies

Annual Fee

A \$35 Father Ryan Athletic Training / Sports Medicine Fee is a required fee for participation in athletics. It covers all expenses associated with Athletic Training/Sports Medicine and medical supplies including, but not limited to, tape, bandages, athletic training equipment, capital equipment associated with medical use, and IMPACT (concussion baseline testing).

Sport Specific Fees

Some sports/teams will require a fee. The cost of the activity will be available from the head coach.

Student Accident Insurance

As part of the Student Activity Fee each student is covered by an Excess Medical policy which provides medical benefits in excess of what family coverage may pay. This coverage applies to all accidental bodily injuries while participating in school sponsored and supervised activities. To be collectible, all claims must be made in writing within 90 days of the date of the accident. Questions related to this coverage may be directed to the Athletic Director.

Financial Aid

Father Ryan High School offers Financial Aid to families demonstrating financial need. Inquiries about Financial Aid should be made through the Financial Aid Coordinator, at (615)383-4200 ext. 2218 by **December 1st** for the following year. Financial Aid guidelines are available upon request.

Locker Room Policies

- Father Ryan is not responsible for possessions stolen or lost in the Catignani-Drennan Fieldhouse.
- Eating and drinking is prohibited in the locker rooms.
- Only student-athletes, managers and coaches will be allowed in the locker rooms.
- Out of season student-athletes are permitted by permission only to use the locker rooms.

Statement of Hazards in Participation in Athletics

Playing, practicing to play, helping with, or participating in any manner in any sport can be a dangerous activity involving many risks of injury. The dangers and risks of playing, practicing to play, helping with, or participating in sports include, but are not limited to the following: death, serious neck, head, and spinal injuries which may result in complete or partial paralysis, brain damage, serious injury to virtually all internal organs, serious injury to virtually all bones, joints, ligaments, muscles, tendons, and other aspects of the muscular skeletal system, and serious injury or impairment to other aspects of the body, general health, and wellbeing.

Team Selection

One of the most difficult tasks facing coaches in the Father Ryan Athletic Department is that of team selection. Each season the number of student athletes who desire to participate is greater than the number of spots available on our teams. The tryout and cut process is one that often requires coaches to make decisions between athletes who are very close in both talent and performance. In order to make this process as efficient as possible, Father Ryan coaches must inform student athletes and parents as to the specific criteria upon which team selection is based. Student-athletes should be informed individually when the decision is made to cut them from a team. In order to accommodate as many participants as possible, Father Ryan provides at least one sport each season in which no cuts are made.

Sample Criteria for Team Selection

1. Physical Attributes of the athlete: strength, agility, stamina, running, jumping, throwing, kicking and overall fluidity and athleticism.
2. Attitude and work ethic.
3. Skills particular to the sport.
4. Skills particular to a 'position'.
5. Team needs.
6. Previous experience in the sport.

Seasonal Participation

1. Dropping or Transferring Sports
A player who quits a sport may not join another sport until league competition of the first sport is completed. This does not affect an athlete who is cut for any reason.
2. Conflict in Extra-Curricular Activities
No coach should pressure one of their players not to participate in another sport.

School Trip Policy

Before any athletic related travel plans that may involve Father Ryan High School students are publicized at the school, the Director of Athletics must be consulted to assure that an educational or athletic purpose is clearly defined.

Spectator Early Dismissal for Athletic Competition

Students will be allowed to be dismissed from school in order to attend off campus athletic events under the following circumstances:

1. Written note from a parent/guardian
2. Satisfactory academic standings
3. Athletic competition for Final 4 or State Championship rounds ONLY

Sportsmanship at Extra-Curricular Events

Father Ryan students are expected to display appropriate conduct and sportsmanship during all extracurricular events. The focus should be on the support of the students participating in the event and all cheers should be respectful in nature. Clothing at these events should be in good taste and reflect support of Father Ryan. Students are advised that when in doubt concerning appropriateness of clothing, err on the side of conservative dress. If clothing is too revealing or otherwise deemed inappropriate by the administration, the student may be asked to leave the event. Repeated instances of violating this policy could lead to disciplinary action and a meeting with parents.

Information for the College Bound Student Athlete

Students who hope to participate in college athletics should review the academic eligibility requirements from NCAA, which can be found at: NCAA.org. Eligibility requirements include the number of and types of high school academic credits you must earn, in addition to a minimum NCAA core GPA and minimum ACT or SAT score. If you have questions about these academic

eligibility requirements, please contact your Father Ryan College Counselor. NCAA's eligibility requirements are often lower than college admission requirements (in other words, being declared academically eligible by the NCAA does not automatically mean you will be admitted to a specific college where you might want to participate in athletics).

Please note that only approved NCAA core courses (listed below) are used to calculate a student's NCAA core GPA. For example, grades earned in Wellness courses, Visual and Performing Arts courses, and Theology courses are not used in the NCAA GPA calculation.

The approved courses listed below do not make every year and are listed according to the department designated by NCAA (not as designated by Father Ryan).

Courses designated by the NCAA as approved English core courses:

English I
American Literature
British Literature
English IV
AP English Literature
AP English Language
Literature and Composition (1 Sem. or 2 Sems)
Military Literature of World Wars (1 Sem.)
Multi-Cultural Voices in American Literature (1 Sem.)
Shakespeare (1 Sem.)
Speech and Debate Topics (1 Sem.)
Women's Voices in Literature (1 Sem.)
Works of J.D Salinger (1 Sem.)

Courses designated by the NCAA as approved additional core courses:

Chinese I
Chinese II
Chinese III (High Honors)
Chinese IV (High Honors)
French I
French II
French III (High Honors)
AP French
Hispanic Studies (1 Sem.)
Latin American Studies (1 Sem.)
Latin I
Latin II
Latin III (High Honors)
AP Latin
Introduction to Philosophy (1 Sem.)
Fundamentals of Spanish - Part I (counts as .5 credit)
Fundamentals of Spanish - Part II (counts as .5 credit)
Spanish I
Spanish I for Heritage Speakers
Spanish II
Spanish II for Heritage Speakers
Spanish III
Spanish IV
Spanish V (Honors)
AP Spanish Literature (rotated every other year)
AP Spanish Language (rotated every other year)
Accelerated Spanish 1.5
Accelerated Spanish 3.0

Courses designated by the NCAA as approved Mathematics core courses:

Algebra I with Lab
Algebra I
Unified Geometry
Algebra II
College Algebra & Trigonometry
Pre-Calculus
Calculus
AP Calculus AB
AP Calculus BC
Financial Algebra
Statistics
AP Statistics
AP Computer Science Principles (This does not count as a FRHS Math credit.)

Courses designated by the NCAA as approved Science core courses:

Biology I (Lab)
AP Biology (Lab)
Chemistry (Lab)
AP Chemistry (Lab)
Physics (Lab)
Anatomy & Physiology (Lab)
AP Physics1: Algebra Based
AP Physics 2: Algebra Based
Environmental Science
AP Environmental Science
Biotechnology and Laboratory Research (High Honors)

Courses designated by the NCAA as approved Social Science core courses:

Byzantine Studies (High Honors)
Civil Rights and Beyond (1 Sem.)
Contemporary U.S. Military History I and II (1 Sem.)
AP Microeconomics (1 Sem.)
AP Macroeconomics (1 Sem.)
World History
AP World History (Pre-AP and AP = 2 years)
Modern World History
Introduction to U.S. Government (1 Sem.)
U.S. Government and Politics (High Honors)
AP U.S. Government and Politics
U.S. History
AP U.S. History
European History (High Honors)
Contemporary U.S. History: The Vietnam War (1 Sem.)
Contemporary U.S. History: The Civil War (1 Sem.)
AP European History
Native American Studies (1 Sem.)
Economics (1 Sem.)
Psychology
AP Psychology
Contemporary Issues (1 Sem.)
Geography
World Religions

**The following FRHS courses are Not
Approved by the NCAA**

Yearbook Journalism

Newspaper Journalism

ACT/SAT Test Preparation (1 Sem.)

Speech and Debate Team (1 Sem.)

Spanish Study Abroad (1/2 Credit -
summer)

French Study Abroad (1/2 Credit –
summer)

Brazil and Beyond: Cultural

Perspectives (1 Sem.)

Travel Abroad Enrichment (1/4 credit)

Introduction to Engineering (1 Sem.)

Principles of Engineering (1 Sem.)

AP Studio Art

Accounting

Theology I

Theology II

Theology III

STEAM I

STEAM II

Coding in Python

Senior Service

Jesus Christ: Mission in the Church

Any Wellness Course

Any Visual & Performing Arts Course

Athletic Equipment and Facilities

Use of Athletic Equipment

If your sport requires your players to wear particular pieces of equipment for participation in contests, it is imperative that you require your kids to wear the same equipment for practices and workouts. **If a student-athlete does not have the proper equipment or chooses not to wear it during practice/workouts, then that student must immediately stop all activity associated with your sport.**

For example, a football player must wear protective gear for all contact drills, a lacrosse player must wear their helmet for the duration of practice if there is a possibility that they could be struck with a ball; baseball and softball players must wear a helmet during batting practice. Proper equipment can also include mouthpieces in some sports. It is important that each coach understands the proper equipment required by players in each sport. Coaches who have been found negligent in making sure each player is properly equipped, both in games and in practices, have been held personally responsible for the student-athlete's injury, so this issue is vitally important not only for the safety of our athletes but for each of you as well.

If you have specific questions or scenarios that you need to discuss, please contact the Head Coach or Athletic Director immediately. Every precaution needs to be taken to ensure that the students under your supervision are protected at all times.

Use and Care of Athletic Facilities

Jim Carell Alumni Athletic Complex and Giacosa Stadium

Rules for Field Use – Please help us to maintain our new athletic fields by following these directions.

- No pets.
- No paint or permanent markings in field's surfaces.
- Proper athletic footwear must be worn at all times.
- No spikes, poles or posts may be placed into the Field Turf or track at any time.
- No bikes, skateboards, blades or skates.
- No food, drink, sunflower seeds or gum on field surfaces.
- No glass bottles or containers.
- No cigarettes, chewing tobacco, cigars, fireworks or open flames.
- Field is closed to all unsupervised use.
- Violators will be cited for trespassing.
- USE OF FIELD MUST BE APPROVED BY THE FATHER RYAN ATHLETIC DEPARTMENT.

Athletic Heat Policy

In 2009, the TSSAA Board of Control passed a proposal that requires a heat policy for all member schools. The requirements of the policy include adjustments which must be made for activities depending on the heat index at the location where the activities take place.

The TSSAA Heat policy is the minimum standard that member schools must follow.

The TSSAA Heat policy will prohibit schools from practicing or competing when the heat index at the location of the activity is in excess of 104 degrees Fahrenheit.

In addition to precautions and action steps taken below, the most important thing your child can do to protect themselves from heat is to be properly hydrated. It is imperative that they drink plenty of water and non-caffeinated drinks. The American College of Sports Medicine recommends the following guidelines for proper hydration:

- Drink 17 ounces of non-caffeinated fluids 2 to 3 hours prior to exercise.
- Drink 8-10 ounces of water 10-20 minutes before exercise.
- Drink 8-10 ounces of water every 15 minutes or so during exercise.

Heat Index Calculation and Chart (In Fahrenheit)

Relative Humidity at Site

	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99
100	84	87	91	95	98	103	107	112	116	121	126	132	137	143	149	155	161	168	174	181	188
99	84	87	91	94	98	102	106	111	116	120	125	131	136	142	147	153	160	166	172	179	186
98	84	87	90	94	98	102	106	110	115	120	124	130	135	140	146	152	158	164	171	177	184
97	84	87	90	94	97	101	105	110	114	119	124	129	134	139	145	151	157	163	169	176	182
96	83	87	90	93	97	101	105	109	113	118	123	128	133	138	144	149	155	161	167	174	180
95	83	86	90	93	97	100	104	108	113	117	122	127	132	137	142	148	154	160	166	172	179
94	83	86	89	93	96	100	104	108	112	116	121	126	131	136	141	147	152	158	164	170	177
93	83	86	89	92	96	99	103	107	111	116	120	125	130	135	140	145	151	157	163	169	176
92	83	86	89	92	95	99	103	106	111	115	119	124	129	133	139	144	149	155	161	167	173
91	83	86	89	92	95	98	102	106	110	114	118	123	127	132	137	143	148	154	159	165	171
90	83	86	88	91	95	98	102	105	109	113	117	122	126	131	136	141	147	152	158	164	170
89	83	85	88	91	94	98	101	105	109	113	117	121	125	130	135	140	145	151	156	162	168
88	83	85	88	91	94	97	101	104	108	112	116	120	125	129	134	139	144	149	155	160	166
87	83	85	88	91	94	97	100	104	107	111	115	119	124	128	133	138	143	148	153	159	164
86	83	85	88	90	93	96	100	103	107	110	114	118	123	127	132	136	141	146	152	157	163
85	83	85	87	90	93	96	99	102	106	110	113	117	122	126	130	135	140	145	150	155	161
84	82	85	87	90	93	96	99	102	105	109	113	117	121	125	129	134	139	144	149	154	159
83	82	85	87	90	92	95	98	101	105	108	112	116	120	124	128	133	137	142	147	152	158
82	82	85	87	89	92	95	98	101	104	108	111	115	119	123	127	132	136	141	146	151	156
81	82	84	87	89	92	94	97	100	104	107	110	114	118	122	126	131	135	140	144	149	155
80	82	84	86	89	91	94	97	100	103	106	110	113	117	121	125	129	134	138	143	148	153
79	82	84	86	89	91	94	96	99	102	106	109	113	116	120	124	128	133	137	142	146	151
78	82	84	86	88	91	93	96	99	102	105	108	112	115	119	123	127	131	136	140	145	150
77	82	84	86	88	90	93	96	98	101	104	108	111	115	118	122	126	130	135	139	144	148
76	82	84	86	88	90	93	95	98	101	104	107	110	114	117	121	125	129	133	138	142	147
75	82	84	85	88	90	92	95	97	100	103	106	109	113	116	120	124	128	132	136	141	145
74	82	83	85	87	89	92	94	97	100	103	106	109	112	116	119	123	127	131	135	140	144
73	82	83	85	87	89	91	94	96	99	102	105	108	111	115	118	122	126	130	134	138	143
72	82	83	85	87	89	91	93	96	98	101	104	107	111	114	117	121	125	129	133	137	141
71	81	83	85	87	89	91	93	96	98	101	104	107	110	113	116	120	124	127	131	136	140
70	81	83	85	86	88	90	93	95	98	100	103	106	109	112	116	119	123	126	130	134	138
69	81	83	84	86	88	90	92	95	97	100	102	105	108	111	115	118	122	125	129	133	137
68	81	83	84	86	88	90	92	94	97	99	102	105	108	111	114	117	121	124	128	132	136
67	81	83	84	86	88	90	92	94	96	99	101	104	107	110	113	116	120	123	127	131	135
66	81	82	84	86	87	89	91	93	96	98	101	103	106	109	112	115	119	122	126	129	133
65	81	82	84	85	87	89	91	93	95	98	100	103	105	108	111	114	118	121	125	128	132
64	81	82	84	85	87	89	91	93	95	97	100	102	105	108	111	114	117	120	123	127	131
63	81	82	84	85	87	89	90	92	94	97	99	101	104	107	110	113	116	119	122	126	130
62	81	82	83	85	86	88	90	92	94	96	98	100	102	105	108	111	114	117	120	124	127
61	81	82	83	85	86	88	90	91	93	96	98	100	103	105	108	111	114	117	120	124	127
60	81	82	83	84	86	88	89	91	93	95	97	100	102	105	107	110	113	116	119	123	126
59	81	82	83	84	86	87	89	91	93	95	97	99	102	104	107	109	112	115	118	122	125
58	81	82	83	84	85	87	89	90	92	94	96	98	101	103	106	109	111	114	117	120	124
57	80	81	83	84	85	87	88	90	92	94	96	98	100	103	105	108	111	113	116	119	123
56	80	81	83	84	85	86	88	90	92	93	95	98	100	102	105	107	110	113	115	118	122
55	80	81	82	84	85	86	88	89	91	93	95	97	99	101	104	106	109	112	114	117	120
54	80	81	82	83	84	85	87	88	90	91	93	95	98	101	103	106	109	112	114	117	120
53	80	81	82	83	84	86	87	89	90	92	94	96	98	100	103	105	107	110	113	116	119
52	80	81	82	83	84	86	87	88	90	92	94	96	98	100	102	104	107	109	112	115	117
51	80	81	82	83	84	85	87	88	90	91	93	95	97	99	101	104	106	108	111	114	116
50	80	81	82	83	84	85	86	88	89	91	93	95	97	99	101	103	105	108	111	113	115
49	80	81	82	83	84	85	86	88	89	91	92	94	96	98	100	102	105	107	109	112	114
48	80	81	81	82	84	85	86	87	89	90	92	94	96	97	99	100	102	104	106	109	111
47	80	81	81	82	83	85	86	87	88	90	92	93	95	97	98	100	102	105	108	110	113
46	80	81	81	82	83	84	85	87	88	89	91	92	93	95	96	98	100	102	105	107	110
45	80	80	81	82	83	84	85	87	88	89	91	92	94	96	98	100	102	104	106	109	111
44	80	80	81	82	83	84	85	86	88	89	91	92	94	96	97	99	101	103	106	108	110
43	79	80	81	82	83	84	85	86	87	89	90	92	93	95	97	99	101	103	105	107	109
42	79	80	81	82	83	84	85	86	87	88	90	91	93	95	96	98	100	102	104	106	109
41	79	80	81	82	82	83	85	86	87	88	90	91	93	94	96	98	100	101	104	106	108
40	79	80	81	81	82	83	84	85	87	88	89	91	92	94	95	97	99	101	103	105	107

Under 95 degrees Heat Index

• All sports

• Provide ample amounts of water. This means that water should always be available and athletes should be able to take in as much water as they desire.

• Optional water breaks every 30 minutes for 10 minutes in duration

• Ice-down towels for cooling

• Watch/monitor athletes carefully for necessary action

95 degrees to 99 degrees Heat Index

• All sports

• Provide ample amounts of water. This means that water should always be available and athletes should be able to take in as much water as they desire.

• Mandatory water breaks every 30 minutes for 10 minutes in duration

• Ice-down towels for cooling

• Watch/monitor athletes carefully for necessary action

• Contact sports and activities with additional equipment

• Helmets and other possible equipment removed if not involved in contact.

• Reduce time of outside activity. Consider postponing practice to later in the day.

• Re-check temperature and humidity every 30 minutes

Above 104 degrees Heat Index

• All sports

• Provide ample amounts of water. This means that water should always be available and athletes should be able to take in as much water as they desire.

• Mandatory water breaks every 30 minutes for 10 minutes in duration

• Ice-down towels for cooling

• Watch/monitor athletes carefully for necessary action

• After uniform by removing items if possible

• Allow for changes to dry t-shirts and shorts.

• Reduce time of outside activity as well as indoor activity if air conditioning is unavailable.

• Postpone practice to later in day if possible.

• Contact sports and activities with additional equipment

• Helmets and other possible equipment removed if not involved in contact or necessary for safety. If necessary for safety, suspend activity.

• Re-check temperature and humidity every 30 minutes to monitor for increased Heat Index.

• All Sports

• Stop all outside activity in practice and/or play, and stop all indoor activity if air conditioning is unavailable.

For games and practices on subsequent days school is closed due to adverse weather conditions or weekends, practices and games will only be allowed with the approval of the Athletic Director and Principal.

Scheduled AWAY games are to be determined by the host school's administration.

Should a student-athlete not make it to practice due to the weather conditions, and you have confirmed with the parents, there will be no disciplinary action taken against that student.

Athletic Lightning Policy

Father Ryan recognizes the protocol set forth by the National Athletic Training Association (NATA) and their position statement on lightning. Father Ryan also utilizes ThunderBolt Pro BL Series Lightning Detector. This professional-grade storm and lightning detector detects lightning and tracks storms from 75 miles.

<http://www.nata.org/statements/position/lightning.pdf>

Athletic Cold Weather Recommendations

Father Ryan recognizes the protocol set forth by the NATA and their position statement on cold weather.

1. Evaluate immediate and projected weather information, including air temperature, wind, chance of precipitation or water immersion, and altitude.
2. Identify activity intensity requirements and clothing requirements for each individual.
3. Have alternate plans in place for deteriorating conditions and activities that must be adjusted or cancelled.

The following guidelines can be used in planning activity depending on the wind-chill temperature. Conditions should be constantly reevaluated for change in risk, including the presence of precipitation:

- 30 F (-1.11 C) and below: Be aware of the potential for cold injury and notify appropriate personnel of the potential.
- 25 F (-3.88 C) and below: Provide additional protective clothing, cover as much exposed skin as practical, and provide opportunities and facilities for re-warming.
- 15 F (-9.44 C) and below: Consider modifying activity to limit exposure or to allow more frequent chances to re-warm.
- 0 F (-17.77 C) and below: Consider terminating or rescheduling activity.

In all inclement weather conditions, extreme heat, cold, or lightning, the Head Official, Athletic Director, and/or the Athletic Trainer will have the final decision making authority to suspend practice or games.

In all inclement weather conditions, extreme heat, cold, or lightning, the Head Official, Athletic Director, and/or the Athletic Trainer will have the final decision to suspend practice or games.

Hazing Policy

According to the non-profit organization Stop Hazing, “hazing” refers to any activity expected of someone joining a group (or to maintain full status in a group) that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate.

No student organization, coach, or member of a student organization or team shall engage in hazing any member or person pledged to be a member of an organization, athletic team or co-curricular activity. The implied or express consent of a victim shall not be a defense if hazing comes into question.

Tobacco Use

Tobacco use (**smoking or chewing**) by faculty on campus is prohibited. **No faculty or staff member may smoke or chew tobacco on campus, and never in the presence of students.** Students may not use tobacco anywhere on campus or at school sponsored events.

Unsportsmanlike Conduct

The TSSAA and its member schools believe strongly that the major purpose of athletics at the secondary level is to be a part of the total educational program. A major part of this purpose is to stress to coaches, players, officials, and fans the vital importance of sportsmanship. It is critical that all people in each of these categories understand the major role that they play and the role model that they can be for others. Recognizing this principle, unsportsmanlike conduct on the part of any of these groups cannot be accepted. Any behavior which is not conducive to good sportsmanship may result in the removal of an athlete, coach, parent or fan from that contest and possible withdrawal of the child from the sport.

Father Ryan Athletic Teams, regardless of affiliation, will follow the standards and expectations of Father Ryan and the TSSAA in regard to unsportsmanlike conduct.