



**Student Handbook
2024-2025**

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Faculty and Staff

<p>Front Office: Megan Bradley - Office Manager Elena Getto - Administrative Assistant Jacklyn Johnston - Registrar Breanna Turner - Administrative Assistant</p> <p>Clinic Janice Skiles - Health Liaison</p> <p>Counselors Carolyn Crouch - A - K Amy Bricco - L - Z</p> <p>Maintenance: Miguel Soto-Damian - Building Engineer</p> <p>Security: Briana Cooper Quincy Farbes Matt Hill Tracy Waddles</p> <p>CTE Caleb Wohlust - Career Technical Education Chris Welch - Business</p> <p>English/Language Arts Jaime Endlich Sabrina Getto Ricardo Hernandez Brittany Richardson Corinne Hayward</p> <p>Electives Kyle Endly - PE/Health Jennifer Bolton - Visual Art/Ceramics</p>	<p>Math Erin Brown Scott Harbert - Technology Kate Kissner Chris Orme Vanessa Shreckengast</p> <p>SAS Randy Bose Jennifer Hill - PARA Educator Zach Morrell - PARA Educator Judy Christiansen - ELS Specialist Beth Heed Vera Jackson</p> <p>Science Lesley Bruns Cassandra Dresklinski Andrea Finley Beth Orme - Teacher Partner/Leadership</p> <p>Social Studies Anastashia Carroll Michael Jadd Christina Walden Emma Wolf</p> <p>Student Support Yakini Ceteways - Restorative Justice Coordinator Dr. Esther Song - School Psychologist Anne Kalfas - School Social Worker Beth Wienert - Substance Abuse Prevention Specialist TBD - RAISE Instructional Coach</p>
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Overview

Endeavor Academy offers an alternative educational setting for at-risk students. Students are required to complete and submit an application, participate in an interview process, and attend an evening orientation. Students accepted to Endeavor Academy recognize the school provides a structured, personalized learning environment where discouraged learners gain the “sense of belonging” essential to their development of self-management, self-determination, and post-secondary skills. The process of earning graduation credits at Endeavor Academy is facilitated through small class sizes, academic support systems and interventions, independent study options, experiential education and work study.

Mission Statement

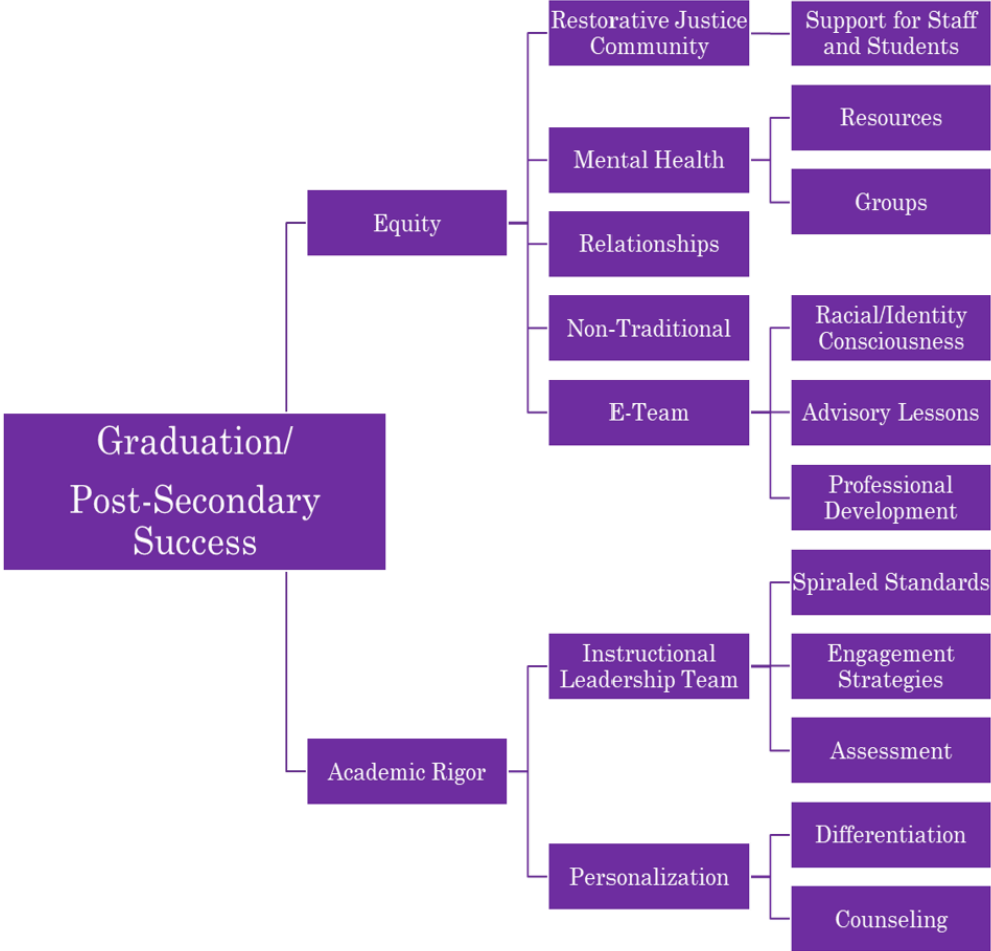
Our mission is to prepare students for post-secondary transitions by re-engaging them in the learning process using traditional and non-traditional instruction in an academically rigorous and personalized learning environment.

Philosophy

At Endeavor, we value:

- All community members build and sustain healthy relationships in a safe and nurturing environment.
- Developing the whole person by understanding students’ strengths and challenges and teaching the skills necessary for social, emotional, and academic success.
- Personalized programming by providing a variety of educational options based on academic need.
- An instructional process that recognizes the experiences, talents, and needs of every learner.

Endeavor Academy Model



Endeavor Academy Bell Schedule 2024-2025

When the Cherry Creek School District is on a delayed schedule due to severe weather, Endeavor Academy bus pickup and school start times are delayed for 90 minutes. All other days, school will begin at 8:50 AM.

	Monday	Tuesday	Wednesday	Thursday	Friday
8:50-9:40 AM	1	1	1	1	1
9:44-10:34 AM	2	2	2	2	2
10:38-11:06 AM	ADV	ADV	ADV	ADV	ADV
11:10-12:00 PM	4	4	4	4	4
12:02-12:35 PM	Lunch	Lunch	Lunch	Lunch	Lunch
12:37-1:27 PM	6	6	6	6	6
1:31-2:21 PM	7	7	7	7	7
2:25-3:15 PM	8	8	8	8	8
3:30-6:30 PM				9	

Graduation Requirements

1. High school will be considered as a four year course of study. Therefore, graduation requirements will be based upon units of credit (one unit = one year or two semesters or four quarters) earned in grades 9, 10, 11, and 12.
2. Beginning with the class of 2009, a minimum of twenty-two (22) units of credit must be earned in order to meet graduation requirements. Special requirements are listed below. The remaining necessary units of credit will be considered as electives and may be selected from any courses in the entire curricular offerings.

Type of Credit	Number of Credits Needed
English	4.0 units of credit
Social Studies	3.0 units of credit (1.0 unit of American History and .5 unit of American Government required)
Mathematics	3.0 units of credit
Science	3.0 units of credit
Physical Education	1.5 units of credit
Health:	0.5 unit of credit
Fine Arts, Creative Arts, Technology, Business & Vocational	1.5 units of credit
Minimum Total of Specific Units of Credit Required:	16.5
Minimum Total of Elective Units of Credit Required	5.5
Minimum Total Units of Credit Required for Graduation	22.0

3. Credit may be recommended by any certified instructor or committee; however, credit is conferred by the Board of Education through its administrative personnel.
4. Beginning with the Class of 2021, students must meet or exceed the “College and Career Ready Demonstration Requirement for Graduation in Cherry Creek and all Other Colorado Schools.” In order to do so, all students must demonstrate career or college readiness in mathematics and English/Language Arts through at least one of the following items: Accuplacer, ACT, ACT Workkeys, ASVAB, Concurrent Enrollment, SAT, District Capstone, Industry Certificate).

All academic credits and grades earned by a student in grades 9-12 are reported quarterly. Graduates will earn an Endeavor Academy diploma.

Student Information

Attendance

All students accepted into Endeavor Academy make a firm commitment to attend school each day and produce quality work in all of their classes. Attendance is critical to student academic success and ultimately for graduation.

After a student has been *excused for absences* five days in a semester, a doctor's note will be required for the absence to be excused.

Outstanding *unexcused absences* as well as excessive tardiness will result in disciplinary action. The following consequence matrixes will determine the consequences for such behavior.

First Warning : Below 90% Attendance Rate	<ul style="list-style-type: none"> ● Students will receive a warning and parents/guardians will be notified ● Weekly check-ins with administration ● 7 or more period absences = <90% (students fall below 90% when they miss one full school day)
Second Warning : Below 90% Attendance Rate	<ul style="list-style-type: none"> ● Pre-LOA: Admin will meet with student and parent/guardian ● Student will meet with admin on a weekly basis
Third Warning : Below 90% Attendance Rate	<ul style="list-style-type: none"> ● Review student data after which time, student could be placed on LOA (Leave of Absence) ● Potential loss of seat at Endeavor

Tardy Policy

<p>First Warning : Below 90%</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Administrator will meet with student <input type="checkbox"/> Administrator will call home to parent/guardian <input type="checkbox"/> Potential schedule change <input type="checkbox"/> 5 or more tardies = <90%
<p>Second Warning : Below 90% Attendance Rate</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Administrator will have 2nd meeting with student <input type="checkbox"/> Administrator will call home to parent/guardian <input type="checkbox"/> Pre-LOA contract
<p>Third Warning : Below 90% Attendance Rate</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Meeting with student, parent/guardian, and stakeholder(s) regarding possible LOA for the next quarter or remainder of the quarter

Attendance Codes and Definitions

- **Z** - Student is marked as present
- **T - Tardy:** Student arrives late, but within the first 10 minutes of class.
- **UP - Unexcused Present:** Student arrives 10-49 minutes late to class.
- **U - Unexcused Absence:** (After 48 hours, any absence that remains unexcused is grounds for consequences.) Student does not show up to class at all. Student leaves early and fails to return to class and/or leaves without permission] Teacher needs to notify the student's parents and submit a written dean's referral in such instances
- **Q - Truant:** This code indicates that administration has met with the student and has determined the absence in question is truancy related

Student Conduct

Students, teachers, administrators, and other district employees each have an obligation to contribute to a positive learning environment.

It is the intention of the Board of Education that the district's schools help students achieve maximum development of individual knowledge, skills and competence and that they learn behavior patterns which will enable them to be responsible, contributing members of society.

The Board, in accordance with state law, shall adopt and approve a written code of conduct for students based upon the principle that every student is expected to show respect for and to obey persons in authority. The code shall also emphasize that certain behavior, especially behavior that disrupts the classroom and learning environment, is unacceptable and may result in disciplinary action. The code shall emphasize proportionate disciplinary interventions and consequences and keep students engaged in learning. The code shall be enforced uniformly, fairly and consistently for all students.

All Board-adopted policies and Board-approved regulations containing the letters "JIC" in the file name shall be considered as constituting the conduct section of the legally-required code.

Parents, students, teachers, administrators, and other community members shall be consulted in the development of the code of conduct.

The rules shall not infringe on constitutionally protected rights, shall be clearly and specifically described, shall be printed in a handbook or some other publication made available to students and parents/guardians, and shall have an effective date subsequent to the dissemination of the published handbook.

The conduct and discipline code shall be distributed once to each student in elementary, middle, and high school and once to each new student in the district. Copies shall be posted or kept on file in each school in the district. The superintendent shall ensure reasonable measures are taken to ensure each student is familiar with the code. In addition, any significant change in the code shall be distributed to each student and posted in each school.

Teachers are expected to maintain a disciplined and orderly classroom and a productive learning environment. The administration and other district employees shall provide the classroom teacher with support and assistance to maintain that environment. All employees of the district shall be expected to share the responsibility for supervising the behavior of students and for seeing that they abide by the established rules of conduct.

Students are expected to pursue the educational program and to behave in such a way that their presence does not detract from their own education or the education of others. Students shall treat teachers, administrators, other district employees and fellow students with dignity and respect and shall behave in such a manner that their presence does not detract from a productive educational environment. Students shall be expected to comply with district, school and classroom rules.

No organization with or without the Board of Education sanction shall engage in hazing or pledging within school jurisdiction. Those students willfully violating this policy shall be referred to the administration for disciplinary action in keeping with established regulations.

Transportation Conduct and Home School Expectations for Bus Riders - students who violate in CCSD policy while riding in a District vehicle, including school buses, are subject to disciplinary actions. Students who are riding the bus from their home school to Endeavor are not allowed to enter academic wings of any of their home schools, before or after school (unless exempted).

For full policy and legal information see Cherry Creek School Board Policy JIC

Restorative Justice

Endeavor Academy utilizes the Restorative Justice protocol with students. At its core, Restorative Justice centers on growing the capacity to navigate conflict. When rules/regulations/policy are violated, it is leveraged as an opportunity to learn and grow from that experience. Reintegration after cases of policy violation are an essential aspect of the Restorative Justice protocol. Our Restorative Justice Coordinator is the facilitator of Restorative Justice mediations and contracts.



Student Dress Code

Endeavor Academy's student dress code supports equitable educational access and is written in a manner that does not reinforce stereotypes. To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently and in a manner that does not reinforce or increase marginalization of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type/size. Further, any attire advertising drugs or alcohol is prohibited.

- All students should be able to dress comfortably for school and engage in the educational environment without fear of or actual unnecessary discipline or body shaming.
- All students and staff should understand that they are responsible for managing their own personal "distractions" without regulating individual students' clothing/self-expression.
- Student dress code enforcement should not result in unnecessary barriers to school attendance.
- Teachers should focus on teaching without the additional and often uncomfortable burden of dress code enforcement.
- Reasons for conflict and inconsistent and/or inequitable discipline should be minimized whenever possible.

Our student dress code is designed to accomplish several goals:

- Maintain a safe learning environment in classes where protective or supportive clothing is needed, such as chemistry/biology (eye or body protection), dance/yoga (bare feet, tights/leotards), or PE (athletic attire/shoes).
- Allow students to wear clothing of their choice that is comfortable.
- Allow students to wear clothing that expresses their self-identified gender.
- Allow students to wear religious attire without fear of discipline or discrimination.
- Prevent students from wearing clothing or accessories with offensive images or language, including profanity, hate speech, and pornography.
- Prevent students from wearing clothing or accessories that denote, suggest, display or reference alcohol, drugs or related paraphernalia or other illegal conduct or activities. This is to support students in recovery or have experienced trauma due to drug and alcohol use as well as to not promote activities that violate district policy.
- Prevent students from wearing clothing or accessories that will interfere with the operation of the school, disrupt the educational process, invade the rights of others, or create a reasonably foreseeable risk of such interference or invasion of rights.
- Prevent students from wearing clothing or accessories that reasonably can be construed as containing fighting words, hate speech that incites others to imminent lawless action, defamatory speech, or threats to others.
- Ensure that all students are treated equitably regardless of race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income or body type/size.

Endeavor Academy expects that all students will dress in a way that is appropriate for the school day or for any school sponsored event. Endeavor Academy strives to keep lines of communication open between the student body, deans, administration, faculty/staff and community with regard to dress or other issues that impact the school culture and climate. The matter of dress is very individual and personal. Student dress choices should respect the District's intent to sustain a community that is inclusive of a diverse range of identities. The primary responsibility for a student's attire resides with the student and their parent(s) or guardian(s). The school district is responsible for seeing that student attire does not interfere with the health or safety of any student, and that dress code enforcement does not reinforce or increase marginalization or oppression of any group based on race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income, or body type/size. Any restrictions to the way a student dresses must be necessary to support the overall educational goals of the school and must be explained within this dress code.

1. Basic Principle: Certain body parts must be covered for all students at all times.

Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are fully covered with opaque fabric. However, cleavage should not have coverage requirements. All items listed in the "must wear" and "may wear" categories below must meet this basic principle.

2. Students Must Wear*, while following the basic principle of Section 1 above:

- A **shirt** (with fabric in the front, back, and on the side under the arms), **AND**
- **pants/jeans or the equivalent** (for example, a skirt, sweatpants, leggings, a dress or shorts), **AND**
- **Shoes**

*Courses that include attire as part of the curriculum (for example, professionalism, public speaking, and job readiness) may include assignment-specific dress, but should not on covering bodies in a particular way or promoting culturally specific attire. Activity-specific shoes requirements are permitted (for example, athletic shoes for PE).

3. Students May wear, as long as these items do not violate Section 1 above:

- Religious headwear
- Hoodie sweatshirts
- Fitted pants. Including opaque leggings, yoga pants and "skinny jeans"
- Ripped jeans, as long as underwear and buttocks are not exposed
- Tank tops including spaghetti straps
- Athletic attire

4. Students Cannot wear:

- Headwear (sunglasses, bandanas)

- Violent language or images
- Images or language depicting drugs or alcohol (or any illegal item or activity)
- Hate speech, profanity, pornography
- Images or language that created a hostile or intimidating environment based on any protected class or consistently marginalized groups
- Any clothing that reveals parts of the body that are traditionally covered
- Swimsuits (except as required in class or athletic practice)
- Accessories that could be considered dangerous or could be used as a weapon
- Any item that obscures the face or ears (except as a religious observance)

5. Dress Code Enforcement

To ensure effective and equitable enforcement of this dress code, school staff shall enforce the dress code consistently using the requirements below. School administration and staff shall not have discretion to vary the requirements in ways that lead to discriminatory enforcement.

- Students will only be removed from spaces, hallways, or classrooms as a result of a dress code violation as outlined in Sections 1 and 4 above. Students in violation of Section 1 and/or 4 will be provided three (3) options to be dressed more to code during the day:
 - Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more to code for the remainder of the day.
 - Students will be provided with temporary school clothing to be dressed more to code for the remainder of the day.
 - If necessary, students' parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.
- No student should be affected by dress code enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.
- School staff shall not enforce the school's dress code more strictly against transgender and gender nonconforming students than other students.
- Students should not be shamed or required to display their body in front of others (students, parents, or staff) in school. "Shaming" includes, but is not limited to:
 - Kneeling or bending over to check attire fit;
 - Measuring straps or skirt length;

- Asking students to account for their attire in the classroom or in hallways in front of others;
- Accusing students of “distracting” other students with their clothing

These dress code guidelines shall apply to regular school days and summer school days, as well as any school-related events and activities, such as graduation ceremonies, dances and prom. Students who feel they have been subject to discriminatory enforcement of the dress code should contact the Assistant Principal over Discipline or the Dean’s Office. While the aim of this dress code is to spell out as much detail as possible, it is not possible to address every situation in this dress code. The principal reserves the right to consult the Endeavor Academy leadership team and the Cherry Creek School District administration and legal department for direction.

Weapons in School

The Board of Education determines that possession and/or use of a weapon by students is detrimental to the welfare and safety of the students and school personnel within the district. Possession is defined as having physical possession of a deadly weapon/weapon/facsimile, or the deadly weapon/weapon/facsimile being under the control of a student whether it be in a car, locker, backpack, or other location, under the control of or belonging to the student while on school grounds.

Dangerous Weapons

Carrying, bringing, using or possessing a dangerous weapon on district property, when being transported in vehicles dispatched by the district or one of its schools, during a school-sponsored or district-sponsored activity or event, and off school property when the conduct has a reasonable connection to school or any district curricular or non-curricular event without the authorization of the school or the school district is prohibited. An exception to this policy may be made for students participating in an authorized extracurricular activity or team involving the use of firearms.

As used in this policy, “dangerous weapon” means:

- A. A firearm, whether loaded or unloaded
- B. Any pellet, BB gun or other device, whether operational or not, designed to propel projectiles by spring action or compressed air.
- C. A fixed blade knife with a blade that measures longer than three inches in length or a spring-loaded knife or a pocket knife with a blade longer than three and one-half inches.
- D. Any object, device, instrument, material, or substance, whether animate or inanimate, used or intended to be used to inflict death or serious bodily injury

including, but not limited to slingshot, nunchakus, spring gun, throwing star, bludgeon, brass knuckles or artificial knuckles of any kind.

The building principal may initiate expulsion proceedings for students who carry, bring, use or possess a dangerous weapon in violation of this policy.

In accordance with federal law, expulsion shall be mandatory for no less than one full calendar year for a student who is determined to have brought a firearm to or possessed a firearm at school in violation of this policy. The superintendent may modify the length of this federal requirement on a case-by-case basis.

Discretionary discipline in accordance with state law

As used in this policy, “weapon” means any object which is generally used for nonviolent or non-dangerous purposes, but which can be considered a weapon under this policy as a result of its use or intended or threatened use. For example, a baseball bat is ordinarily not considered a weapon; however, when used or threatened to be used to strike the head of another person in a fight, it will be considered a weapon under this policy. Examples of objects which may, under given circumstances, be weapons include, but are not limited to, rocks, bottles and cans, chains, shoes, especially military style boots, bats, ropes, mace or similar noxious chemical substances used in a threatening or improper manner.

Firearm Facsimiles

Additionally, the carrying, using, actively displaying or threatening with the use of a firearm facsimile that could reasonably be mistaken for an actual firearm on district property, when being transported in vehicles dispatched by the district or one of its schools, during a school sponsored or district-sponsored activity or event, and off school property when such conduct has a reasonable connection to school or any district curricular or non-curricular event without the authorization of the school or school district is prohibited. Students who violate this policy provision may be subject to disciplinary action including but not limited to suspension and/or expulsion.

A student may seek prior authorization from the building principal to carry, bring, use or possess a firearm facsimile that could reasonably be mistaken for an actual firearm on school property for purposes of a school-related or non-school related activity. A student’s failure to obtain such prior authorization is a violation of this policy provision and may result in disciplinary action, including but not limited to suspension and/or expulsion. The principal’s decision to deny or permit a student to carry, bring, use or possess a firearm facsimile that could reasonably be mistaken for an actual firearm on school property shall be final.

School administrators shall consider violations of this policy provision on a case-by-case basis to determine whether suspension, expulsion or any other disciplinary action is appropriate based upon the individual facts and circumstances involved.

Other local restrictions invoking discretionary suspension or expulsion for a weapon
The Board of Education determines that extra precautions are important and necessary to provide for student safety. Therefore, the carrying, bringing, using or possessing of any knife, regardless of the length of the blade, on district property, when being transported in vehicles dispatched by the district or one of its schools, during a school-sponsored or district-sponsored activity or event, and off school property when the conduct has a reasonable connection to school or any district curricular or non-curricular event without express authorization is considered to be behavior detrimental to the safety and welfare of the student, other students and school personnel and is therefore prohibited. Students who violate this policy shall be referred for appropriate disciplinary proceedings.

Recordkeeping

The district shall maintain records which describe the circumstances involving expulsions of students who bring weapons to school including the name of the school, the number of students expelled and the types of weapons involved as required by law.

Referral to Law Enforcement

In accordance with applicable law, school personnel shall refer any student who brings a firearm or weapon to school without authorization of the school or the school district to law enforcement.

Electronic Communication Devices

Students are expected to use all electronic communication devices (“ECDs”) appropriately in the educational setting and in accordance with applicable Board Policy, including but not limited to Board of Education Policy JICJ, Student Use of Electronic Communication Devices, and Board of Education Policy JS, Student Use of the Internet and Electronic Communications. Personal electronic communication devices that have academic applications may be used in class at the sole discretion of the teacher. Students are responsible for the safekeeping of their personal electronic communication devices.

Student Laptops and Wireless Connectivity

Students may access the district’s wireless network at school using their own personal electronic communication devices. Permission to access the district’s wireless network in no way obligates parents to provide ECDs for their students. Access to the district wireless network is allowed for applications and activities of an academic nature.

In accordance with Board Policy JICJ, neither the school district nor Endeavor Academy are responsible for damaged, misplaced or stolen student personal electronic communication devices. Neither the district nor Endeavor Academy is able to provide ECD repair or technical support beyond connectivity.

Acceptable ECD Guidelines

Internet access will go through the Cherry Creek School District filter that is designed to block sites that are inappropriate for the educational environment. Students are expected to follow and adhere to all district Board of Education policies and regulations, as well as terms and conditions of the district's Internet Acceptable Use Agreement, when accessing the Internet through the district's wireless network with their personal electronic communication devices. A student's inappropriate use of a personal electronic communication device will be subject to consequences under applicable Board of Education policy and/or law.

Students may be in possession of electronic devices during the school day. The use of electronic communication devices (ECD) is permitted inside the building with teacher permission during non-instructional time. These devices must be turned off and stored out of sight while in classrooms, during direct instruction and during all other teacher directed activities. Students may not have earbuds in place during a class unless specifically agreed upon by the teacher.

Charging ECDs within Endeavors' classrooms is strictly prohibited unless the teacher allows students to charge their devices. If the teacher allows, the only place where phones may be charged is in the classroom's "cell phone locker" for the duration of the class period. Teachers are not obligated to provide students with this option.

Students are permitted to use portable ECD chargers; however, when a portable charger is being used, both the charger and the device being charged must be completely out of sight.

A student found using their ECD in the classroom for any reason without the explicit consent of his or her teacher is subject to a referral. Consequences for such actions will be determined by the following-

- **Cell Phone/Electronic Device Policy**

At Endeavor Academy, we believe in creating a positive learning environment that fosters academic growth, effective communication, and responsible digital citizenship by limiting the use of cell phone/personal devices for non-academic purposes.

*When students walk in the classroom door, they will silence their cell phone/electronic device(s).

*Students will place their cell phone/electronic device(s) in their designated numbered slot

in the cell phone holder. These holders will be placed in close proximity to the Red Bag and the teacher for safety during class time.

*Students will not be able to access their cell phone/electronic device(s) during class time unless required for specific academic purposes.

*If a student violates the teacher's expectations, here is the following process in this classroom:

- Student will receive verbal warning.
- Teacher will communicate with home regarding second offense and next being a referral.
- Any additional violations will result in a phone call home and a dean's referral.

The building will assume no responsibility if an electronic communication device is lost or stolen. If a student needs to receive important information during the day please call the attendance line at **720-886-7202** to leave a message. Messages will be relayed to the student as quickly as possible. We request that parents not text or call their student during the academic day but to call the main office.

Per Endeavor's policy, students may lose ECD (Cell Phone) privileges. In such cases, students may not bring, use or borrow a secondary device without the explicit consent of Endeavor Administration. If a student refuses to relinquish their device and/or is found using a secondary ECD, said student will be in defiance of Endeavor's Positive Behavior Agreement, and as such, will face additional consequences; including possible LOA.

Academic Dishonesty

Cherry Creek School District Policy, JICDA, Conduct and Discipline Code states scholastic dishonesty as any activity that includes but is not limited to cheating on a test, plagiarism, or unauthorized collaboration with another person in preparing written work. The policy below outlines the interventions of Endeavor Academy to address academic dishonesty. Teachers have the authority to impose a zero grade for scholastic dishonesty or allow student(s) to make up work via alternative assignment/assessment, or by whatever means deemed appropriate by the teacher, for reduced or full credit.

Violation	Consequence
1st Violation	<ul style="list-style-type: none">- Take a 0% or redo (alternate) assignment- Teacher notifies parent/guardian- Recorded in incident management

2nd Violation	<ul style="list-style-type: none"> - Take a 0% on assignment - Parent or Guardian/Admin Conference - 1 Day OSS - Recorded in incident management
3rd Violation	<ul style="list-style-type: none"> - Take a 0% on assignment - OSS 3 Days - Recorded in incident management
4th Violation	<ul style="list-style-type: none"> - Take a 0% on assignment - OSS 5 Days - Recorded in incident management - Up for LOA
*Exceptions	<ul style="list-style-type: none"> - Students who demonstrate academic dishonesty on midterms or finals will take a 0% and they will NOT have an opportunity to redo. - Recorded in incident management

Tobacco/Vaping Policy

Students are not to be in possession of any tobacco and/or vaping products while on school grounds. A student who is found to be in possession of tobacco and/or vaping products is subject to disciplinary action. Students found using any tobacco and/or vaping device on Endeavor’s campus must complete an educational program regarding the dangers of tobacco use while serving a minimum of a 1/2 day In School Suspension and completing an online tobacco course.

Students who violate school’s tobacco policy on multiple occasions will be subject to additional consequences.

Students found to be in possession of tobacco and/or using tobacco on district transportation will be subject to Endeavor’s tobacco policy as well as District Transportation policy.

Aggressive Behavior Policy

Aggressive or violent behavior, including engaging in a physical fight in any manner whatsoever, will result in a five day suspension. Said suspension can be reduced if all parties involved agree to partake in the Restorative Justice process.

Disruptions to the Learning Environment

Endeavor Academy is a safe, academically focused learning environment. If the actions of a student or students disrupt the learning environment, said students will be suspended out of school for a minimum of one school day. Examples of such behavior include; but are not limited to, verbal arguments on school grounds, harassing/menacing acts, overt loudness (blasting music in the hallway), blatant disregard to an adult's request, violation of safety protocols etc. Again, Restorative Practices may be implemented to mitigate length of suspension.

Alcohol and Other Drug Use by Students

The Cherry Creek School District recognizes that abuse of alcohol and other drugs is a significant health problem. Further, the Board of Education recognizes that the use, possession, distribution, dispensing, selling, giving or exchanging illicit drugs and alcohol is illegal, constitutes a hazard to students' health and is detrimental to a healthy learning environment. Therefore, the Board assumes its responsibility for adopting a policy that will minimize the hazard to students.

The Board supports the concept that parents, school and community have the responsibility to cooperate in efforts to prevent problems of drug use and abuse and to seek help from public and private agencies for students who become involved with alcohol/substance abuse. In providing any information to students and/or parents about community substance abuse treatment programs or other resources, the school district assumes no financial responsibility for the expense of drug or alcohol assessment or treatment provided by other agencies or groups unless otherwise required.

It shall be a violation of Board policy and considered to be behavior which is detrimental to the welfare or safety of an individual student, other students or school personnel for any student to use, possess, distribute, dispense, sell, procure, give or exchange or to be under the influence of alcohol, drugs or other controlled substances (as defined in the Colorado Controlled Substances Act of 1981, C.R.S. 12-22-301 et seq.), or to have drug paraphernalia on Cherry Creek School District property.

For purposes of this policy, prohibited controlled substances include but are not limited to narcotic drugs, hallucinogenic or mind-altering drugs or substances, amphetamines, barbiturates, stimulants, depressants, marijuana, anabolic steroids, any other controlled substances as defined in law, or any prescription or nonprescription drug, medicine, vitamin or other chemical substances not taken in accordance with the Board policy and regulations on administering medication to students.

This policy also includes substances that are represented by or to the student to be any such controlled substance or what the student believes to be any such substance.

This policy shall apply to any student who is on school property, in attendance at school, being transported in a school vehicle or in vehicles dispatched by the district or one of its schools, or taking part in any school-sponsored or district-sanctioned activity or event whose conduct at any time or place interferes with the operations of the district or the safety or welfare of students or employees.

Students violating this policy shall be subject to disciplinary sanctions which may include suspension and/or expulsion from school and referral for prosecution.

Situations in which a student seeks counseling or information from a professional staff member for the purpose of overcoming substance abuse shall be handled on an individual basis depending upon the nature and particulars of the case. When appropriate, parents shall be involved and effort made to direct the substance abuser to sources of help.

The Board, in recognition that drug and alcohol abuse is a community problem, shall cooperate actively with law enforcement, social services or other agencies and organizations, parents and any other recognized community resources committed to reducing the incidents of illegal use of drugs and alcohol by school-aged youths.

Whenever possible in dealing with student problems associated with drug and alcohol abuse, school personnel shall provide parents/guardians and students with information concerning education and rehabilitation programs which are available.

Information provided to students and/or parents about community substance abuse treatment programs or other resources shall be accompanied by a disclaimer to clarify that the school district assumes no financial responsibility for the expense of drug or alcohol assessment or treatment provided by other agencies or groups unless otherwise specified in the accompanying regulation or unless otherwise required.

The district shall provide all students and parents/guardians with a copy of this policy and its accompanying procedures on an annual basis.

The district shall conduct a periodic review of its drug prevention program to determine its effectiveness and to implement any necessary changes.

For full policy and legal information see Cherry Creek School Board Policy JICH and JICH-R

Student ID cards

Students will be required to have their ID cards with them at all times. A student should be able to produce their ID at the request of a staff member.

Suspended student make-up work

It is the belief of Endeavor Academy that we should expect students to make-up work missed during suspensions by providing them make-up opportunities as we would for any absence. It is the student's responsibility to approach the teacher for this work and to follow the building policy on make-up work requests. The student is allowed two days for each day missed per district policy to make up work.



Endeavor Academy
14076 E. Briarwood Avenue.
Centennial, CO 80112

POSITIVE PARTICIPATION CONTRACT

1. Students understand Endeavor Academy is a school of choice. Participation and positive attitudes are expected of all students. Students must comply with all instructions, directions, and requests made by staff.
2. Students understand respect forms the basis of all relationships at Endeavor Academy. Students must be respectful of other students, staff, guests and local community groups and businesses. Students who fail to do so may be placed on a *leave of absence* from Endeavor Academy.
3. Students understand threats and/or intimidation are considered violent behavior. Harassment, making threats, or fighting with other students will not be tolerated. A student may not engage in any conduct that makes another student feel unsafe.
4. Students understand violent behavior of any kind will not be tolerated. Depending on the seriousness of the offense, the principal may make a recommendation for expulsion and contact law enforcement authorities, according to the *Student Conduct and Discipline, Rights and Responsibilities* guide and Cherry Creek School District Board of Education Policies.
5. Students understand the possession or use of drugs or alcohol, while on campus or during a school related activity, is not permitted. Students who fail to meet this expectation will

be suspended from Endeavor Academy according to the *Student Conduct and Discipline, Rights and Responsibilities* guide and Cherry Creek School District Board of Education Policies. The principal may also make a recommendation for expulsion in accordance with district policies regarding drug possession and use. In all incidents involving drug or alcohol possession or use, law enforcement authorities will be contacted.

6. Students understand they must actively participate and put forth sincere effort in all classes. Academic performance is evaluated and monitored continually. Lack of adequate progress toward attainment of a high school diploma for two or more quarters may result in a *leave of absence* from Endeavor Academy.
7. Students understand attendance will be strictly monitored. Students who miss school on a consistent basis may be placed on a *leave of absence* from Endeavor Academy. Tardies can accumulate as absences, as well.
8. Students understand safe driving habits must be adhered to while coming to and leaving school. Students who demonstrate unsafe driving, or who have complaints of unsafe driving from people in area neighborhoods or businesses, may have driving privileges terminated. Depending on the seriousness of the offense, the student may be placed on a *leave of absence*, and/or the principal may make a recommendation for expulsion according to the *Student Conduct and Discipline, Rights and Responsibilities* guide and Cherry Creek School District Board of Education Policies.
9. Students understand district policies and procedures must be followed at all times. Students are expected to conduct themselves in a manner compatible with the school's function as an educational facility.

Student Name (print): _____

I have read and understand the Positive Participation Contract. I realize attending Endeavor Academy is a privilege, not a right. I realize Endeavor Academy is a school of choice and that acceptance and continued attendance at this school is contingent upon my full compliance with the terms of this contract. Failure to comply with any of the above terms may result in my removal from Endeavor Academy.

I agree to comply with all the terms of this contract and with all other school procedures and policies.

Student Signature: _____ Date: _____

Student Name (print): _____

I have read and understand the Positive Participation Contract. As parent/guardian of the above student, I agree to cooperate fully with the staff at Endeavor Academy, and to support school personnel with the enforcement of this contract and other school policies and procedures.

Parent/Guardian Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

Explanation of leave of absence (LOA):

A *leave of absence* is a reduced schedule and a removal from courses on the Endeavor Academy campus. Students placed on a *leave of absence* will not receive credit for any coursework attempted up to that point in the quarter. Students on a *leave of absence* are considered part-time students of Endeavor Academy, and may continue to earn credit online or through work study. Please contact the main office at Endeavor Academy for any questions about a *leave of absence*.

Important CCSD Policies and Information

Section 504 Definition

Congress enacted Section 504 of the Rehabilitation Act of 1973 (Public Law 93-112, 29 U.S.C. 794) as the first federal civil rights law protecting the rights of persons with disabilities. Section

504 regulations require federal assistance recipients that operate a public elementary or secondary education program to provide a free and appropriate public education to each qualified person in its jurisdiction, regardless of the nature or severity of the person's disability. An appropriate education is the provision of regular or special education and related aids and services designed to meet disabled persons' individual educational needs as adequately as non-disabled persons' needs are met, and which follow the requirements for evaluation and placement, educating these students with non-disabled students to the maximum extent appropriate to the needs of the student with the disability and procedural safeguards (due process rights).

Recommendations for Regular Education Teachers to Ensure Compliance under Section 504

- Be alert for indications that a student might be experiencing difficulties because of an impairment that might be considered a disabling condition. Keep copies of relevant work samples in case a referral becomes necessary. Follow proper procedures to refer the student for an evaluation, after attempting other intervention strategies.
- Do not assume that a student with disabilities cannot participate in or benefit from any activity that is provided to others.
- Provide relevant information to the multidisciplinary team of persons who will determine whether a student in your classroom has a disability.
- Participate in the development of I.E.P.'s for those students with disabilities about whom you are knowledgeable or for whom you expect to provide services.
- Understand or seek clarification concerning all parts of the student's I.E.P.'s. If you do not have these, request the district to provide them. Do not request the student or parents to provide these at their expense, unless these are also requested of non-disabled students/parents.
- Do not isolate the students with disabilities from their non-disabled peers for any activity unless it is determined appropriate to meet their individual needs.
- If for any reason you are unable to meet the needs of the students with disabilities in your classroom, inform necessary parties, and request another placement meeting, if necessary, to discuss your concerns.
- Allow a reasonable amount of time for the student to adjust before determining that the student cannot satisfactorily achieve in the regular setting. If the methods provided for in the I.E.P. are not working or are not sufficient, consult with others on possible adjustments. Consult and notify the parent/guardians about any adjustments. Reevaluation need not be conducted unless the change would be considered significant. (The building 504 compliance contact for Endeavor Academy is Dr. Esther Song.)

Educational Equity in Instruction

The Board recognizes that excellence requires a commitment to equity and to identifying and addressing practices, policies, and institutional barriers, including institutional racism, that

perpetuate opportunity gaps and lead to disparate outcomes for students. It is the obligation of all District employees to embrace the diversity of students, staff, and community members while actively eliminating practices that increase the disparities among students so that all students have the opportunity to achieve excellence.

The Board seeks to create an inclusive and equitable environment that reflects our commitment to positively support and advance the educational and developmental needs of all students. To that end, the Board holds itself and all staff members responsible for building a District-wide culture of educational equity.

The Board believes each and every student will reach high levels of achievement and educational equity will be achieved when all students are supported by a challenging curriculum, effective instruction, engaging relationships, and an environment that promotes student well-being academically, emotionally, physically, and socially. To secure this vision District shall implement policies and practices which:

1. Protect and support all students, regardless of race, color, ancestry, creed, ethnicity, cultural background, national origin, sex, gender, sexual orientation, socioeconomic status, age, disability, or religious background to think, to learn, to achieve, and to care;
2. Uphold the right of every individual to learn or work in an environment that is academically, emotionally, psychologically, and physically safe, and free of intimidation and harassment;
3. Develop and implement high quality, culturally relevant, and culturally responsive curriculum and instruction for all students;
4. Create multiple learning pathways that provide greater access to educational opportunities and lifelong success for all students;
5. Commit to high expectations and academic success for all students, and support students in achieving their aspirations and highest potential;
6. Ensure the employment and retention of a diverse staff at the school and District levels and those who are committed to educational equity;
7. Increase racial consciousness and cultural humility as it relates to race, color, ancestry, creed, ethnicity, cultural background, national origin, sex, gender, sexual orientation, socioeconomic status, age, disability, or religious background among students, staff, parents, and community members;
8. Acknowledge that a diverse educational community creates the most powerful and effective learning environment;
9. Celebrate and respect the diversity of backgrounds, beliefs, and experiences of all our students and communities;
10. Facilitate parent and community partnerships of people from diverse backgrounds to support increased student achievement; and,
11. Adopt goals and corresponding metrics necessary to monitor student outcomes, engagement, climate, and district-wide performance.

For full policy and legal information see Cherry Creek School Board Policy IFC

Cherry Creek School District Grievance Procedure

Cherry Creek School District No. 5 does not discriminate on the basis of race, color, national origin, sex, age or disability in admission to its programs, services or activities, in access to them, in treatment of individuals, or in any aspect of their operations. The lack of English language skills shall not be a barrier to admission or participation in the district's activities and programs. The Cherry Creek School District No. 5 also does not discriminate in its hiring or employment practices.

This notice is provided as required by Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990. Questions, complaints, or requests for additional information regarding these laws may be forwarded to the designated compliance officer:

Sarah Stocking, Building Compliance Officer 720-886-7270

Dr. Esther Song, 504 Building Compliance 720-886-7242

District Compliance Office 720-554-4373

or directly to the **U.S. Department of Education, Office for Civil Rights, Region VIII, Federal Office Building, 1244 North Speer Blvd., Suite 310, Denver, CO 80204.**

A grievance procedure for violation of civil rights/disabilities titles, acts and policies has been established for students, parents, and employees. A grievance may be initiated by the above mentioned parties or by a group collectively on behalf of students. The following steps have been established to resolve grievances:

STEP 1: Talk with the designed building or district Equity Coordinator or trusted adult employed by the school district when there are concerns that a violation may have occurred.

STEP 2: If there is no resolution of the complaint, an official grievance may be filed. A written complaint should be filed with the building Equity Coordinator when the activity complained of occurred at the local building level, and with the district Equity Coordinator when the activity complained of was at the district level. This should be done in a timely manner. Most civil rights laws require the complainant to file with the appropriate agency within 180 days of the alleged offense.

STEP 3: Building or district will conduct a thorough investigation. Within 45 days of the receipt of the grievance, the building or district Equity Coordinator will acknowledge in writing to the complainant, receipt of the grievance, and advise the complainant of the investigative process.

Upon completion of the investigation the district will, in writing, advise the complainant of any corrections to any identified instance of non-compliance.

STEP 4: Complainants right to appeal. Either the complainant or alleged perpetrator has the right to appeal any decision made by the building or district Equity Coordinator to the Superintendent or designee. The parties will be provided a written decision by the person to whom the appeal is directed.

While Cherry Creek School District encourages all persons to follow the above steps in filing grievances, this process does not have to be followed. Parents, acting as guardians for minor children, students, and employees who allege inequitable treatment, ethnic intimidation, or sexual harassment may initiate a direct complaint to the federal or state civil rights agencies or local police departments.