

2026-2027 School Year

Litzsinger School

10094 Litzsinger Road Ladue, MO 63124

Main Office Line: 314-989-8800

Secondary Office Line: 314-989-8801

Fax: 314-989-8804



Office Hours: 7:30am-4:30pm

Staff Hours: 8:15am-3:45pm

Student Attendance Hours: 8:45am-3:35pm

Dr. Julie Moorman

Principal

jcmoorman@ssdmo.org

Erin Baroni

Assistant Principal

embaroni@ssdmo.org

Special School District of St. Louis County (SSD)



SSD Mission Statement

To support and empower students of all learning abilities to excel to their greatest potential.

SSD Vision Statement

Every student realizes their fullest potential in life and learning

SSD Core Values

Collaboration

Continuous Improvement

Equity

SSD Comprehensive School Improvement Plan

Goal 1 Student Performance: Develop and enhance quality instructional programs to improve performance and enable students to meet their personal, academic, and career goals.

Goal 2 Workforce Excellence: Establish and maintain an effective supporting workforce environment that engages staff to operate optimally to facilitate student success.

Goal 3 Engagement: Promote, facilitate, and enhance engagement with key internal and external stakeholders to meet the needs of all schools.

Goal 4 Equity: Ensure equitable staffing levels and access to quality services.

Notice of Non-Discrimination and Accommodation

Special School District does not discriminate or tolerate discrimination, harassment, and/or retaliation against an individual based on race, color, religion, sex, national origin, sexual orientation or perceived sexual orientation, ancestry, disability, veteran status, age, genetic information or any other characteristic protected by federal or state law in its programs, activities and employment and provides equal access to the Boy Scouts and other designated youth groups. Direct inquiries and complaints under this policy to Special School District's Director – Compliance Liaison, 12110 Clayton Road, St. Louis, Missouri 63131, telephone (314) 989-8100 or to the U.S. Department of Education Office for Civil Rights, One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, telephone (816) 268-0550, fax (816) 268-0599, TDD (800) 877-8339, email OCR.KansasCity@ed.gov Information about the existence and location of services, activities, and facilities accessible to impaired persons can be obtained from the Special School District's Director – Compliance Liaison at the phone number and address listed above.

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Helpful Phone Numbers

Litzsinger School Office (314) 989-8800

Dee Dee Adkisson- 12 month secretary

Madeleine Smith- 10 month secretary

Principal

Julie Moorman (314) 989-8800

Assistant Principal

Erin Baroni (314) 989-8800

Health Office

Nurse Abby Silverstone (314) 989-8805

Nurse Debbie Tuitasi (314) 989-8806

Health Office Fax (314) 989-8806

Social Work

Kelli Traxler (314) 989-8845

Dwaine Tipton (314) 989-8823

Kathy Davis (314) 989-8810

TBD

Transportation

Central Garage (314) 989-7165

North Garage (314) 989-7750

Litzsinger School Information

Mission: At Litzsinger, we are dedicated to delivering individualized education within an inclusive and supportive community, where each student is valued and heard, their inherent dignity is upheld, safety is paramount, and opportunities for personal and academic growth are prioritized, enhancing the quality of life of each learner.

School-wide Expectations: Be Safe. Be Kind. Be Peaceful. Be Cooperative.

School Colors: Blue and Yellow/Gold

Mascot: Lion



About Us

Litzsinger School, established in 1962, is a public, separate special education school within the Special School District of St. Louis County. We serve a diverse population of students in grades K through 8 from the central corridor of the county. Our students receive individualized support aligned to their Individualized Education Plans (IEPs), and we are committed to meeting each learner where they are while holding high expectations for their growth and success.

Our approach centers on creating a safe, inclusive, and supportive learning community where every student is valued. We believe that all behavior is a form of communication and use proactive, compassionate strategies grounded in educational neuroscience, trauma-informed care, restorative practices, and Positive Behavior Interventions and Supports (PBIS). Our four schoolwide expectations—Be Safe, Be Kind, Be Peaceful, and Be Cooperative—are explicitly taught and reinforced throughout the day. Students are recognized for demonstrating positive behaviors, helping them build confidence, strengthen relationships, and feel a true sense of belonging.

Restorative practices are embedded in our daily routines. Through classroom community circles, students and staff build trust, deepen empathy, and strengthen connections. When challenges arise, our focus is on accountability and repair, ensuring that all voices are heard and relationships are restored in meaningful ways.

Our school community is supported by a team of highly qualified educators and related service providers. Most teachers hold a master's degree or higher, and our paraeducators bring diverse backgrounds in education, healthcare, and human services. Across all roles, staff are trained to co-regulate with students—modeling calm, supportive responses to stress and dysregulation—so that students feel emotionally safe, connected, and ready to learn. Students also benefit from a collaborative team that includes nurses, therapists, and specialists who address a wide range of developmental and communication needs.

Litzsinger School takes pride in honoring each student's journey. We celebrate progress, foster independence, and strive every day to create a place where all students can learn, grow, and be seen for who they are.

Family Support

Our students are most successful when school and home work together to create an environment where learning can take place. You can support your child's education by adhering to the following:

IEP Participation

- An Individualized Education Plan is a written document that describes your child's education program that is developed annually.
- It's important to share ideas and concerns about your child's education as we partner in your student's success.

Arrival and Dismissal

- 8:45am-3:35pm
- Students cannot be dropped off before 8:45am
- Students should be picked up by 3:20pm. If you have informed us that you plan to pick your student up but you have not done so by 3:35, they will be sent home on their bus.
- Parents must sign students out/in at the front office

Communication

- Communicate regularly with your child's teacher.
- Keep staff informed of changes in address or phone number.
- Your child's teacher will give you his/her contact information.
- Please inform staff of your current email address and phone number so you can receive updates and notifications.
- All families are required to provide at least one additional emergency contact number in the case that the school is unable to reach the primary contact.
- Contact building administrators for additional support/information.

Social Work Services

- Social work services are provided as outlined by a student's IEP.
- Crisis Intervention is available.
- Social workers can help coordinate assistance from agencies.
- Social workers coordinate care-team meetings.
- Please notify social workers of changes with providers.
- Please notify social workers of extenuating circumstances within your home.
- Please sign the Release of Information forms.

Food Service

Breakfast and lunch are available from 8:45-9:30AM and 11:50AM-1:10PM. Due to board policy, staff will not be permitted to hold meals for late arriving students. If students are not present during these times they are not eligible to purchase meals.

Universal Lunch and School Breakfast Program

Litzsinger School is participating in a Universal Lunch and School Breakfast Program for the current school year. If your child attends Litzsinger School, breakfast and lunch will be available to them at no charge. All students enrolled at this school may participate in the breakfast and lunch program at no charge to them.

Studies have shown that children who are not hungry perform better in school. By providing lunch to all children at no charge, we are hoping to create a better learning environment for our students.

The school breakfasts and lunches that we serve follow U.S. Department of Agriculture guidelines for healthy school meals. The School Breakfast and Lunch Programs cannot succeed without your support; please encourage your children to participate in the school meal programs.

- Meals will be served to all students at no charge regardless of the eligibility status.
- If you have any questions about the program please feel free to contact us at (314) 989-8800.

Additional Food Service Information

- Payment options for additional purchases (e.g. extra milk or entrée):
 - Parents Can Now Make Meal Payments on the Focus Parent Portal
 - You need two things to make on-line payments:
 - A current Portal Agreement (please see start of school packet)
 - A Credit or debit card (on-line meal payments require a small fee)
 - Student meals can continue to be paid for with cash/and or personal check (no fees are required)
- Please notify your student's teacher if you wish to limit additional food purchases
- Staff is not able to heat up or microwave lunches.
- Please make sure items bought for classrooms are “store bought” and individually wrapped due to health regulations.
- Keep the school nurse/classroom teacher informed if your child has any food restrictions or allergies
- **A doctor's order is needed for any change from the regular school menu or restrictions**

Family and Community Resource Center- IRC

- Resource center for parents/community members
- Books, videos, newsletters, etc. on disabilities
- Contact at (314)989-8108 or (314)989-8438

Student Progress & Grading

- Documented through instructional data and collected at predetermined intervals.
- Report Cards and IEP progress reports are sent home quarterly.
- Students have the opportunity to make up missed assignments quarterly, prior to the end of each grading period.
- Please sign/return all paperwork that requires a signature.

School Dress Code

The teaching staff and the administration maintain that grooming and dress habits are important to a student's academic success and well being. However, since it is also recognized that the regulation of student dress is essentially a parental responsibility, the following code represents a minimum standard:

- Clothing should be appropriate for the weather.
- Please write names on personal items for easy identification.
- Insignia/slogans on clothing that are offensive/gang related/profane are not permitted.
- Clothing advertising illegal substances, alcohol, or marijuana is not permitted.

- Halters, off the shoulder tops, low necklines, bare midriffs, short skirts, underwear tops, muscle shirts, sleeveless undershirts, transparent/net and tight garments are not permitted.
- Pants that sag below the waist are not permitted.
- Clothing worn that brings undue attention, causes a disruption, or a safety hazard is not permitted.
- Hats, bandanas, and other head coverings not religious in nature may not be worn inside the building.
- Book bags, purses, fanny packs, etc may not be carried throughout the building.
- Ski masks or full face coverings are not permitted to be worn in the building.
- If inappropriate clothing is worn or student clothing is soiled, when available, students will be offered clothing from Litzsinger School. **If this happens, please wash and return them to school.**
- **We ask that you send extra clothing for your students to school, should there be a possibility that they soil or dirty their clothing. We rarely have extra clothing available in the building.**

Pets

- Only support animals associated with approved agencies and service animals can visit school.

Visitor/Observation Procedures

- Please call at least 48 hours in advance when scheduling an appointment with teachers or administrators
- Sign in at office
- Complete observation/confidentiality form
- Bring your driver's license or state ID. This is used to electronically sign you in as a visitor to our school and print your visitor badge to be worn while visiting.
- Limit visit to 1 instructional period
- Limit visits to once a month
- Therapies provided by outside agencies cannot be provided at school
- For more information ask to see the board policy

Safety/Security

- For the safety of our students and staff, all exterior doors are locked between 9:00am-3:30pm. Visitors may enter the main entrance through the office.
- All visitors bring their government issued photo ID and must be scanned in through the raptor system before entering the building from the office.
- Security cameras are placed throughout the school. These cameras record and may be used at any time for the purposes of ensuring student and staff safety.

Visitor Management System

- SSD uses a visitor management software system to help protect your children. The visitor management system can track visitors, contractors, vendors, and volunteers at the school. The system will provide a more monitored environment for our students.
- When parents, visitors, volunteers, and contractors enter the school, they will be asked to present a valid state issued ID. The ID will be scanned and checked through a national sexual predator's database. The system has the ability to provide alerts on people who may jeopardize the safety of the students and the school.

Student Drop Off/Pick Up

- **All students being dropped off or picked up must be signed in/out in the office.**
- When dropping-off, ensure that your child is in a staff person's custody before leaving.

Reporting Absences

- Call or text 314.989.8800 or email msmith3@ssdmo.org by 8:30am if your child is not going to be attending school.
- If your child is not at school and we have not heard from you, we will call to verify that your child is at home.
- Please make sure that the school has the most recent emergency contact numbers.

Early Dismissal

- If your child is to be picked up early, please notify the teacher or office and transportation.
- Note the time your child will be picked up.
- Sign your child out.
- Notify the school if a relative or friend will be picking up your child and the school will need a signed permission note if they are not on the emergency contact list.
- Proper identification may be required when signing out a child.

Personal & School Property

- Students should only bring items necessary for completing school work.
- Make sure that your child leaves toys, electronics, jewelry, trading cards, etc at home
- Students cannot bring energy drinks or beverages in glass bottles.
- Any food or beverage brought to school is to be consumed during snack or meal times.
- Note* We adhere to a Bell to Bell, NO CELL policy.
- Students are not to trade, borrow, buy or sell personal items at school or on the bus.
- Staff is not responsible for the return of lost/stolen items.
- Families are financially responsible for the replacement of any property damaged by their student(s). This may include but is not limited to the replacement value of textbooks, computers, furniture, and other school equipment.
- Any item brought from home that becomes disruptive will be taken until the end of the day.

Field Trips

- Students may have the opportunity to attend field trips throughout the school year as determined by school staff.

Special Olympics

- Each student has the opportunity to participate in two sporting events and one track and field event annually.
- Permission forms are necessary for student participation.

School Closing & Emergency School Closures During the School Day

- Inclement weather (high heat index, snowstorms, excessively low temperatures) as well as unforeseeable circumstances may result in the closing of school or the use of Weather Day Remote Learning.
- If the school is closed, announcements will be made on the radio and television.
- SSD information line (314) 989-8450 will provide school closure information.

- Unforeseeable circumstances may necessitate the need to dismiss students during the school day. Please keep emergency contacts up to date and develop a back up child care plans should the need arise.
- In either case, the Finals automated phone system will attempt to call emergency contact numbers – please note there is a short delay before the message begins.

Alternative Methods of Instruction (AMI) Plan

SSD Schools, Programs and Sites

Alternative Methods of Instruction (AMI) Plan

SSD Schools, Programs and Sites

Implementation: This plan is designed to be used in exceptional or emergency circumstances which includes inclement weather, utility outages or an outbreak of contagious disease.

Availability: AMI will be available to all students during a closure as listed above.

Attendance: AMI can be used for up to 36 hours during the school year based on the state requirements. Attendance will be tied to successful completion of course assignments taking place during an AMI day.

AMI Daily Plan:

- Families will receive communication from the student's teacher with the instructional plan for AMI days. This will include instructions for accessing synchronous instruction/office hours and access to the Google Classroom for asynchronous learning activities.
- Classroom teachers/case managers will provide a one-hour synchronous instructional session. One asynchronous activity per content area will be provided in the Google Classroom. The Google Classroom should have three activities per content area provided in the case of multi-day closures. Asynchronous activities will be refreshed after each AMI day.
- Special area/elective teachers will provide synchronous instruction not exceeding one hour per day. One asynchronous activity per content area will be provided in the Google Classroom. The Google Classroom should have three activities per content area provided in the case of multi-day closures. Asynchronous activities will be refreshed after each AMI day.
- Related services providers will designate a one-hour period for office hours where students and families can drop in for support and questions. Related services providers include SLPs, OTs, PTs, social workers, school counselors, and ABA associates. Providers will designate asynchronous learning activities for students on their caseloads to be loaded into the Google Classroom.
- Paraprofessionals will participate in synchronous learning with their assigned teacher.

Attendance:

- Classroom teachers will enter attendance in SIS Focus as they typically do for AMI days based on student participation in either synchronous or asynchronous activities.

AMI Plan will be adjusted as necessary based on stakeholder feedback.

Family/School Learning Agreement

- Litzsinger School has developed a Family Engagement Plan and a Family-School Compact found on our school website. If you'd like to know more about how you can support your student's academic progress please contact their casemanager.

Smoke Free Campus

- All SSD School premises are smoke and tobacco free.
 - This includes chewing tobacco and e-cigarettes or vapes.

Transportation

- SSD provides free transportation arranged through the school with our transportation dept.
- It generally takes 10 working days to set up/make changes to transportation.
- **Contact the school office (not the garage) to make changes in transportation.**

You can help ensure that transportation runs smoothly for our children by the following:

- Please have your child ready for pick-up **ten minutes** prior to the scheduled pick-up time. Please contact the bus garage if the bus has not arrived and it is more than 15 minutes past the scheduled pick up time.
- Please assist your child on and off the bus when necessary. The transportation provider will not leave the bus to come to the door of the home.
- Please be at the designated stop to receive your child. Students will not be permitted to leave the bus at a point other than the designated stop.
- If your child has medication that needs to be given to the school nurse, please give the medication to the bus driver and he/she will give it to school staff.
- Please ensure that you have made arrangements for someone to receive your child. If there is no one home to meet the bus we will make every effort to contact you. Please ensure your contact numbers are up to date at all times.
- Please notify your child's school as soon as possible if you will be moving. It will take time to change transportation.
- Notify the staff of any unusual circumstances that should be brought to the attention of the driver, i.e. medical attention, behavior issues, medication, etc.
- If there is a behavioral disruption, the bus will stop and the police will be contacted.

Please be advised that

- You should be notified of any changes in pick-up time at least one day prior to the effective date of the change.
- You will be notified of any change in drop-off time of more than 15 minutes.
- Buses operate on a definite schedule.
- Buses, which arrive on schedule, are not required to wait if the child is not at the stop.
- Buses will not return for students who have missed the bus.
- Buses will not leave the stop before the designated time.

Transportation to and from an address other than the home address:

- All bus transportation will be based on the student's home address unless a child/day care arrangement was approved by the Transportation Office.
- Requests can only be made for transportation to and from a child care provider or babysitter within your home school attendance area.
- All students must be picked up at the SAME address Monday through Friday and

dropped off at the SAME location Monday through Friday. (Example: pick up student at home every morning; drop off at babysitter every afternoon.) Daily changes cannot be accommodated. (Example: cannot pick up student Monday through Wednesday from home and from babysitter Thursday and Friday.)

Changes in transportation are not finalized until given confirmation from the transportation department. Most changes take 10 days to go into effect. Unfortunately, we cannot accommodate same day changes.

Registration

- Annually families should enroll student(s) in their home district based on residency, as well as register online for Litzsinger through the Focus Parent Portal.
 - Directions for this can be accessed by contacting the Litzsinger office at (314) 989-8800.

To update your address, emergency contacts, or any enrollment information please contact our front office at (314)989-8800 or email our secretary, Madeleine Smith, at msmith3@ssdmo.org. If you move to a different district you will have to enroll in your new home district before we can update transportation.

District Wellness Program

SSD will provide developmentally appropriate and sequential nutrition and physical education, as well as opportunities for physical activity for students and employees to participate in healthy dietary and lifestyle practices in a healthy environment. The wellness program will be implemented in a multidisciplinary fashion and will be evidence-based.

Wellness Committee

- Consists of 1 parent, 1 student, 1 school food service representative, 1 Board member, 1 school administrator, 1 member of the public, or other community members
- The district's Lead Nurse and Director of Special Education Schools will serve as the District Wellness Coordinators
- Meetings, records and votes of the Wellness Committee will adhere to the requirements of the Missouri Sunshine Law
- The committee will meet as necessary, but at least four (4) times annually
- Please contact an administrator if you are interested in being a member.

Nutrition Guidelines

- SSD's goal is to have all foods and beverages made available on campus are consistent with the Missouri Eat Smart nutrition guidelines
- SSD will create procedures regarding foods available to students in Pre-K through grade 12 throughout the school day in the following areas:
 - National School Lunch Program and School Breakfast Program meals
 - A la carte offerings in the food service program
 - Vending machines in all district schools
 - School stores
 - Classroom parties, celebrations, fundraisers, reinforcers, and school events
 - Snacks prepared or served in school programs
 - Vending machines will not be available to students during breakfast and lunch times.

Nutrition and Physical Education

- SSD will provide nutrition and physical education aligned with the Show-Me-Standards and Missouri's Frameworks for Curriculum Development in Health/Physical Education in all grades
- Physical activity, which may include regular physical education, recess and/or co-curricular activities, will be available in each school's education program from Pre-K through grade 12

Other Activities

- The Wellness Committee is charged with developing procedures addressing other school-based activities to promote wellness.

The committee will develop guidelines for this policy; serve as a resource for district sites; submit recommendations on Policy revisions to the SSD Board of Education; act as a subcommittee of the Coordinated School Health program; develop other school-based activities to promote wellness.

Evaluation

- The Wellness Coordinators are responsible for implementing and evaluating this policy; and shall report annually to the Board
- The program will be evaluated annually to assess achievement of annual and long-term goals for nutrition, physical education and activity, and other school activities

Immunizations

- Students must comply with Missouri immunization laws which include students not being able to attend school until proper paperwork is received.
- If immunization records are not on file for a student the parent/guardian must provide a copy of the official immunization record to the school prior to the first day of attendance.
- Exemptions from immunization may be allowed for religious or medical reasons.
- The school nurse is available to answer specific questions regarding immunization requirements.

Medication

- Students will require medication during the school day
- In keeping with the Special School District policy, please follow these guidelines:
 - Parent/guardian completes the "Parental Authorization for Giving Medication" form
 - Only medication prescribed by an *authorized prescriber* will be given at school
 - Only those medications that **must** be given during school hours will be given at school
 - Medications must be brought to school in the correct pharmacy-labeled container with instructions for administering the medication at school

Please Note

- Many medications have been labeled to be given three or four times a day. Special School District's medication policy states that all medication must be labeled with specific instructions for dispensing the medication during the school day. We will not be able to dispense medication that is not labeled with the specific time it is to be given at school. This procedure may require that your doctor write two (2) prescriptions—one for school/one for home or your pharmacist may divide the medication into separate containers and label them accordingly.
- If you are unable to deliver medicine directly to school, please contact the principal or the nurse
- When your child's *authorized prescriber* orders a change in medication, dosage or frequency of administration, please obtain a new prescription label with the correct information
- If sending medication by bus, a parent/guardian **MUST** hand the medication to the bus driver

and the bus driver will deliver the medication to the nurse or administrator

Student Illnesses

Please keep your child home if any of the following symptoms are present:

- Student is unresponsive and/or unable to maintain an awakened state
- Fever of 100°F and above (taken orally)
- Temperature that is abnormally low (a rectal temperature less than 95°F)
- Persistent coughing
- Abnormal nasal drainage
- Complaining of sore throat or difficulty swallowing combined with a fever
- Vomiting more than once
- Diarrhea
- Unusually loose or watery stools
- Unidentified or widespread rash
- Suspected communicable disease such as flu, chicken pox, scabies, impetigo, etc.
- Persistent or unusual pain
- Any draining or infected sores
- Red, crusted and/or draining eyes
- Head lice (see Head Lice Protocol)

If you keep your child at home for any reason, please call or text (314) 989-8800 or email msmith3@ssdmo.org. If your child exhibits any of the above symptoms at school, you will be notified to make arrangements to pick him/her up from school.

Return to School Following Illness

Students may not return to school until they are free from all symptoms for a 24-hour period (longer for COVID related symptoms). (Note: If your child is sent home with an illness, we will cancel transportation for the next school day).

Return to School Following Serious Illness or Hospitalization

- To ensure safety and continuity of care for our students, the following guidelines will be followed in the event your child becomes seriously ill and/or hospitalized
 - The nurse will contact the parent/guardian of any seriously ill or hospitalized student who has had an extended period of absence and inform them that she will be mailing home, a Release of Information Concerning Serious Illness or Hospitalization Form
 - The nurse will request that the parent complete the top portion and the parent/guardian will then request that the Licensed Care Provider complete that remainder of the form before the student returns to school
 - This form must be submitted to the nurse when the child returns to school. The principal will discontinue transportation during the child's absence from school
 - Transportation will be resumed via principal contact when the student is released by the Licensed Care Provider to return to school
 - If the requested health information is not submitted to the nurse, the principal, social worker, and nurse will determine what further steps need to be implemented
 - The District's medical consultant, the Lead Nurse, and the school nurse may assist in determining the appropriate care for the returning student
 - If a change of placement needs to be considered, an IEP team meeting will be held

Litzsinger School: Building a Positive, Safe, and Inclusive Community

At Litzsinger, we believe all behavior is a form of communication. Our approach is grounded in educational neuroscience, trauma-informed care, restorative practices, and Positive Behavior Interventions and Supports (PBIS). We hold high expectations for every learner while meeting them where they are, honoring their dignity, and supporting their growth through consistent, compassionate practices.

Our School Rules

Be Safe
Be Kind
Be Peaceful
Be Cooperative

Schoolwide Positive Behavior Reinforcement

We proactively teach and reinforce prosocial behaviors using a positive behavior reinforcement system. Every student receives direct instruction on how to demonstrate our four school rules in all environments: classrooms, common spaces, the community, and beyond. Staff recognize positive behaviors with “paw prints,” which students can exchange for access to high-interest experiences and our school store.

Activities include:

Arts and Crafts
Ice Cream Socials
Carnival Events
Popcorn, Snow Cone and Cotton Candy Days
Dances
Schoolwide Assemblies
Shopping at the School Store

All staff, including paraeducators, secretaries, food service workers, custodians, and bus drivers, actively model and teach expectations to create a consistent and supportive environment.

Families are key partners in this work. Talk with your child about our school rules using words, pictures, gestures, or communication devices. Reinforce the rules during home and community routines to help support lasting learning.

Restorative Practices: Relationships at the Center

Restorative practices help us build, maintain, and restore relationships. Through daily Community Circles, students and staff connect, share, and build trust. When harm occurs, we focus on accountability, healing, and making things right rather than punishment. This fosters empathy, connection, and responsibility across our school community.

At Litzsinger, we understand that behavioral growth and emotional safety are essential to academic and life success. Through the use of neuroscience-informed strategies, trauma-sensitive care, restorative approaches, and positive behavior systems, we ensure every student is seen, supported, and empowered to thrive. For the 2026-27 school year, all staff within the SSD schools have been trained in Ukeru practices. These practices are built on an approach of Comfort vs Control and are grounded in

ideas and research around trauma-informed care and conflict resolution. These practices include techniques to potentially reduce the need for physical restraint.

School and Classroom Observations

Observations by Stakeholders Other than Parents

Planned Outcome: Stakeholders will gain information about special education schools in a way that maintains the integrity and continuity of instruction and programs.

Rationale: SSD Board Policy IGBC states the Board's belief that the education of each student is a responsibility shared by the school as well as the family. One element of parent involvement the policy lists is regular, two-way, meaningful communication between home and school, including personal visits. Policy KK states that parents and patrons are welcome to visit district schools: visitors must check in at the school office, obtain and wear a visitor badge, and refrain from disturbing classes, hindering the instructional process, or using the school as a site for visiting students.

The following rules and flow charts outline the process for stakeholders visiting and observing schools.

Guidelines:

1. Each observation will last no more than 60 minutes or one class period, whichever is less.
2. Observations will take place only after approval by the school administrator.
3. Any individual wishing to observe a school or classrooms will inform the school administrator of the purpose of the observation prior to starting the observation.
4. The staff member arranging the observation may show discretion about the areas to be observed. Reasons for omitting an area include ensuring the integrity and continuity of instruction, minimizing disruptions to students, ensuring the confidentiality of a student, or safety.
5. The school administrator has the right to identify classrooms, students, activities, and areas of the school to be observed.
6. All observations will be scheduled at least 48 hours in advance. The school administrator may waive this requirement.
7. The staff being observed will be selected by the school administrator in advance.
8. The school principal or designee will observe at the same time as a parent's representative. Students performing the observation to complete coursework will discuss this with the school administrator prior to starting the observation.
10. Stakeholders taking tours or completing observations will refrain from initiating interactions with students.
12. The frequency of tours or observations by an individual will be determined with the school administrator in advance. The principal has final discretion about the number of observations or tours.

13. All stakeholders will complete an observation agreement prior to the observation and provide it to the school administrator prior to the observation.

14. All stakeholders touring or observing will follow SSD Board policies.

15. Any of the above guidelines may be waived by the school administrator.

The school principal will maintain a written record of the date of each observation, the role(s) of observer(s), the number of observers, the classrooms or school area(s) observed, and pluses/deltas for each observation. The region leadership team will review these data to evaluate the efficiency of guidelines and the extent to which they facilitate achieving the planned outcome.

Observations by Parents

Planned Outcome: Stakeholders will gain information about special education schools in a way that maintains the integrity and continuity of instruction and programs.

Rationale: SSD Board Policy IGBC states the Board's belief that the education of each student is a responsibility shared by the school as well as the family. One element of parent involvement the policy lists is regular, two-way, meaningful communication between home and school, including personal visits. Policy KK states that parents and patrons are welcome to visit district schools: visitors must check in at the school office, obtain and wear a visitor badge, and refrain from disturbing classes, hindering the instructional process, or using the school as a site for visiting students.

The following guidelines and flow chart outline the process for parents observing schools, classrooms, and school activities.

Guidelines:

1. Each observation will last no more than 60 minutes or one class period, whichever is less.
2. All tours and observations will take place only after approval by the school principal.
3. Parents of a student attending a partner district school who wish to visit a school must contact the Area Coordinator for their child's partner district school to arrange the tour. **The student's area coordinator will obtain permission from the parent to share information with the school principal.** The school principal and the student's Area Coordinator will **then** communicate about the student and the purpose of the facility tour prior to scheduling.
4. The staff member arranging the observation may exercise discretion about what school areas to show. Reasons for omitting an area include ensuring the integrity and continuity of instruction, minimizing disruptions to students, ensuring the confidentiality of a student, or safety.
5. The school administrator has the right to identify classrooms, students, activities, and areas of the school to be observed.
6. All observations must be scheduled at least 48 hours in advance and approved by the school administrator.
7. The staff being observed will be selected by the school administrator in advance, based upon the parents' stated purpose of the observation.

8. The school principal or designee will observe at the same time as the parent or designee.
9. If the parent's child lives in an attendance area other than the one for the school at which the parent wishes to observe, the student's Area Coordinator must accompany the parent for the tour or observation. When the parent initially contacts the Area Coordinator about observing, the Area Coordinator should refer the parent to the school in the student's attendance area and the parent must observe that school first.
10. Stakeholders taking tours or completing observations will refrain from initiating interactions with students or staff.
12. The frequency of tours or observations by an individual will be determined with the principal in advance. An individual may observe one time per academic quarter. Variation from this is to be requested of the principal. The principal has final discretion about the number of observations or tours.
13. All parents will complete an observation agreement prior to the observation and provide it to the school administrator prior to the observation or tour.
14. All parents observing will follow SSD Board policies.
15. Any of the above guidelines may be waived by the school administrator.

2026-2027 School Year

District Every Student Succeeds Act Letter

Dear Parent or Guardian,

Our district is required to inform you of information that you, according to the Every Student Succeeds Act of 2015 (Public Law 114-95), have the right to know.

Upon your request, our district is required to provide to you in a timely manner, the following information:

- Whether your student's teacher has met State qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether your student's teacher is teaching under emergency or other provisional status through which State qualification or licensing criteria have been waived.
- Whether your student's teacher is teaching in the field of discipline of the certification of the teacher.
- Whether your child is provided services by paraprofessionals and, if so, their qualifications.

In addition to the information that parents may request, a building receiving Title I.A funds must provide to each individual parent:

- Information on the level of achievement and academic growth of your student, if applicable and available, on each of the State academic assessments required under Title I.A.
- Timely notice that your student has been assigned, or has been taught for 4 or more consecutive weeks by, a teacher who has not met applicable State certification or licensure requirements at the grade level and subject area in which the teacher has been assigned.

If you have any questions, you may call Esthere Scott, Federal Programs Administrator, at 314-989-8542.

Sincerely,
Kelly Grigsby, Ph.D.
Executive Director of Schools and Programs
Special School District

July 7, 2026

District Asbestos Letter

Dear Parents, Students and Staff at Litzsinger:

In 1986, the federal government enacted the Asbestos Hazard Emergency Response Act (referred to as to AHERA), to determine the extent of and to develop solutions for any concerns schools may have related to asbestos.

To give you some background, asbestos has been used as a building material for many years. Asbestos' properties made it an ideal building material for insulating, sound absorption, decorative plasters, fireproofing, and a variety of miscellaneous materials. The EPA began action to limit the use of asbestos products in 1973 and most use of asbestos products as building materials were banned in 1987.

All Special School District buildings have been and continue to be inspected by a certified asbestos inspector, as required by AHERA. The result of these building inspections are management plans for our facilities, which includes: this notification letter, education and training for employees, plans and procedures designed to minimize the disturbance of asbestos containing materials, plans for regular surveillance/maintenance of the asbestos containing materials and abatement when necessary.

A copy of the asbestos management plan is available for your inspection in the principal's office during office hours. Wellington Environmental services the District's Asbestos abatement needs.

The District is intent on complying with federal, state and local regulations in this area and will continue to take whatever steps are necessary to insure that your children and our employees have a healthy, safe environment in which to learn and work.

Sincerely,

Jeffrey Sherrill
Director of Facilities
/ey

Missouri Department of Elementary and Secondary Education
Every Student Succeeds Act of 2015 (ESSA)
DESE COMPLAINT PROCEDURES

This guide explains how to file a complaint about any of the programs¹ that are administered by the Missouri Department of Elementary and Secondary Education (the Department) under the Every Student Succeeds Act of 2015 (ESSA)².

Missouri Department of Elementary and Secondary Education Complaint Procedures for ESSA Programs Table of Contents	
General Information 1. What is a complaint under ESSA? 2. Who may file a complaint? 3. How can a complaint be filed?	
Complaints filed with LEA 4. How will a complaint filed with the LEA be investigated? 5. What happens if a complaint is not resolved at the local level (LEA)?	Complaints filed with the Department 6. How can a complaint be filed with the Department? 7. How will a complaint filed with the Department be investigated? 8. How are complaints related to equitable services to nonpublic school children handled differently?
Appeals 9. How will appeals to the Department be investigated? 10. What happens if the complaint is not resolved at the state level (the Department)?	

1. What is a complaint?

For these purposes, a complaint is a written allegation that a local education agency (LEA) or the Missouri Department of Elementary and Secondary Education (the Department) has violated a federal statute or regulation that applies to a program under ESSA.

2. Who may file a complaint?

Any individual or organization may file a complaint.

3. How can a complaint be filed?

Complaints can be filed with the LEA or with the Department.

4. How will a complaint filed with the LEA be investigated?

Complaints filed with the LEA are to be investigated and attempted to be resolved according to the locally developed and adopted procedures.

5. What happens if a complaint is not resolved at the local level (LEA)?

A complaint not resolved at the local level may be appealed to the Department.

¹ Programs include Title I, A, B, C, D, Title II, Title III, Title IV.A, Title V

² In compliance with ESSA Title VIII- Part C. Sec. 8304(a)(3)(C)

Local education agencies are required to disseminate, free of charge, this information regarding ESSA complaint procedures to parents of students and appropriate private school officials or representatives.

6. How can a complaint be filed with the Department?

A complaint filed with the Department must be a written, signed statement that includes:

1. A statement that a requirement that applies to an ESSA program has been violated by the LEA or the Department, and
2. The facts on which the statement is based and the specific requirement allegedly violated.

7. How will a complaint filed with the Department be investigated?

The investigation and complaint resolution proceedings will be completed within a time limit of forty-five calendar days. That time limit can be extended by the agreement of all parties.

The following activities will occur in the investigation:

1. **Record.** A written record of the investigation will be kept.
2. **Notification of LEA.** The LEA will be notified of the complaint within five days of the complaint being filed.
3. **Resolution at LEA.** The LEA will then initiate its local complaint procedures in an effort to first resolve the complaint at the local level.
4. **Report by LEA.** Within thirty-five days of the complaint being filed, the LEA will submit a written summary of the LEA investigation and complaint resolution. This report is considered public record and may be made available to parents, teachers, and other members of the general public.
5. **Verification.** Within five days of receiving the written summary of a complaint resolution, the Department will verify the resolution of the complaint through an on-site visit, letter, or telephone call(s).
6. **Appeal.** The complainant or the LEA may appeal the decision of the Department to the U.S. Department of Education.

8. How are complaints related to equitable services to nonpublic school children handled differently?

In addition to the procedures listed in number 7 above, complaints related to equitable services will also be filed with the U.S. Department of Education, and they will receive all information related to the investigation and resolution of the complaint. Also, appeals to the United States Department of Education must be filed no longer than thirty days following the Department's resolution of the complaint (or its failure to resolve the complaint).

9. How will appeals to the Department be investigated?

The Department will initiate an investigation within ten days, which will be concluded within thirty days from the day of the appeal. This investigation may be continued beyond the thirty day limit at the discretion of the Department. At the conclusion of the investigation, the Department will communicate the decision and reasons for the decision to the complainant and the LEA. Recommendations and details of the decision are to be implemented within fifteen days of the decision being delivered to the LEA.

10. What happens if a complaint is not resolved at the state level (the Department)?

The complainant or the LEA may appeal the decision of the Department to the United States Department of Education.

Educating Missouri's Homeless Children

The McKinney-Vento Act, part of the Every Student Succeeds Act of 2015, guarantees homeless children and youth an education equal to what they would receive if not homeless.

Who is Homeless?

According to the McKinney-Vento Act, homeless children and youth include individuals who lack a fixed, regular, and adequate nighttime residence. This includes the following situations:

- Sharing the housing of others (known as doubling-up) due to loss of housing or economic hardship • Living in motels, hotels, trailer parks, or camping grounds
- Living in emergency or transitional shelters
- Abandoned in hospitals
- Living in a nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation
- Living in cars, parks, abandoned buildings, substandard housing, bus or train stations, or similar settings

The McKinney-Vento Act also recognizes unaccompanied youth who are homeless. According to the act, an unaccompanied youth is a youth not in the physical custody of a parent or legal guardian.

Which School Can a Homeless Child Attend?

There are two choices for a student in a homeless situation – the school of origin and the school of residency. The school of origin is the school the child attended when permanently housed or the school in which the child was last enrolled. The school of residency is the school serving the area where the child or youth is currently physically dwelling. When determining the school of best interest, a homeless child or youth should remain in the school of origin (to the extent feasible) unless doing so is contrary to the wishes of the parent or guardian or to the wishes of the unaccompanied youth.

Enrollment

The McKinney-Vento Act requires the immediate enrollment of homeless children and youth. These children must be allowed to attend school even if they are unable to produce previous academic records, immunization and medical records, proof of residency, birth certificates or other documentation that is usually required.

Transportation

School districts must provide transportation for homeless children and youth to the school of best interest. Districts must also provide transportation during the resolution of any pending disputes. While disputes over enrollment, school placement or transportation arrangements are being resolved, students must be transported to the school of choice of the parent or the unaccompanied youth.

The Homeless Coordinator

A school district's homeless coordinator plays a vital role in ensuring that children and youth experiencing homelessness enroll and succeed in school. The McKinney-Vento Act requires that every school district appoint a homeless coordinator who serves as the link between homeless families and school staff, district personnel, shelter workers and social-service providers. ***Special School District's homeless liaison is Esthere Scott who can be reached at 314-989-8542 or 314-239-1586 (cell-after 3:30 p.m.). Call Missouri's Homeless Coordinator at (573) 522-8763***

Missouri Department of Elementary and Secondary Education - Federal Grants Management - PO Box 480 Jefferson City, MO 65102-0480

Child Abuse/Neglect Hotline, Courage2Report, HealthNet Contacts

Missouri Child Abuse and Neglect Hotline Numbers

Toll-free Phone Line	1-800-392-3738
Hearing and Speech Impaired	1-800-735-2466 Voice 1-800-735-2966 Text

Courage2Reports

Missouri's Statewide School Safety Threat Reporting System

Toll-free Phone Line	1-866-748-7047
Report Online	https://www.mshp.dps.missouri.gov/MSHPWeb/Courage2ReportMO/index.html
Download the free "Courage2ReportMO" mobile app in iTunes for Apple and Google Play Store for Android.	

MO HealthNet for Kids

Through the MO HealthNet for Kids program, children receive full, comprehensive coverage including primary, acute, and preventative care, hospital care, dental and vision care as well as prescription coverage.

Website: <https://mydss.mo.gov/healthcare/mohealthnet-for-kids>

Toll-free phone number: 855-373-4636

Visit your local **Family Support Division** office

Trauma-Informed Schools Initiative

Learn more about Missouri's Trauma-Informed Schools Initiative at:

<https://dese.mo.gov/traumainformed>

Student Code of Conduct

DRUGS/ALCOHOL DISCIPLINE

Discipline relating to a student or students possessing drugs or alcohol on school grounds or at a school-sponsored event

Drugs and alcohol includes, but is not limited to unauthorized prescription drugs, alcoholic beverages, narcotic substances, unauthorized inhalants, illegal drugs, counterfeit, and controlled substances, imitation controlled substances, or drug or alcohol related paraphernalia (pipe, rolling papers, etc.).

First Offense: A student who is found to be in possession of, or under the influence of, alcohol or drugs on school grounds, at a school-sponsored activity or on any school property will receive an up to five (5) days suspension from school. This suspension may be an out-of-school suspension or a combination of out-of-school and in-school suspension. The number of days may be reduced, at the discretion of the building administrator, in the following manner:

The family would voluntarily agree to have the student go through a drug/alcohol assessment through the National Council on Alcohol and Drug Abuse (NCADA) or an agency mutually agreed upon by the family and the principal. This assessment could be used to reduce suspension days for the first-time offense.

Second Offense: A student who is found to be in possession of or under the influence of either alcohol or drugs on school grounds, at a school-sponsored activity or on any school property will receive a minimum of ten (10) days of suspension. This suspension may be an out-of-school suspension or a combination of out-of-school and in-school suspension at the discretion of the principal. The family will be encouraged to have the student go through drug/alcohol assessment through the National Council on Alcohol and Drug Abuse (NCADA) or an agency mutually agreed upon by the family and the principal. At the discretion of the principal and following the drug/alcohol assessment, the ten (10) day suspension may be reduced; the number of days will be determined by the principal.

Prior to the student's re-entry into school, a meeting with the principal, student and his/her parents/guardians will be held. The principal will determine what representatives from the District will participate in this re-entry meeting.

Third Offense: A student who is found to be in possession of or under the influence of either alcohol or drugs on school grounds, at a school-sponsored activity or on any school property will receive ten (10) days of suspension and a recommendation for further action/consequences to be determined by the superintendent.

For all offenses:

- Police will be informed of all offenses (first, second and third).
- At administrator discretion a safety check will be conducted to ensure the student does

not continue to bring contraband substances. This may include a search of belongings, person or vehicle.

- At administrator discretion the student may also receive a loss or adjustment of privileges based upon reasonable safety concerns.

Discipline related to students selling drugs/alcohol on school grounds or a school-sponsored event

If an Administrator has a reasonable suspicion that a student is selling and/or distributing either drugs or alcohol on school grounds, at a school-sponsored activity or on any school property will receive ten (10) day out of school suspension and a recommendation for further actions/consequences to be determined by the superintendent. The police will be informed when it occurs.

TOBACCO USE

All Special School District Schools are smoke free. The use and/or possession of tobacco and/or smokeless tobacco products will not be permitted in school buildings, on school premises, or at school sponsored activities. These products will be confiscated. Any violation of this policy resulting in disruption of the educational environment will result in more significant consequences.

A student who violates the District's tobacco use policy will be dealt with on an individual basis by the principal. The principal is empowered to impose or recommend the following, but not limited to:

- conference with the family or parent;
- seizing the tobacco product;
- removal of the student from extracurricular activities;
- recommendation of enrollment in smoking cessation programs;
- assignment to in-school suspension

Referral for Therapy

Special School District seeks to be supportive of students who are using tobacco and wish to quit. Students who would like assistance are invited to see their counselor or the principal.

WEAPON(S) POSSESSION AND/OR USE

Per Board Policy JFCJ, a student shall not possess, handle, use, or transmit a razor, knife, ice pick, gun (firearm), pellet-type gun, ammunition, brass knuckles, imitation gun, imitation weapon, mace, taser, tear gas container, pepper spray, stun guns, or other weapon. A weapon is defined as any object used or displayed, or which could be used or displayed with the intent to harm or intimidate persons or damage property. Students who unintentionally bring an object that could be considered a weapon should report this immediately to an administrator.

When a legitimate item (such as a scissors or other classroom items) is used or displayed as a potential weapon against another person or property, the weapon policy will be enforced.

First Offense and All Other Offenses (any time during a student's enrollment): Up to 10 days out-of-school suspension and/or recommendation to the Superintendent for a hearing to determine

additional days of suspension up to 180 days and/or recommendation to the Board of Education for expulsion. Police may be contacted when a weapon is used or attempted to be used.

Firearms

A student possessing a firearm in a school building, on school property, or at a school function will be permanently expelled from the school district, or suspended for a minimum of one school year, unless the Superintendent or the Board determines, in the exercise of the Superintendent's or Board's discretion, that such a permanent expulsion or one-year suspension is not appropriate in the particular case. For the purposes of this paragraph, a firearm shall be defined as any weapon which can expel a projectile by the action of an explosive (§571.010.2.RSMo.).

DRESS CODE ADDITIONAL CRITERIA

1. Students are not permitted to wear any head coverings inside the school building including but not limited to hats, skull caps, bandanas, do-rags, bonnets, scarves, wave caps, shower caps, hoods, ski masks, non-medical face masks, etc. except for religious reasons, documented medical reasons, or instructional purposes.
2. In the technical high schools all students are expected to attend every day in professional dress appropriate for their program.

CYBERBULLYING/BULLYING

The District policy JFCF-R prohibits cyberbullying that does not involve District property, activities or technology resources. This includes but is not limited to in person communication as well as digital methods such as text chains, group chats, social media posts/messages, phone calls, etc. The District will impose consequences and discipline for those who engage in cyberbullying if:

- a. there is a sufficient nexus to the educational environment,
- b. the behavior materially and substantially disrupts the educational environment,
- c. the communication involves a threat as defined by law, or
- d. the District is otherwise allowed by law to address the behavior.

Discipline Referral Process

At Litzsinger, we firmly believe that discipline serves as a means to support the growth and development of our students while ensuring a safe and enriching learning environment for all. Our intention is never to impose punishment for its own sake, but rather to equip young individuals with the necessary tools for both academic success and personal growth. We take the time to understand the unique needs of each student and approach their challenges with patience and appropriate support, aiming to enable every student to thrive.

Our ultimate aspiration is to inspire self-discipline in every student, fostering a lifelong trait that will benefit them beyond their academic years. We strive to approach student behavior without bias, acknowledging that it often arises from underlying issues or events in their lives, be it related to their homes, families, peers, social media, or the community. Our approach to discipline revolves around

fostering growth rather than imposing punitive measures. We consistently convey the message that all students have the capacity to make positive choices that lead to success.

Our discipline policy is designed with the ultimate goal of teaching students the skills necessary to monitor and correct their own behavior, thereby ensuring an engaged and productive learning environment. We understand that maintaining students' active participation in the learning process is crucial. As a staff, we are committed to administering discipline rules consistently, fairly, and equitably.

Creating positive relationships with our students is the foundation of effective classroom management. Teachers bear the responsibility of cultivating a classroom environment that is conducive to learning. Through the use of community building circles, we aim to foster a caring community that takes care of and supports one another. We firmly believe that classrooms characterized by strong, positive relationships between students and teachers foster engaging learning environments. We recognize that learning flourishes within a community where students collaborate with one another and develop the skills necessary to thrive in both society and the workforce. Consequently, any form of classroom disruption or actions that impede the educational process are not deemed acceptable.

In the case of a classroom disruption the following table outlines our discipline referral process:

Scenario	Response
Initial Problem	Classroom staff refers to BIP (if applicable) and redirects student to the expected behavior.
Continued Problem	Classroom staff implements a behavior management technique within or near the classroom, including but not limited to offering the student a break or strategy.
Problem is not resolved after first trying to solve the issue within or near the classroom.	Classroom staff may direct the student to the calming room/sensory room. *Note: If the initial problem includes a behavior that is dangerous or unsafe in nature, the use of the refocus room may be the first response.
Problem is not resolved, student escalates, or student refuses to utilize the calming room/sensory room.	Classroom staff may call for support and/or a room clear may be utilized. Once in the calming classroom/sensory room the student should process with an adult present at the time of the unexpected behavior. This time of reflection is meant to help the student plan for appropriate or expected behaviors in the future, as well as to make a plan to restore any harm that may have been caused. The goal is always for the student to regulate and return to class as soon as safety and resolution allows. Resolution may include a restorative conversation

	with all parties involved and may or may not include family members.
Problem is not resolved, the student escalates, and the student is engaging in behaviors that are dangerous or unsafe in nature.	Classroom or support staff can call for an administrator. Teacher will contact the family.
Problem is not resolved after administrative consultation.	Include more intensive, individualized interventions. Depending upon the severity, repeated nature of the behavior and/or safety concerns, this may include the student's short-term removal from class and/or school. Administrator will contact the family.
Note*: If the initial problem was a Safe School Violation the student should be immediately directed to the refocus room and an administrator should be called.	May include long-term administrative supported, out-of-school exclusionary and referral responses such as a long-term suspension or expulsion.

When making disciplinary decisions, our administrative team carefully considers a range of factors to ensure fairness and understanding. These factors include:

- Student's age and cognitive ability: We take into account the developmental stage and cognitive abilities of the student involved, recognizing that disciplinary measures should be age-appropriate and aligned with their understanding.
- Circumstances surrounding the incident: We thoroughly examine the specific details and context of the incident in question, understanding that each situation is unique and requires a comprehensive evaluation.
- Previous serious disciplinary infractions: We consider any prior instances of misconduct, taking into account the nature of the misconduct, the frequency of such behavior, and the progressive disciplinary actions that have been implemented in response.
- Imminent threat of serious harm: We prioritize the safety and well-being of all individuals within our school community. If there is a clear and immediate risk of serious harm, our response will be swift and focused on ensuring the safety of everyone involved.
- Other mitigating or aggravating circumstances: We recognize that certain circumstances, such as hate language, images, or symbols, have the potential to cause substantial disruption. While we prohibit their inclusion or display, we are committed to promoting responsible discussions surrounding these subjects for educational purposes.

By taking into account these factors, we strive to approach disciplinary decisions in a fair, understanding, and thoughtful manner that fosters a safe and supportive learning environment for all students. Creating a warm and inclusive school environment is a shared aspiration for everyone involved - students, families, staff, and the community at large. Through collaboration and mutual support, we can transform our school into a truly exceptional place of learning and growth.

Bell to Bell, NO CELL Policy

We understand that in this day and age, students may need a phone before or after school, however, there is no educational need for phones during the school day. Through the years student cell phone use at Litzsinger has lead to multiple safety concerns and even theft. We would appreciate your support in enforcing our **BELL TO BELL, NO CELL POLICY.**

Students are expected to turn their phones and other electronic devices into classroom staff at the beginning of each day (8:45am). They will be kept in a secure location within the classroom, and staff will return them to students at the end of each day (3:25pm).

The first time a student refuses to turn their phone in, the student will be directed to refocus until they are ready to turn it in. If they take their phone out for use, it will be taken. The family will be notified, and their phone will be returned to them at the end of the day.

The second time a student refuses to turn their phone in, the student will be directed to refocus until they are ready to turn it in. If they take their phone out for use, it will be taken. Their phone will be given to the administration. A family member will have to come to school to get the phone.

Emergency Plans & Drills

Drills will be announced over the intercom. Follow up directions may be announced over the intercom or through School Messenger.

Fire Evacuations

- Evacuate students per building evacuation maps to the upper lot or playground.
- The upper annex classrooms, the main building classrooms, and the office will dismiss to the Upper Lot.
- The lower annex classrooms will dismiss to the playground.
- Hold up white emergency binder with the GREEN side up if all students are accounted for and are safe or RED if students are not accounted for and need assistance.
- Wait for the “all clear” before returning to the building.

Earthquake

- Drop, cover and hold on.
- Stay put for aftershocks.
- Ambulatory students should get under a desk or table.
- Students in wheelchairs should have breaks locked immediately. A mat or blanket can be used to cover them if available.
- Notify the office with the red button if you need assistance.
- If you can access your white emergency binder, place the GREEN side up if all students are accounted for and are safe and RED if students are not accounted for and need assistance.
- Wait for the “all clear”

Tornado/Severe Weather

- Tornado Watch: Stay vigilant and stay inside.
- Tornado Warning: When the alarm sounds, move to the designated safe area. The gym is our storm shelter. All students should evacuate to the gymnasium.
- Have the students assume the protective squatting position (if they are able to), against a wall and cover their heads.
- Students in wheelchairs should be placed as close to the wall as possible. - Bring your white emergency binder with you. Place the GREEN side up if all students are accounted for and are safe and RED if students are not accounted for and need assistance.

Hazardous Materials

- Report any fumes or unusual smells to the office.
- If outside, move upwind and uphill away from any vapors.
- If inside, move to a room or location where there is no evidence of fumes. - Be prepared to evacuate the building if directed to do so.
- Bring your white emergency binder with you. Place the GREEN side up if all students are accounted for and are safe and RED if students are not accounted for and need assistance.
- Await for announced instructions before returning to the area or building

Intruder with or without a weapon

- To maintain the safety of our students and staff, we wish to not publicly share the steps we take in the event of an intruder. Please know that we practice these scenarios and are as prepared as we can be. If you have further questions please contact Litzsinger administration through the main office at (314)989-8800.

Litzsinger Family- School Compact

At Litzsinger, we are dedicated to delivering individualized education within an inclusive and supportive community, where each student is valued and heard, their inherent dignity is upheld, safety is paramount, and opportunities for personal and academic growth are prioritized, enhancing the quality of life of each learner.

Purpose of the Compact

The Family-School Compact is a mutually agreed upon plan to maximize student learning by fostering the relationships between home and school. The Compact outlines resources and communication the school will provide to students and families. These are connected to our School Improvement Plan.

TEACHERS HAVE BEEN TRAINED ON AND AGREE TO THE FOLLOWING:

- Build relationships with families and students
- Communicate regularly regarding academic progress
- Include students in annual IEP as much as possible
- Share learning activities for families to complete at home that will be aligned to state standards
- Provide opportunities twice a year outside of the IEP (Fall and Spring) for parents to engage with teacher
- Participate in two way communication

FAMILIES WILL...

- Share their hopes and dreams for their student
- Send their student to school regularly
- Ask specific questions about their students daily learning and experiences
- Review communication sent home and ask questions
- engage and inquire about learning activities that will increase student engagement and achievement
- Involve their student in learning activities posted by school or shared by teacher
- Participate in school-wide family activities hosted by the school and IEP meetings
- Review Family Compact and Code of Conduct with students

STUDENTS WILL...

- Review the Family Compact and Code of Conduct with my family
- Share hopes and dreams with family and school
- Complete learning activities with my family
- Share the events of my day with my family
- Participate in my annual IEP as much as possible
- Share communication with family that is sent home
- Follow the school rules: Be Cooperative, Be Kind, Be Safe, Be Peaceful
- Ask questions

Goals for Student Achievement

- Improve the quality of instruction in literacy and writing for all students.
- Improve the quality of instruction in numeracy for all students.
- Increasing and improving prevention and intervention efforts for behavioral/social success for all students.
- Increasing family engagement by building the capacity of families and educators to partner together for improved academic outcomes for students.

As partners for student success, we agree to this plan for the 2026-2027 school year.

Family Signature

Student Signature

BOARD POLICIES

The board policies below are detailed in the following pages:

- [AC Prohibition Against Discrimination, Harassment, & Retaliation](#)
- [AC-R Prohibition Against Discrimination, Harassment, & Retaliation- Regulations](#)
- [EHB- Technology Usage](#)
- [EHB R-1 Technology Usage- Regulations](#)
- [EHB R-2 Technology Usage- Regulations](#)
- [IGA Basic Instructional Programs](#)
- [IGBC Parent & Family Engagement](#)
- [JFCF Bullying](#)
- [JG Student Discipline](#)
- [JG-R Student Discipline Regulations](#)
- [JGGB Crisis Prevention and Intervention](#)
- [JGGC Seclusion Prohibited](#)
- [JGGD Use of Physical Restraint](#)
- [JHDC Student Suicide Awareness, Prevention, and Intervention](#)
- [JHDC-R Student Suicide Awareness, Prevention, and Intervention Regulations](#)
- [KL- Concerns and Complaints](#)
- [KL-R Public Concerns and Complaints Regulation](#)

All other Board of Education policies as well as any additional Board of Education information, including live feeds of public meetings, can be found by following the link:

<https://ssdmo-org.community.highbond.com/Portal/>



Litzsinger School

10094 Litzsinger Road

Ladue, MO 63124

314.989.8800 | Fax: 314.989.8804

LITZSINGER ACTIVITIES

IEP Meetings
Student Success Conferences
Meet the Teacher Night
Boo Bash
Family Engagement Micro Sessions
Spring Lunch & Learn
School Picnic

Student Performances

Winter Program
Talent Show
Art Walk

CONNECT WITH US

Website

litzsinger.ssdmo.org

Social Media

facebook.com/LitzSchoolSSD
[@SSDStLCo](https://twitter.com/SSDStLCo)

Family & Community Engagement (FACE)

www.ssdmo.org/face
face@ssdmo.org
314.989.8460

CONTACTS

Office of the Superintendent

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314.989.8281

Deputy Superintendent

Dr. Kelly Grigsby
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Principal

Dr. Julie Moorman
314.989.8807

Assistant Principal

Erin Baroni
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Nurses' Office

Debbie Tuitasi - 314.989.8806
Abby Heiland - 314.989.8805

Counselor

Thomas Belcher
314.989.8893

Attendance Secretary

Madeleine Smith
314.989.8800

Social Worker

Dwaine Tipton - 314.989.8823
Kathy Davis - 314.989.8810
Kelli Traxler - 314.989.8845

Case Manager



District/LEA: 096-119 SPECL. SCH. DST. ST. LOUIS CO. **Year:** 2026-2027

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4069 LITZSINGER

COMPREHENSIVE NEEDS ASSESSMENT (school level)

Section 1114(b)(6)

- ☒ A comprehensive needs assessment of the entire school has been conducted.
- ☒ The needs assessment includes analysis of the achievement of students in relation to the Missouri Learning Standards.

Date of Needs Assessment

3/27/2026

NEEDS ASSESSMENT: SCHOOL PROFILE

Student Demographics

The following data regarding **student demographics** has been collected, retained, and analyzed:

- ☒ Enrollment (Required)
- ☒ Grade level (Required)
- ☒ Ethnicity (Required)
- ☒ Attendance (Required)
- ☒ Mobility (Required)
- ☒ Socioeconomic status (Required)
- ☒ Discipline (Required)
- ☒ Limited English Proficiency (Required)

Summarize the analysis of data regarding **student demographics**:

Strengths:

Strengths: restorative practice and co-regulation have lead to a decrease in suspensions. Better understanding of student needs, implementing proactive strategies, consistency of expectations and increase in instructional time, specifically students staying in class.

Weaknesses:

Student attendance: focusing on students who are chronically absent.

Indicate needs related to strengths and weaknesses:

We will consider attendance motivators and have social workers provide support to families.

Student Achievement

The following data regarding **student achievement** has been collected, retained, and analyzed:

- ☒ MAP results by content area and grade level, including multi-year trends (required)
- ☒ MAP results by ESEA Annual Measurable Objective: comparative data showing performance of disadvantaged students against all other meaningful categories of students in the school; comparison of performances of students in various subgroups (required)
- ☒ Completion rates: promotion/graduation rate, retention rates (if applicable)
- ☒ Post-Secondary trends: students attending and/or completing post-secondary schools, students accepted in the armed forces (if applicable)
- ☐ Other performance indicators used in analysis:

Summarize the analysis of data regarding **student achievement**:

Strengths:

Large number of students with 50+ SGP on district assessment. Growth from previous years. Our intervention model has shifted to classes rather than pulling 1:1 for a short stint which has cut down on refusals leading to a solid 45 minute intervention daily. Interventionist have taken over Exact Path which has lead to larger engagement and growth in Math and Reading. More students scoring proficient/advanced in ELA, Math, and Science. Use of Exact Path for Math and Reading.

Weaknesses:

Still have students basic and below. Gap still exists between STAR, MAP, and instruction. Grouping students by class and implementing one program may not meet the need of each learner. There is not currently an accurate assessment to identify reading levels of growth of our students in our MAP-A community due to the severity of their disability and the subjectivity of district assessments.

Indicate needs related to strengths and weaknesses:

MAP assesses ELA not just reading. So in order to see those scores moving, we will need to address instruction in ELA not just reading.
 *Intervention Collaboration
 *Tier I instruction

Opportunities for Growth: Group students based on academic level rather than whole class-this will allow far more individualization. As a school, we have to think outside of traditional assessment structures for MAP-A students to assess needs and growth. IEP goals progress and anecdotal data might be more appropriate.

Curriculum and Instruction

Data has been collected, retained, and analyzed regarding each of the following factors of **curriculum and instruction** at the school:

- ☒ Learning expectations
- ☒ Instructional program
- ☒ Instructional materials
- ☒ Instructional technology
- ☒ Support personnel

Summarize the analysis of data regarding **curriculum and instruction**:

Strengths:

Strengths: Current Math (Big Idea & Exact Path) are meeting students needs as far as moving the needle. Current for ELA (Wonders 4&5 Amplify ELA 6-8) Amplify is robust. Wonders has large supplemental resources. Tier I instruction in Math-Continue using this model

Weaknesses:

*A portion of student population struggle with decoding and phonics
Our building continues to struggle to support staff in teaching reading (even foundational skills) to students with severe and profound disabilities in our MAP-A community.

Indicate needs related to strengths and weaknesses:

ELA is different than reading instruction. Utilization of supplemental pieces of Wonders. Deeper training on these pieces for classroom teachers.

*Attendance

Areas of Growth-Reading (Stamina and engagement in reading)

*Enjoyment of literature

*ELA (English Language Arts) instruction

*Engagement

*More books for students enjoyment in the classroom

*Increase attendance to 90%

*Look to hire a Literacy Coach that can support both MAP and MAP-A staff and students

High Quality Professional Staff

Data has been collected, retained, and analyzed regarding each of the following factors of a **high quality professional staff**:

- ☒ Staff preparation
- ☒ Core courses taught by appropriately certified teachers
- ☒ Staff specialists and other support staff
- ☒ Staff demographics
- ☒ School administrators

Summarize the analysis of data regarding **high quality professional staff**:

Strengths:

Over 71% have advanced degrees. The average experience of staff is over 10 years.

Weaknesses:

Lack of diversity in age, gender, and race. We need more people of color represented in our teacher level staff. Lack of diversity in age, gender, and race in teacher level staff. The building has lacked experience or needed knowledge to make meaningful growth for reading in MAP-A communities

Indicate needs related to strengths and weaknesses:

Moved to a schoolwide Title status (starting FY24 school year). Training staff from equity lens. Still working towards a more diverse staff. Schoolwide would allow for more funding and less restrictions on PD for our staff. Hired a reading specialist that is able to provide instructional coaching for staff and provide reading support for students.

Family and Community Engagement

Data has been collected, retained, and analyzed regarding each of the following factors of **family and community engagement** at the school:

- ☒ Parental involvement
- ☒ Communication with parents
- ☒ Policy Involvement
- ☒ Parent education
- ☒ Support for special needs and underserved
- ☒ Health services

Summarize the analysis of data regarding **family and community engagement**:

Strengths:

Evening and day family engagement opportunities, students feel safe and families feel welcomed when coming into the school.
 *Good working relationship with staff to problem solve, communication with families, families enjoy micro-sessions. When students are bullied, its easy to seek help from an adult.

Weaknesses:

Communications, such as gaining input from families. Events not held at a convenient time for families, assist family with community resources.

Indicate needs related to strengths and weaknesses:

More opportunities for families to see their students in the school setting specifically students that are non-verbal, families want the opportunity to witness them happy in our setting by surveying families to determine barriers and gain voice and choice. Invite families to Field Trips.

School Context and Organization

Data has been collected, retained, and analyzed regarding each of the following factors of **school context and organization** at the school:

- ☒ School mission/vision

- ☒ Average class size
- ☒ School climate
- ☒ Management and governance
- ☒ Student discipline policy

Summarize the analysis of data regarding **school context and organization**:

Strengths:

Strengths: Mission and vision are newly revised and meaningful, relevant and revisited frequently, related service providers who work in multiple buildings feel the positive climate and enjoy the building, able to secure additional staffing next year due to student enrollment increase.

Weaknesses:

Weakness: Ensuring people feel like they belong, addressing silent curriculum and prioritizing what hidden curriculum is saying, class sizes have increased from about four students to nine students, 10 additional packets for consideration of placement at Litzinger in the queue.

Indicate needs related to strengths and weaknesses:

Continue to revisit our vision and mission by focusing on belonging and addressing our silent curriculum.

NEEDS ASSESSMENT: IDENTIFYING PRIORITIES

"In most schools, conducting a comprehensive needs assessment will result in the identification of a large number of issues that could be addressed to improve the achievement of students. However, no school should attempt to address every identified need in a single year. Most planning experts suggest that schools prioritize their major issues and address no more than three of the most important..."

(Designing Schoolwide Programs Non-Regulatory Guidance, March 2006)

List and number, in order of priority, the critical needs identified in the school profile.

Prioritized needs

1	Student attendance (addressing chronic absences)
2	Family Resources (i.e. Social Workers assist families with support resources-seeking ways to meaningfully engage families)
3	Ensuring Belonging for Students

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4069 LITZSINGER

SCHOOL, PARENT AND FAMILY ENGAGEMENT POLICY

All check boxes marked in this policy indicate an assurance on the part of the school.

Type of Title I.A program

- ☒ Schoolwide
☐ Targeted

- ☒ This school parent and family engagement policy is developed jointly with, distributed to, and agreed on with parents of participating children, including parents of migrant and EL children. *Section 1116 (b)(1)*

Describe how the school seeks and obtains the agreement of parents to the parent and family engagement policy.

Parents are personally invited to meetings where the school team reviews the Family Engagement Policy & current Family/School compact. Families are allowed to ask questions and encouraged to give input and suggestion revisions/addition. We partner together at the annual meeting.

- ☒ Parents are notified of the policy in an understandable and uniform format. *Section 1116(b)(1)*
- ☒ The school parent and family engagement policy is provided in a language the parents can understand. *Section 1116(b)(1)*

POLICY INVOLVEMENT

- ☒ At the beginning of the school year, the school convenes an annual meeting, at a convenient time, to which all parents of participating children are invited and encouraged to attend. *Section 1116 (c)(1)*
- ☒ The agenda reflects that the purpose of the meeting is
- ☒ To inform parents of their school's participation in the Title I.A program
 - ☒ To explain the requirements of Title I.A
 - ☒ To explain the right of parents to be involved.
- Section 1116 (c)(1)*
- ☒ The school offers a flexible number of meetings. *Section 1116 (c)(2)*
- ☒ Using Title I.A funds, to promote parental involvement the school provides (check all that apply)
- ☐ Transportation
 - ☒ Child care

- ☒ Home visits
- ☐ Funds will not be utilized for these purposes

Section 1116 (c)(2)

The school involves parents in an organized, ongoing, and timely way:

- ☒ In the planning, review, and improvement of the Title I.A program and if applicable Schoolwide program plan in the school. *Section 1116 (c)(3)*

Describe how parents are involved in the planning, review, and improvement of the Title I.A program and if applicable Schoolwide program plan in the school.

At the beginning of the year, families are invited to participate in a discussion around Title I.A. This year we sent out a slides presentation outlining the program & the services provided. Families were invited to complete a survey for input and given an opportunity to be contacted individually by a staff member to discuss any concerns. The presentation was posted on social media, emailed, and is displayed in our front office.

- ☒ In the planning, review, and improvement of the school parent and family engagement policy. *Section 1116 (c)(3)*

Describe how parents are involved in the planning, review, and improvement of the school parent and family engagement policy.

Parents are personally invited to meetings where the school team reviews the current school parent and family engagement plan and provides answers to questions if needed. Parents provided input at this time.

The school provides parents of participating children:

- ☒ Timely information about the Title I.A programs. *Section 1116 (c)(4)(A)*

Describe plans to provide information about the Title I.A programs.

Our Title reading interventionist and newly added Literacy Coach will reach out to families on their caseload to share information directly with families. With the help of the front office the Title teachers will utilize multiple modalities to share information, utilizing email, phone calls, texting, as well as through our building social media account. Annually, we hold a beginning of the year Title Meeting where all families are invited to learn more about the program. Families are presented with both digital and hard copies of information.

- ☒ A description and explanation of the curriculum in use at the school, the forms of academic assessments that are used to measure progress, and the achievement levels of the MAP assessment.

Section 1116 (c)(4)(B)

Describe methods and plans to provide a description and explanation of the curriculum, academic assessments, and MAP achievement levels.

Group MAP achievement scores are shared in a meeting or via email in which parents are invited to (individual scores are shared with individual families). Scores according to grades and past score averages are also shared for basis of comparison. This is also shared out at IEP meetings and individual family meetings. The curriculum coordinator joined our annual meeting for a stakeholder review. There was a night option offered on Zoom for families by the Curriculum Coordinator.

- ☒ Opportunities, as appropriate, to participate in decisions relating to the education of their children. *Section 1116 (c)(4)(C)*
- ☒ Responses to their suggestions as soon as possible. *Section 1116 (c)(4)(C)*

SHARED RESPONSIBILITY FOR HIGH STUDENT ACHIEVEMENT

School-Parent Compact

The School-Parent Compact outlines how parents, the entire school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards. *Section 1116 (d)*

- ☒ The school jointly develops with parents of Title I.A served children the school-parent compact.

The school-parent compact will

- ☒ Describe the ways in which all parents will be responsible for supporting their children's learning. *Section 1116 (d)(1)*

Parents of children served by Title 1.A are invited to a parent compact meeting, where basic requirements/agreements of all parties are reviewed to ensure supportive learning for their student(s). During the upcoming school year, we will review the Family School Compact with Families at our meet the teacher event. The following are commitments from teachers, families, and students:

TEACHERS WILL. ..

- Build relationships with families and students
- Communicate regularly regarding academic progress
- Include students in annual IEP as much as possible
- Share learning activities for families to complete at home that will be aligned to state standards
- Provide opportunities twice a year outside of the IEP(Fall and Spring) for parents to conference with teacher

FAMILIES WILL. ..

- Share their hopes and dreams for their student
- Send their student to school regularly
- Review communication sent home and ask questions
- Involve their student in monthly learning activities posted by school
- Participate in school-wide family activities hosted by the school and IEP meetings - Review Family Compact and Code of Conduct with students

STUDENTS WILL..

- Review the Family Compact and Code of Conduct with my family
- Share hopes and dreams with family and school
- Complete monthly learning activities with my family
- Share the events of my day with my family
- Participate in my annual IEP as much as possible
- Share communication with family that is sent home
- Review the school rules: Be Cooperative, Be Kind, Be Safe, Be Peaceful
- Ask questions

Ideas of activities for school to share: (free)

Academic games

Book club

community scavenger hunt

share the free nights around the community

ways to use UNO

Semester Learning Activities posted by the school or shared by teachers

Families will ask specific questions about learning and experiences

School provides a question bank

Follow the school rules

☒ Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment. *Section 1116 (d)(1)*

The school in collaboration with our administrator of curriculum and instruction review current curriculum and provide feedback when necessary. The curriculum is also updated on four year cycles with teacher and family input.

☒ Addresses the importance of communication between teachers and parents on an ongoing basis through, at a minimum

- ☒ Conducting parent-teacher conferences at least annually, during which the compact shall be discussed
- ☒ Issuing frequent reports to parents on their children's progress
- ☒ Providing reasonable access to staff, opportunities to volunteer, and observation of classroom activities
- ☒ Ensuring regular two-way, meaningful communication between family members and school staff, and, in a language that family members can understand

Section 1116 (d)(2)(A) (B),(C),(D)

BUILDING CAPACITY FOR INVOLVEMENT

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, the school

- ☒ Provides assistance to parents, as appropriate, in understanding
 - o the Missouri Learning Standards,
 - o the Missouri Assessment Program,
 - o local assessments,
 - o how to monitor a child's progress, and
 - o how to work with educators to improve the achievement of their children.

Section 1116 (e)(1)

Describe plans to provide assistance.

At all events we are careful to connect the families to academic engagement tie ins for their students. At IEPs and Fall conferences, teacher have in person meetings, phone calls or virtual discussions to review their students' academic progress, PDSA goals not related to IEP goals, and activities that parents can take home to encourage engagement.

- ☒ Provides materials and training to help parents work with their children to improve achievement. *Section 1116 (e)(2)*

Describe plans to provide materials and training.

During family engagement opportunities and individual conferences, parents are provided with links to Missouri Learning Standards. Teachers collaborate and provide them with data. Families are taught how to implement and assess their child's progress at home. Family and Community Engagement (FACE) department attend family events to provide resources.

- ☒ Educates teachers, specialized instructional support personnel, principals, and other school leaders, and other staff, with the assistance of parents, in the value and utility of contributions of parents, and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and the school. *Section 1116 (e)(3)*

Describe plans to educate school personnel regarding working with parents.

Our school level family engagement team will present family engagement survey data to staff and provide in-service on supporting family partnerships and two way communication.

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, the school

- ☒ To the extent feasible and appropriate, coordinates and integrates parent involvement programs and activities with other Federal, State, and local programs, including public preschool programs, and conducts other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children. *Section 1116 (e)(4)*

Describe plans to coordinate and integrate.

Family engagement opportunities will be held twice annually. Promote district wide- opportunities as well. Family Lunch and Learn events will be held.

- ☒ Ensures that information related to school and parent programs, meetings, and other activities is sent to the parents of participating children in a format and, in a language the parents can understand. *Section 1116 (e)(5)*
- ☒ Provides reasonable support for parental involvement activities under this section as parents may request. *Section 1116 (e)(14)*

Optional additional assurances

To ensure effective involvement of parents and to support a partnership among the school, parents, and the community to improve student academic achievement, the school: (optional; check if applicable)

- ☐ Involves parents in the development of training for teachers, principals, and other educators to improve the effectiveness of parent involvement training. *Section 1116 (e)(6)*
- ☐ Provides necessary literacy training from Title I funds if the local educational agency has exhausted all other reasonably available sources of funding for literacy training. *Section 1116 (e)(7)*
- ☐ Pays reasonable and necessary expenses associated with local parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions. *Section 1116 (e)(8)*
- ☒ Trains parents to enhance the involvement of other parents. *Section 1116 (e)(9)*
- ☒ Arranges school meetings at a variety of times, or conducts in-home conferences between teachers or other educators, who work directly with participating children, with parents who are unable to attend conferences at school, in order to maximize parental involvement and participation. Adopts and implements model approaches to improving parental involvement. *Section 1116 (e)(10)*
- ☐ May adopt and implement model approaches to improving parental involvement. *Section 1116 (e)(11)*
- ☐ Establishes a districtwide parent advisory council to provide advice on all matters related to parental involvement in Title I programs. *Section 1116 (e)(12)*
- ☐ May develop appropriate roles for community-based organizations and businesses in parent involvement activities. *Section 1116 (e)(13)*

ACCESSIBILITY

In carrying out the parent and family engagement requirements of the Title I program, the school, to the extent practicable,

- ☒ Provides opportunities for the informed participation of parents and family members, including:
 - ☒ Parent and family members who have limited English proficiency.
 - ☒ Parent and family members with disabilities.
 - ☒ Parent and family members of migratory children.
- ☒ Provides information and school reports in a format and, in a language parents understand. *Section 1116 (f)*

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SCHOOLWIDE PROGRAM

All check boxes marked in this policy indicate an assurance on the part of the school.

This Schoolwide Program Plan is developed with the involvement of parents and other members of the community to be served and individuals who will carry out the plan. *Section 1114 (b)(2)*

COORDINATION WITH OTHER FEDERAL, STATE, AND LOCAL PROGRAMS

Sections 1112(a)(1)(B), 1114(b)(5)

This plan has been developed, if appropriate and applicable, in coordination with other Federal, State, and local services, resources, and programs.

Mark all programs that will be coordinated and integrated as part of the development of the Consolidated Federal Programs plan

STRATEGIES TO ADDRESS SCHOOL NEEDS *Section 1114 (b)(7)(A)*

☒ The following strategies will be implemented to address prioritized school needs: (check all that apply)

☒ Supplemental instruction

Subject areas and grade levels to be served (mark all that apply)		
1 ☐ Math	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐	
2 ☒ Reading	K ☐ 1 ☒ 2 ☒ 3 ☒ 4 ☒ 5 ☒ 6 ☒ 7 ☒ 8 ☒ 9 ☐ 10 ☐ 11 ☐ 12 ☐	
3 ☐ English Language Arts	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐	
4 ☐ Science	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐	
5 ☐ Other	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐	

Delivery of Title I funded supplemental instruction services

☐ Preschool

☒ Pull out/resource classroom

☒ Push in/regular classroom

☐ Summer School

☐ Tutoring (before-or-after-school)

☐ Other

Instructional personnel				
	Teachers	Paraprofessionals	Others	
Supplemental Reading	☒	☐		
Supplemental English Language Arts	☒	☐		
Supplemental Mathematics	☐	☐		
Supplemental Science	☐	☐		
1 Other	☐	☐	☐	

☐ **Class size reduction**

☐ Grade Levels	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐
☐ Reading Instruction Only	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐
☐ Math Instruction Only	K ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10 ☐ 11 ☐ 12 ☐

☐ **Professional Learning Communities**
☒ **Schoolwide Positive Behavior Support**
☐ **Response to Intervention**
☒ **Other**

Professional Development

The strategies will (mark all that apply)

- ☒
- Provide opportunities for all children, including subgroups of students, to meet the challenging Missouri Learning Standards.

Description of how strategy/strategies will provide

*Address the needs of all children in the school, but particularly the needs of those at risk of not meeting the Missouri Learning Standards
 *All students receive rigorous reading instruction 5 days/week with a consistent schedule for students.
 *Clear delineation between reading and ELA
 Equitable across the department
 .6 Literacy Coach will teach Tier 1 reading strategies and foundational reading to staff, support reading in the content areas, as well as support student intervention.
 Supplemental Instruction Reading: Increased rigor through explicit instruction
 Pull out & Push in
 Reduce student-to-staff ratio
 *In addition to pull out & push in supplemental instruction, full time
 *Interventionists will support the consistent implementation of iReady through teacher-assigned lessons
 *Increase the amount of learning time by securing a reading interventionist for ESY.
 Implementing a schoolwide tiered model to prevent and address problem behavior, and early intervening services
 Providing professional development and other activities for teachers, paraprofessionals, and other school personnel to improve instruction and use of data
 Additional training for MAP-A staff adapting reading training for staff to help families know where there students are based on benchmarks and current class offerings, take home activities to fill gaps
 *Offerings outside of standardized tests
 *Use of Exact Path

- ☒
- Use methods and instructional strategies that strengthen the academic program in the school.

Description of how strategy/strategies will strengthen

The reading interventionists will:
 Work individually or with small groups of students to close the gap between their performance and grade-level expectations.
 Implement a variety of research-based strategies in reading
 Encourage teachers to use various teaching strategies or approaches, specific math manipulatives or reading materials and the curricular tools available to them.
 Regularly communicate with families and provide resources to aid them in helping their child become more proficient.
 Celebrate academic successes with students, staff and families.
 Collaborate with the reading teachers of the students on caseload to promote the sharing of ideas, strategies and the generalization of concepts taught during intervention.
 Regularly seek feedback from both students and their teachers as to the effectiveness of the Title I Reading in order to make real-time improvements.

☐ Increase the amount of learning time

- ☐ Extended school year
☐ Before-and/or after-school programs
☐ Summer program
☐ Other

☐ Help provide an enriched and accelerated curriculum

Description of how strategy will provide

Activities that address the needs of those at risk of not meeting the Missouri Learning Standards will include (mark all that apply)

☒ Address the needs of all children in the school, but particularly the needs of those at risk of not meeting the Missouri Learning Standards

Description of how strategy/strategies will address

How it could work:
 Reading Interventionist would teach reading classes in their respective classrooms
 Move toward providing reading instruction as a Tier 1 support
 Reading Interventionist would assign iReady lessons to students to maximize the effectiveness of the program
 As students become more proficient decoders, students would focus more on reading in the content area
 Celebrate Achievements with Exact Path

Activities will (mark all that apply)

☒ **Improving students' skills outside the academic subject areas**

- ☐ Counseling
☐ School-based mental health programs
☒ Specialized instructional support services
☐ Mentoring services
☐ Other

☐ **Uses nonprofit or for-profit external providers to deliver services. These services demonstrate expertise in using evidence-based or other effective strategies to improve student achievements. (ESEA Section 1114(d))**

Description of external providers and services provided

☐ **Helping students prepare for and become aware of opportunities for postsecondary education and the workforce**

- ☐ Career/technical education programs
- ☐ Access to coursework to earn postsecondary credit
- ☐ Advanced Placement
- ☐ International Baccalaureate
- ☐ Dual or concurrent enrollment
- ☐ Early college high schools
- ☐ Other

☒ **Implementing a schoolwide tiered model to prevent and address problem behavior, and early intervening services**

☒ **Providing professional development and other activities for teachers, paraprofessionals, and other school personnel to improve instruction and use of data**

- ☒ Delivery of professional development services
- ☒ Instructional coach
- ☐ Teaching methods coach
- ☒ Third party contract
- ☐ Other

☒ Professional development activities that address the prioritized needs

Describe activities

Professional Development
Empowering all teachers to view themselves as reading teachers
Greater focus on reading in ALL content areas
Focus on how to teach vocabulary

☐ **Recruiting and retaining effective teachers, particularly in high need subjects**

Describe activities

☐ **Assisting preschool children in the transition from early childhood education programs to local elementary school programs**

Describe activities

SCHOOLWIDE POOL FUNDING

Section 1114 (b)(7)(B)

- ☐ Funds for this program will be consolidated with other State, local and Federal programs.

Mark all program funds that will be consolidated in the schoolwide pool.

- ☐ Title I.A (required)
- ☐ State and Local Funds (required)
- ☐ Title I School Improvement (a)
- ☐ Title I.C Migrant
- ☐ Title I.D Delinquent

- ☐ Title II.A
- ☐ Title III EL
- ☐ Title III Immigrant
- ☐ Title IV.A
- ☐ Title V.B
- ☐ School Improvement Grant (g) (SIG)
- ☐ Spec. Ed. State and Local Funds
- ☐ Spec. Ed. Part B Entitlement
- ☐ Perkins Basic Grant - Postsecondary
- ☐ Perkins Basic Grant - Secondary
- ☐ Workforce Innovation and Opportunity Act
- ☐ Head Start
- ☐ McKinney-Vento
- ☐ Adult Education and Family Literacy
- ☐ Others

PARENT COMMENTS *Section 1116 (c)(5)*

The Title I.A Schoolwide Plan is satisfactory to parents of participating students.

- ☒ Yes
☐ No

If the plan is not satisfactory to the parents of participating students please provide any parent comments.

[School Level Plan Home](#) [Print](#) [Cancel Print Mode](#)

District/LEA Comments

Email: william.bechtel@dese.mo.gov

Current User: DESEPUBLIC

Improving Lives through Education

Ver. 5.199.3065

PROHIBITION AGAINST DISCRIMINATION, HARASSMENT, AND RETALIATION *(Notice of Nondiscrimination)*

General Rule

The Special School District Board of Education is committed to maintaining a workplace and educational environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities, and facilities. In accordance with law, the district strictly prohibits discrimination and harassment against employees, students, or others on the basis of race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, ancestry, disability, veteran status, age, genetic information, or any other characteristic protected by law. Special School District is an equal opportunity employer. Employees and applicants will not be retaliated against for opposing discriminatory practices, filing discrimination complaints, or participating in investigations of these complaints, including when responding to questions during investigations. Retaliatory actions include, but are not limited to, acts of intimidation, threats, coercion, or discrimination against those who report, make complaints of, or participate in an investigation, formal proceeding, or informal resolution of prohibited discrimination or harassment, whether conducted internally or outside the district.

The district also prohibits: (1) discrimination based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by the USDA; (2) aiding, abetting, inciting, compelling, or coercing discrimination, harassment, or retaliatory actions; and (3) discrimination, harassment, or retaliation against any person because of such person's association with a person protected from discrimination or harassment in accordance with this policy.

As used in this policy, "discrimination, harassment, or retaliation" has the same meaning as "illegal discrimination, harassment, or retaliation" and is limited to acts prohibited by law. All employees, students, and visitors must immediately report to the district for investigation any incident or behavior that could constitute discrimination, harassment, or retaliation in accordance with this policy. If a student alleges sexual misconduct on the part of any district employee to any person employed by the district, that person will immediately report the allegation to the Children's Division (CD) of the Department of Social Services (DSS) in accordance with state law. In accordance with this policy and as allowed by law, the district will investigate and address discrimination, harassment, and retaliation that negatively impacts the school environment, including instances that occur off district property or are unrelated to the district's activities.

Sexual Harassment Reporting and District Response

Sexual harassment is prohibited under this policy and policy ACA, but policy ACA applies only to a narrower category of sexual harassment under Title IX, as defined in the federal regulations. All sexual harassment reports must be made to the Title IX coordinator identified in policy ACA and evaluated for policy ACA applicability. If a sexual harassment report is made to any other district employee, the report must be promptly referred to the Title IX coordinator for intake. Even if the suspected victim of discrimination, harassment or retaliation does not report on their own behalf, district employees are required to report to the Title IX coordinator any observations, rumors or other information about actions prohibited by both this policy and policy ACA.

Incidents of alleged sexual harassment that are not investigated under policy ACA may be referred for processing under this policy.

Additional Prohibited Behavior

Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment, or retaliation might still be unacceptable for the workplace or the educational environment and may be prohibited by another Board of Education policy such as policy GBCB governing staff conduct. The district encourages students, employees, and the public to report such behavior under the appropriate Board of Education policy so that it can be promptly addressed, but the complaint process in this policy is reserved for allegations of illegal discrimination, harassment, and retaliation.

Student-on-Student Harassment

Building-level administrators are in a unique position to identify and address illegal discrimination, harassment, and retaliation between students, particularly when behaviors are reported through the normal disciplinary process and not through a complaint. Administrators have the ability to immediately discipline a student for prohibited behavior in accordance with the district's discipline policy. However, if sexual harassment is observed or alleged, the administrator must consult the Title IX coordinator to determine policy ACA's applicability to the reported facts or allegations prior to imposing discipline.

Administrators will report all incidents of illegal discrimination, harassment, and retaliation to the Compliance Officer and will direct the parent/guardian and student to the Compliance Officer who may determine that the incident has been appropriately addressed or recommend additional action. When a complaint is filed, the investigation and complaint process detailed in AC-R will be used as appropriate.

Boy Scouts of America Equal Access Act

As required by law, the district will provide equal access to district facilities and related benefits and services and will not discriminate against any group officially affiliated with the Boy Scouts of America, the Girl Scouts of the United States of America, or any other youth group designated in applicable federal law.

School Nutrition Programs

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices, and employees, and institutions participating in or administering USDA programs (including the district), are prohibited from discriminating based on race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by the USDA. These programs include the National School Lunch Program, the Special Milk Program, the School Breakfast Program, and the Summer Food Service Program.

Any person or representative alleging discrimination based on a prohibited basis has the right to file a complaint within 180 days of the alleged discriminatory action with the USDA Office of the Assistant Secretary for Civil Rights or the district's compliance officer using the process outlined in policy EF.

Individuals with Disabilities

The district will identify, evaluate, and provide free, appropriate education to all students with disabilities, in accordance with law. Anyone who knows or believes that a child may have a disability regardless of whether the child is currently enrolled in the Special School District is encouraged to contact the district's Compliance Officer.

Anyone who, because of a disability, requires an auxiliary aid or service for effective communication or requires a modification of policies or procedures to participate in a program, service, or activity should contact the district's Compliance Officer as soon as possible, but no later than 48 hours before the scheduled event.

Consequences and Remedies

If the district determines that illegal discrimination, harassment, or retaliation has occurred, the district will take prompt, effective, and appropriate action to address the behavior, prevent its recurrence, and remedy its effects.

Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors, or others who violate this policy may be prohibited from district property or otherwise restricted while on district property. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior.

Students, employees, and others will not be disciplined for speech in circumstances where it is protected by law.

Public Notice

The superintendent or designee will continuously publicize the district's policy prohibiting illegal discrimination, harassment, and retaliation and disseminate information on how to report illegal discrimination, harassment, and retaliation. A copy of this policy will be made available online to the public, employees, parents/guardians, and students. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

Reporting

Unless the concern is otherwise voluntarily resolved, all persons must report incidents that might constitute discrimination, harassment, or retaliation directly to the Compliance Officer, superintendent, or designee. If a student alleges sexual misconduct on the part of any district employee to any person employed by the district, that person will immediately report the allegation to the Children's Division in accordance with state law.

In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported immediately to the Children's Division.

Confidentiality and Records

To the extent permitted by law and in accordance with board policy, the district will keep confidential the identity of the person filing a complaint and any complaint or other document that is generated or received pertaining to complaints. Information may be disclosed if necessary to further the investigation, appeal, or resolution of a complaint, or if necessary to carry out interim or disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the Children's Division, and others when necessary to enforce this policy or when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The district will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with the Missouri Secretary of State's retention manuals and applicable law.

Investigation

The district will immediately investigate all complaints of illegal discrimination, harassment, or retaliation pursuant to this policy. All persons are required to cooperate fully in the investigation.

Training

The district will provide training to employees on identifying and reporting acts that may constitute illegal discrimination, harassment, or retaliation.

The district will provide information to parents/guardians and students regarding this policy and will provide age-appropriate instruction to students.

Adopted: September 10, 1985

Revised: March 14, 1995
July 11, 2000
September 24, 2002
April 13, 2010
May 8, 2012
November 15, 2016
May 26, 2020
January 26, 2021
January 25, 2022

December 5, 2023

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Cross Refs:

BCC - Appointed Board Officials
ECG - Animals on District Property
EFB - Free and Reduced-Price Meals
EHB - Technology Usage
GBAC - Staffing with and Employing Retirees GBCB, Staff Conduct
GBCC - Staff Use of Communication Devices
GBH - Staff/Student Relations
GBL - Personnel Records
GBLB - References
GCBA - Professional Staff Compensation
GCD - Professional Staff Hiring
GCPD - Administrative Leave and Suspension of Professional Staff Members
GCPE - Termination of Professional Staff Members
GCPF - Renewal of Professional Staff Members
GDBA - Support Staff Compensation
GDC - Support Staff Recruiting and Hiring
GDPD - Placement on Administrative Leave and Suspension of Support Staff Members
GDPE - Nonrenewal and Termination of Support Staff Members
IGAEB - Teaching about Human Sexuality
IGBCB - Programs for Migratory Students
IGBH - Programs for English Learners
IGCD - Virtual Courses
IGD - District-Sponsored Extracurricular Activities and Groups
IICC - School Volunteers
INC - Speakers at District Events
IND – Ceremonies and Observances
JFCF - Bullying JFCG, Hazing
JG - Student Discipline
JHCF - Student Allergy Prevention and Response
JHG - Reporting and Investigating Child Abuse/Neglect
KG - Community Use of District Facilities
KK - Visitors to District Property/Events
KL - Public Concerns and Complaints
KLA - Concerns and Complaints Regarding Federal Programs
Legal Refs.: §§ 105.255, 160.261, 162.068, 213.010-.137, 290.400–.450, RSMo.
Individuals with Disabilities Education Act, 20 U.S.C. §§ 1400 – 1417 Title IX of the
Education Amendments of 1972, 20 U.S.C. § 1681 Boy Scouts of America Equal
Access Act, 20 U.S.C. § 7905

Equal Pay Act, 29 U.S.C. § 206(d)
Age Discrimination in Employment Act, 29 U.S.C. §§ 621-631 The
Rehabilitation Act of 1973, Section 504 29 U.S.C. § 794
Title VI of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000d – 2000d-7 Title VII of the
Civil Rights Act of 1964, 42 U.S.C. §§ 2000e-1 - 2000e-17
Genetic Information Nondiscrimination Act, 42 U.S.C. §§ 2000ff – 2000ff-11 Age
Discrimination Act of 1975, 42 U.S.C. §§ 6101 – 6107
Americans with Disabilities Act, 42 U.S.C. §§ 12101 – 12213
Richard B. Russell National School Lunch Act, 42 U.S.C. §§ 1751 – 1760 Child Nutrition
Act of 1966, 42 U.S.C. §§ 1777 – 1785
7 C.F.R. Parts 210, 215, 220 and 225
Bostock v. Clayton County, 590 U.S. ____ (2020)
Davis v. Monroe County Bd. of Educ., 526 U.S. 629 (1999) *Faragher v.*
City of Boca Raton, 524 U.S. 775 (1998) *Burlington Indust. v. Ellerth*, 524
U.S. 742 (1998)
Gebser. v. Lago Vista Ind. Sch. Dist., 524 U.S. 274 (1998)
Oncale v. Sundowner Offshore Serv., 523 U.S. 75 (1998)
Harris v. Forklift Syst., Inc., 510 U.S. 17 (1993)

DISCRIMINATION/HARASSMENT /RETALIATION COMPLIANCE COMPLAINT PROCEDURE

Discrimination, harassment or retaliation against employees, students or others on the basis of race, color, religion, sex, national origin, sexual orientation or perceived sexual orientation, ancestry, disability, veteran status, age, genetic information or any other characteristic protected by law is strictly prohibited in accordance with law. The following are the definitions of and procedures for reporting, investigation, and resolution of complaints thereof.

Definitions

1. *Complaint* - Submission to the district compliance officer of a written or verbal allegation that there has been a violation of policy AC. The complaint must include:
 - a. Date of filing
 - b. Discrimination category at issue (e.g. sex, national origin, etc.)
 - c. Names of persons involved including possible witnesses
 - d. Facts alleged to have happened
 - e. A statement of why the facts constitute a violation of policy AC
 - f. A suggestion of the remedy desired
 - g. A description of any informal adjustment attempts or progress within the complainant's knowledge as of the date of the complaint. Exhibits may be attached.
2. *Complainant* - A person who, by the filing of a complaint under this procedure, claims to be the victim, or the parent or guardian of a student who claims the student was a victim of discrimination in violation of policy AC.
3. *Appeal* -An appeal requires:
 - a. The filing of the original complaint and exhibits
 - b. All decisions rendered by district officials at any lower levels in the complaint process
 - c. A statement of why the decision being appealed from is inadequate or incorrect
 - d. A statement of the progress of any informal adjustment known to the complainant
4. *Working Days* - Days on which the district's business offices are open.
5. *Discrimination*-
 - a. Conferring benefits upon, refusing or denying benefits to, or providing differential treatment to a person or class of persons
 - b. In violation of law based on race, color, religion, sex, national origin, sexual orientation or perceived sexual orientation, ancestry, disability, veteran status, age, genetic information, or any other characteristic protected by law, or based on a belief that such a characteristic exists
6. *Harassment* - A form of discrimination, as defined above, that occurs when:
 - a. The school or work environment becomes permeated with intimidation, ridicule or insult that is sufficiently severe or pervasive enough that it unreasonably alters the employment or educational environment.

Behaviors that could constitute illegal harassment include, but are not limited to, the following acts if based on race, color, religion, sex, national origin, sexual orientation, ancestry, disability, veteran status, age, genetic information or any other characteristic protected by law or based on a

belief that such a characteristic exists:

- a. Graffiti
 - b. Display of written material or pictures
 - c. Name calling, teasing or taunting
 - d. Insults
 - e. Derogatory remarks or slurs
 - f. Jokes
 - g. Gestures
 - h. Threatening, intimidating or hostile acts
 - i. Physical acts of aggression, assault or violence
 - j. Theft
 - k. Damage to property
 - l. Threatening, intimidating, derogatory, or hostile email, text, or social media posting
7. *Sexual Harassment* - A form of discrimination, as defined above, on the basis of sex. Sexual harassment is unwelcome conduct that occurs when:
- a. Benefits or decisions are implicitly or explicitly conditioned upon submission to, or punishment is applied for refusing to comply with, unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature.
 - b. The school or work environment becomes permeated with intimidation, ridicule or insult that is based on sex or is sexual in nature and that is sufficiently severe or pervasive enough to alter the conditions of participation in the district's programs and activities or the conditions of employment.

Sexual harassment may occur between members of the same or opposite sex. The district presumes a student cannot consent to behavior of a sexual nature with an adult regardless of the circumstance.

Behaviors that could constitute sexual harassment include, but are not limited to:

- i. Sexual advances and requests or pressure of any kind for sexual favors, activities or contact
 - ii. Conditioning grades, promotions, rewards or privileges on submission to sexual favors, activities or contact
 - iii. Punishing or reprimanding persons who refuse to comply with sexual requests, activities or contact
 - iv. Graffiti, name calling, slurs, jokes, gestures or communications of a sexual nature or based on sex
 - v. Physical contact or touching of a sexual nature, including touching of intimate parts and sexually motivated or inappropriate patting, pinching or rubbing
 - vi. Comments about an individual's body, sexual activity or sexual attractiveness
8. *Physical Sexual Acts*-
- a. Acts of aggression, assault or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking)
 - b. Against a person's will or when a person is not capable of giving consent due to the person's age, intellectual disability or use of drugs or alcohol
9. *Gender-Based Harassment* - Acts of verbal, nonverbal, written, graphic or physical

- conduct based on sex or sex stereotyping, but not involving conduct of a sexual nature
10. *Retaliation* - Actions including, but not limited to, acts of intimidation, threats, coercion or discrimination against those who:
 - a. Make complaints of prohibited discrimination or harassment
 - b. Report prohibited discrimination or harassment
 - c. Participate in an investigation, formal proceeding or informal resolution, whether conducted internally or outside the district, concerning prohibited discrimination or harassment
 - d. Aiding, abetting, inciting, compelling or coercing discrimination, harassment or retaliatory actions
 - e. Discrimination, harassment or retaliation against any person because of harassment in accordance with this policy
 11. *Other Prohibited Behavior* - Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment or retaliation that is still unacceptable for the workplace or the educational environment. This includes demeaning or otherwise harmful actions are prohibited, particularly if directed at personal characteristics including, but not limited to, socioeconomic level, sexual orientation or perceived sexual orientation.
 12. *Compliance Officer* - The individual responsible for implementing this policy, including the Acting compliance officer when he or she is performing duties of the compliance officer.
 13. *School Nutrition Program* – In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its agencies, offices and employees, and institutions participating in or administering USDA programs (including the district), are prohibited from discriminating based on race, color, national origin, sex, disability, age or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by the USDA. These programs include the National School Lunch Program, the Special Milk Program, the School Breakfast Program, and the Summer Food Service Program.

Reporting

All employees, students and visitors must immediately report to the district any incident or behavior that could constitute discrimination, harassment or retaliation. If a student alleges sexual misconduct on the part of any district employee to any person employed by the district that person will immediately report the allegation to the Children's Division (CD) of the Department of Social Services in accordance with state law. In accordance with law and district policy, any person suspected of abusing or neglecting a child will be reported immediately to the CD. Children's Division (CD) of the Department of Social Services, or the Missouri Department of Health and Senior Services (DHSS). In accordance with this policy and as allowed by law, the district will investigate and address discrimination, harassment or and retaliation that occurs and whether it negatively impacts the school environment, including instances that occur off district property or are unrelated to the district's activities. The district will investigate and address the behavior in accordance with this policy, as allowed by law.

Any person or representative alleging discrimination based on prohibitions from the U.S. Department of Agriculture has the right to file a complaint within 180 days of the alleged discriminatory action with the USDA Office of the Assistant Secretary for Civil Rights or the

district's compliance officer using the process outlined in policy EF.

Interim Measures

When a report is made or the district otherwise learns of potential discrimination, harassment or retaliation, the district will take immediate action to protect the alleged victim, including implementing interim measures. For example, the district may alter a class seating arrangement, provide additional supervision for a student or suspend an employee pending an investigation. The district will take immediate steps to prevent retaliation against the alleged victim, any person associated with the alleged victim, or any witnesses or participants in the investigation. These steps may include, but are not limited to, notifying students, employees and others that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment or retaliation have occurred.

Compliance Officers

The board designates the following individuals to act as the district's compliance officers:

Student Issues:

Compliance Liaison, Title IX Coordinator
Special School District of St. Louis County
12110 Clayton Road
Town and Country, Missouri 63131 Phone: (314) 989-8135
Email: srhenry@ssdmo.org

Employee &/or Visitor Issues:

Chief Compliance Officer
Special School District of St. Louis
County 12110 Clayton Road
Town and Country, Missouri 63131
Phone: (314) 989-8100 Fax: (314) 989-8449
E-mail: wpendergrass@ssdmo.org

In the event the compliance officer is unavailable or is the subject of a report that would otherwise be made to the compliance officer, reports should instead be directed to the acting compliance officer:

Superintendent

Special School District of St. Louis County
Town and Country, Missouri 63131
Phone: (314) 989-8281
Fax: (314) 989-8440
E-mail: [mmaclin@ssdmo.org](mailto:mmacclin@ssdmo.org)

The chief compliance officer, designee or acting compliance officer will:

1. Coordinate district compliance with this policy and the law.
2. Receive all complaints regarding discrimination, harassment and retaliation in the district.

3. Serve as the district's designated Title IX, Section 504 and Americans with Disabilities Act (ADA) coordinator, as well as the contact person for compliance with other discrimination laws.
4. Investigate or assign persons to investigate complaints, monitor the status of complaints to ensure that additional discrimination, harassment and retaliation do not occur; and recommend consequences.
5. Review all evidence brought in disciplinary matters to determine whether additional remedies are available, such as separating students in the school environment.
6. Determine whether district employees with knowledge of discrimination, harassment or retaliation failed to carry out their reporting duties and recommend disciplinary action, if necessary.
7. Communicate regularly with the district's law enforcement unit to determine whether any reported crimes constitute potential discrimination, harassment or retaliation.
8. Oversee discrimination, harassment or retaliation complaints, including identifying and addressing any patterns or systemic problems and reporting such problems and patterns to the superintendent or the board.
9. Seek legal advice when necessary to enforce this policy.
10. Report to the superintendent and the board aggregate information regarding the number and frequency of complaints and compliance with this policy.
11. Make recommendations regarding changing this policy or the implementation of this policy.
12. Institute and coordinate training programs for district staff and supervisors as necessary to meet this policy's goals, including instruction in recognizing behavior that constitutes discrimination, harassment and retaliation.
13. Periodically review student discipline records to determine whether disciplinary consequences are applied uniformly.
14. Perform other duties as assigned by the superintendent.

General Provisions

1. Students, employees and others may attempt to resolve minor issues by addressing concerns directly to the person alleged to have violated this policy, but they are not expected or required to do so. Any attempts to voluntarily resolve a complaint will not delay the investigation once a report has been made to the district.
2. Unless the concern is otherwise voluntarily resolved, all persons must report incidents that might constitute discrimination, harassment or retaliation directly to the compliance officer or acting compliance officer. All district employees will instruct all persons seeking to make a complaint to communicate directly with the chief compliance officer. Even if the potential suspected victim of discrimination, harassment or retaliation does not file a complaint, district employees are required to report to the compliance officer any observations, rumors or other information regarding actions prohibited by the policy. If a verbal complaint is made, the person will be asked to submit a written complaint to the compliance officer or acting compliance officer. If a person refuses or is unable to submit a written complaint, the compliance officer will summarize the verbal complaint in writing. A complaint is not needed for the district to take action upon finding a violation of law, district policy

or district expectations. Even if a complaint is not directly filed, if the compliance officer otherwise learns about possible discrimination, harassment or retaliation, including violence, the district will conduct a prompt, impartial, adequate, reliable and thorough investigation to determine whether unlawful conduct occurred and will implement appropriate interim measures if necessary.

3. This complaint procedure exists to provide formal resolution of complaints that policy AC has been violated. It does not prohibit the informal adjustment of any complaint. Pursuit of informal adjustment is not a valid reason for missing a filing deadline, but a timely filed complaint may be continued by consent of the parties in order to allow pursuit of informal adjustment.
4. The nondiscrimination compliance coordinator should be informed of the progress of all informal adjustments and complaints at each step by the district employee responsible for each step of a complaints, so that the compliance coordinator may keep abreast of all matters concerning policy AC and be ready at any time to report on the same to the superintendent, board or an outside agency.
5. Where a statute, administrative rule, or board policy provides a scheme for resolutions of complaints arising under that statute, rule or policy, this complaint procedure shall not be applicable.
6. When, based upon reported information and/or investigation, the compliance coordinator finds a likely violation of policy AC, the compliance coordinator shall so inform the superintendent, regardless of whether a complaint has been filed. Lack of a complaint will not preclude appropriate remedial action by the district upon a finding by the superintendent of a violation of policy AC, nor will the existence of a complaint or its outcome hinder the superintendent in enforcing policy AC. Lack of a remedial action does not preclude a disciplinary action, and vice versa.
7. In addition to keeping the superintendent informed of likely violations of policy AC throughout the district, the compliance coordinator should also confidentially contact putative victims of likely violations of policy AC to investigate, further explain policy AC if necessary, and make sure the putative victim is aware of the complaint procedure.
8. Actions involving employees or students implemented as remedial action for a violation of policy AC are not exempt from such constitutional due process requirements as apply case-by-case, to such an individual and/ or the nature of the action taken. However, this regulation is not meant to provide any additional substantive or procedural rights to employees or students who must be involved in remedial actions.
9. If a person designated to hear a complaint or appeal is the subject of the complaint, the next highest step in the complaint process will be used. For example, if the complaint involves the superintendent, the compliance officer may designate someone outside the district to hear the complaint in lieu of the superintendent, or the complaint may be heard directly by the board.
10. Investigation and reporting deadlines are not mandatory for the district when more time is necessary to adequately conduct an investigation and to render a decision. An extension of the investigation and reporting deadlines may be warranted if extenuating circumstances exist as determined by the district's compliance officer. When extended, the person filing the complaint (complainant) will be notified. If

more than twice the allotted time has expired without a response, the complainant may appeal to the next level.

11. Persons alleged to have violated policy AC, and/ or persons necessarily involved in resolution of complaints, will have access to written complaints, materials only in the event that remedial or disciplinary action is actually implemented, and then only on a need-to-know basis or as required by the constitution. Participants must understand that FERPA may prevent the disclosure of some records or actions to complainants, including in the written responses called for in these regulations.
12. All documents, communications and records pertaining to this complaint procedure will be kept separate from personnel records of employees.
13. The district will not be relieved of its responsibility to respond to a complaint filed under this complaint procedure by the fact that an outside enforcing agency has received a complaint arising from the same circumstances.
14. The compliance coordinator will make follow-up inquiries on completed complaints and informal adjustments to assure that remedial actions have been effective, and to assure that no violation of policy AC persists or has been caused by the complaint or adjustment itself.
15. Students, employees and others will not be disciplined for speech in circumstances where it is protected by law.
16. The complainant's failure to file an appeal within the timelines given will be considered acceptance of the findings and remedial action taken.
17. To the extent permitted by law, the district will investigate all complaints, even if an outside enforcing agency such as the Office for Civil Rights, law enforcement or the CD is also investigating a complaint arising from the same circumstances.
18. The district will only share information regarding an individually identifiable student or employee with the person filing the complaint or other persons if allowed by law and in accordance with board policy.
19. Upon receiving a complaint, district administrators or supervisors, after consultation with the compliance officer, will implement interim measures as described in this policy if necessary to prevent further potential discrimination, harassment or retaliation during the pending investigation.
20. The district will immediately investigate all complaints. All persons are required to cooperate fully in the investigation. The district compliance officer or other designated investigator may utilize an attorney or other professionals to conduct the investigation. In determining whether alleged conduct constitutes discrimination, harassment or retaliation, the district will consider the surrounding circumstances, the nature of the behavior, the relationships between the parties involved, past incidents, the context in which the alleged incidents occurred and all other relevant information. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all of the facts and surrounding circumstances.
21. If, after investigation, school officials determine that it is more likely than not (the preponderance of the evidence standard) that discrimination, harassment, retaliation or other prohibited behavior has occurred, the district will take immediate corrective action. The district will take prompt, effective and appropriate action to address the behavior, prevent its recurrence and remedy its effects.

22. Employees who violate this policy will be disciplined, up to and including employment termination. Students who violate this policy will be disciplined, which may include suspension or expulsion. Patrons, contractors, visitors or others who violate this policy may be prohibited from school grounds district property or otherwise restricted while on school grounds district property. The superintendent or designee will contact law enforcement or seek a court order to enforce this policy when necessary or when actions may constitute criminal behavior.

Complaint Procedure

1. *Level I* - A complaint is to be filed with the building principal/supervisor, who may assign as an assistant principal/designee to handle the matter. The principal/supervisor or designee will inform the compliance coordinator of the existence of the complaint and send a copy of the filed materials to the compliance coordinator. Within five (5) working days after submission of a complete complaint, the compliance officer or designee shall conduct an investigation, including such hearings or *ex parte* interviews as are reasonably necessary, including contacting witnesses identified by the complaint. Within 30 working days of receiving the complaint, the compliance officer or designee will then issue a written response to the complaint:
 - a. Summarizing the facts
 - b. Making conclusions on whether they constitute a violation of policy AC based on the appropriate, legal standards
 - c. If a violation of policy AC is found, the compliance officer will state what remedial action will be implemented at the school level or sought from the central administration, to address the discrimination, harassment or retaliation; prevent recurrence; and remedy its effects. The victim and the person who filed the complaint, if applicable, and any alleged perpetrator will be notified in writing, within five working days of the completion of the report. Notification is in accordance with law and district policy. The district's compliance officer or designee will determine whether the district policy was violated.
2. *Level II* - Within five (5) working days after receiving the *Level I* decision, appeal may be taken to the nondiscrimination compliance coordinator. The compliance coordinator will meet with the complainant as soon as workably possible to review the appellate materials, further discuss the complaint and take any additional evidence the complainant has to offer. The compliance coordinator may make additional investigations, including hearings or *ex parte* interviews, or may remand the complaint to level 1 for further investigations. Within five (5) working days, the compliance coordinator will issue a written response to the appeal summarizing his or her findings and stating what, if any, remedial actions will be recommended to the Superintendent and/ or the building-level administration for implementation.
3. *Level III* - Within five (5) working days after receiving the *Level II* decision, appeal may be taken to the superintendent. The superintendent may refer the matter to the superintendent, or outside counsel, to act as designee and prepare a final decision for signature and implementation. The superintendent or designee will review the appeal materials, conduct further investigations or hearings at the superintendent's or designee's discretion, and seek counsel if necessary. Within ten (10) working days, the superintendent will issue a written decision upon the appeal stating whether a

violation of policy AC is found and, if so, stating what remedial actions will be implemented. A copy of the appeal and decision will be sent to the compliance coordinator by the superintendent.

4. *Level IV* - Within five (5) working days after receiving the *Level II* decision, appeal may be taken to the Board of Education by filing the appeal with the superintendent. The matter will be placed on the agenda of the next scheduled meeting of the board for closed session unless law requires otherwise. The complainant will be allowed to address the board, and the board may call for the presence of such other persons as the board deems necessary to advise it on the matter and the maintenance of its compliance obligations. The board may conduct its procedure upon the appeal as it sees fit and shall normally render a written decision upon the appeal within thirty (30) working days, for implementation by the administration. For district purposes, and without waiving the right to take any actions later deemed necessary for nondiscrimination mandate compliance, the board's decision and any actions taken are final.

A copy of the appeal and decision will be sent to the compliance coordinator by the board secretary. Records of disciplinary actions for violations of policy AC are kept in the same manner as any other discipline record.

Student-on-Student Harassment

Building level administrators are in a unique position to identify and address discrimination, harassment and retaliation between students, particularly when behaviors are reported through the normal disciplinary process and not through a complaint. Administrators have the ability to immediately discipline a student for prohibited behavior in accordance with the district's discipline policy.

Administrators will report all incidents of discrimination, harassment and retaliation to the compliance officer and will direct the family/ guardian and student to the compliance officer who may determine that the incident has been appropriately addressed or recommend additional action. When a complaint is filed, the investigation and complaint process detailed above will be used.

Confidentiality and Records

Information may be disclosed if necessary to further the investigation, appeal or resolution of a complaint, or if necessary to carry out disciplinary measures. The district will disclose information to the district's attorney, law enforcement, the CD and others when necessary to enforce this policy when required by law. In implementing this policy, the district will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The district will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with the Missouri Secretary of State's retention manuals and as advised by the district's attorney.

Training

The district will instruct employees to make all complaints to the district's compliance officer

or Acting compliance officer and will provide current contact information for these persons. The district will inform employees of the consequences of violating this policy and the remedies the district may use to rectify policy violations. All employees will have access to the district's current policy, required notices and complaint forms. The district will provide additional training to any person responsible for investigating potential discrimination, harassment or retaliation.

Public Notice

The superintendent or designee will continuously publicize the district's policy prohibiting discrimination, harassment and retaliation and disseminate information on how to report discrimination, harassment and retaliation. A copy of this policy will be posted in a public area of each building used for instruction or employment or open to the public. A copy of this policy will also be made available electronically annually to employees, families or guardians, and students; as well as to newly enrolled students and newly hired employees. district bulletins, catalogs, application forms, recruitment material and the district's website will include a statement that the district does not discriminate in its programs, services, activities, facilities or with regard to employment. The district will provide information in alternative formats when necessary to accommodate persons with disabilities.

Date Issued by the Superintendent: July 11, 2000

Date Revised: August 10, 2010
June 26, 2012
December 13, 2016
May 26, 2020
July 23, 2024

Superintendent of Schools

TECHNOLOGY USAGE

The district's technology resources exist primarily to enhance the educational opportunities and achievement of district students, as well as to ensure the efficiency of district operations.

The purpose of this policy is to facilitate appropriate access to district technology and to create a safe environment in which to use that technology. The superintendent or designee is directed to create and regularly review regulations and procedures to implement this policy, administer the district's technology program, and regularly review these procedures to ensure they are current and effective, and support its use by staff and students.

The superintendent or designee will review and disseminate a procedure that allows students, employees, or other users to request that the district review or adjust the content filter to allow access to a website or specific content.

Inventory and Disposal

The district will regularly inventory all district technology resources in accordance with the district's policies on inventory management. Technology resources that are no longer needed will be disposed of in accordance with law and district policies and procedures related to the disposal of surplus property.

Date Adopted:
June 9, 2009
May 25, 2022

Date Revised:
May 8, 2012
February 27, 2018
March 18, 2022
February 24, 2026

Cross Refs.: AC - Prohibition against Discrimination, Harassment and Retaliation
DID - Inventory Management
DN - Surplus Property
GBCC - Staff Use of Communication Devices
GBH - Staff/Student Relations
IGAEB - Teaching about Human Sexuality
IGDB - Student Publications
IGDBA - Distribution of Noncurricular /Unofficial Student Publications
JFCF - Bullying
JFCG - Hazing
JG-R - Student Discipline
JO - Student Records
KB - Public Information Program

Legal Refs.: §§ 170.051, 182.827, 431.055, 537.525, 542.402, 569.095 - .099, 610.010

.028, RSMo.
Chapter 109, RSMo.
Chapter 573, RSMo
Electronic Communications Privacy Act, 18 U.S.C. §§ 2510--2520
Stored Communications Act, 18 U.S.C. §§ 2701 - 2711
Family Educational Rights and Privacy Act, 20 U.S.C. § 1232g
Children's Internet Protection Act, 47 U.S.C. § 254(h)
47 C.F.R. § 54.520
Federal Rule of Civil Procedure 34
City of Ontario v. Quon, 130 S. Ct. 2619 (2010)
Reno v. ACLU, 521 U.S. 844 (1997)
Hazelwood Sch. Dist. v. Kuhlmeier, 484 U.S. 260 (1988)
Bethel Sch. Dist. No. 403 v. Fraser, 478 U.S. 675 (1986)
Sony Corp. of America v. Universal City Studios, Inc., 464 U.S. 417 (1984)
FCC v. Pacifica Foundation, 438 U.S. 726 (1978)
Ginsberg v. New York, 390 U.S. 629 (1968)
Biby v. Bd. of Regents of the Univ. of Nebraska, 419 F.3d 845 (8th Cir. 2005)
Henerey v. City of St. Charles Sch. Dist., 200 F.3d 1128 (8th Cir. 1999)
Bystrom v. Fridley High Sch. Ind. Sch. Dist., 822 F.2d 747 (8th Cir. 1987)
Beussink v. Woodland R--IV Sch. Dist., 30 F. Supp. 2d 1175 (E.D. Mo 1998)
Parents, Families, and Friends of Lesbians and Gays, Inc. v. Camdenton R--III Sch. Dist., 853 F. Supp. 2d 888 (W.D.Mo. 2012)
<http://revisor.mo.gov/main/Home.aspx>
<http://uscode.house.gov/>
<http://www.ecfr.gov/cgi-bin/ECFR?page=browse>

TECHNOLOGY USAGE

(Access to Blocked or Filtered Content)

This procedure allows employees acting on their own behalf or on the behalf of students to request that the district review or adjust the content filter to allow access to a website or specific internet content. Any student requests for access to specific content must be made to their teacher, who then submits a service ticket on behalf of the student if they deem the request is necessary and appropriate.

Definitions

Service ticket - A service ticket is a documented communication initiated by an individual or entity to the technology services department, submitted via email, telephone, voicemail, or an online form, for the purpose of reporting an issue, requesting support, or initiating a service-related action.

Unblocking Content

District technology users who believe that a website or web content has been inappropriately blocked by the district's content filter must use the following process to request access to the blocked internet content:

1. Users must submit a service ticket, superintendent or designee will review the request. The request should include reasoning in support of the request.
2. Requests will be acted on within ten business days of the superintendent or designee receiving the request. The superintendent or designee will unblock access to the content unless there is an articulated legal reason not to do so. The superintendent or designee may consult the district's attorney prior to making a decision. The user requesting access will be notified of the decision.
3. If access is denied, the user may request to be put on the agenda for the next board meeting to discuss the issue. The board has the discretion to grant or deny the agenda request. The requested material will remain blocked until the board makes a decision if any.

Disabling Content Filters

The superintendent or designee may fully or partially disable the district's content filter to enable access for an employee who is authorized to use district internet resources to access content for bona fide research or other lawful purposes. Employee users must use the following process to request that a content filter be disabled:

1. Employee users must submit a request, by e-mail or by submitting a ticket in the ticketing system, to the superintendent or designee to have the content filter disabled. The request should include reasoning in support of the request.
2. Requests will be acted on within ten business days of the superintendent or designee receiving the request. The filter will be disabled only if the superintendent or designee determines that it will serve a legitimate educational purpose or otherwise benefit the district. The adult user will be notified of the decision.
3. If the request is denied, the employee user may request to be put on the agenda for the next board meeting to discuss the issue. The board has the discretion to grant or deny the agenda request. The requested material will remain blocked until the board makes a decision if any.

Date Issued by the Superintendent:

March 13, 2018

Date Revised:
May 25, 2022
February 24, 2026

Superintendent of Schools

TECHNOLOGY USAGE *(Technology Safety)*

Definitions

User - any person who is permitted by the district to utilize any portion of the district's technology resources including, but not limited to, students, employees, school board members, authorized contractors, and other authorized agents of the district.

User Identification (ID) - Any identifier that would allow a user access to the district's technology resources or to any program including, but not limited to, e-mail and internet access.

Password - A unique word, phrase or combination of alphabetic, numeric and non-alphanumeric characters used to authenticate a user ID as belonging to a user.

Closed Forum – A communication device, tool, software, hardware, internet site or account owned and/or operated by a governmental entity that is closed to the public for expressive activities of any kind.

Technology Resources – Technologies, devices, software, and services used to access, process, store or communicate information. This definition includes but is not limited to; computers; printers; scanners; fax machines telephone equipment; mobile phones; audio-visual equipment; internet; social media; electronic mail (e-mail); electronic communications devices and services, including wireless access; media resources; hardware; and software. Technology resources may include technologies, devices and services provided to the district by a third party.

Technology Administration

The board directs the superintendent or designee to assign trained personnel to maintain the district's technology in a manner that will (a) protect the district from liability, (b) Protect Proprietary software, and (c) protect confidential student and employee information retained or accessible through district technology resources. These trained personnel will:

1. Periodically conduct a technology census to ensure that instructional resources and equipment that support and extend the curriculum are readily available to teachers and students.
2. Establish a retention schedule for the regular archiving or deletion of data stored on district technology resources in accordance with the *Public School District Retention Manual* published by the Missouri Secretary of State.
3. Suspend access to and/or availability of the district's technology resources to diagnose and investigate network problems or potential violations of the law or district policies, regulations and procedures.
4. Install or remove programs or information, install equipment, upgrade any system or enter any system at any time appropriate or necessary.

Administrators of district technology resources may suspend access to and/or availability of the district's technology resources to diagnose and investigate network problems or potential violations of the law or district policies and procedures. The administrators may also remove, change or exchange hardware or other technology between buildings, classrooms or users at any time without prior notice. When possible, users will be notified of this in advance. However, there may be situations when, at the district may do so without notice.

All district technology resources are considered district property.

Authorized Users

District technology resources may be used by authorized:

1. Students
2. Employees
3. Board members
4. Other persons approved by the superintendent or designee, such as consultants, legal counsel and independent contractors

Conditions and Rules of Use

Use of the district's technology resources is a privilege, not a right. Access privileges to technology resources are granted based on the needs of the district. The following rules will be followed by all district technology resource users. If district administrators determine any violation of these conditions or rules may be unlawful, the appropriate law enforcement agency will be contacted. Any possible violation of board policy will be investigated and may lead to discipline up to and including termination.

1. All users must agree to follow the district's policies and procedures and sign or electronically consent to the district's user agreement prior to accessing or using district technology resources, unless excused by the superintendent or designee.
2. A user should not have a legal expectation of privacy in any electronic communications or other activities involving the district's technology resources including, but not limited to, voice mail, telecommunications, e-mail and access to the internet or network drives.
3. By using the district's network and technology resources, all users are consenting to having their electronic communications and all other use monitored by the district when using district access and/or resources.
4. Users must consent in their *User Agreement* to interception of or access to all communications accessed, sent, received or stored using district technology.
5. The district will only provide a user ID with e-mail access if the user consents to interception of or access to all communications accessed, sent, received or stored using district technology.
6. Passwords for accounts held by board members will be held by the superintendent's office.
7. No student, employee or other potential user will receive an ID, password or other access to district technology if he or she is considered a security risk by the superintendent or designee.
8. A user will be responsible for any actions taken by those using the user's ID or password. A user will not be responsible for theft of passwords and IDs unless the theft was the result of user negligence.
9. Users are required to obey all laws, including criminal, copyright, privacy, defamation and obscenity laws. The district will render all reasonable assistance to local, state or federal officials for the investigation and prosecution of persons using district technology in violation of any law.
10. Users may only install and use properly licensed software, audio, or video media purchased by the district or approved for use by the district. All users will adhere to the limitations of the district's technology licenses.
11. All users will use the district's property as it was intended.

12. Users are required to return district technology resources to the district upon demand including, but not limited to, mobile phones, laptops, and tablets.
13. Users are responsible for following district asset management and tracking procedures.
14. Use of district technology resources are subject to district and board policies and regulations, even if the resource is used off-site or outside of working hours.

Prohibitions

The following are prohibited:

1. Applying for a user ID under false pretenses
2. Using another person's user ID and/ or password
3. Sharing user IDs or passwords with others except
 - a. When temporary passwords are shared with the district's technology department for the purpose of support
 - b. Teachers may have access to student passwords to ensure that access is appropriate and for instructional purposes
4. Individuals who share IDs or passwords may be disciplined and will be held responsible for any actions taken by those using the ID or password. A user will not be responsible for theft of passwords and IDs but may be responsible if the theft was the result of user negligence.
5. Deleting, examining, copying or modifying district files or data without authorization
6. Mass consumption of technology resources that inhibits use by others.
7. Use of district technology for soliciting, advertising, fundraising, commercial purposes or financial gain, unless authorized by the district or in accordance with policy KI.
8. Use of district technology resources to advocate, support or oppose any ballot measure or candidate for public office.
9. Accessing fee-based services without permission from an administrator. A user who accesses such services without permission is solely responsible for all charges incurred.
10. Accessing, viewing or disseminating information using district resources, including e-mail or Internet access that is pornographic, obscene, child pornography, harmful or obscene to minors, libelous, pervasively indecent, vulgar, or otherwise illegal.
11. Accessing, viewing or disseminating information on any product or service not permitted to minors unless under the direction and supervision of district staff for curriculum-related purposes.
12. Accessing, viewing or disseminating information using district technology resources in a way that constitutes cyber bullying, or insulting or fighting words, by which other people may be harassed or injured or (e.g., threats of violence, defamation of character or of a person's race, religion or ethnic origin).
13. Using district technology resources to access, view, or disseminate information that may cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful district policies, regulations and procedures.
14. Any use that has the purpose or effect of discriminating or harassing any person or persons on the basis of race, color, religion, sex, national origin, ancestry, disability, genetics, age, pregnancy or use of leave protected by the Family and Medical Leave Act or the violation of any person's rights under applicable laws (will be addressed as described in policy AC).
15. Any unauthorized, deliberate or negligent action that damages or disrupts technology, alters its normal performance, or causes it to malfunction regardless of the location or

- the duration of the disruption.
16. Copying software or media in audio or visual format for home or other use unless permitted by the district's license and approved by the district.
 17. Removing district technology or software from district premises, unless authorized by the district.
 18. Lifting, moving, or relocating technology hardware without permission from a building administrator. All users will be held accountable and will be charged for any damage they cause to district technology resources. The district will seek both criminal and civil remedies, as necessary.
 19. Using district technology resources to communicate with the news media or elected officials, excluding the Board of Education, unless authorized by the superintendent or designee.

Student Users

1. All student users under age 18 and their parents/guardians must sign or electronically consent to the district's User Agreement prior to accessing or using district technology resources, unless otherwise excused by this policy or the superintendent or designee.
2. Students who are 18 or who are otherwise able to enter into an enforceable contract may sign or consent to the User Agreement without additional signatures.
3. Students who do not have a User Agreement on file with the district may be granted permission to use district technology by the superintendent or designee.

Employee Users

1. No employee will be given access to the district's technology resources unless the employee agrees to follow the district's User Agreement prior to accessing or using the district's technology resources.
2. Authorized employees may use the district's technology resources for reasonable, incidental personal purposes as long as the user does not violate any provision of district policies, regulations or procedures, hinder the use of the district's technology resources for the benefit of its students or waste district resources.
 - a. Any use that jeopardizes the safety, security or usefulness of the district's technology resources or interferes with the effective and professional performance of the employee's job is considered unreasonable. Violations of this requirement may include but are not limited to actions that:
 - i. Waste district resources
 - ii. Interfere with job responsibilities
 - iii. Hinder technology benefits for students
 - iv. Fail to comply with directive(s) from district supervisor(s)
3. Unless authorized by the employee's supervisor in advance, employees may not access, view, display, store, print or disseminate information using district technology resources that students or other users could not access, view, display, store, print or disseminate.
4. Users will be granted access privileges to district technology resources after approval by their supervisor and by the technology services department. The procedure for requesting access is available from the technology services department.
5. Any attempts to secure a higher level of privilege than currently approved without authorization is prohibited.

Board Member Users

Upon completing an annual *User Agreement*, board members may be granted user privileges, including an e-mail address. Board members will set an example of responsible use, will abide by district policies, regulations and procedures, and will comply with the Missouri Sunshine Law.

External Users

The superintendent or designee has discretion to grant user privileges to consultants, legal counsel, independent contractors and other persons having business with the district, after consenting to the district's User Agreement and for the sole, limited purpose of conducting business with the district. External users must abide by all laws, the district policies, regulations and procedures.

Technology Security and Unauthorized Access

All users shall immediately report any security problems or misuse of the district's technology resources to a teacher or administrator. No person will be given access to district technology if he or she is considered a security risk by the superintendent or designee. The following actions are prohibited:

1. Use of district technology resources to gain or attempt to gain unauthorized access to any technology system or the files of another user
2. Use of district technology to connect to other systems, in evasion of the physical limitations of the remote system by using a personal wireless account to access sites not allowable if you were using the district's filtered system
3. The unauthorized copying of system files
4. Intentional or negligent attempts, whether successful or unsuccessful, to interfere with the ability of others to utilize any district technology
5. Any attempt to secure a higher level of access privilege than approved by the superintendent or designees
6. The introduction of computer viruses, hacking tools or other disruptive or destructive programs into a district computer, network, or any external networks

The district will monitor the online activities of minors and operate a technology protection measure ("content filter") on the network and all district technology with internet access, as required by law. In accordance with law, the content filter will be used to protect against access to visual depictions that are obscene or harmful to minors or are child pornography.

Because the district's technology is a shared resource, the content filters will apply to all district computers with Internet access. The district cannot guarantee that users will never be able to access offensive materials using district equipment. Evading or disabling, or attempting to evade or disable, a content filter installed by the district is prohibited.

The superintendent, designee or the district's technology administrator may fully or partially disable the district's content filter to enable access for an adult user for bona fide research or other lawful purposes. In making decisions to fully or partially disable the district's content filter the administrator shall consider whether the use will serve a legitimate educational purpose or otherwise benefit the district.

Online Safety, Security and Confidentiality

The district will take measures to prevent minors from using district technology to access inappropriate matter or materials harmful to minors on the Internet. Such measures shall include, but are not limited to:

1. Supervising and monitoring student technology use
2. Careful planning when using technology in the curriculum
3. Instruction on appropriate materials
4. Procedures to provide users guidance on which materials and uses are inappropriate, including network etiquette guidelines
5. Instructing all students on safety and security issues, including (a) appropriate online behavior and (b) the dangers of sharing personal information about themselves or others when using e-mail, social media, chat rooms or other forms of direct electronic communication
6. Instructing all students on cyberbullying awareness and response and appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms
7. providing instruction in the district's computer courses, courses in which students are introduced to the computer and the Internet, or courses that use the internet in instruction. Students are required to follow all district rules when using district technology resources and are prohibited from sharing personal information online unless authorized by the district
8. instructing and requiring that employees abide by state and federal law and board policies and procedures when using district technology resources to communicate information about personally identifiable students to prevent unlawful disclosure of student information or records

All users are prohibited from using district technology to:

1. Gain unauthorized access to a technology system or information.
2. Connect to other systems in evasion of the physical limitations of the remote system.
3. Using a personal wireless account to access sites not allowable if you were using the district's filtered system)
4. Copy district files without authorization.
5. Interfere with the ability of others to utilize technology.
6. Secure a higher level of privilege without authorization.
7. Introduce computer viruses, hacking tools, or other disruptive/destructive programs onto district technology or internal or external networks.
8. Evade or disable a content filter.

All users shall immediately report any security problems or misuse of the district's technology resources to an administrator or teacher.

Student Users

1. All students will be instructed on the dangers of sharing personal information about themselves or others over the internet.
2. Student users are prohibited from sharing personal information about themselves or others over the Internet, unless authorized by the district.
3. Student users shall not agree to meet with someone they have met online without parental approval.
4. A student user shall promptly disclose to his or her teacher or another school employee any message the user receives that is inappropriate or makes the user feel uncomfortable. This would include but not limited to receiving a posting of harmful or cruel text or images which are considered cyber bullying.

5. Student technology resources may be equipped with content monitoring systems to track usage and content displayed on student devices.

Employee Users

1. Users shall receive or transmit communications using only district-approved and district-managed communication systems. For example, users may not use messaging, videoconferencing or chat services, except in special cases where arrangements have been made in advance and approved by the district.
2. All district employees, including staff assigned to Partner District will abide by state and federal law, board policies and district rules including, but not limited to, policy JO and regulation JO-R when communicating information about personally identifiable students.
3. Employees shall not transmit confidential student information using district technology, unless designated for that use. Employees will take precautions to prevent negligent disclosure of student information or student records.
4. No curricular or non-curricular publication distributed using district technology will include the address, phone number or e-mail address of any student without permission.

Closed Forum

The district's technology resources are not a public forum for expression of any kind and are to be considered a closed forum to the extent allowed by law. The district's website will provide information about the district but will not be used as an open forum.

All expressive activities involving district technology resources that students, parents/guardians and members of the public might reasonably perceive to bear the approval of the district and that are designed to impart particular knowledge or skills to student participants and audiences are considered curricular publications. All curricular publications are subject to reasonable prior restraint, editing and deletion on behalf of the school district for legitimate educational reasons. All other expressive activities involving the district's technology are subject to reasonable prior restraint and subject matter restrictions as allowed by law and board policies.

Records Retention

Trained personnel shall establish a retention schedule for the regular archiving or deletion of data stored on district technology resources. The retention schedule must comply with the *Public School District Records Retention Manual* as well as the *General Records Retention Manual* published by the Missouri Secretary of State.

In the case of pending or threatened litigation, the district's attorney will issue a litigation hold directive to the superintendent or designee. The litigation hold directive will override any records retention schedule that may have otherwise called for the transfer, disposal or destruction of relevant documents until the hold has been lifted by the district's attorney. E-mail and other technology accounts of separated employees that have been placed on a litigation hold will be maintained by the district's information technology department until the hold is released.

No employee who has been so notified of a litigation hold may alter or delete any electronic record that falls within the scope of the hold. Violation of the hold may subject the individual to disciplinary actions, up to and including termination of employment, as well as personal liability for civil and/or criminal sanctions by the courts or law enforcement agencies.

Violations of Technology Usage Policies and Procedures

A user's privileges may be suspended pending an investigation concerning use of the district's technology resources. Any violation of district policies, regulations or procedures regarding technology usage may result in temporary, long-term or permanent suspension of user privileges.

Employees may be disciplined up to and including termination, and students disciplined or suspended up to expulsion, for violating the district's technology policies and procedures. Any attempted violation of the district's technology policies or procedures, regardless of the success or failure of the attempt, may result in the same discipline or suspension of privileges as that of an actual violation. The district will cooperate with law enforcement in investigating any unlawful use of the district's technology resources.

No Warranty/No Endorsement

The district makes no warranties of any kind, whether expressed or implied, for the services, products or access it provides. The district's technology resources are available on an "as is, as available" basis.

The district is not responsible for loss of data, delays, non-deliveries, mis-deliveries or service interruptions. The district does not endorse the content nor guarantee the accuracy or quality of information obtained using the district's technology resources.

Electronic Mail and Messaging

Users must obtain permission from the superintendent or designee before sending any district wide electronic messages. When communicating electronically, all users must comply with district policies, regulations, and procedures and adhere to the same standards expected in the classroom. A user is generally responsible for all e-mail and other electronic messages originating from the user's accounts; however, users will not be held responsible when the messages originating from their accounts are the result of the account being hacked.

The following actions are prohibited:

1. Forgery or attempted forgery of electronic messages is illegal.
2. Unauthorized attempts to read, delete, copy or modify electronic messages of other users.
3. Sending unsolicited mass e-mail or other electronic messages, unless the communication is a necessary, employment-related function or an authorized publication

Communication Devices

Employees with mobile phones or other electronic communication devices must use them professionally and in accordance with district policy GBCC and regulation GBCC-R. These devices shall not be used in a manner that would distract the employee or other user from adequate supervision of students or other job duties.

Damages

All damages incurred by the district due to the misuse of the district's technology resources, including the loss of property and staff time, will be charged to the user. District administrators have the authority to sign any criminal complaint regarding damage to district technology.

Exceptions

An exception to district rules will be made for district employees or agents conducting an investigation of a use that potentially violates the law, district policies, regulations or procedures. An exception will also be made for technology administrators who need access to district technology resources to maintain the district's resources or examine and delete data stored on district computers as allowed by the district's retention policy.

Waiver

Any user who believes he or she has a legitimate educational purpose for using the district's technology in a manner that they may violate any of the district's policies, regulations or procedures may request a waiver from the building principal, superintendent or their designees. In making the decision to grant a waiver to a student, the administrator shall consider the student's purpose, age maturity and level of supervision involved.

For questions regarding Artificial Intelligence usage, please refer to policy EHBD and regulation EHBD-R.

Date Issued by the Superintendent: March 13, 2018

Date Revised: March 25, 2022
February 24, 2026

Superintendent of Schools

STUDENT DISCIPLINE

It is essential that the district maintain a classroom environment that allows teachers to communicate effectively with all students in the class and allows all students in the class to learn. Discipline will be equitably applied and viewed as a learning opportunity with the ultimate goal of improving behavior, safety, and the school climate. The district seeks to minimize the unnecessary exclusion of students from classrooms and school and encourages the superintendent and district staff to exclude students only when necessary to maintain a safe and appropriate learning environment. The superintendent or designee is authorized to contact the district's attorney for advice on the legality of district discipline or the discipline process. The board encourages the superintendent to recommend changes to board policy related to student discipline as needed.

To assist district staff in maintaining an appropriate classroom environment, the board has created a discipline code that addresses consequences, including suspension or expulsion, for students whose conduct is prejudicial to good order and discipline in the schools or impairs the morale or good conduct of other students. Regulation JG-R is the district's Code of Conduct. This policy and Code of Conduct apply to students enrolled in district schools and programs. Students receiving services from Special School District (SSD) and attending partner district schools follow the Code of Conduct of that partner district. A copy of the district's comprehensive written code of conduct will be distributed to every student and the families of every student at the beginning of each school year and will be available in the superintendent's office during normal business hours and on the district's website.

Equity

All district staff are required to enforce district policies, regulations, and procedures in a manner that is consistent, developmentally appropriate, and equitable. District staff who increase or decrease the consequences for student misconduct based on individual circumstances must document the reasons for the variance. The superintendent or designee will regularly review district discipline data to determine whether district policies are being equitably enforced and, when necessary, make recommendations to the board for policy changes, training, or resources to further the district's goals for providing equitable education to all students.

Application

These policies, regulations, and procedures will apply to all students enrolled in and attending district instructional and support programs, as well as attending school-sponsored activities.

Discipline for Off-Campus Misconduct

Students may be disciplined for misconduct that occurs off district grounds and outside a district activity when allowed by law including, but not limited to, the following situations:

1. The district's technology is used.
2. The student's conduct negatively impacts the education environment or there is a nexus to the education environment and the conduct is not otherwise protected by law.
3. The student has been charged with, convicted of, or pled guilty to the commission of a felony in a court of general jurisdiction (not a juvenile court). The board may suspend such students after a hearing in accordance with law.

4. The student has been indicted on, charged with, or convicted of one of the specific crimes listed in § 167.171, RSMo. (see in policy JEC) or a petition has been filed or adjudicated in juvenile court involving one of the specific crimes listed in § 167.171, RSMo. The district shall exclude such students from school or from the general education environment after appropriate due process.
5. The student transfers to the district during a suspension or expulsion from another public school or a private or parochial school, and the district determines that the conduct would have resulted in a suspension or expulsion in this district. The district may honor a student's suspension or expulsion in such cases after providing appropriate due process when necessary.

The board authorizes the immediate removal of a student upon a finding by a principal or superintendent that the student poses an immediate threat of harm to self or others. Any such removal will be subject to the appropriate due process procedures and in accordance with law.

No student may be confined alone unattended in an enclosed space from which the student is physically prevented from leaving except in an emergency situation while awaiting the arrival of law enforcement personnel. For the purpose of this policy, a student is unattended if no person has visual contact with the student, and a locked space is a space that the student cannot reasonably exit without assistance.

Enforcement

Building principals are responsible for the development and enforcement of additional student conduct rules needed to maintain proper behavior in schools under their supervision. All such rules shall be consistent with board-adopted discipline policies and regulations. Teachers have the authority and responsibility to make and enforce necessary rules for discipline in the classroom, subject to review by the building principal. The board expects each teacher to maintain a satisfactory standard of conduct in the classroom. All district staff enforcing student discipline should seek to minimize, as much as possible, the amount of instructional time the student loses.

All district employees shall annually receive instruction related to the specific contents of the district's comprehensive code of conduct and any interpretations necessary to implement its provisions including, but not limited to, confidentiality requirements and the approved methods for dealing with acts of school violence and disciplining students with disabilities.

Date Adopted: February 10, 1986

Date Revised: September 13, 1988
July 23, 1998
April 24, 2001
June 17, 2003
July 15, 2008
August 13, 2013
June 27, 2017
December 10, 2024

Cross Refs.: AC - Prohibition Against Discrimination, Harassment and Retaliation
AH - Use of Tobacco Products and Imitation Tobacco Products
ECD - Traffic and Parking Controls
EGAAA - Reproduction of copyrighted Materials
GBH - Staff/Student Relations
IKFB - Graduation Exercises
ILA - Test Integrity and Security
JGGA - Behavior Intervention Strategies

Legal Refs.: §§160.261- .263, 167.161, .171, 171.011, RSMo.
Safe and Drug-Free Schools and Communities Act, 20 U.S.C. §§
7101 – 7165
Beussink v. Woodland R-IV Sch. Dist. 30 F.Supp.2d 1175
(E.D.Mo. 1998)
<http://revisor.mo.gov/main/Home.aspx>
<http://statecodesfiles.justia.com/us/2012/title-20/chapter-70/subchapter-iv/part-a/section-7101/section-7101.pdf>

CRISIS PREVENTION AND INTERVENTION

Special School District believes that appropriate, proactive interventions, crisis prevention, and de-escalation techniques should be used to prevent and, when necessary, respond to students experiencing behavioral challenges in schools to create a positive, safe learning environment for all students and staff. When a student exhibits crisis behavior in the school setting, special procedures apply that govern the crisis response of school staff.

All school staff will be provided with training in, and will be expected to use, appropriate behavior management and de-escalation techniques with all students to prevent and mitigate crisis behavior.

Where applicable, school staff will implement with fidelity the interventions and techniques set forth in a student's IEP, 504 Plan, and/or Behavior Intervention Plan.

If a student makes an overt or perceived threat of suicide or engages in an act of self-harm, the District's Suicide Prevention Policy JHDC and procedures must be immediately implemented with fidelity and documented.

Date Adopted:
July 28, 2026

Date Revised:

Legal Refs.:
160.261, 263, 563.061, RSMo.

SECLUSION PROHIBITED

Special School District prohibits the use of seclusion. Seclusion is defined as the involuntary confinement of a student alone in any room or area in which the student is not free to leave regardless of its name (i.e. time out, calming, break, reset, support, responsibility, break rooms).

Seclusion does not include a student voluntarily going to a location authorized by the school to engage in calming or de-escalating behavior including but not limited to a sensory room, calming room, or support room.

This does not prohibit school staff from preventing a student from leaving the school building or grounds in accordance with the student's Behavior Intervention Plan to ensure the safety of the student.

Date Adopted:

July 28, 2026

Date Revised:

Legal Refs.:

160.261,263,563.061, RSMo.

STUDENT DISCIPLINE

The Student Code of Conduct is designed to foster student responsibility, respect for others, and to provide for the orderly operation of district schools. No code can be expected to list each and every offense that may result in disciplinary action; however, it is the purpose of this code to list certain offenses which, if committed by a student, will result in the imposition of a certain disciplinary action. Any conduct not included herein, or any aggravated circumstance of any offense or any action involving a combination of offenses may result in disciplinary consequences that extend beyond this code of conduct as determined by the principal, superintendent and/or Board of Education. In extraordinary circumstances where the minimum consequence is judged by the superintendent or designee to be manifestly unfair or not in the interest of the district, the superintendent, or designee may reduce the consequences listed in this policy, as allowed by law. This code includes, but is not necessarily limited to, acts of students on district property, including playgrounds, parking lots, and district transportation, or at a district activity, whether on or off district property. The district may also discipline students for off-campus conduct that negatively impacts the educational environment, to the extent allowed by law. Any suspension with a recommendation of more than 10 days of suspension will require that a discipline hearing be held.

Students with disabilities will be disciplined pursuant to applicable law in accordance with this regulation and policy JG, as applicable, and in accordance with policy JGE.

Reporting to Law Enforcement

It is the district's policy to report all crimes occurring on district property to law enforcement, including, but not limited to, the crimes the district is required to report in accordance with law. Policy JCF includes a list of crimes the district is required to report.

The principal or designee shall as soon as possible notify the appropriate law enforcement agency and superintendent if a student is discovered to possess a controlled substance or weapon in violation of the district's policy. In addition, the superintendent or designee shall notify the appropriate division of the Family Court upon suspension for more than ten (10) days or expulsion of any student of whom the district is aware is under the jurisdiction of the court.

Documentation in Student's Discipline Record

The principal, designee, or other administrators or school staff will maintain all discipline records as deemed necessary for the orderly operation of the schools, and in accordance with law and policy JGF.

Conditions of Suspension, Expulsion, and other Disciplinary Consequences

All students who are suspended or expelled, regardless of the reason, are prohibited from participating in or attending any district activity or being on or near district property or the location of any district activity for any reason unless permission is granted by the superintendent or designee. When appropriate, the district may prohibit students from participating in activities or restrict a student's access to Special School District (SSD) or partner district property as a disciplinary consequence even if a student is not suspended or expelled from school.

In accordance with law, any student who is suspended for any offenses listed in § 160.261, RSMo.,

or any act of violence or drug-related activity defined by policy JGF as a serious violation of school discipline shall not be allowed to be within 1,000 feet of any district property or any activity of the district, regardless of whether the activity takes place on district property, unless one of the following conditions exist:

1. The student is under the direct supervision of the student's parent, legal guardian, custodian, or another adult designated in advance, in writing, to the student's principal by the student's parent, legal guardian, or custodian, and the superintendent or designee has authorized the student to be on district property
2. The student is enrolled in and attending an alternative school that is located within 1,000 feet of a public school in the district
3. The student resides within 1,000 feet of a public school in the district and is on the property of his or her residence

If a student violates the prohibitions in this section, they may be suspended or expelled in accordance with the offense, "Failure to Meet Conditions of Suspension, Expulsion, or Other Disciplinary Consequences," listed below.

Impact on Grades

As with any absence, absences due to an out-of-school suspension may result in the student earning a lower grade in accordance with the district's policy on absences. Unless otherwise specified by law or district policy, a student will be allowed to make up work missed due to suspension (see regulation JED-R).

Prohibited Conduct

The following are descriptions of prohibited conduct as well as potential consequences for violation. Building-level administrators are authorized to more narrowly tailor potential consequences as appropriate for the age level of students in the building. All consequences must be within the ranges established in this regulation. In addition to the consequences specified here, school officials will notify law enforcement officials and document violations in the student's discipline file pursuant to law and board policy.

Removal from Technical High Schools

In addition to the consequences identified within the ranges established in this regulation, a consequence of student prohibited conduct may include removal from the technical high school program. Students enrolled in programs offered through North Technical High School or South Technical High may be withdrawn from the technical high school program and return to their sending school with the approval of the superintendent or designee. Depending on timing, the district may allow the student to remain enrolled until a logical exit point such as the end of the semester or grading period.

Academic Dishonesty

Cheating on tests, assignments, projects or similar activities; plagiarism; claiming credit for another person's work; fabrication of facts, sources or other supporting material; unauthorized collaboration; facilitating academic dishonesty; use of all unauthorized electronic devices; and other misconduct related to academics, including unauthorized use of generative artificial intelligence (AI), such as large language models (chatbots).

First Offense	No credit for the work, detention, in-school suspension, grade reduction, community service, or replacement assignment
Subsequent Offense	No credit for the work, detention, in-school suspension, grade reduction, community service, course failure, or removal from extracurricular activities

Arson – Starting or attempting to start a fire or causing or attempting to cause an explosion.

First Offense	Principal/Student conference, community service, detention, in-school suspension 1-180 days out-of-school suspension, or expulsion. Restitution, if appropriate. Police notification.
Subsequent Offense	1-180 days out-of-school suspension or expulsion. Restitution, if appropriate. Police notification.

Assault

1. Using physical force, including but not limited to hitting, striking, or pushing, to cause or attempt to cause physical injury, placing another person in apprehension of immediate physical injury; recklessly engaging in conduct that creates a grave risk of death or serious physical injury; causing physical contact with another person knowing the other person will regard the contact as offensive or provocative, or any other act that constitutes criminal assault in the third or fourth degree.

First Offense	Principal/Student conference, police notification, detention, in-school suspension, 1-180 days out-of-school suspension.
Subsequent Offense	Principal/Student conference, police notification, detention, in-school suspension, 1-180 days out-of-school suspension, or expulsion.

2. Knowingly causing or attempting to cause serious physical injury or death to another person, recklessly causing serious physical injury to another person, or any other act that constitutes assault in the first or second degree.

First Offense	Police notification, 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense	Police notification, expulsion.

Automobile/Vehicle Misuse

Uncourteous or unsafe driving on or around district property, unregistered parking, failure to move vehicle at the request of school officials, failure to follow directions given by school officials, or failure to follow established rules for parking or driving on district property.

First Offense	Suspension or revocation of parking privileges, detention, in-school suspension, community services, or 1-10 days out-of-school suspension.
Subsequent Offense	Revocation of parking privileges, detention, in-school suspension, community services, or 1-10 days out-of-school suspension.

Bullying and Cyberbullying (See board policy JFCF)

Bullying

1. Intimidation, unwanted aggressive behavior, or harassment
2. Is repetitive or is substantially likely to be repeated
3. Causes a student to fear for his or her physical or personal safety or property
4. Substantially interferes with the educational performance, opportunities, or benefits of any student without exception or substantially disrupts the orderly operation of the school
5. Is characterized by a real or perceived imbalance of physical or social power between the perpetrator and the target

Bullying may consist of:

1. Physical actions, including violence, theft, property damage, or gestures
2. Oral, electronic, or written communication, including name-calling, put-downs, extortion, or threats
3. Any threat of reprisal or retaliation for reporting of such acts

Cyberbullying

1. Bullying through the transmission of a communication including, but not limited to,
 - a. A message, text sound, or image by means of an electronic device including, but not limited to
 - b. A telephone, wireless telephone, or other wireless communication device, computer, or pager

Cyber Threats

1. Online materials that threaten or raise concerns about violence against others, suicide or self-harm

First Offense	Principal/Student conference, community service, peer-mediation, detention, in-school suspension, or 1-180 days out-of-school suspension, police notification.
Subsequent Offense	Principal/Student conference, community service, detention, in-school suspension, or 1-180 days out of school suspension, expulsion, and police notification.

Bus or Transportation Misconduct

Discipline for any offense committed by a student on transportation provided by or through the district shall be addressed in the same manner as if the offense had been committed at the student's assigned school. In addition, transportation privileges may be suspended or revoked.

Dishonesty

Any act of lying, whether verbal or written, including forgery.

First Offense	Nullification of forged document. Principal/Student conference, community service, detention, or in-school suspension.
Subsequent Offense	Nullification of forged document. Principal/Student conference, community service, detention, in-school suspension, or 1-180 days out-of-school suspension.

Disrespectful or Disruptive Conduct or Speech (see board policy AC if illegal harassment or discrimination is involved)

Verbal, written, pictorial, or symbolic language, clothing or gesture that is directed at any person that is in violation of district policy or is otherwise rude, vulgar, defiant, considered inappropriate in educational settings, or that materially and substantially disrupts classroom work, school activities, or school functions. Students will not be disciplined for speech in situations where it is protected by law.

First Offense	Principal/Student conference, community service, detention, in-school suspension, or 1-10 days out-of-school suspension, police notification.
Subsequent Offense	Principal/Student conference, community service, detention, in-school suspension, or 1-10 days out-of-school suspension, police notification.

Drugs/Alcohol (see board policies JFCH and JHCD)

1. Possession, sale, purchase, transfer, manufacture, or distribution of any over-the-counter drug, herbal preparation, or imitation drug or herbal preparation

First Offense	Police notification, in-school suspension, or 1-180 days out-of-school suspension.
Subsequent Offense	Police notification, 1-180 days out-of-school suspension, or expulsion.

2. Possession of or attendance while under the influence of any unauthorized prescription drug, alcohol, illegal drug, controlled substance (including marijuana and marijuana-infused products) as defined under schedules I, II, III, or IV of the Controlled Substances Act, unauthorized inhalant, counterfeit drug substance, or imitation controlled substance, any substance intended to create a false negative on a drug test, or any substance prohibited on district property by law or policy

First Offense	Police notification, in-school suspension, 1-180 days out-of-school suspension.
Subsequent Offense	Police notification, 1-180 days out-of-school suspension, or expulsion.

3. Sale, purchase, transfer, manufacture, or distribution of any unauthorized prescription drug, alcohol, narcotic substance illegal drug, controlled substance (including marijuana and marijuana-infused products) as defined under schedules I, II, III, or IV of the Controlled Substances Act, unauthorized inhalants, counterfeit drugs substance, imitation controlled substances or any substance intended to create a false negative on a drug test, any substance prohibited on district property by law or policy, or drug-related paraphernalia

First Offense	Police notification. 1-180 days out-of-school suspension, or expulsion.
Subsequent Offense	Police notification, 1-180 days out-of-school suspension, or expulsion.

Note: Discipline for the above violations may be modified based upon the student completing a drug/alcohol treatment program. Administration will consider this on a case-by-case basis.

Extortion

Threatening or intimidating any person for the purpose of obtaining money or anything of value.

First Offense	Principal/Student conference, peer-mediation, detention, in-school suspension, community service, or 1-10 days out-of-school suspension.
Subsequent Offense	In-school suspension, detention, community service, 1-180 days out-of-school suspension, or expulsion.

Failure to Care for or Return District Property

Loss of, failure to return, or damage to district property including, but not limited to, books, computers, calculators, uniforms, and sporting and instructional equipment.

First Offense	Restitution. Report card or transcripts may be held until dispute is settled, community service, principal/student conference, detention, in-school suspension, police notification.
Subsequent Offense	Restitution. Report card or transcripts may be held until dispute is settled, community service, detention, in-school suspension, police notification

Failure to Meet Conditions of Suspension, Expulsion or Other Disciplinary Consequences

Violating the conditions of a suspension, expulsion or other disciplinary consequence including, but not limited to, participating in or attending any district-sponsored activity or being on or near district property or the location where a district activity is held. See the section of this regulation titled, “Conditions of Suspension, Expulsion, and Other Disciplinary Consequences”.

As required by law, when the district considers suspending a student for an additional period of time or expelling a student for being on or within 1,000 feet of SSD or partner district property during a suspension, consideration will be given to whether the student poses a threat to the safety of any student or school employee and whether the student’s presence is disruptive to the educational process or undermines the effectiveness of the district’s disciplinary policy.

First Offense	Verbal warning, detention, 1-180 days out-of-school suspension, or expulsion. Report to law enforcement for trespassing.
Subsequent Offense	1-180 days out-of-school suspension, expulsion. Report to law enforcement for trespassing.

False Alarms (see also Threats or Verbal Assault”)

Tampering with emergency equipment, setting off false alarms, making false reports: communicating a threat or false report for the purpose of frightening or disturbing people, disrupting the educational environment, or causing the evacuation or closure of district property.

First Offense	Restitution. Principal/Student conference, detention, in-school suspension, community service, 1-180 days out-of-school suspension expulsion, police notification.
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Subsequent Offense	Restitution. Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.
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Fighting (see also “Assault”)

Mutual combat in which both parties have contributed to the conflict either verbally or by physical action.

First Offense	Principal/Student conference, peer mediation, community service, in-school suspension, 1-180 days out of school suspension, police notification.
Subsequent Offense	Principal/Student conference, peer mediation, community service, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.

Gambling

Betting on an uncertain outcome, regardless of stakes including, but not limited to, betting on outcomes of activities, assignments, contests, and games.

First Offense	Principal/Student conference, loss of privileges, community service, detention, or in-school suspension.
Subsequent Offense	Principal/Student conference, loss of privileges, community services, detention, in-school suspension, or 1-10 days out-of-school suspension.

Harassment, including Sexual Harassment (see board policy AC)

1. Use of material of a sexual nature or unwelcome verbal, written, or symbolic language based on gender, race, color, religion, sex, sexual orientation, national origin, ancestry, disability, or any other characteristic protected by law. Examples of harassment include, but are not limited to, racial jokes or comments, requests for sexual favors and other unwelcome sexual advances, graffiti, name calling, or threatening, intimidating or hostile acts based on a protected characteristic.

First Offense	Principal/Student conference, community service, detention, peer-mediation, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.
Subsequent Offense	Principal/Student conference, community service, detention, in-school suspension, peer-mediation, 1-180 days out-of-school suspension, expulsion, police notification.

2. Unwelcome physical contact of a sexual nature or that is based on gender, race, color, religion, sex, sexual orientation, national origin, ancestry, disability, or any other characteristic protected by law. Examples include, but are not limited to, touching or fondling of the genital areas, breasts or undergarments, regardless of whether the touching occurred through or under clothing; or pushing or fighting based on protected characteristics.

First Offense	In-school suspension, peer-mediation, 1-180 days out-of-school suspension, expulsion, police notification.
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Subsequent Offense	Principal/Student conference, community service, detention, in-school suspension, peer-mediation, 1-180 days out-of-school suspension, expulsion, police notification.
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Hazing (see board policy JFCG)

Any activity, on or off of school grounds, that a reasonable person believes would negatively impact the mental or physical health or safety of a student or put the student in a ridiculous, humiliating, stressful, or disconcerting position for the purposes of initiation, affiliation, admission, membership, or maintenance of membership in any group, class, organization, club, or athletic team including, but not limited to district-sponsored activities. Hazing can occur even when all students involved are willing participants.

First Offense	Principal/Student conference, in-school suspension, removal from activity, community service, peer-mediation, 1-180 days out-of-school suspension, expulsion.
Subsequent Offense	Removal from activity, 1-180 days out-of-school suspension, expulsion.

Incendiary Devices or Fireworks

Possessing, displaying, or using matches, lighters, or other devices used to start fires unless required as part of an educational exercise and supervised by district staff, possessing or using fireworks.

First Offense	Confiscation. Warning, principal/student conference, detention, in-school suspension, community service, police notification, 1-10 days out-of-school suspension.
Subsequent Offense	Confiscation. Principal/Student conference, community service, police notification, detention, in-school suspension, 1-10 days out-of-school suspension.

Insubordination

Student's willful failure to follow directions of school district personnel, school expectations, and/or classroom or building rules.

First Offense	Principal/Student conference, community service, detention, in-school suspension, 1-10 days out-of-school suspension.
Subsequent Offense	Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion.

Leaving Class/Campus Without Permission – Elopement (Out of Assigned Area)

Student's not in assigned area, leaving classroom, or leaving campus without following district or classroom procedures.

First Offense	Principal/Student conference, detention, community service, in-school suspension, 1-10 days out of school suspension.
Subsequent Offense	Principal/Student conference, detention, community service, in-school suspension, 1-10 days out of school suspension.

Nuisance Items

Possession or use of items such as toys, games, and electronic devices that are not authorized for educational purposes.

First Offense	Confiscation. Community service, principal/student conference, detention, in-school suspension.
Subsequent Offense	Confiscation. Community service, principal/student conference, detention, in-school suspension, 1-10 days out-of-school suspension.

Public Display of Affection

Physical contact that is inappropriate for the school setting including, but not limited to, kissing and groping.

First Offense	Principal/Student conference, detention, or in-school suspension.
Subsequent Offense	Principal/Student conference, detention, in-school suspension, 1-10 days out-of-school suspension.

Safety and Security Cameras/Equipment

Students may not tamper with school cameras and/or security equipment during the school day or after school activities.

First Offense	Restitution. Principal/Student conference, detention, community services, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.
Subsequent Offense	Restitution. Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.

Safety Violation

Failure to comply with classroom, shop, lab, or building safety rules. This is inclusive of horseplay (engaging in unauthorized activities, which may cause harm or personal injury to self or others without malicious intent)

First Offense	Principal/Student conference, community service, peer-mediation, detention, in-school suspension, 1-180 days out-of-school suspension.
Subsequent Offense	Principal/Student conference, community service, peer-mediation, detention, in-school suspension, 1-180 days out-of-school suspension.

Sexting and/or Possession of Sexually Explicit, Vulgar, or Violent Material

Students may not possess or display, electronically or otherwise, sexually explicit, vulgar, or violent material including, but not limited to, pornography or depictions of nudity, violence, or explicit death or injury. This prohibition does not apply to curricular material that has been approved by district staff for its educational value. Students will not be disciplined for speech in situations where it is protected by law.

First Offense	Confiscation, loss of electronic privileges, principal/student conference, detention, community service, in-school suspension, 1-180 days out-of-school suspension.
Subsequent Offense	Confiscation, loss of electronic privileges, principal/student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.

Sexual Activity

Consensual acts of sex or consensual simulation of sex acts including, but not limited to, intercourse or oral or manual stimulation.

First Offense	Principal/Student conference, detention, in-school suspension, 1-180 days out-of-school suspension, police notification.
Subsequent Offense	Principal/student conference, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.

Technology Misconduct (see board policy EHB and KKB and procedure EHB-R)

1. Attempting, regardless of success, to gain unauthorized access to a technology system or information; using district technology to connect to other systems in evasion of the physical limitations of the remote system; copying of district files without authorization; interfering with the ability of others to utilize district technology; using technology to secure a higher level of privilege without authorization to introduce computer viruses, hacking tools, or other disruptive/destructive programs; or using district technology to evade or disable a filtering/blocking device.

First Offense	Restitution. Principal/Student conference, loss of user privileges, community services, detention, in-school suspension, police notification, 1-180 days out-of-school suspension.
Subsequent Offense	Restitution. Loss of user privileges, community service, 1-180 days out-of-school suspension, police notification, expulsion.

2. Using or displaying an electronic personal communications device from the beginning of the school day until the end of the school day, including, but not limited to, instructional time, meal times, breaks, time between classes, and during study halls and field trips; unless the use is required and approved by a district employee for instructional purposes, authorized by the Individuals with Disabilities Act (IDEA), Americans with Disabilities Act (ADA), or The Rehabilitation Act of 1973, or is needed in an emergency situation in which there is a serious, unexpected, and dangerous situation that requires immediate action. (see Academic Dishonesty)

First Offense	Confiscation, principal/student conference, community service, loss of privileges, detention, or in-school suspension.
Subsequent Offense	Confiscation, principal/student conference, community service, loss of privileges, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion.

3. Violations, other than those listed in “1” or “2” above, of board policy EHB, regulation

EHB-R, or any policy or procedure, regulating student use of personal electronic devices.

First Offense	Restitution. Principal/Student conference, detention, in-school suspension.
Subsequent Offense	Restitution. Loss of user privileges, 1-180 days out-of-school suspension, expulsion

4. Use of audio or visual recording equipment in violation of board policy KKB.

First Offense	Confiscation. Principal/Student conference, detention, in-school suspension, 1-10 days out-of-school suspension.
Subsequent Offense	Confiscation, principal/student conference, detention, in-school suspension, 1-10 days out-of-school suspension.

Theft

Attempted theft or knowing possession of stolen property.

First Offense	Return or of restitution for property, community service, principal/student conference, detention, in-school suspension, 1-180 days out-of-school suspension, police notification.
Subsequent Offense	Return or restitution for property, community service, principal/student conference, detention, in-school suspension, 1-180 days out-of-school suspension, police notification.

Threats or Verbal Assault

Verbal, written, pictorial, or symbolic language or gestures that create a reasonable fear of physical injury or property damage. (see Cyberbullying)

First Offense	Principal/Student conference, peer-mediation, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.
Subsequent Offense	Principal/Student conference, peer-mediation, community service, in-school suspension, 1-180 days out-of-school suspension, expulsion, police notification.

Tobacco Possession or Use

1. Possession of any tobacco products, electronic cigarettes, other nicotine delivery products, or lighters on district property, district transportation, or at any district activity. Nicotine patches or other medications used in a tobacco cessation program may only be possessed in accordance with district policy JHCD.

First Offense	Confiscation of prohibited product or item, principal/student conference, community service, detention, in-school suspension.
Subsequent Offense	Confiscation of prohibited product or item, detention, in-school suspension, community service, 1-10 days out-of-school suspension.

2. Use of any tobacco products, electronic cigarettes, or other nicotine-delivery products or

lighters on district property, district transportation, or at any district activity. Nicotine patches or other medications used in the tobacco cessation program may only be used in accordance with district policy JHCD.

First Offense	Confiscation of prohibited product or item. Principal/Student conference, community service, detention, in-school suspension, 1-3 days out-of-school suspension.
Subsequent Offense	Confiscation of prohibited product or item, in-school suspension, community service, 1-10 days out-of-school suspension.

Truancy or Tardiness (see board policy JED and procedure JED-R)

Absence from school without the knowledge and consent of parents/guardians and/or the school administration; excessive non-justifiable absences, even with the consent of parents/guardians; arriving after the expected time class or school begins, as determined by the district.

First Offense	Principal/Student conference, detention, community service, 1-3 days in-school suspension, police notification.
Subsequent Offense	Principal/Student conference, community service, detention, 3-10 days in-school suspension, and removed from extracurricular activities. Police notification or referral to Children's Division and/or Family Court.

Unauthorized Entry

Unauthorized entering or assisting any other person to enter a district facility, office, locker, or other area that is locked or not open to the general public; entering or assisting any other person to enter a district facility through an unauthorized entrance; assisting unauthorized persons to enter a district facility through any entrance.

First Offense	Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, police notification.
Subsequent Offense	1-180 days out-of-school suspension, expulsion, police notification.

Unauthorized Groups/Gangs

Gathering related to unauthorized clubs, groups, and/or activities. (see board policy IGDA)

First Offense	Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, police notification.
Subsequent Offense	1-180 days out-of-school suspension, expulsion, police notification.

Vandalism (see board policy ECA)

Willful damage or an attempt to cause damage to real or personal property belonging to the district, staff or students.

First Offense	Restitution. Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion, police
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	notification.
Subsequent Offense	Restitution. Principal/Student conference, community service, detention, in-school suspension, 1-180 days out-of-school suspension, expulsion. Police notification.

Weapons (see board policy JFCJ)

1. Possession or use of any weapon as defined in board policy, other than those defined in 18 U.S.C. § 921, 18 U.S.C. § 930(g) (2) or § 571.010, RSMo.

First Offense	One calendar year suspension or expulsion, unless modified by the board upon recommendation by the superintendent, police notification.
Subsequent Offense	One calendar year suspension or expulsion, unless modified by the Board upon recommendation by the superintendent, police notification.

2. Possession or use of a firearm as defined in 18 U.S.C. § 921 or any instrument or device defined in § 571.010, RSMo., or any instrument or device defined as a dangerous weapon in 18 U.S.C. § 930(g)(2).

First Offense	One calendar year suspension or expulsion, unless modified by the board upon recommendation by the superintendent. Police notification.
Subsequent Offense	Expulsion, unless modified by the board upon recommendation by the superintendent. Police notification.

3. Possession or use of ammunition or a component of a weapon.

First Offense	In-school suspension, detention, community service, 1-180 days out-of-school suspension, or expulsion, police notification.
Subsequent Offense	In-school suspension, detention, community service 1-180 days out-of-school suspension, expulsion, police notification.

MSIP Refs.: 6.6

Date Issued by the Superintendent: June 24, 2008

Date Revised: September 14, 2010
September 10, 2013
October 13, 2015
July 18, 2017
March 12, 2024
April 22, 2025
July 22, 2025

Superintendent of Schools

USE OF PHYSICAL RESTRAINT

Special School District allows the use of Physical Restraint only to be used as a last resort when a student's behavior poses an imminent danger of physical harm to the student or another person. Physical Restraint must end as soon as there is no longer an imminent danger of physical harm, or when a less restrictive intervention would prevent the imminent danger of physical harm. A predetermined length of time or a timer may not be used to determine the end of a Physical Restraint.

Physical Restraint may not be used as a form of discipline or punishment, to prevent property destruction where there is no imminent danger of physical harm, to force compliance with staff directives to a student, as a convenience to staff, or as a substitute for appropriate educational support.

“Physical restraint” refers to any physical contact between any district employee or contractor and a student that immobilizes a student or reduces the ability of that student to move the student's torso, arms, legs, or head freely. The term includes holding a student to escort, compel, or coerce the student to move to another location within the school. It does not include a temporary touching of the hand, wrist, arm, shoulder, or back without applying pressure or force for the purpose of guiding or directing a student. Physical restraint includes the use of physical transport to move a student involuntarily from one area to another. It does not include an assistive or protective device prescribed by a trained professional.

The use of supine restraint is prohibited. Supine restraint refers to a physical restraint in which the student is restrained in a face up position on the student's back on the floor or other surface, and physical pressure is applied to the student's body to keep the student in that position.

The use of prone restraint is prohibited. Prone restraint refers to a physical restraint in which the student is restrained in a face down position on the student's stomach on the floor or other surface, and physical pressure is applied to the student's body to keep the student in that position.

Any use of physical restraint by school employees must meet the following requirements:

The employee(s) involved must only use physical restraint as a last resort after all appropriate, feasible behavior interventions and de-escalation techniques (including those set forth in the student's Behavior Intervention Plan, if applicable) have been implemented with fidelity and have not resolved the imminent danger of physical harm to the student or another person.

Only staff trained in district approved Crisis Prevention Techniques (CPT) may use physical restraint.

After a physical restraint has been concluded, a district staff member involved in the physical restraint will complete the district's Physical Restraint Form.

After a physical restraint, the district will make every reasonable effort to notify the student's parent/guardian orally or electronically, no later than one hour after the end of the same school day. This will be documented on the Physical Restraint Form.

Within two (2) school days of the physical restraint, the principal or special education administrator will review the Physical Restraint Form and any other relevant information to ensure the actions taken by the staff complied with District policy, crisis prevention techniques, and were properly documented. This will be documented in the district's student data system.

Following each use of physical restraint, the school nurse, social worker or counselor, will conduct a wellness check of the student's physical and mental health within two (2) school days. This wellness check will be documented in the district's student data system.

A copy of the official, completed Physical Restraint Form will be provided to the parent/guardian within five (5) school days. This notice will include the Physical Restraint Form, the Complaint Process, the abuse hotline number, and a statement directing families to emotional support organizations.

If consultation with a board-certified behavior analyst (BCBA), social worker or any other staff member is requested on the Physical Restraint Form, the meeting will be held within five (5) school days. Meeting notes and outcomes will be recorded in the district's student data system.

When a student is involved in a physical restraint, except in the event of an isolated incident, staff will follow the processes outlined for functional behavior assessments and behavior intervention plans.

The district will respond appropriately in a timely fashion to all complaints regarding the use of physical restraint following the Complaint Process including timelines.

Within fifteen (15) school days of a physical restraint in an SSD-operated school, the designated district administrator will review the documentation to determine if the physical restraint complied with district policy and take corrective action as needed including additional training, coaching and monitoring.

A monthly meeting will be held at each SSD-operated school covering physical restraint for process improvement.

The district will maintain a centralized database that captures all relevant information on physical restraints in SSD-operated schools. This database will be used for monitoring and reporting purposes.

Every six (6) months, the designated district administrator will meet with SSD-operated school principals and relevant staff to review physical restraint data for student and staff patterns, effectiveness of de-escalation techniques, appropriate use of physical restraint techniques, debriefing process, quality of FBAs conducted and BIPs developed, and fidelity of interventions.

Date Adopted:
July 28, 2026

Date Revised:

Legal Refs.:
160.261,263,563.061, RSMo.

STUDENT SUICIDE AWARENESS, PREVENTION, AND INTERVENTION

The district is committed to maintaining a safe environment to protect the health, safety, and welfare of students, and to safeguard against the threat or attempted suicide of any student. Therefore, to further the safety and welfare of students, the district will provide district employees and students support and training on the actions and resources necessary to prevent suicide and to promote mutual well-being.

The district will address suicide awareness, prevention, and intervention through the following components. Regulation JHDC-R addresses each in detail.

1. Suicide response team
2. Suicide response procedures
3. Procedures for family or guardian involvement
4. Community resources available to students, families, and employees
5. Responding to suicidal behavior or death by suicide in the school community
6. Suicide prevention and response protocol education for staff
7. Suicide prevention education for students
8. Publication of policy

Date Adopted: January 9, 2018

Date Revised: February 28, 2023

Cross Refs.: Centers for Disease Control - Risk and Protective Factors
www.cdc.gov
Suicide Prevention Training (Department of Mental Health)
<https://dmh.mo.gov/mentalillness/suicide/training.html>

Legal Refs.: §§170.048. RSMo

STUDENT SUICIDE AWARENESS, PREVENTION, AND INTERVENTION

Definitions

Suicide Response Team- The suicide response team should include administrators, school social workers, counselors, and the school nurse, and may also include school resource officers, teachers, and/or community-based resources where appropriate. The suicide response team is responsible for implementing suicide response procedures. The district will adopt an evidence based/informed tool for assessing suicide risk. The suicide response team, the building administrator, and their designee will receive training in using this tool to collect and document student suicidal behavior and safety planning strategies.

Suicidal Behavior- An umbrella term that encompasses any behavior that is symptomatic of suicide.

Suicidal Ideation- Thoughts and ideas about committing suicide.

Suicidal Intent- A specific plan, motivation to carry out suicidal ideation, and/or access to means.

Suicide Warning Sign- An indicator of suicide risk in a particular individual.

Risk Factors for Suicide

A combination of individual, relationship, community, and societal factors that contribute to the risk of suicide. Risk factors are those characteristics associated with suicide and may not be direct causes.

1. Family history of suicide
2. Family history of child maltreatment
3. Previous suicide attempt(s)
4. History of mental disorders, particularly clinical depression
5. History of alcohol and substance abuse
6. Feelings of hopelessness
7. Impulsive or aggressive tendencies
8. Cultural and religious beliefs (e.g., belief that suicide is a noble resolution of a personal dilemma)
9. Local epidemics of suicide
10. Isolation, a feeling of being cut off from other people
11. Barriers to accessing mental health treatment
12. Loss (relational, social, work, or financial)
13. Physical illness
14. Easy access to lethal methods
15. Unwillingness to seek help because of the stigma attached to mental health and substance abuse disorders or suicidal thoughts

Protective Factors for Suicide

Protective factors buffer individuals from suicidal thoughts and behavior:

1. Effective clinical care for mental, physical, and substance abuse disorders
2. Easy access to a variety of clinical interventions and support for seeking help
3. Family and community support (connectedness)
4. Support from ongoing medical and mental health care relationships

5. Skills in problem solving, conflict resolution, and nonviolent ways of handling disputes
6. Cultural and religious beliefs that discourage suicide and support instincts for self-preservation

Safety Plan

Written list of warning signs, coping responses, and support resources that an individual may use to avert or manage a suicide crisis.

Suicide Prevention Education for Students

Students will receive age-appropriate information and instruction on suicide awareness, prevention, and intervention. Information and instruction may be offered in health education by the counseling staff or in other curricula as may be appropriate.

Student education will include the following:

1. Information about mental health, well-being, and suicide prevention and awareness
2. Promotion of a climate that encourages peer referral and which emphasizes school connectedness
3. Recognition of the signs that they or peers are at risk for suicide
4. Identification of issues that may lead to suicide including depression, anxiety, anger, and drug/alcohol dependency
5. Identification of a trusted adult on campus with whom students can discuss concerns about suicide

Suicide Prevention and Response Protocol Education for Staff

All staff working with students will have an annual online overview addressing the policy, regulation, definitions, risk factors, and process for reporting. Members of the suicide response team will be identified for all staff. Additional training can be provided as requested. The members of the suicide response team will be chosen and trained annually.

Beginning July 1, 2025, identification badges cards issued to students in grades 7–12 shall include the three-digit dialing code that directs calls and routes text messages to the Suicide and Crisis Lifeline, 988, and the nonemergency phone number of the local police department. Cards purchased prior to this date may be used until the supply is depleted.

Reporting

Any school employee, in Special School District (SSD) or partner district schools, who has a reasonable belief that a student may be at risk for suicide or witnesses any attempt towards self-injury will immediately notify a member of the suicide response team and/or the building administrator or his/her designee. Staff assigned to partner districts will follow the partner district's reporting protocols. The staff member must stay with the student until one of those individuals arrives.

Response from Suicide Response Team

In response to a report, the suicide response team member or building administrator/designee should do the following:

1. Ensure the student is in a safe and private area. The student should not be unsupervised or allowed to leave the campus. Ensure the student does not have any weapons or other items to inflict self-harm.

2. Assess the student using a district-approved tool that includes level of risk and/or safety plan.
3. Notify an administrator of the results of the assessment.
4. Notify the family or guardian if an assessment is completed or changes are made to the safety plan.
5. If appropriate or requested by the family/guardian, staff will provide information about outside services. At the family/guardian's request, staff will make a referral to an outside service selected by the family/guardian. Staff will not promise or imply that the district will assume any financial responsibility.
6. If the family/guardian refuses to cooperate or there is any concern regarding the student's safety, local mental health service providers and/or law enforcement may need to be engaged. A report may be made to the Missouri Children's Division or the Missouri Department of Aging.
7. Follow-up with the referring staff member by providing information that the staff member needs to know to perform their duties as they relate to the student.
8. Staff will document actions and communication in the district documentation system.

Student suicidal behaviors are not confidential and may be revealed to the student's family (unless own educational decision maker), guardians, school personnel, or other appropriate authorities when the health, welfare, or safety of the student is at risk. Staff are not permitted to promise students complete confidentiality.

Responding to Suicidal Behavior or Death by Suicide in the School Community

When the school community is impacted by suicidal behavior or a death by suicide, the district will confer with their suicide response teams and, when appropriate, confer with local community resources and professionals to identify and make available supports that may help the school community understand and process the behavior and/or death.

The suicide response team, the building administrator, or their designee will collaborate with the district leadership to determine appropriate procedures for informing the school community of a death by suicide and the supports that will be offered. Staff and students who need immediate attention following a death by suicide will be provided support and resources as deemed necessary.

Publication of Policy and Regulation

The district will notify employees, students, and families of this policy and regulation by posting the policy and related procedures and documents on the district's website and in school handbooks, along with discussing this policy and regulation during employee training as detailed herein.

Date Issued by the Superintendent: January 9, 2018

Date Revised: February 28, 2023
April 22, 2025

Superintendent of Schools

PUBLIC CONCERNS AND COMPLAINTS

Concerns and complaints about the following topics are addressed in their own policies:

1. Discrimination, Harassment, and Retaliation – Policy AC
2. Staff Complaints and Grievances – Policy GBM
3. Student Suspension and Expulsion – Policy JGD
4. Student Complaints and Grievances – Policy JFH
5. District Instructional Media/Library Materials – Policy KLB

Family members, community members, or other stakeholders having concerns or complaints about topics not included in the above list are to use the following process:

1. Concerns or complaints should first be addressed to the teacher or employee directly involved.
2. Concerns or complaints may initially be voiced via telephone, in writing, or by email. However, concerns or complaints voiced beyond the teacher or employee directly involved must be in writing. The individual voicing the concern or complaint should provide contact information for a response from the district.
3. Anonymous telephone or written complaints will be reviewed and investigated if there is evidence of impropriety or violation of district policies, regulations, or procedures. Individuals making an anonymous complaint will not receive a response from the district.
4. A copy of the written concern or complaint should be provided to the superintendent. If the concern or complaint is about the superintendent, a copy will be provided to the board.
5. The district employee investigating the concern or complaint may require information in addition to that initially provided. In order to ensure a thorough investigation, the individual voicing the concern or complaint should provide the information requested.
6. Unsettled matters from above or concerns or complaints regarding an individual school should be presented in writing to the principal, area coordinator, or other supervisor.
7. The district employee investigating the concern or complaint will investigate and provide a written response to the complainant within five business days of receiving the complaint unless additional time is necessary to investigate, or extenuating circumstances exist. If additional time is necessary, the district employee will inform in writing the individual raising the complaint of the additional time necessary and the reason.
8. Unsettled matters from above should be presented to the next level of supervisor in writing. The director will provide a written response to the individual voicing the concern within five business days of receiving the concern or complaint, unless additional time is necessary to investigate, or extenuating circumstances exist.
9. Unsettled matters from above or concerns or complaints regarding the school district in general should be presented to the superintendent or designee in writing. The superintendent or designee will provide a written response to the individual voicing the concern within five business days of receiving the concern or complaint, unless additional time is necessary to investigate, or extenuating circumstances exist. If additional time is necessary, the superintendent will inform in writing the individual raising the complaint of the additional time necessary and the reason.
10. If the matter is not settled satisfactorily by the superintendent or designee, the member of the public may request that the issue be put on the board agenda according to requirements

of board policies BDDDB and BDDH. Written comments submitted to the superintendent or the secretary of the board that are directed to the board will be provided to the entire board.

11. The board will consult with the appropriate district staff and may require a family member, patron, or student to meet with or discuss an issue with district staff prior to making a decision in the matter.
12. The superintendent or designee is authorized to immediately make changes to bring the district into compliance with federal law if the investigation determines that the law has been violated.
13. The district will maintain a copy of the complaint and documentation of any written resolution, when applicable, in accordance with law.
14. Records will be released upon request when required by law. In situations where a violation of law has been alleged or determined or documents include legal advice or work product, the superintendent or designee will have the district's legal counsel review the documents before they are released.

Date Issued by the Superintendent: November 16, 2011

Date Revised: October 23, 2018
April 22, 2025

Superintendent of Schools