



ARCHDIOCESE OF
SAN FRANCISCO

DEPARTMENT OF CATHOLIC SCHOOLS



IMMACULATE HEART OF MARY SCHOOL

PARENT & STUDENT HANDBOOK 2022 -2023

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BELIEVE + CREATE + SERVE

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Attached Pages to be Signed and Returned to Your Child(ren)'s Classroom Teacher at Back-to-School/Supply Drop-Off Day.

Parent & Student Handbook Signature Page – One per family is sufficient, but all students in family must sign and return to oldest child's classroom teacher on Back-to-School/Supply Drop-Off Day.

Photo/Video Release – One per family is sufficient, but all students in family must sign and return to oldest child's classroom teacher on Back-to-School/Supply Drop-Off Day.

Wellness Policy Agreement Form – One per family is sufficient, but all students in family must sign and return to oldest child's classroom teacher on Back-to-School/Supply Drop-Off Day.

Conduct Policy – One per family is sufficient, but all students in family must sign and return to oldest child's classroom teacher on Back-to-School/Supply Drop-Off Day.

Technology Acceptable Use Policy Form – Return to classroom teacher –One per student.



August 15, 2022

Dear IHM School Families and Community,

Welcome to Immaculate Heart of Mary School for the 2022-23 school year! We are overjoyed that you have chosen our school for your child(ren). At IHM, your student will experience a rigorous and engaging faith-based STREAM education that inspires creativity and imagination. Our students pray, plan, design, and create! They truly are innovative thinkers and doers!

At IHM, we like to say that IHM students have **HEART**. From faith formation to social emotional growth to intellectual development, our academic program fulfills the education of the whole child.

At IHM, our Student Learning Expectations are best represented by the acronym HEART, which stands for the following:

1. **Healthy Character**
2. **Effective Communicators**
3. **Active Christians**
4. **Responsible Citizens**
5. **Thinkers, Problem-Solvers, and Life-Long Learners**

By joining the IHM community you have agreed to be our partners in developing young people who grow to make a difference in the world. Children who become young adults who actively live their faith and embrace Catholic virtues. Our school is more than a place of learning; it is a ministry, where we are blessed to carry on Christ's teachings of peace and love.

I encourage you to read our Parent-Student Handbook carefully. We have taken the time to update and clarify our policies so that we remain transparent in our expectations and so that as a community we have clear guidelines to follow. Together we can make this school a standout among Catholic schools on the peninsula. May God bless this 2022-2023 school year, your family, our school, and our IHM community!

In Christ,

Andrea Harville

Mrs. Andrea Harville, M.S.Ed.
Principal

IMMACULATE HEART OF MARY SCHOOL

Personnel List 2022-23

School Administration:

Principal:	Mrs. Andrea Harville	aharville@ihmschoolbelmont.org
Pastor:	Rev. Mark G. Mazza	mmazza@ihmschoolbelmont.org
Admin. Asst./Secretary:	Ms. Michelle Dearden	secretary@ihmschoolbelmont.org

Preschool:

Site Supervisor/Teacher:	Mrs. Ersie Arban	preschool@ihmschoolbelmont.org
Teacher:	Mrs. Alicia Villa	preschool2@ihmschoolbelmont.org
Teacher:	Mrs. Grace Aldeguer	preschool3@ihmschoolbelmont.org

Elementary Faculty:

Transitional Kindergarten:	Mrs. Samantha Casey	teachertk@ihmschoolbelmont.org
Grade K:	Mrs. Rosielle Nguyen	teacherk@ihmschoolbelmont.org
Grade 1:	Mrs. Ann Avdalas	teacher1@ihmschoolbelmont.org
Grade 2:	Mrs. Maria Vincent	teacher2@ihmschoolbelmont.org
Grade 3:	Mr. Jeremy Frick	teacher3@ihmschoolbelmont.org
Grade 4:	Mrs. Mani Kumar	teacher4@ihmschoolbelmont.org
Grade 5:	Mrs. Laura Douglas	teacher5@ihmschoolbelmont.org

Middle School Faculty:

6/MS History & Lit.:	Ms. Colleen Sammons	history@ihmschoolbelmont.org
7/MS English & PE:	Mr. Andrew Preimesberger	english@ihmschoolbelmont.org
8/MS Math & Algebra:	Mrs. Azreena Kumar	math@ihmschoolbelmont.org

Specials Area Faculty:

Art & Photography:	Mrs. Gretel Colvert	art@ihmschoolbelmont.org
Makerspace/Tech:	Mrs. Sarah Griego Guz	tech@ihmschoolbelmont.org
TK-5 Music:	Mrs. Orla Hayes	music@ihmschoolbelmont.org
TK-5 PE & Yard Duty:	Mr. Jordan Field	pe@ihmschoolbelmont.org
Spanish:	Ms. Trinidad Prezzavento	spanish@ihmschoolbelmont.org
Library/Keyboarding:	Mrs. Mary Murphy	librarian@ihmschoolbelmont.org

Support Staff:

Resource Specialist:	Mrs. Orla Hayes	resource@ihmschoolbelmont.org
Science Lab Coordinator:	Mrs. Mary Ward	science@ihmschoolbelmont.org
School Counselor:	Mrs. Michelle Bialon-Choy	counselor@ihmschoolbelmont.org
Lunch & Ext. Care Director:	Ms. Cindy Mandarino	extendedcare@ihmschoolbelmont.org
Athletics Director:	Mr. Andrew Preimesberger	athletics@ihmschoolbelmont.org
Religion/Youth Formation:	Mrs. Robyn Lang	rlang@ihmschoolbelmont.org
Maintenance/Custodian:	Mr. Willie Romero	maintenance@ihmschoolbelmont.org

Immaculate Heart of Mary School History

The history of education at IHM began in 1885 with the establishment of the Belmont School for Boys, a private secondary preparatory school. In 1918, Archbishop Edward J. Hanna purchased the school for the Archdiocese of San Francisco and operated it as a Catholic boys' preparatory school until 1932. At that time, with the approval of Coadjutor Archbishop John J. Mitty, the Sisters of Mercy moved St. Joseph's Military Academy from Rio Vista to the Belmont site and operated it as a boys' grammar school until June 1952.



In the meantime, Belmont became a “mission” of St. Charles Parish, San Carlos, in 1922, and was established as a parish in its own right under the title of the Immaculate Heart of Mary in 1947. Ten acres of the St. Joseph's site were purchased from the Archdiocese of San Francisco by Immaculate Heart of Mary Parish when it became available. The first thing the parish did was to establish its parish school, which opened in September 1952, with grades 1-6 in St. James Hall, formerly Sierra Hall, where Sunrise Assisted Living stands today. Three years later, in 1955, grades 7 and 8 were added and moved into what is now the Science/Extended Care building, a structure that dates to 1913.

The Sisters of Notre Dame de Namur staffed Immaculate Heart of Mary School from its opening in 1952. Due to a decline in the number of Sisters available, the Sisters of Notre Dame withdrew from Immaculate Heart of Mary Parish School in 1984. At that time, a lay Principal, Miss Margaret Purcell, was hired to lead the school with an all-lay faculty. The goal was to keep the school true to its philosophy as a Catholic institution and to continue the tradition of excellence established by the Sisters of Notre Dame de Namur. Construction on our present school building was started in late 1961 and opened in October 1962. Archbishop Joseph T. McGucken blessed the structure on May 4, 1963. Improvements to this main school building have included the extension of the library in 1970 and remodeled bathrooms in 1998.

The school program expanded to include Kindergarten in 1975. Extended Care was established in 1988 to meet the needs of working parents. Immaculate Heart of Mary Parish built a new Parish Center, which was blessed by Archbishop William J. Levada on December 14, 2003. This building contains a gymnasium/auditorium, a parish meeting room, a kindergarten classroom, and a preschool classroom. The Preschool was established in 2010 and expanded to accommodate increased enrollment in 2015.

In order to maintain high standards and to provide for the changing needs of our students, IHM now offers PE, Art, Spanish and a Technology/Makerspace class based on the California NextGen Science Standards. We also have a Librarian, Resource Teacher, and a School Counselor.

Immaculate Heart of Mary Parish School continues to flourish in an atmosphere that cherishes and shares its Catholic faith, tradition and values; its love for its students; and its commitment to excellence.

Philosophy

We, the community of Immaculate Heart of Mary School, value the uniqueness of each student and strive to develop each student *mind, body, and spirit*.

We believe that learning is relationship-based. Our fundamental goal is to establish trusting relationships among students, teachers, and parents. Carefully constructed educational experiences promote creativity, collaboration, critical thinking, problem-solving, service, and a sense of wonder for the beauty and complexity of God's creation.

Recognizing that the parents are the primary educators of their students with teachers as facilitators of the student's learning, we stress the partnership of family, school, and parish in building the faith community of Immaculate Heart of Mary.

Mission Statement

Immaculate Heart of Mary School empowers our students to discover, create, serve, and transform the world in Christ.

Vision Statement

Immaculate Heart of Mary School molds each student's *mind, body, and spirit* -so that they become responsible Christians, compassionate problem-solvers, and enthusiastic lifelong learners.

STREAM Vision Statement

Immaculate Heart of Mary's STREAM curriculum encourages academic excellence through the integration of Science, Technology, Religion, Engineering, the Arts, and Mathematics; promoting creativity, collaboration, critical thinking, problem-solving, service, and a sense of wonder for the beauty and complexity of God's creation.

Accreditation

Immaculate Heart of Mary School has a certificate of accreditation by the Western Catholic Educational Association and the Western Association of Schools and Colleges Accrediting Commission for Schools.

Admissions Policy

Immaculate Heart of Mary School, mindful of its mission to be witness to the love of Christ for all, admits students of any race, color, and national and/or ethnic origin to all the rights, privileges, programs, and activities generally accorded to or made available to students at this school. Immaculate Heart of Mary School does not unlawfully discriminate on the basis of race, color, and national and/or ethnic origin, age, sex, or disability in the administration of educational policies, admissions policies, scholarship and loan programs, and athletic and other school administered programs.

Admissions Requirements

Children entering Transitional Kindergarten must be five (5) years of age by February 2. Children entering Kindergarten must be five (5) years of age by September 1. All students entering Kindergarten must display readiness for Kindergarten as determined by the Kindergarten Readiness Assessment (KRA).

At the time of registration, all new students seeking admission to Immaculate Heart of Mary School are evaluated on the basis of current standardized test scores (if applicable) and official grade reports. A completed evaluation form from the previous school or preschool is requested. This form is part of the application packet and is to be sent directly from the previous school to the Principal.

Requirements include:

- ~ Immunization Records
- ~ Birth Certificate (Original)
- ~ Baptismal Certificate (Catholic applicants only)
- ~ Official Grade Reports and Standardized Test Results (If applicable)

Students applying for admission in Grades 1-8 must present a copy of an official grade report and standardized test results (if applicable). Admissions Assessments will be administered for new incoming students in Grades 1-8. An interview with the family is part of the admission process. All of this will be reviewed to determine whether the program at Immaculate Heart of Mary School will meet the educational needs of each student. Each new student will be given a probation period in which to demonstrate himself/herself both socially and academically. If during this probation period there are any concerns, a student may be asked to withdraw his/her attendance from Immaculate Heart of Mary School.

Financial Policies

2022-2023 TUITION & REQUIREMENTS

REGISTRATION FEE (Non-refundable): **Grades TK-8:** \$500 per student (*\$600 After March 1st*)

TUITION: \$8,500 annually

SCHOOL FEES: **K - 8:** \$250 Makerspace/Tech Fee; \$100 Fine Arts (*Billed via FACTS by Sept. 1st*)

CLASS FEES (Non-refundable): **TK-8:** \$35 Class Social Fee (*Billed via FACTS by Sept. 1st*);

Kindergarten: \$50 Graduation Fee (*Billed via FACTS by May 1st*); **8th Grade Class Trip & Graduation:** \$250 Trip/Grad Fee (*Billed via FACTS by May 1st*)

FUNDRAISING REQUIREMENTS: Participation in the following fundraisers IS REQUIRED:

- 1) Selling 5 - \$100 (\$500) Fall Fest Fundraiser Tickets per student **OR Tuition is \$9,000 per student** (*\$500 will be charged to your family's FACTS account by November 1, 2022 per student if obligation is not met*);
- 2) \$150 minimum participation in Fun Run Fundraiser per student **OR \$150 Buyout per student** (*\$150 will be charged to your family's FACTS account by May 1, 2023 per student if obligation is not met (\$300 maximum for families with 3 or more children)*);
- 3) Selling 5 - \$100 (\$500) Spring Spectacular Fundraiser Tickets per student **OR Tuition is \$9,000 per student** /\$9,500 per student if no participation in Fall Fest & Spring Spectacular (*\$500 will be charged to your family's FACTS account by May 15, 2023 per student if obligation is not met*);
- 4) \$3500 minimum participation in SCRIP Program or \$250 Buyout per family **OR \$250 Buyout per family** (*\$250 will be charged to your family's FACTS account by May 15, 2023 if obligation is not met*);
- 5) Financial participation is expected in other annual fundraisers as well such as the Golf Tournament, Boon's Gift Fundraiser, Eat Out Fundraisers, etc. **Participation in these fundraisers DOES NOT waive or replace Fundraising Requirements 1- 4 as stated.**

Families/Students who go above and beyond meeting the minimum fundraising requirement in one fundraising requirement area are NOT EXCLUDED from meeting other Fundraising Requirements 1 - 5 (i.e. Fundraising \$800 for Fun Run does not mean a family can forego participation in SCRIP and the Spring Spectacular and not be assessed a buyout fee.).

All families are required to participate in each fundraiser as mentioned. Any parent, room parent, school board member, IHMPA member, teacher, or other stakeholder who communicates verbally, via email, or via written communication that certain individuals, families, classes, etc. are not required to participate in any fundraising requirement should be immediately reported to the school administration.

Please DO NOT email or call the school administration once your FACTS account has been assessed a buyout fee due to non-participation in fundraising. It is a family's responsibility and obligation to know and meet the fundraising OR buyout requirements.

EXTENDED CARE:

Extended Care is offered August 16, 2022 – June 2, 2023 each day school is in session. Extended Care operates on the following schedule:

7:00AM - 8:00AM Monday-Friday (PLAN B only)

1:00PM – 6:00PM each Monday & 3:00PM – 6:00PM Tuesday - Friday.

Registration is \$100 per student. Families may choose from several different plans:

PLAN A: Afternoons only; \$400 month (Billed to each family's FACTS account September 2022 – May 2023)

PLAN B: Mornings and Afternoons; \$450 month (Billed to each family's FACTS account September 2022 – May 2023)

PLAN C: Monday Afternoons/Minimum Days; \$100 month (Billed to each family's FACTS account September 2022 – May 2023)

PLAN D: One Afternoon a Week (Tuesday – Friday); \$80 month (Billed to each family's FACTS account September 2022 – May 2023)

PLAN E: Two Afternoons a Week (Tuesday – Friday); \$160 month (Billed to each family's FACTS account September 2022 – May 2023)

Note: A \$20 Late Fee may be assessed for every five minutes a family is late to pick up their child(ren). After two late pick ups, a family may be requested to withdraw from the Extended Care Program.

VOLUNTEER REQUIRMENTS*: Participation in volunteering IS REQUIRED:

All families are required to volunteer 10 hours (5 hours for one-parent families) each school year. Families are encouraged to volunteer at least 2 of those hours (1 hour for one-parent families) at the Church of the Immaculate Heart of Mary to foster our continued support of our church/parish.

However, parents may also volunteer by attending and serving on the IHMPA, assisting and supporting school fundraisers (i.e. Fall Festival, Fun Run, Spring Spectacular, other various fundraisers, etc.), serving as a Room Parent, assisting and supporting other school or church events throughout the year. Volunteer hours may

certainly be performed at home (i.e. attending IHMPA Zoom meetings, buying and making class goodie baskets, etc.) and are not limited to in-person on-campus activities.

All Volunteer Hours may be logged at...

https://docs.google.com/forms/d/e/1FAIpQLSf9vgBS9JGltZ_iEBM7dMXWFXwDb9RSSxJZ-wM0leks-f7Mxw/viewform

Any family that does not meet the minimum volunteer requirement of 10 hours (5 hours for one-parent families) for the school year will be assessed \$50 per hour not volunteered via FACTS on June 1, 2023.

****Please note that volunteer requirements have changed since the Registration Agreement was executed and signed in the Spring of 2022 from 20 hours to 10 hours. In addition, a non-participation fee will be assessed via FACTS on June 1, 2023.***

FACTS TUITION MANAGEMENT:

Immaculate Heart of Mary School continues to partner with FACTS Tuition Management Company to process tuition payments and extended care fees for the 2022-2023 school year. Families are required to have the tuition set up through the FACTS direct debit system. There is an annual enrollment fee (per family, not per student) charged by FACTS to process tuition payments and billing.

The three payment plans for tuition along with the corresponding FACTS enrollment fee are:

- One (1) payment due August 10, 2022 - *FACTS fee \$20.00*
- Two (2) payments due August 10, 2022 and January 10, 2023 - *FACTS fee \$20.00*
- Ten (10) payments due the 10th of each month beginning August 10, 2022 through May 10, 2023 – *Facts fee \$50.00*

Note: In cases where both the custodial and non-custodial parent(s) are responsible for educational costs for a student, Immaculate Heart of Mary School will bill only the custodial parent(s). Any 'split' of these expenses must be arranged between the parents.

Immaculate Heart of Mary School realizes that families make financial sacrifices to send their child to a Catholic School and we are committed to providing the highest quality education while maintaining affordable fees. We depend on the timely

payment of tuition and registration fees to cover our obligations. Enrolling your child requires a financial commitment. Please make school tuition a budget priority.

DELINQUENT TUITION/OUTSTANDING BALANCES:

All families must be current in their payment of tuition. Families who have missed two monthly payments and have not made suitable arrangements within fourteen (14) calendar days of the second missed payment will place their children at risk for the following until the account is brought current:

- Students will not be allowed to participate in extra-curricular activities.
- After 3 months of delinquency, the parent/guardian may be asked to withdraw their child(ren) from Immaculate Heart of Mary School.

All previously unpaid tuition and other outstanding balances must be paid by June 30th if a student is to be readmitted on the first day of class for a new school year. Immaculate Heart of Mary School realizes that families make financial sacrifices to send their child to a Catholic School. If a financial hardship occurs and a family cannot make the tuition payment, they must contact the Parish Finance Office to make payment arrangements.

Financial Aid

IHM recognizes that Catholic education is a matter of choice and families make significant financial sacrifices to send their children to Catholic schools. We ask that families evaluate their finances to determine how much they can afford to pay towards tuition. Families are expected to make payment of tuition a priority. IHM's financial aid will not subsidize a family's discretionary spending choices. Families are asked to use their own financial resources first before applying for financial aid. When the school makes a financial commitment to support a student, the school wants to see a similar promise from a family.

IHM considers both parents responsible for their student's tuition. Financial aid is based on ability, not willingness, to pay. For parents who are separated or divorced, both parents are required to submit separate financial aid applications. No information will be given by the school to either parent regarding the other parent's finances. A letter explaining any unusual family circumstances or expenses which may affect ability to pay for the student's education should be sent to the school principal, Mrs. Andrea Harville.

All awards are confidential agreements between the recipient family and the school; therefore, we respectfully request that families receiving awards not share this information with other parties.

IHM reserves the right to amend awards if new information comes to light. In order to remain eligible for Financial Aid, students must maintain good standing in both academics and conduct. In addition, a positive and constructive relationships between parents and the school and parish must also exist throughout the year. Families must apply each year for Financial Aid. Families must be current with their tuition and fees in order to qualify for Financial Aid for the next school. If a family is not current by February 1st, a Financial Aid award may not be awarded for the next school year.

If you have any questions regarding Financial Aid, please contact the school principal, Mrs. Andrea Harville at aharville@ihmschoolbelmont.org

Academic Integrity

As students in a Catholic Christian school, all students are expected to do their own homework, projects, etc. as assigned to them and give credit for works cited if required. If a teacher believes that a student has not followed these guidelines, either by cheating, plagiarizing, or viewing other students' tests, the teacher may collect the students' work and ask them to redo the assignment at a different time (i.e. lunch, recess, afterschool, etc.). The teacher shall notify both the student's parents and the principal. Further incidents of this violation of policy will result in further or additional consequences.

In addition, parents may not communicate to any teacher or staff member regarding any student work in the classroom or at school other than the work of their own child(ren). Any communication regarding another student's work or presentation of another student's work to a teacher or staff member other than the parent's own child(ren) is considered a violation of policy and academic integrity. The school administration may find it necessary, in its discretion, to require parents/guardians to withdraw their child(ren) if such violation occurs.

School Wide Learning Expectations

The School Wide Learning Expectations define for us the spiritual, academic, and social characteristics that a graduate of Immaculate Heart of Mary School will attain and develop throughout his/her years of attendance. The acronym HEART stands for the ways our students develop Healthy character, become Effective communicators, act as Active Christians, respond as Responsible citizens, and are overall Thinkers and life-long learners. Below you will find the "SLEs" as they are defined for our different grade levels throughout the school.

IHM students have **HEART!**

Grades Preschool - 3

Healthy Character

- We take responsibility for our actions.
- We eat well and keep safe.
- We play nicely with each other.
- We do things to make us happy.

Effective Communicators

- We learn to read and write.
- We use technology to share ideas.
- We talk out our problems.

Active Christians

- We make good choices.
- We learn to pray and go to Mass.
- We give to others.

Responsible Citizens

- We are aware of the world around us.
- We accept all cultures.
- We recycle.

Thinkers, Problem-Solvers, and Life-Long Learners

- We learn to solve problems.
- We do our best.
- We use technology.
- We listen to and follow advice.



IHM students have **HEART!**

Grades 4 - 8

Healthy Character

- We take responsibility for self-discipline and self-control.
- We understand and practice basic nutrition, exercise, and hygiene.
- We demonstrate safety habits.
- We develop positive self-esteem and value the feelings of others.

Effective Communicators

- We read, write, and communicate through speech effectively.
- We use technology responsibly and creatively to share ideas.
- We utilize conflict-resolution skills.

Active Christians

- We gain knowledge about Catholic doctrine and scripture. We apply this knowledge to making moral choices.
- We show spiritual growth through prayer, reflection, liturgy, and faith experiences.
- We perform service to our church, school, local, and global communities in our daily lives, providing a good example to others.

Responsible Citizens

- We recognize and respond to local and global issues.
- We understand and show appreciation for our multicultural society.
- We respect and protect the environment.

Thinkers, Problem-Solvers, and Life-Long Learners

- We research, analyze, and synthesize information to solve problems and answer questions.
- We think critically, independently, and creatively to develop their individual potential.
- We use technology effectively in our pursuit of knowledge.
- We demonstrate an acceptance of constructive criticism.



Church of the Immaculate Heart of Mary Mission Statement

Immaculate Heart of Mary Parish, Belmont, California is a community united by its Holy Catholic Faith. We are called to proclaim the Word of God, build Christian community and promote service to the local Christian community and to the entire human family. We respond to God's love by our worship as expressed in the Divine Liturgy of the Mass, the Sacraments and the other liturgies and prayer services of the Church. We strive to live and promote Gospel values as expressed in the "Great Commandment" of Jesus, by "loving God and expressing this love of God through love of neighbor."

Parents are expected to be active partners in the Religious Education of their children, particularly in the preparation for the first reception of the Sacraments of Reconciliation (Confession) and First Communion. In order to continually deepen our relationship with Christ, we as a Catholic school community, should participate in a variety of worship services. We strongly encourage parents to participate in our school liturgies when they are able. Your presence helps to re-enforce your interaction with your child's faith development and reflects a serious commitment on your part. The partnership between the school and parish is a strong, valuable part of who we are in the IHM community. It is crucial that all members of the IHM community, school or parish, participate and be active in both settings.

Regular attendance at Sunday Mass by the entire family, parents and students together, is encouraged and is an integral part of a child's ongoing religious education. Parents are encouraged to attend Sunday Mass as a family in order to strengthen their child's knowledge and practice of their Catholic Faith and traditions.

Sacramental Programs at IHM Parish

The sacramental life of the children is an important component of the Religion program at Immaculate Heart of Mary Parish School. Sacraments are only conferred upon students who are Baptized Roman Catholics or who by means of a formal Profession of Faith have been received into the Catholic Church at some point after their Baptism in a non-Catholic tradition.

Reconciliation: The Sacrament of Reconciliation (Confession) provides us, as individuals who do not always do the right thing, an opportunity to obtain forgiveness for our sins and to reconcile with God and the Church (the People of God). Preparation for the Sacrament of Reconciliation begins in the fall of Second grade. This preparation includes classroom instruction, religion program instruction, prayer celebrations, and parent meetings. Students usually receive the Sacrament of Reconciliation in the early Spring of Second grade. Students continue to participate in the Sacrament of Reconciliation each year during school Advent and Lenten Retreats.

Holy Communion: Receiving Holy Communion worthily brings us graces that affect us both spiritually and physically. Spiritually, our souls become more united to Christ. Proximate preparation for the reception of First Holy Communion begins in second grade. This includes daily prayer, classroom instruction, religion program instruction, parent meetings and regular attendance at Sunday Mass. Our goal is for our children and our families to recognize Jesus Christ, the Son and Word of God, as “really present” in our lives on an on-going basis.

Confirmation: Confirmation is one of the three Sacraments of Initiation in the Catholic Church, the others being Baptism and Holy Communion. It is through the Sacrament of Confirmation that those Baptized in Christ are more completely bound to the Church and are enriched and strengthened by the invocation and blessing of the Holy Spirit, the Third Person of the Holy Trinity. Preparation for the Sacrament of Confirmation is ongoing throughout the Religion program of Immaculate Heart of Mary School. Formal instruction for this Sacrament of Confirmation begins at the beginning of Eighth grade and continues through the fall of Ninth grade. Currently, Confirmation takes place in late fall of Ninth grade. Students are required to attend Mass regularly, attend Confirmation classes, participate in retreats, and perform service projects that oblige them “to share and defend the faith in thought, word, and deed”.

Christian Code of Conduct

STUDENTS: The students’ interest in receiving a quality, morally-based education can be served if students, parents and school officials work together. Normally, differences between these individuals can be resolved. ***In some rare instances, however, the school administration may find it necessary, in its discretion, to require parents/guardians to withdraw their child(ren).*** It shall be an express condition of enrollment that the student behave in a manner, both on and off campus, that is consistent with the Christian principles of the school as determined by the school in its discretion. These principles include, but are not limited to, any policies, principles or procedures set forth in any student/parent handbook of the school.

PARENTS: It shall be an express condition of enrollment that the parents/guardians of a student shall also conform themselves to standards of conduct that are consistent with the Christian principles of the school, as determined by the school administration in its discretion. These principles include, but are not limited to, any policies, principles or procedures set forth in any student/parent handbook of the school. ***In some rare instances, however, the school administration may find it necessary, in its discretion, to require parents/guardians to withdraw their child(ren).***

These Christian principles further include, but are not limited to, the following:

1. Parents/guardians are expected to work courteously and cooperatively with the school to assist the student in meeting the academic, moral and behavioral expectations of the school.
2. Students and parents/guardians may respectfully express their concerns about the school operation and its personnel. However, they may not do so in a manner that is discourteous, scandalous, rumor driven, disruptive, threatening, hostile, or divisive.
3. These expectations for students and parents/guardians include, but are not limited to, all school-sponsored programs and events. (e.g., extended care, athletics, field trips, etc.)

The school administration reserves the right to determine, in its discretion, which actions fall short of meeting the Christian principles of the school. Failure to follow these principles will normally result in a verbal or written warning to the student and/or parent/guardian and normally will first result in disciplinary action short of a requirement to withdraw from the school (e.g., suspension of student or suspension of parent/guardian's privilege to come on the campus grounds and/or participate in parish/school activities, volunteer work, etc.).

The school administration also reserves the right to determine, in its discretion, when conduct is of such a severe nature as to warrant immediate action without a warning and/or without an intermediate step short of withdrawal. Items such as, but not limited to, questionable books and pictures, knives, guns, matches, cigarettes, radios, toys, trading cards, laser lights, or anything that will detract from a learning situation are not allowed at school at any time. The school administration, in accordance with state laws, will determine the appropriate disciplinary measures to be taken concerning the presence of these items in the school.

The school administration also reserves the right, in its discretion, to determine the appropriate disciplinary measures for each individual student's conduct in each individual given situation. Parents are not privy to confidential information involving another student or the consequences/disciplinary action the administration may take regarding another student. Parents are only privy to information regarding their own child(ren).

If parents do not reasonably comply with any of the school administration's decisions after such decision has been formally communicated, ***the school administration may find it necessary, in its discretion, to require parents/guardians to withdraw their child(ren).***

Parents' Roles in Education

We, at Immaculate Heart of Mary School, consider it a privilege to work with parents in the education of children because we believe parents are the primary educators of their children. Therefore, it is your right and your duty to become the primary role models for the development of your child's life---physically, mentally, spiritually, emotionally, and psychologically. Your choice of IHM School involves a commitment and exhibits a concern for helping your child to recognize God as the greatest good in his/her life. Good example is the strongest teacher. Your personal relationship with God, with each other, and with the Church community will affect the way your child relates to God and others.

Ideals taught in school are not well rooted in the child unless these are nurtured by the example of good Catholic/Christian morality and by an honest personal relationship with God in your family life.

Once you have chosen to enter into a partnership with us at IHM School, we trust you will be loyal to this commitment. During these formative years (TK - 8), your child needs constant support from both parents and faculty in order to develop his/her moral, intellectual, social, cultural, and physical endowment. Neither parents nor teachers can afford to doubt the sincerity of the efforts of their educational partner in the quest of challenging, yet nourishing, the student to reach his/her potential. It is vital that both parents and teachers remember that allowing oneself to be caught between the student and the other partner will never have positive results. To divide authority between school and home or within the home will only teach disrespect of all authority. If there is an incident at school, you as parents must make the investigation of the complete story your first step. Evidence of mutual respect between parents, teachers and the school administration will model good mature behavior and relationships.

Students are naturally eager to grow and learn. However, sometimes in the process of maturation new interests may cause them to lose focus. As this natural process occurs, the student needs both understanding and discipline. At times, your child may perceive discipline as restrictive. However, boundaries and limits will provide a young person with both guidance and security.

It is essential that a child takes responsibility for grades he/she has earned and be accountable for homework, long-term assignments, major tests, service projects, and all other assignments.

Parents as Partners

As partners in the educational process at Immaculate Heart of Mary School, we ask parents:

- To set rules, times, and limits so that your child:
 - Gets to bed early on school nights;
 - Arrives at school on time and is picked up on time at the end of the day;
 - Is dressed according to the school dress code;
 - Completes assignments on time; and
 - Has a nutritional snack and lunch every day.
- To actively participate in school activities such as Parent-Teacher Conferences;
- To see that the student pays for any damage to school books or property due to carelessness or neglect on the part of the student;
- To notify the school with a written note when the student has been absent or tardy;
- To notify the school office of any changes of address or important phone number and make these changes on SchoolSpeak;
- To meet all financial obligations to the school;
- To inform the school of any special situation regarding the student's well-being, safety, and health;
- To complete and return to school any requested information promptly;
- To read school notes and newsletters and to show interest in the student's total education;
- To support the religious and educational goals of the school;
- To support and cooperate with the discipline policy of the school;
- To treat teachers with respect and courtesy in discussing student problems.

Communications

Effective communication demands that questions and concerns be addressed at their earliest stages to those responsible for their resolution. Parents are expected to follow these steps:

1. Parents will contact the teacher at school through an email. *Teachers are not to be contacted at home or on their personal cell phones.*
2. A conference between the teacher and parent will be scheduled if necessary. Every teacher is available for a scheduled conference.
3. If no resolution is reached between the teacher and parent, and the parent wishes administration to take action, the parent must submit in writing a statement of the issue.
4. The employee involved shall be advised by administration of the nature of the issue and shall be given the opportunity to explain the facts, as the employee perceives them. The administration, in consultation with the parent and employee, will try to resolve the issue. If necessary after these steps administration may involve the pastor.

SchoolSpeak

Immaculate Heart of Mary School uses a student data service called SchoolSpeak. This is a web solution for all school communication between administrators, teachers, parents and students. We can communicate any information that is relevant to our IHM community, such as school announcements, weekly newsletters, flyers, classroom information, homework, grades, school handbooks, teacher pages, forms, family contact data, and the school calendar. Only authorized users (teachers, parents, and students) with the correct ID and password can access student records. SchoolSpeak serves to increase communication from school to home with online parent and student access. SchoolSpeak is not to be used to distribute commercial advertisements, birthday invitations, and/or other forms of non IHM school or parish related information.

Protocol for use of SchoolSpeak Communication and Email

The following guidelines are provided to facilitate the use of all e-mail with teachers and school personnel:

- Teachers will view email during their planning period or after their teaching day.
Teachers will not respond to emails during instructional time.
- A reasonable response time to your email is 48 hours; please be flexible, especially if teachers or school personnel have been away for a period of days.
- Emails should be succinct and to the point.
- School email is regulated and supervised by school administration.
- Please know that others may view the content of your email regarding your child.
- In your emails, please address only those issues that are not available through our websites, homework pages, and handbook.
- E-mail does not replace a parent conference but may be used to request a parent conference.
- E-mails are retained as record for one year.
- ***A professional tone must be maintained in emails. Any email communication that is harassing or unprofessional in tone is unacceptable and is grounds for dismissal from the school.***
- ***IHM School faculty, staff, and administration WILL NOT RESPOND to any email that is harassing, belligerent, or hostile in tone. The school administration, in its discretion, will determine which emails are considered harassing, belligerent, or hostile.***
- Emails, notes, and letters must be signed. All unsigned or anonymous letters/emails will not be read.
- ***Email that is sent to any person or group affiliated with IHM School or that is posted online that in any manner discredits or defames any member of the IHM community (student, parent, teacher, administration) will be dealt with immediately and may result in a family being required to leave the school and/or further legal action if necessary.***

Weekly Newsletter Through SchoolSpeak

The weekly newsletter, News from the Heart, is posted on SchoolSpeak and emailed to families. **All parents/guardians are expected to read this necessary piece of school communication** that also includes fliers and forms. An email is sent as a reminder that the Newsletter has been posted every Monday. Any forms to be filled out from the SchoolSpeak Newsletter should be printed, filled out, and returned to school.

Phone Calls to/from School Office

- Parents are asked to avoid calling the school office with messages for their children. Other than emergency situations, students should know exactly what they are supposed to do after school.
- Phone messages to faculty will be routed to their school voicemail by the front office throughout the school day.
- ***Avoid calling the school office for information that is in your Parent Handbook or posted on SchoolSpeak.***
- ***Students may not call home for forgotten homework, textbooks, or other assignments.***

We discourage the use of the telephone by students except in case of emergency. Emergency phone calls can be made with permission using the classroom telephones.

Curriculum

While Immaculate Heart of Mary School institutes a STREAM curriculum on a daily basis, we also follow and adhere all diocesan and state standards. The Diocesan curriculum guidelines, consistent with the State of California guidelines, are followed for the teaching of all secular subject areas. Immaculate Heart of Mary School offers students opportunities for growth in the following major subjects:

Religion

Catholic doctrine and traditions, service, Bible study, social justice, preparation for the reception of the sacraments of Reconciliation and Eucharist, child safety and education program provided through the Archdiocese of San Francisco
Liturgical services are held weekly for the entire school community each Friday morning and at other intermittent times throughout the school year. Students in Grade 5 and 8 take the NCEA IFG ACRE Test (National Catholic Educational Association Information for Growth Assessment of Catechesis Religious Education).

Language Arts

Common Core Standard Aligned Reading, English, spelling, vocabulary, composition, library skills, use of databases for research, and appreciation of literature.

Mathematics

Common Core Standard Aligned Mathematics and algebraic skills. In order to allow teachers to meet students' individual needs in mathematics instruction, varying on a need-to-need basis, Middle School math class will be broken up into two groups.

Physical Education

Physical fitness programs appropriate for each grade are taught twice weekly. Students in K – 8 may wear their Spirit Wear on their PE Day unless it is a Mass Day.

Science

General sciences through LabLearner and a laboratory experience take place in Science class, while following the Next Generation Science Standards along with introductions to STEM.

Social Studies

Social Studies curriculum is to foster an appreciation of local environments, history, geography, economics, California history, World history, and current events. Integrated instruction on the use of maps, graphs, and reference materials are taught throughout grade levels.

Handwriting

Handwriting is based on teaching students good penmanship while building fine motor skills.

Spanish

Spanish curriculum focuses on vocabulary, common expressions, grammar, conversation and culture.

Fine Arts

Music classes teach students to sing and appreciate spiritual, secular, and multicultural music through a variety of sources, including the Misselette. Visual arts are enhanced by students learning different Art techniques and skills in Art and through STREAM/arts integrated lessons in the regular classroom.

Makerspace/Technology

Approach towards the maker movement and technology is based on teaching students to responsibly and safely use technology; integration of technology, design thinking methodology, and the STREAM curriculum to enhance academic study and are based on California NextGen Science/STEM Standards.

Homework

Homework is essential in our educational program. It reinforces skills that have been presented in class, helps promote independent study habits, and trains the student to accept responsibility for completing an assignment. It is imperative that parents take an active role in supervising the completion of assignments. Homework must be completed and turned in when due. Homework should be a continuation of the school day and practice skills that were learned in the classroom.

In order to receive parent cooperation, each teacher communicates his/her homework policy and procedure at the beginning of the school year. ***Please note that after school activities are not to take priority over assigned homework.***

Make-up Homework or Class Work Due to Absenteeism:

Homework and/or student materials such as textbooks will only be sent to the office upon request of parent to teacher. Requests must be made of teachers through phone or email before 12:00 Noon. Although this request is made, it cannot be guaranteed, as teachers may not be able to check phone or email messages before the end of the school day.

Time Allotments:

The amount of time that different students in the same grade spend doing homework will vary. However, the following table provides guidelines for the amount of time the typical student should spend daily on homework.

Kindergarten	10 minutes
Grades 1	20 minutes
Grades 2 & 3	30 minutes
Grades 4 & 5	40 - 60 minutes
Grades 6, 7 & 8	60 – 90 minutes

Time needed for on-going projects and/or studying is additional to daily homework time allotments.

Planners/Organization

Students in Grades 1 - 8 will use a school-issued Homework Planner to keep track of homework assignments. Students are expected to follow organizational procedures from their teachers (i.e. note-taking, writing down homework assignments in class, etc.). Students will periodically have their notebooks, planners, cubbies, and desk checked for organization. It is a student's responsibility to do their homework and a parent's responsibility to check it.

Standardized Testing

The Renaissance Star Testing is given in Grades K through 8 throughout the school year. The NCEA IFG ACRE Test (National Catholic Educational Association Information for Growth Assessment of Catechesis Religious Education) is given to students in Grades 5 and 8 in February.

Grading Scale

Department of Catholic School Archdiocesan Grade Scales:

Kindergarten –Grade 2

<u>Marking Code:</u> E = Exceeds standard M = Meets standard W = Working toward standard N = Not at grade level standard No Mark = Standard not addressed during current marking period	<u>Behavioral Expectations/ Learning Skills Code:</u> 1 = Exceeds expectations 2 = Meets expectations 3 = Improvement needed 4 = Unsatisfactory
<u>Co-Curricular Subjects:¹</u> P = Participates NP= Does not participate ¹Co-Curricular subjects may be graded using the standard marking code or P/NP at the school's discretion.	<u>Comment Code:</u> + = Area of strength No Mark = Meets expectations ✓ = Needs improvement

An asterisk (*) next to the subject title indicates that the student also receives a *Supplemental Report for Interventions*.

Grades 3-5

Marking Code:		Comment Code:	
A	= 96 - 100	+	= Area of strength
A-	= 93 - 95	No Mark	= Meets expectations
B+	= 91 - 92	✓	= Needs improvement
B	= 87 - 90		
B-	= 84 - 86		
C+	= 81 - 83	Behavioral Expectations/Learning Skills Code:	
C	= 74 - 80	1	= Exceeds expectations
C-	= 70 - 73	2	= Meets expectations
D+	= 67 - 69	3	= Improvement needed
D	= 63 - 66	4	= Unsatisfactory
D-	= 60 - 62		
F	= 59 - below		
Co-Curricular[†]			
P	= Participates		
NP	= Does not participate		

[†]Co-Curricular subjects may be graded using the standard marking code or P/NP at the school's discretion.

An asterisk (*) next to the subject title indicates that the student also receives a *Supplemental Report for Interventions*.

Grades 6-8

Marking Code:		Co-Curricular[†]	
A	= 96 - 100	C	= 74 - 80
A-	= 93 - 95	C-	= 70 - 73
B+	= 91 - 92	D+	= 67 - 69
B	= 87 - 90	D	= 63 - 66
B-	= 84 - 86	D-	= 60 - 62
C+	= 81 - 83	F	= 59 - below
		P	= Participates
		NP	= Does not participate

[†]Co-Curricular subjects may be graded using the standard marking code or P/NP at the school's discretion.

An asterisk (*) next to the subject title indicates that the student also receives a *Supplemental Report for Interventions*.

BEHAVIORAL EXPECTATIONS & LEARNING SKILLS
1. Exceeds expectations 2. Meets expectations 3. Improvement needed 4. Unsatisfactory

REMARKS
<i>(No remark indicates that student is meeting expectations)</i>
<i>Areas of strength</i>
5. Makes valuable contributions to class discussions 6. Seeks help appropriately 7. Engages enthusiastically in learning 8. Consistently demonstrates pride in work 9. Exhibits intellectual curiosity 10. Thinks critically 11. Works well cooperatively 12. Is well organized
<i>Areas for growth</i>
13. Needs to seek help appropriately 14. Has difficulty working cooperatively 15. Needs to show initiative 16. Needs to participate in class discussion 17. Needs to improve presentation of work 18. Needs to improve organizational skills 19. Has difficulty expressing ideas 20. Resists correction 21. Talks excessively/disrupts instruction 22. Incomplete, late, or missing assignments impact success 23. Low test/quiz scores impact success 24. Absences impact success 25. Needs to improve effort

Effort and conduct grades are useful in interpreting the academic grades. **Most of our students meet expectations in both conduct and effort, which earns them a 2. There are few students who exceed the expectations and earn a 1. Low marks (3 or below) in these areas should indicate to the parent the need for additional effort on the part of the student.** On the report card, for Grades 6-8, students receive an effort grade in each class and a General School Conduct grade (on the back of the report card) for behavior during all aspects of school life. There is no overall effort grade. Low marks in effort and/or conduct may result in additional conferences with the Principal. The Principal will determine if the students will be suspended from extracurricular activities, including field trips and assemblies. The school reserves the right to not give grades to a student with 10 absences during any quarter.

Behavioral Expectations Rubric

The following rubric will be applied in Grades 1-8 to determine conduct grades.

Conduct Grade	Standards	Synopsis
1- Outstanding	● Consistently follows classroom and school rules ● Consistently gives attention to the teacher ● Consistently demonstrates self control ● Consistently shows respect to peers and adults	● This is a student who <i>very rarely</i> receives any conduct reprimands and consistently embodies the qualities of the HEART Student Learning Expectations
2 – Meets Expectations	● Regularly follows classroom and school rules ● Regularly gives attention to the teacher ● Regularly demonstrates self control ● Regularly shows respect to peers and adults	● This is a student who <i>infrequently</i> receives any conduct reprimands and regularly embodies the qualities of the HEART Student Learning Expectations
3 – Improvement Needed	● Often disobeys classroom and school rules ● Often does not give attention to the teacher ● Often demonstrates a lack self control ● Often shows disrespect towards peers and adults	● This is a student who <i>often</i> receives conduct reprimands and occasionally embodies the qualities of the HEART Student Learning Expectations
4 - Unsatisfactory	● Consistently breaks classroom and school rules ● Consistently does not give attention to the teacher ● Consistently demonstrates a lack of self control ● Consistently shows disrespect toward peers and adults	● This is a student who <i>regularly</i> receives conduct reprimands and/or has committed a serious offense. This student rarely embodies the qualities of the HEART Student Learning Expectations.

Learning Expectation Rubric

The following rubric will be applied in Grades 1-8 to determine effort grades.

Effort Grade	Standards
1- Outstanding	• No missing, late, or incomplete assignments • Active and appropriate participation • Always on task • Exceeds expectations • Engaged
2 – Meets Expectations	• Few homework assignments are missing, late, or incomplete • Appropriate participation • Generally on task • Meets expectations • Often engaged
3 – Improvement Needed	• Many assignments are missing, late, or incomplete • Inappropriate participation (ex. Giving input without raising hand and being called on) • Generally not on task • Below expectations • Rarely engaged
4 - Unsatisfactory	• Most assignments are missing, late, or incomplete • Frequent inappropriate participation • Rarely on task • Well below expectations • Disengaged

Report Cards/Progress Reports

Report cards are given to students each Trimester in grades K-8. Students/parents in grades 3-8 are expected to keep track of grades via SchoolSpeak on a weekly basis and communicate via SchoolSpeak any concerns to the teacher after they had a conversation at home. Parent-Teacher conferences are held each fall before Thanksgiving Break.

Honor Roll

Students in grades 3 - 8 are eligible for Honor Roll. A student must have an average of an A in core academic subjects for High Honor Roll (96% and above), or an average of A- or B+ in core academic subjects for Honor Roll (91%-95%). Students must have ALL of the following:

- B- or above in core academic subjects on their report card.
- 1 or 2 in learning and/or behavioral skills
- A passing grade in any co-curricular subjects

* If a student is suspended from school he/she cannot be on the Honor Roll in the trimester in which the suspension takes place.

Promotion/Transfer/Retention

Advancement to the next grade in Immaculate Heart of Mary School is based on a student's daily performance, test results, recommendations of teachers, and the student's ability to complete work successfully on a more advanced level.

Promotion to the next grade depends on successful completion of all subject areas. The Administration may recommend the repetition of a grade, tutoring, or summer school classes, as requirement for promotion when, after conferences with teachers and parents, it is believed that such action will better prepare the student academically or emotionally for the next grade.

Student Records (Buckley Amendment)

Immaculate Heart of Mary School adheres to the Buckley Amendment (Family Education Rights and Privacy) regarding access to student records. Records of students transferring to other schools will only be sent through US Mail. No records will be issued to parents to transport to the new school. Parents requesting records/transcripts/recommendations must complete a Records Request Form available in the school office. All completed forms should be submitted to the IHM office for distribution.

Summer School

Summer school can be recommended for skills maintenance, required for a specific subject area, or required for promotion upon the evaluation of the child's overall performance by the classroom teacher. Information on summer school will be communicated in May if applicable.

Christian Service Guidelines

Service to others is a valuable characteristic of Catholic education. The purpose of the Middle School service program is to provide students with the opportunity to make a difference in our parish and its surrounding communities, locally as well as globally. Apostolic service instills in the students the Gospel values of justice, love of neighbor, and service to those in need.

All Immaculate Heart of Mary Middle School students must complete service hours as determined by grade level. The Service Hour Verification form is on SchoolSpeak and can be found in the school office. Students must complete the entire form prior to turning it in. A new form is required for each *different* act of service. ALL FORMS need to be turned into the Front Office.

Grade Level Requirements:

Grade 6: Students in grade 6 will complete twelve (10) hours of service. Altar Serving, participating in the Church Choir, and assisting with Parish activities, can fill the 10-hour requirement. Several other opportunities could be offered throughout the year. The 10-hour requirement must be completed by May 1st.

Grade 7: Students in grade 7 will complete fifteen (12) hours of service. While students are encouraged to contribute at least 6 hours of service to the parish, students are asked to expand their volunteering to complete at least 9 hours to the local secular community. This can be accomplished through visits to local retirement homes, food banks, or shelters. Altar Serving, participating in the Church Choir, and assisting with Parish activities, can fill the 12-hour requirement. Several other opportunities could be offered throughout the year. The 12-hour requirement must be completed by May 1st.

Grade 8: Students in grade 8 will complete twenty (15) hours of service. Students will be expected to become actively involved in a more global community. Students are encouraged to dedicate 10 hours of service to the local community, and a minimum of 5 hours to the global community. Students should seek opportunities beyond those of the community in which they live. The 15-hour requirement must be completed by May 1st.

Parent Volunteers and Visitors

Other than dropping students off and picking students up, ***all parents or guardians coming on school grounds during school hours must report to the school office and check in. DO NOT ENTER THROUGH THE BACK DOORS OF THE SCHOOL.*** All volunteers and visitors will be given a badge to wear while in the school building. This is a safety procedure for the benefit of our students. ***Parents should never visit with a teacher during class time or while a teacher is on yard supervision.*** An appointment is always necessary for a conference. ***Only essential volunteers are allowed on campus.***

Attendance

Absences from School

Parents must email or telephone the school office by 8:30 am whenever a student will be absent or tardy. On returning to school, students present a note signed by their parents explaining the reason for the absence.

- 1) Medical absence: Students are legally credited for attendance when time is spent in medical and dental appointments. ***Verification of such appointments is required from the medical or dental office.*** Bring verification to the school office on returning to school from the appointment.
- 2) Excused absence: In addition to medical absence, students may be absent due to illness, accident, quarantine, or attendance at the funeral services of a member of the student's family. In such cases of short-term absence, the student may collect missed work from their teacher upon their return and make arrangements for missed tests/quizzes to be made up for full credit
- 3) Absence for other reasons: ***We urge you to avoid taking children out of school for trips, etc.*** The classroom teacher does not have the authority to give permission for such absences. [The Principal has final and absolute discretion to determine the conditions and terms governing such absences, Administrative Handbook 5121.3.] ***Contact the Principal at least three weeks in advance if you are thinking of taking students out of school.*** This will provide an opportunity to discuss the effect such an absence would have on pupil's schoolwork. [The school is not under obligation to provide tutoring, make-up work, or special testing schedules for such a period of absence, Administrative Handbook 5121.3.] Full responsibility rests with parents for the consequences of such absences. Students in grades 3-8 will not receive credit for work missed during planned absences and teachers for these grades will not prepare absent work for these types of absences. Students who receive an "approved absence" from the Principal will have grades pro-rated according to days of absence. This means students will receive an "exempt" grade for missed assignments (does not count positively or negatively toward final grade). The student will still be responsible for keeping up with missed in-class learning.
- 4) Excessive Absences: Students who exceed 10 absences in one trimester may become ineligible for full credit for that grading period.

Early Dismissal for Appointments

We do not recommend early dismissal from school. It is highly recommended to use Monday afternoons for appointments. Parents must sign out students in the school office. When a student returns to school from an appointment, parents must also accompany the student to the office to sign them back in. Please note that students may not leave school grounds unaccompanied during school hours.

Truancy

Any student who is absent from school without a valid excuse more than three days or who is tardy in excess of 30 minutes on each of four days or more in one school year is a truant and can be reported to the Resource Officer serving the Belmont Schools.

A student who has been reported once as a truant and who is absent again from school without a valid excuse one or more days, or tardy on one or more days can be reported again as truant to the Resource Officer serving the Belmont Schools.

A student is considered a habitual truant who has been reported truant three or more times. The student is then subject to probation, suspension, and/or expulsion.

Tardy Policy

Students are tardy if they are not in the classroom by the tardy bell (8:10 AM). Before being admitted to class, tardy students must get a tardy slip from the front office. After three tardies in a trimester, parents will receive a letter from IHM. After six tardies in a trimester, a conference will be required.

Parents and students are to make all efforts to be at school on time. Habitual tardiness is not acceptable and could result in the Belmont School Resource Officer issuing a citation for truancy and/or impact a student's future enrollment at IHM School.

Cell Phone/Smart Watch Policies

Students may not have a cell phone/Smart watch on campus during school hours.

If parents believe it is essential for a student to have a cell phone/Smart watch to use before and after-school, they must complete the cell phone permission form and return it to the school office where it is signed by the principal and kept on file.

The phones/Smart watches will be collected by the teacher each morning, transported to the school office, and returned at the end of the day. Phones/Smart watches also will be collected from students attending extended care, and other after-school programs.

For safety and security reasons, students are not allowed to be on their cell phone/Smart watch while walking to and from the school building and parish center. Students should not be on their cell phone/Smartwatches while using the walkway.

Students attending the Extended Care Program must comply with the rules established and communicated by the Extended Care Director.

School Conduct Policy

Immaculate Heart of Mary Catholic School strives to foster a sense of respect among all of our students and community members. Helping children develop self-control while interacting with their peers in a Christian environment is the priority of our conduct policy. Of utmost importance is that children grow in their habits of virtue, respect, spirituality and responsibility. The plan outlined below allows us as educators to work with parents to help our students be the outstanding young men and women of faith that we know they are called to be.

The objectives of the Conduct Policy are:

1. To stop the inappropriate behavior
2. To allow the behavior to be discussed
3. To teach appropriate behavior
4. To communicate with our students and families regarding behavior trends and responsibilities

To provide a classroom environment that is conducive to learning, we will:

- Encourage character development and help students build self esteem
- Promote growth in self-discipline
- Foster respect for authority and peers

The following rights and responsibilities should be seen as a guideline used by our teachers to develop classroom rules and expectations.

<u>RIGHTS</u> • To learn without interference • To have work respected • To be listened to when speaking • To receive help in work • To have property respected • To work and play in a safe environment • To have opinion respected • To maintain personal space	<u>RESPONSIBILITIES</u> • To accept ownership for learning • To respect the work of others • To speak clearly and to actively listen • To wait patiently for help • To respect the property of others • To be aware of your own environment • To express opinions politely • To respect a person's right to personal space
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Classroom Management Plans

The rights and responsibilities listed will provide a framework for the classroom management plans in individual classrooms. Within each class positive conduct will be modeled and used. These policies will vary between grade levels and will be explained to the students by their teachers and administration. Parents will be informed of the classroom rules and consequences at Back-To-School Night, via SchoolSpeak communication, and via a Classroom Management Plan or they may speak directly to the teacher.

Teachers have a range of consequences for minor offenses, which may include loss of a privilege, a take-a-break period, loss of recess, etc. Parents will be notified by the teacher or school administration if the misbehavior persists. Parents will be asked to come in for a conference if the teacher notices a pattern of misbehavior. Good communication is essential for understanding the problem and shaping behavior changes.

Infractions of Conduct Policy

When a child chooses to disregard the rules that have been put in place, it is important that he/she understands that consequences will take place.

The supervising teacher may issue a Conduct Referral for any of the Following Infractions:

1. Disruption of classroom learning
2. Disregard of classroom or school rules
3. Inappropriate physical contact
4. Disrespect of faculty, staff or peers

Conduct Referrals, signed by a parent, must be returned to school the next school day. If the student fails to return the form, the student will call home from the office to let the parent know that the form will be coming home again that night. ***It is important that parents support this process and take time to discuss the infraction that occurred and create a plan for how their student can improve his/her behavior.*** The school administration will determine in conjunction with teachers/staff the age-appropriate and logical consequence (i.e. loss of privilege, community service, counseling, least restrictive environment assignment, suspension, etc.) for each infraction.

The school administration will determine the appropriate disciplinary measures for each individual student's conduct in each individual given situation. Parents are not privy to confidential information involving another student or the

consequences/disciplinary action the administration may take regarding another student. Parents are only privy to information regarding their own child(ren).

Conduct Referrals & Age-Appropriate and Logical Consequences May Also Be Issued for the Following Infractions:

1. Fighting, harassment, bullying and any forms of intimidation
2. Defacing of school property
3. Dishonesty - which could include, but may not be limited by, the following: cheating on tests, copying someone else's work, letting someone else copy your work, looking at a test, quiz or exam of another student's, signing a parent's name, etc.
4. Abusive, profane, indecent language or gestures
5. Stealing, Possession or use of drugs, alcohol, tobacco, carrying or use of guns, knives or other harmful instruments, and/or defacing or destroying property
6. Inappropriate use of Internet/Chromebooks.

Immediate Suspension and/or Expulsion May Be Issued for the Following Infractions:

1. The use or possession of drugs, alcohol, or weapons of any kind
2. Fighting that causes, or has the potential to cause, serious injury
3. Leaving the school grounds during school hours without permission
4. Flagrant violation of the Acceptable Use Policy for technology
5. Flagrant inappropriate physical contact

Suspensions/Expulsions

Any deliberate action that is contrary to the moral climate, serious in nature, and having potential to cause harm to any student or staff member may result in a suspension of up to three days and/or expulsion. IHM School administration in conjunction with teachers and the pastor will determine when serious infractions have occurred.

Prior to any suspension or expulsion, the Principal will conduct a conference with the student, the parents of the student, and the student's teacher. The Pastor will be informed of the incident and invited to attend the meeting. The final decision will rest with the Pastor and the school administration. The parents will then be informed as soon as possible of the decision.

Uniform Violations

Parents will be contacted and a student will be issued a uniform violation letter when they are not wearing the correct uniform after several reminders. If the infraction is then not corrected, the school administration reserves the right to determine next steps of age-appropriate and logical consequences for the infraction.

Parental Support of the Conduct Policy

Each teacher implements a classroom management plan for his/her classroom. It is the student's responsibility to follow the behavior guidelines provided by the staff and learn what behaviors are acceptable in the classroom, at recess time, and on the school campus. Students will be held accountable for following expectations. Parents are expected to support the Conduct Policy. If any referrals are brought home, parents should take them seriously because it is an indication that the student is deviating from acceptable behavior. ***If a student consistently ignores rules and/or parents do not support the administrative decisions of the school, it becomes apparent that the students/parents have not embraced the school philosophy at IHM and may be asked to withdraw.***

Please be aware that the Conduct Policy may be changed at the discretion of the administration and/or pastor.

Student Harassment

1. **Harassment in General:** It is the policy of the Archdiocese to provide an educational environment in which all students are treated with respect and dignity. Catholic teaching and practice affirm the Christian dignity of every person. Harassment is unacceptable conduct that is deliberate. Harassment occurs when an individual is subjected to treatment in a school environment which is hostile, offensive, or intimidating because of the individual's race, religion, color, age, national origin, ancestry, physical or mental disability, medical condition, or sex. Harassment of a student by any other student is prohibited.

2. **Online Harassment, Cyber Bullying, or Bullying:** Immaculate Heart of Mary School provides a safe environment for all individuals. Verbal or written threats made against the physical or emotional well being of any individual are taken very seriously.

Engagement in social media and/or online blogs such as, but not limited to, Instagram®, SnapChat®, Facebook.com®, Twitter®, Text messaging, etc. may result in disciplinary actions if the content of the student's blog includes defamatory comments regarding the school, the faculty, other students, or the parish.

3. **Disciplinary Action:** This policy prohibits student-to-student harassment whenever it is related to school activity or attendance, and occurs at any time including, but not limited to, any of the following:

- a) While on school grounds;
- b) While going to or coming from school;
- c) During the lunch period;
- d) During, or while going to, or coming from, a school-sponsored activity.

Any student who engages in the harassment of another student is subject to disciplinary action up to and including verbal and/or written warnings and reprimands, counseling, other age-appropriate and logical consequences, as well as suspension, and expulsion.

NOTE: Harassment outside of school hours or off school grounds is not the school's responsibility.

4. **Student's Responsibility:** It is the student's responsibility to conduct himself or herself in a manner that contributes to a positive school environment. Students will not commit acts that tend to injure, degrade, disgrace, or threaten the safety, privacy, and respect of other students, teachers, or staff members.
5. **Complaint Procedure:** Students who feel aggrieved because of conduct that may constitute harassment may, depending on the severity of the conduct, directly inform the person engaging in such conduct that such conduct is offensive and must stop. If students do not feel comfortable doing this or are unable to do so, they shall direct their verbal complaint to their teacher or principal. If a claim of sexual harassment is involved and students are uncomfortable speaking to administrators who are of the opposite sex, then they may request that a same-sex teacher also be present.

Conflict Resolution

A six-step process will be used in helping students deal with conflicts. The six steps are:

1. Stop. Cool off.
2. Talk and listen to each other.
3. Find out what you both need.
4. Brainstorm solutions.
5. Choose the idea you both like best.
6. Make a plan. Go for it!

We have three rules to keep:

1. Treat each other with respect.
2. No interrupting.
3. Work to solve the problem.

Extracurricular Activities, Athletics, and School Sponsored Events.

All Extracurricular activities, extended care, athletics, and school sponsored events are governed by the policies in this Parent/Student Handbook.

Field Trips

1. Field trips are designed to correlate with teaching units and to achieve curricular goals.
2. All grades have a minimum of 2 field trips a year that have been previously planned and communicated by the faculty and administration ahead of time.
3. Individual teachers, in consultation with the Administration, reserve the right to restrict or deny student participation on any field trip due to, but not limited to, poor academic performance and/or poor conduct.
4. A written **official permission slip**, signed by the parent, is required before a child will be permitted to attend a field trip activity. Verbal permission **cannot** be accepted. Permission slips are due in the office forty-eight hours after receipt of the permission slip.
5. A **telephone call** will **not** be accepted in lieu of the proper field trip permission slip.
6. Parents may refuse to permit their child from participating in a field trip by stating so on the proper form. Students who do not attend a field trip will remain at home with the parent and will be marked absent for the day.
7. All monies collected for the field trip are **non-refundable**.
8. ***Student Cell Phones/Smart Watches are not allowed on field trips.***
9. When driving on a field trip, a parent must drive directly to the site and back to school. No stops along the way are permitted. Our insurance only covers what is stated on the permission slip and does not cover side trips, for example to Starbucks.
10. Due to the expected level of supervision, siblings are not allowed to attend field school trips.
11. Due to certain policies set by venues, limitations of parent chaperones may occur.

Uniforms/Dress Code

Students in grades Preschool, TK, & K through 8 must wear the complete school uniform each day. All clothing must be clean and mended.

GIRLS WEAR...

- Red plaid jumpers or red plaid skorts (Grades Preschool, TK, & K-5) no shorter than 3 inches above the knee.
- Red plaid skirts or red plaid skorts (Grades 6-8) no shorter than 3 inches above the knee.
- Dennis uniform short-sleeved **white OR ash grey knit shirt with IHM Heart/Cross school logo, tucked inside.**
NOTE: Undergarments designs should not show through shirts; white or beige undergarments are to be worn.
- Red IHM School sweatshirts and IHM School red cardigan sweaters from Dennis Uniform. **NOTE: IHM School red cardigan sweaters from Dennis Uniforms MUST be worn on Mass Days/Fridays. SWEATSHIRTS ARE NOT PERMITTED ON MASS DAYS!**
- White socks from Dennis Uniform OR Non-Dennis Uniform white socks that are similar to Dennis Uniform socks (no symbols/emblems). All socks must be above the ankle in length, covering the anklebone. **NOTE: White knee socks, plain white or black tights, or plain white or black leggings that cover below the anklebone are optional in colder weather.**
- Dennis Uniform pants or navy twill pants for girls.
- Dennis Uniform school walking shorts for girls (optional item). Please note no other type of shorts may be worn other than those available from our school uniform company. These shorts are meant to be walking shorts and should not be altered and should be no shorter than 3 inches above the knee.

BOYS WEAR...

- Dennis Uniform pants or navy twill pants for boys.
- Dennis uniform short-sleeved **white OR ash grey knit shirt with IHM Heart/Cross school logo, tucked inside pants.** **NOTE: Undergarments designs should not show through shirts.**
- Red IHM School sweatshirts and IHM School red cardigan OR V-neck sweaters from Dennis Uniform. **NOTE: IHM School red cardigan OR V-neck sweaters from Dennis Uniforms MUST be worn on Mass Days/Fridays. SWEATSHIRTS ARE NOT PERMITTED ON MASS DAYS!**
- White socks from Dennis Uniform OR Non-Dennis Uniform white socks that are similar to Dennis Uniform socks (no symbols/emblems). All socks must be above the ankle in length, covering the anklebone.

- Dennis Uniform school walking shorts for boys (optional K-8). Please note no other type of shorts may be worn other than those available from our school uniform company. These shorts are meant to be walking shorts and should not be altered to an inappropriate length or worn baggy off the waist.
- Navy leather belt (available at Dennis Uniform) is highly recommended for Grades 4-8.

IHM SHOES

Closed-toed shoes and ankle or knee socks must be worn to school every day.

- Tennis shoes must be white and/or black with white or black shoelaces.
- Non-scuffing black dress shoes are also allowed.
- White socks only. Girls may wear white or black tights. Girls may also wear full-length leggings (white or black) under jumpers.

FORMAL CORE UNIFORM

Formal Core Uniforms are required for Mass Days and other special events. It is the student and their family's responsibility to take note of these days from the school calendar. For Formal Core Uniform occasions, girls must wear jumpers/skirts/skorts, Dennis uniform short-sleeved ***white OR ash grey knit shirt with IHM Heart/Cross school logo, tucked inside***, and IHM School red cardigan sweater and boys must wear navy pants, Dennis uniform short-sleeved ***white OR ash grey knit shirt with school logo, tucked inside***, and IHM School red cardigan or V-neck sweater.

NOTE: IHM Cougar Athletic hooded sweatshirt or any other sweatshirt is NOT part of the Formal Core Uniform. Formal Core Uniforms ARE required on Mass attendance days.

PHYSICAL EDUCATION UNIFORM/COUGAR GEAR

Students in Preschool and Grades TK-8 have the option to wear school appropriate Cougar Gear or Spirit Wear the entire day on their assigned PE Day. All shorts, sweatshirts, and t-shirts from our vendor, First Place Spirit Wear, are school approved and can be purchased at:

<https://1stplacespiritwear.com/schools/CA/Belmont/Immaculate%20Heart%20Of%20Mary%20School>

Please NOTE: If a student's PE Day is on a Friday, students are not permitted to wear Cougar Gear or Spirit Wear to Mass, but students may bring Cougar Gear to change into after Mass. All students are required to wear their Formal Core Uniform on Fridays to Mass. If a School Mass falls on another day of the week, the same policy applies.

NO UNIFORM TODAY (N.U.T.) DAYS/BIRTHDAYS

Students are permitted to wear free dress on their birthday, or if they have a school approved N.U.T. pass, or if the school announces a N.U.T. Day for a special event/community service. The dress on these days should still be school appropriate and conducive of a Catholic/Christian school environment.

COUGAR GEAR SPIRIT WEAR DAYS

On certain days throughout the school year, the school will celebrate school-wide Cougar Gear Spirit Wear Days where students in Grades K-8 may wear their Cougar Gear Spirit Wear to cheer on their fellow cougars and show their school spirit. This may or may not be a PE Day for students. These will be announced via SchoolSpeak and in our school newsletter, News from the Heart.

HAIRSTYLES

All hairstyles must be neat, clean, and combed. Extreme hairstyles, hair dye, highlights or extensions are not allowed. As a guide, boys' hair is not to extend below the hairline on the back of the neck. Girls may wear Dennis Uniform hair accessories that match the plaid IHM uniform. Simple hair accessories may be worn in solid red, white, grey, and/or black.

ACCESSORIES

Makeup, colored nail polish, artificial nails/eyelashes, dangling jewelry, dangling hair accessories, dangling earrings, bracelets, and rings are not permitted. Girls MAY wear clear nail polish or a light shade of pink nail polish if they choose.

NOTE: The school administration reserves the right to define inappropriate attire, accessories, and/or fads as the occasion arises.

PARENTAL SUPPORT OF UNIFORM POLICY

Parent attention to uniform regulations is requested and appreciated so that valuable teaching time is not wasted on checking uniforms. Any exceptions to the uniform code must be submitted in writing to the classroom teacher. All uniforms must be clean and in good condition.

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Supplies and Books

Students are responsible for using school books, Homework Planners, and supplies with care. Families are responsible for replacing lost or damaged books, planner, as well as depleted personal supplies. Books must be in a backpack when students are coming to and from school. **Any family that does not replace lost or damaged books will be assessed a fee via their FACTS account to cover the cost of the replacement.**

Backpacks

All students must have a backpack. No offensive symbols, words, or pictures on backpacks are permitted. Backpacks with wheels are strongly discouraged.

Classroom Cabinets and Desks for Student Use

Each student is assigned shared space in storage closets, a desk, and in grades K and 5-8 a cubby in which to store clothing, backpacks, lunches/snacks and textbooks. In order to maintain a quiet atmosphere for class, students are allowed to go to the storage closets or cubbies only at specified times. The school reserves the right to inspect closets, backpacks, cubbies, or desks at any time. Students are not to write on or carve into desks, closets, or cubbies in any classroom. If a student defaces any desks, closets or cubbies they will be required to pay to repair the damage.

Birthdays

Student birthdays are recognized each morning during Morning Prayer, Pledge, and Announcements. Students may wear FREE DRESS to school on their birthday that is school appropriate. If a student's birthday falls on a weekend or on a holiday break, students may wear FREE DRESS to school on the Monday following the weekend or holiday break. Students who have a summer birthday will celebrate their birthday with FREE DRESS in late May or early June before Summer Vacation upon announcement. **IHM School does not recognize or celebrate ½ birthdays.**

Due to food allergies and to avoid loss of instructional time, no treats are allowed for birthdays. Birthday students may bring goodie bags to be sent home with the other students for their parents to approve. However, edible treats that could pose an allergy risk should be avoided. All edible treats should follow the Wellness Policy Guidelines. Party invitations may be handed out as long as each student in the class receives one. Otherwise, they are not permissible to be handed out on school grounds or property. Birthday invitations MAY NOT be sent through SchoolSpeak.

Allergies

Due to the student allergies, IHM has inclusive policies that are safe for ALL children.

Classroom – All class party foods must be preapproved with the classroom teacher and must adhere to the school’s Wellness Policy Guidelines. If an activity in the classroom takes place, all food must be safe for children in the classroom. When food items are used in teaching lessons, parents of students with allergies will be notified ahead of time.

School-wide – Activities that happen on campus throughout the school day, which involve food, will be safe for all students. At these times, parents of students with allergies will be notified ahead of time.

Teachers and staff participate in training and are notified of all student allergies. Faculty and staff receive notes and information. Epipens are located at various points throughout campus. Students with severe allergies are allowed to keep Epipens on them. In order to ensure safety for all, student desks, lunch tables, water fountains, and classroom objects are sanitized and cleaned throughout the day.

School Lunches

School Lunch Program

Our lunch program is Choice Lunch and is available Monday-Friday. Hot Lunches may be ordered through www.choicelunch.com.

Bringing Lunches to School

Students are responsible for their own lunches. On the occasion that a student forgets his or her lunch, parents will be notified and lunches may be dropped off at the front office for student pick up. It is the student’s responsibility to come to the front office, not at the lunch tables, before lunch to retrieve it.

NOTE: Glass bottles or fast food or delivery lunches (i.e. DoorDash, McDonald’s, etc.) are not permitted due to our Wellness Policy Guidelines.

Wellness Policy

Immaculate Heart of Mary School strives to educate the whole student; mind, body, and spirit. In educating students about the body, we strive to develop “a profound reverence for the great gift of life, their own lives and the lives of others, along with readiness to spend themselves in serving all that preserves and enhances life.”

Immaculate Heart of Mary School also strives to maintain a learning and working environment that promotes and protects children’s health, well-being, and ability to learn by supporting healthy eating and physical activity.

In doing so, we encourage healthy eating habits, physical health and exercise, as well as strong social and emotional support through the following:

1. Help students acquire the desire to eat healthy through example and education.
2. Encourage all students to be physically active in and outside of school.
3. Offer foods and beverages at school that meet the nutrition recommendations of the USDA Dietary Guidelines for Americans.
4. Encourage the drinking of water and other non-sugary beverages.
5. Promote healthy snacks and eating during snack breaks at school, at lunch, at school events, and when fundraising.
6. Discourage the consumption of multiple sugary treats at one time (i.e. cookies, cake, cupcakes, etc.). Moderation is key. *Note: Due to food allergies and to avoid loss of instructional time, no treats are allowed for birthdays.*
7. Promote alternative rewards other than food in the classroom and at school.
8. Discourage students from sharing their food and beverages with one another during meal or snack times, given concerns about allergies and other restrictions on some children's diets.
9. Ensure that carbonated beverages and/or fast food are not consumed during snack, lunch, and other events while on school campus.
10. Promote daily recess, weekly PE, and daily physical exercise for students in Preschool and Grades TK - 8.

For more information on how Immaculate Heart of Mary School promotes our Wellness Policy, please visit the following resources for ideas and support:

<https://www.healthiergeneration.org/>
<https://help.choicelunch.com/hc/en-us/articles/200577784-What-is-our-Nutrition-Policy->
<https://www.usda.gov/nutrition-security/healthy-food>

Medication

If a child must take any medication in school which is prescribed by a doctor, that medication must be sent to the school office in the container received from the pharmacy and must have on its label the following information:

- Child's name
- Name of doctor prescribing the medication
- Frequency
- Dose
- Date
- Parent Signature

All non-prescription medication (cough drops, lip balm, etc.) should be taken to the school office with the following information:

- Child's name

- Frequency
- Dose
- Date
- Parent Signature

A copy of the medical release and consent to treatment of child form is included in this handbook as an insert. Forms are also available at the school office. All medication must be sent to the school office, not to the classroom teacher.

Lice/Nits

Parents are encouraged to check for lice and nits on a regular basis. The school has a nit-free policy concerning head lice. Parents are obligated to contact the school nurse and follow school protocol in the event their child contracts head lice. Children who have contracted head lice must be treated and be free of lice and nits and cleared by the school before returning to the classroom. Upon returning a child to school, the parent must certify: 1) A note from the attending physician must be presented stating the student is lice and nit free. 2) A note from a licensed health care professional must be presented stating the student is lice and nit free. 3) A note from a licensed cosmetologist must be presented stating the student is lice and nit free 4) Agreement to repeat the treatment in 7 to 10 days (due to the life cycle for nits to hatch)

USCCB Protection of Safe Environment for the Protection of Children

As mandated by the Archdiocese of San Francisco, all volunteers at Immaculate Heart of Mary School are required to complete a Background Check and Shield the Vulnerable on-line training every three years in order to volunteer in the school in any capacity (e.g. field trip drivers, hot lunch servers, chaperones, librarians, classroom aides). If you have

not completed the on-line training and Background Check you will need to do so by logging on to www.virtus.org. The instructions are given on the INSERT of this handbook. You will be asked to identify the position or location for which you will be volunteering. Please make sure to indicate IHM School. This will cover you for all volunteer jobs except coaching. Coaching positions require fingerprinting and that is handled through the school office. When you have completed the online course and background check information turn the Certificate of Completion in to the office. Thank you very much for your cooperation in helping us comply with the Department of Catholic Schools' policy.

Safe environment for the protection of children & young people all family members and friends of Immaculate Heart of Mary School who have any contact with students (class parties, field studies, volunteering with children, etc.) must go through the initial training of the safe environment for the protection of children and young people. Neglecting to take the training or the continuing education training (every 3 years) will restrict your involvement with students at IHM.

Child Abuse Laws

Immaculate Heart of Mary School abides by the Child Abuse laws of the State of California. This law mandates that all cases of suspected abuse and/or neglect be reported to Child Protective Services by school mandatory reporters (administrators, teachers, counselor).

Nondiscrimination Policy & Complaint Procedures

Immaculate Heart of Mary does not practice or tolerate discrimination of any kind in our community. To ensure that any and all complaints of that nature are fully addressed, the school instituted the following procedure:

- 1) A parent or student who in good faith believes that conduct by Immaculate Heart of Mary is discriminatory should direct his or her complaint to administration, who may consult with the Pastor. If the complaint involves conduct by administration, then the complaint should be directed to the Pastor. A complaint can be verbal or written; if verbal administration may ask that it be put into writing. The complaint will be acknowledged in writing within two business days. Immaculate Heart of Mary has discretion to investigate any discrimination claim in the manner it deems appropriate, either through in-house personnel or through retained outside investigators. The investigation will be confidential to protect the privacy interests of all concerned. The person(s) who lodged the complaint will be advised of the investigation's conclusion. If, at the conclusion of the investigation process, the person(s) who lodged the complaint believes that Immaculate Heart of Mary has not adequately addressed his or her concerns, further review of the complaint may be requested through the Pastor. If, at the conclusion of the Pastor's review, further review is still sought, the complaint may be reviewed by the Superintendent of Catholic Schools for the Archdiocese of San Francisco.
- 2) To facilitate open and culturally inclusive dialogue, a staff member may contact a parent before the staff member takes action regarding a significant aspect of a student's appearance. Before administration takes action regarding a significant aspect of a student's appearance administration may consult with the Pastor.

Emergency Procedures

Immaculate Heart of Mary School follows a comprehensive emergency/earthquake disaster plan which is set forth in a separate Emergency Procedures Handbook, The Big Five Handbook, issued by the San Mateo Office of Education

Fire Drill Procedures

Fire drills are conducted at the school on a regular basis. During these drills the school is completely evacuated in an orderly manner. At the beginning of the school year, students are told

which exit to use during these drills. A diagram of the emergency evacuation route is posted in each classroom. Students are cautioned to remain calm, quiet, move quickly and leave everything behind. The purpose of these drills is to make the student's reaction to them automatic. Disaster drills are scheduled regularly in order to prepare students for emergency situations such as severe weather disturbances.

As parents, you need to be aware of the following information in the event of an earthquake or disaster in our area:

1. No Immaculate Heart of Mary student will be dismissed from school unless a Parent/guardian comes for him/her.
2. No student will be released to any other person (even a relative or baby-sitter) unless permission has been designated on the student's Emergency Contact Form. It is imperative that you keep this form current. This can be done at any time by parents on SchoolSpeak.
3. All parents or designated parties who come to Immaculate Heart of Mary School for students must sign out the students at the COMMAND POST which will be located on the west end of the main school building in the vicinity between the parish center and main school building.
4. Your cooperation will be needed in keeping this release procedure as orderly as possible:
 - a. Line up in front of your child's posted grade level. If you have more than one child, go to the grade level of the youngest child.
 - b. Inform the secretary of your child/ren's name/s and step aside. She will send a courier to the appropriate teacher and your child will be released to you at the command post ONLY after you have signed the Emergency Release Form.
PLEASE DO NOT APPROACH THE STUDENT ASSEMBLY AREA. WE NEED TO MAINTAIN ORDER AND

| SAFETY. Remember, your feelings and fears will affect your child/ren so remain calm. In critical situations, we will do our utmost to ensure the safety of your child/ren until your arrival.

5. We ask for your help in the following areas:
 - a. Please DO NOT call the school - we must have the lines open for emergency calls
 - b. Following an earthquake, Lockdown, or other emergency, do not immediately drive to the school - streets and access to our school may be cluttered with debris or inaccessible. The school access route and street entrance areas MUST remain clear for emergency vehicles.
 - c. Turn on your radio (a car radio is battery-operated) to the Emergency Broadcasting Station, use of Belmont PD Twitter, or School Emails. You will receive information and directions. Please DO NOT call the school or attempt to come on campus as you will not have access.

EVACUATION OF THE SCHOOL GROUNDS:

In case of an emergency requiring evacuation of buildings and grounds, the students and faculty may be sent to one of the following EMERGENCY SHELTERS:

CARLMONT HIGH SCHOOL
1400 Alameda de las Pulgas, 595-0210

MERRY MOPPET PRESCHOOL/BELMONT OAKS ACADEMY
2200 Carlmont Dr., 650-593-6175

NOTRE DAME HIGH SCHOOL
1540 Ralston Ave., 650-593-1601

HOLY CROSS GREEK ORTHODOX CHURCH PRE-SCHOOL
900 Alameda de las Pulgas 650-631-9338 or 650-591-4447

Volunteer Requirements

All on-campus volunteers must report to the main office first. For safety and security reasons, each person is required to sign in at the office when he/she enters the building for any reason. All volunteers are required to wear a designated badge that may be picked up in the office. Volunteers are to sign out at the time of departure.

All individuals who volunteer in any school function are required to complete the Diocesan mandated fingerprint background check and the VIRTUS child protection online training.

Volunteers may not bring younger siblings or other children not attending IHM School with them when volunteering. All volunteers are expected to dress appropriately. Clothing should be modest and neat. ***Only essential volunteers are allowed on campus.***

Technology Acceptable Use Policy

Immaculate Heart of Mary School parents students must agree and sign our Technology Acceptable Use Policy in order for each student to utilize school-issued technology. This policy is available on SchoolSpeak. This Technology Acceptable Use Policy is intended to promote responsible use and protect students and the school from liability resulting from the misuse of an Immaculate Heart of Mary School-issued tech device such as a Chromebook or iPad. Technology, on or off-campus, must be used in accordance with the Immaculate Heart of Mary School Parent & Student Handbook and the Christian Code of Conduct. There is no assumption of privacy when using a school-issue device. Immaculate Heart of Mary School reserves the right to inspect all school-issued

devices at any time during the school year without the prior authorization of a student or the student's parent, or legal guardian. Administration and faculty reserve the right to monitor,

modify, lock, erase, search, and/or confiscate the school-issued device at any time. In accordance with Immaculate Heart of Mary School policy, misuse of the school-issued device may result in disciplinary action up to and including expulsion. To maintain the integrity of the school-issued device program, all students and parents/guardians must acknowledge and agree to this policy.

Use of IHM Name and Logo

Immaculate Heart of Mary School name or logo may not be used in any way (i.e. an email address, social networking pages, photo sharing websites, etc.) without the permission of the School Administration. No parent, guardian, or organization may collect money, purchase any items, distribute flyers, or reproduce school material such as school directory, class lists, school pictures, etc.

School Right to Amend

The school administration may amend the policies and guidelines of Immaculate Heart of Mary School. Parents will be notified if changes are made. All current Handbooks can be found on SchoolSpeak.