



SAINT JAMES'
Episcopal School

ELEMENTARY PARENT HANDBOOK
2017-2018

Saint James' Episcopal School
73 Culpeper Street
Warrenton, VA 20186

Saint James' Episcopal School reserves the right to unilaterally amend, change, modify, delete, replace or add to the policies in this document, or to any other School policies or procedures, at any time, with or without prior notice. Such changes will be communicated in a timely manner.

Contents

A. OVERVIEW.....	3
1. HISTORY.....	3
2. PHILOSOPHY.....	3
3. MISSION.....	3
B. PROGRAM DESCRIPTIONS.....	5
1. KINDERGARTEN.....	5
2. GRADES 1-5.....	5
3. EXTENDED DAY PROGRAM.....	5
4. ENCORE PROGRAM.....	6
5. SUMMER CAMP.....	6
C. ADMINISTRATIVE PROCEDURES.....	7
1. ADMISSIONS.....	7
2. TUITION AND PAYMENT.....	7
3. WITHDRAWAL/DISMISSAL of STUDENT.....	8
4. COURT ORDERS.....	9
D. SCHOOL POLICIES.....	10
1. SCHOOL AND PARENT PARTNERSHIP.....	10
2. LUNCH.....	10
3. SUPPLIES.....	10
4. PERSONAL BELONGINGS.....	10
5. SCHOOL VISITORS/VOLUNTEERS.....	11
6. ATTENDANCE.....	11
7. A COMMUNITY OF LOVE: VIRTUES, BEHAVIOR AND DISCIPLINE.....	11
8. WALKING/BICYCLING TO SCHOOL POLICY.....	13
9. SCHOOL COUNSELING PROGRAM.....	14
10. UNIFORMS.....	14
11. PEANUT AND TREE NUT-SENSITIVE SCHOOL.....	15
12. OUTDOOR POLICY.....	16
13. DROP OFF/PICK UP.....	17
14. SPECIAL EVENT PARKING.....	17
15. INCLEMENT WEATHER.....	17
16. FIELD TRIPS.....	18
17. PHOTOS AND OTHER MEDIA.....	18
18. ACCEPTABLE USE of COMPUTERS POLICY.....	18
19. SOCIAL MEDIA.....	19
C. HEALTH AND SAFETY.....	20
1. HEALTH POLICY.....	20
2. MEDICATION.....	21
3. FIRST AID.....	21
4. HEALTH AND IMMUNIZATIONS.....	21
5. GENERAL SAFETY.....	21
6. FIRE DRILLS.....	22
7. CRISIS MANAGEMENT/EMERGENCY PREPAREDNESS PLAN.....	22
D. COMPLIANCE INFORMATION.....	23
1. STATEMENT of CODE COMPLIANCE.....	23
2. DESCRIPTION of FACILITIES and ENROLLMENT CAPACITY.....	23

3.	<i>FOOD SERVICE</i>	23
4.	<i>HEALTH REQUIREMENTS for STAFF</i>	23
5.	<i>PUBLIC LIABILITY INSURANCE</i>	23
6.	<i>QUALIFICATIONS of PERSONNEL</i>	23
E.	GUIDE TO GIVING AND GETTING INVOLVED	24
	THE SJES ANNUAL FUND	24
	THE CONNECTED CAPITAL CAMPAIGN.....	26
	VOLUNTEER	27

A. OVERVIEW

1. HISTORY

St. James' Preschool was founded as a community outreach ministry of Saint James' Episcopal Church in September of 1982. It began with four classes and a staff of five. Now, Saint James' Episcopal School is the largest ministry of Saint James' Episcopal Church. In August of 2007 under the direction of Father C. Christian Pierce and the authority of the Vestry of Saint James' Episcopal Church, the Saint James' Episcopal School Board was reorganized to provide oversight and direction to the School. The School is designed to promote the Christian, moral, intellectual, physical, social, and artistic development of children through the provision of educational, enrichment, and related programs to children. In 2007, we began our elementary program and offered Kindergarten for the first time. In 2010, we started First Grade and have added one elementary grade every year, ending at fifth grade in 2014-2015.

2. PHILOSOPHY

At Saint James' Episcopal School, religion is embraced as an essential facet of student learning. The day begins with a short chapel service of singing and prayers. Our teachers and staff openly share our faith, demonstrating that God is real and is a part of our lives. We foster a caring atmosphere within the School in which children feel comfortable helping each other and asking for help.

Within reason, our teachers and staff permit each child the freedom of choice within a structured situation. Our program and environment allow each child to grow at his or her own individual rate. We encourage and provide opportunities for promoting healthy self-images and instilling a life-long love of learning.

Our teachers strive to supplement the core parental efforts provided in the home to create a partnership of loving and learning for each student.

The teachers and staff will:

- integrate faith within the learning experience,
- provide a variety of instructional techniques to help meet the needs of all students,
- assist students in developing the skills necessary for becoming responsible citizens of the home, school and community, and
- welcome and encourage input and cooperation of the parents and guardians.

Each student will:

- join in religious education including weekly chapel service,
- participate in daily classroom activities and special programs, and
- show respect for teachers, staff, other students and the community.

The parents and guardians will:

- support the philosophy and mission of the School and the efforts of its teachers and staff,
- abide by the School's policies and procedures, and
- provide support and resources to the extent they are able as a symbol of their belief in the value of education.

3. MISSION

As a member of the National Association of Episcopal Schools (NAES), Saint James' Episcopal School recognizes the Principles of Good Practice and Principal Qualities that distinguish our School as Episcopal. In practice, these principles and ideals are expressed through:

- School Worship that is creative, inclusive, draws fully upon the liturgical resources of The Episcopal Church, and is a regular part of school life for all faculty and students.

- Community Life, in which reflection, prayer, and matters of the spirit are honored and cultivated and the physical, mental, and emotional health of all are supported and nurtured.
- Religious Formation and Study that is meaningful, academically substantive, and age-appropriate; and in teaching the Christian tradition, fosters dialogue with other faith traditions.
- Social Justice, which is the integration of the ideals and concepts of equity, justice, and a just society throughout the life of the School; the embracing and honoring of diversity; and the inclusion of community service and service-learning as an integral part of the life of the School.

By weaving these principles into the very fabric of the School's overall life, Episcopal schools ensure that their missions are built on the sure foundation of a Christian love that guides and challenges all who attend our schools to build lives of genuine meaning, purpose and service in the world they will inherit.

The mission statement of Saint James' Episcopal School is:

“Experience the Episcopal traditions of service, compassion, and respect;
Enrich the whole child through the joy of learning, creativity, and faith;
Excel and grow in grace.”

B. PROGRAM DESCRIPTIONS

1. KINDERGARTEN

The Kindergarten program uses a stimulating hands-on approach to learning, allowing for a more individualized student experience. The Kindergarten curriculum level includes religious education, language arts, mathematics, social science, physical science, music, art, Spanish, physical education, library, and computer technology. Language arts instruction includes a balance of activities focused on developing phonemic awareness, phonics, word study, comprehension / vocabulary and writing skills. Mathematics instruction in Kindergarten is center-based, encouraging students to manipulate real materials to make mathematical concepts meaningful. Social science, physical science, and computer technology instruction are integrated into the overall curriculum through theme-based units in language arts and mathematics. Learning experiences emphasize friendliness, cooperation, and social responsibility within a child-centered curriculum based on standards set forth by the State of Virginia. Our Kindergarten class typically meets Monday-Friday, from 8:15am-2:00pm. Kindergarten students are required to wear the SJES uniform as outlined under the Uniform Policy found under the Forms section of the School website.

2. GRADES 1-5

Grades 1-5 have thematically-organized curriculums in each subject area to ensure strong continuity and the reinforcement of skills and concepts across grades. Core subjects include reading, language arts, math, science, and social studies. The reading and language arts curriculum is based on the Literacy by Design program. Literacy by Design is a structured reading program focused on teaching students reading skills and strengthening reading comprehension through teacher modeling, whole class instruction and independent practice. Instruction focuses on listening, speaking, reading, and writing within content-specific themes, which simultaneously builds reading and content-area competence among students. Literacy by Design utilizes a built-in acceleration system that allows teachers to differentiate instruction based on students' individual needs. The assessment components are tied closely to instruction and allow for diagnostic assessment and ongoing progress monitoring. Literacy by Design reflects the Gradual Release of Responsibility model, which seeks to develop reading and writing independence among students. Our Math curriculum is supported by the Everyday Math and Investigations in Math programs which are designed to support students in making sense of mathematics and learning that they can be mathematical thinkers. Grades 1 -5 also study the following Exploration subjects: religious education, art, Spanish, music, physical education, and library. Computer technology is incorporated into core classes. Classes for Grades 1-5 typically meet Monday-Friday, 8:15am-3:00pm. Elementary students are required to wear the SJES uniform as outlined under the Uniform Policy found in the Forms section of the School website.

3. EXTENDED DAY PROGRAM

Extended Day is available for all elementary students enrolled at SJES. Extended Day options include full-time care, certain-day only care and drop-in care. All drop-in arrangements require notice in advance and are granted based on space availability. Please call, email or text the Extended Day Coordinator at least one hour before using the drop-in feature of Extended Day between the hours of 6am and 9pm. Your inquiry will be answered within two hours of receipt.

- 540-860-0681
- extendedday@saintjamesepiscopalschool.org

Students in Extended Afternoon must bring a peanut/tree nut-free snack from home (please refer to the Peanut/Tree Nut-Sensitive Policy on the School website.). Extended Afternoon and Aftercare may include homework time, free play, creative movement, cooking, table games, outdoor team games and a minimum of 20 minutes devoted to reading. For costs and to enroll, please see the Extended Day Application on the School website under Admission > Forms.

Students picked up after 5:00pm will be charged an administrative fee of \$5.00 per 15 minutes. The person picking up the student will have to sign the Extended Day Late Charge form acknowledging the amount due.

Extended day may be used after a school-sponsored field trip as long as the student is already enrolled in the Extended Day program. Drop-ins after a field trip must obtain prior approval.

4. ENCORE PROGRAM

Saint James' offers a variety of after-school programs to its students to provide opportunities for participation in quality, safe, fun and structured activities/sports. Our offerings include activities such as Spanish, sports, and art. These programs are offered for an additional fee and vary by class. Partial enrollment in programs is not available. Advertisements for such programs will be communicated via email, folder, and on the School website.

The SJES Encore programs are meant to be fun as well as instructional. For some students, this will be their first experience with after-school programs and we want that experience to be positive. The instructors strive to ensure sure all students are on task while participating in these programs. If we feel that a student is having difficulty assimilating into this setting, or being disruptive to the group, the student will be asked to sit out until he/she is ready to re-enter the group. Parents will be notified if this happens. If a student is not benefiting from the program or cannot assimilate in a way that benefits all involved, then we may ask that the student not return. We want all participants to enjoy the Encore programs and appreciate your cooperation.

5. SUMMER CAMP

The mission of Saint James' Episcopal School Summer Camp is to create fun, exciting and adventurous experiences for children to discover and learn. Our preschool summer program provides camp opportunities for children ages 3-5. The camp schedule is divided into age-specific camps. This program is offered for an additional fee and camp offerings vary every year. Advertisements for such programs will be communicated via email, folder, and on the School website.

C. ADMINISTRATIVE PROCEDURES

1. ADMISSIONS

Saint James' Episcopal School is generally open to all children, ages two and a half through age eleven (students entering fifth grade). However, there may be circumstances in which SJES is not able to accommodate the needs of a particular child (for example, a child with a certain level of learning disabilities). Saint James' admits new students based on character, past academic day care or school experience, parent interviews, and assessment of the student's potential to profit from and contribute to the life of the School. Priority in admissions is given to siblings of current students and children of parishioners of Saint James' Episcopal Church. To this end, among qualified applicants, students are accepted – space permitting – in the following order: (1) current students, (2) siblings of current students and pledging parishioners of Saint James' Episcopal Church, (3) Priority Registration applicants, and (4) all others.

a) Notice of Nondiscriminatory Policy

Saint James' Episcopal School admits students of any race, color, national and ethnic origin to all of the rights, privileges, programs and activities generally accorded or made available to students at the School. SJES does not discriminate on the basis of race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and tuition assistance and Encore/Summer Camp or other School-administered programs.

b) Documentation Required for Matriculation

The following documentation must be received by the School with respect to each student before such student will be permitted to attend the School:

- an original birth certificate (schools are expected to keep a copy on file),
- proof of immunization as required by the Code of Virginia,
- only for students new to the School and those entering Kindergarten, proof of physical examination within 12 months prior to entering the School via the School Entrance Health Form found on the School website under Admission > Forms, and
- proof of custody for students not living with either or both parents.

c) Registration, Documentation and Fees

Registration for each upcoming school year is typically held in late January (for currently enrolled families and Saint James' parishioners), the beginning of February (for pre-registered families) and mid-February (for new families) of each calendar year. No applications will be accepted more than one year prior to the School year for which admission to the School is sought.

To register a new student, applicants must complete an online application and submit a non-refundable new applicant fee per student. This fee covers administrative expenses and, if applicable, secures a spot on our waiting list. Due to the high volume of applicants and space restrictions, an application does not guarantee acceptance. For current students (except Pre-Kindergarteners), enrollment contracts are typically distributed in late January and must be completed and accompanied by a re-enrollment fee to hold a place for the returning student. Current SJES Pre-Kindergarteners wishing to attend Saint James' Episcopal School for Kindergarten must complete a new application and submit the new student registration fee.

2. TUITION AND PAYMENT

Saint James' Episcopal School uses the FACTS payment program to collect tuition from families. All families are encouraged to enroll in the FACTS payment program through the ParentsWeb website. Unless paying the tuition in full with the returned enrollment contract, FACTS will manage any tuition payment communications with families throughout the year. The initial non-refundable tuition payment will be due in May prior to the start of school. Following the initial payment, monthly tuition is due to FACTS on either the 10th or 20th of every month starting in September and ending in April.

While we may make up missed days due to inclement weather, we do not refund tuition or Extended Day fees.

a) Multi-Student Discount

Families with more than one child enrolled in Saint James' Episcopal School may take advantage of our Multi-Student discount. A discount of \$500 for each family will be applied to the tuition by the School. This discount is also extended to those families who graduate a student from fifth grade at SJES. Once a student graduates from fifth grade and another sibling remains at SJES, the multi-student discount will continue to apply until the youngest student of the family leaves Saint James'.

b) Tuition Assistance

Tuition Assistance at Saint James' Episcopal School assists qualified students who demonstrate financial need as determined by School and Student Services (SSS) by the National Association of Independent Schools. Requests for tuition assistance are not a factor in the admissions decision process and all tuition assistance information is confidential. Tuition Assistance is limited and may not be available in all need-based situations.

Tuition Assistance applications must be completed by the end of March prior to the school year for which you are applying. All applications are filtered through SSS and then reviewed by the SJES Tuition Assistance Committee. Tuition assistance is offered exclusively for tuition and cannot be applied to registration fees, book fees or other programs outside of primary education. All current tuition assistance recipients at SJES must reapply for assistance each year. Please contact the School Business Officer if you would like to receive more information on tuition assistance.

c) Statement of Financial Responsibility

Saint James' Episcopal School is a non-profit Christian ministry that relies primarily on timely tuition and other payments for its operations and to maintain affordable tuition rates. As such, we cannot afford to incur additional expenses due to delinquent accounts and late payments. It is therefore imperative and expected that we receive payment of all fees and tuition, and that it is understood that the payment of all fees and tuition is the responsibility of the parents/guardians.

d) Payment Policy

Late tuition payments are monitored by the School, and families will be contacted by the Business Office regarding any outstanding payments. Accounts must be kept current (30 days); if they are not, the student may be unable to remain in school. Accounts must be paid in full by April 20th, if enrolled in the FACTS payment plan. Interest of 18% APR will be charged on all past-due accounts. Cost of collection, including reasonable attorney fees, shall be the responsibility of the parents/guardians. School records, including progress reports/report cards, will not be released until all accounts are fully paid.

3. WITHDRAWAL/DISMISSAL of STUDENT

In the event it becomes necessary to withdraw your student from Saint James' Episcopal School, written notice to the Head of School must be given at least 30 days in advance.

Saint James' Episcopal School reserves the right to suspend or dismiss any student from his or her enrollment at Saint James' if such student's conduct is deemed unacceptable by the School. We reserve the right to suspend or terminate any student from his or her enrollment at Saint James' especially if physical, social, or emotional needs cannot be met by the programs and staff at Saint James'.

No portion of tuition will be refunded, returned, or cancelled for any reason, including the following circumstances:

- in which student withdraws or is suspended, expelled, or absent from the School, and
- in circumstances necessitating a School closure, such as weather, emergency, or health-related reason.

The Head of School may grant exceptions to this policy in extraordinary and other situations.

The School plans its operations in advance on the assumption that each student will remain enrolled for the entire school year and has many fixed and continuing expenses. Recognizing this, parents sign the admission contract with the School agreeing that the obligation to pay tuition in full is unconditional. Contracts state that in the event of the withdrawal/dismissal of the enrolled student between June 1 and July 31 prior to the start of the enrolled school year, parents agree to pay 25 percent of the student's annual tuition owed to the School. In the event of the withdrawal/dismissal of the student between August 1 and December 31 of the enrolled school year, parents will pay 50 percent of the student's annual tuition owed to the School. In the event of the withdrawal/dismissal of the student on or after January 1 of the enrolled school year parents will pay the remaining balance of the Student's annual tuition.

If Parents have not met all financial obligations in a timely manner to the School, the School may take legal action as appropriate.

4. COURT ORDERS

Once admission to the School has been granted to a student, it is the responsibility of the parent(s)/guardian(s) to provide the Head of School with a copy of any relevant legal document, including any custody agreement, for each student. It is also the parent/guardian responsibility to notify the Head of School if there is a change in any court document during the school year.

Saint James' Episcopal School will release a child from school to his/her father, mother or other legal guardian unless the School has a valid court order on file indicating any restriction on contact with the child.

School communication with the appropriate guardian is essential. Accordingly, custodial parents should identify in writing other adults who are authorized to have access to information regarding their child. In addition, non-custodial parents will be permitted to receive certain information (when requested) regarding the child unless specific legal documentation to the contrary is provided to the School.

In the event the School retains an attorney to defend or enforce its rights under this Contract, and/or in the event Parents involve the School in any custody, visitation, access or other domestic dispute, Parents shall pay the School's legal fees, costs, and expenses.

D. SCHOOL POLICIES

1. SCHOOL AND PARENT PARTNERSHIP

A strong partnership between staff and families is a key component to the success of the students. Communication between staff and families allows for an open dialogue concerning activities, opportunities, questions, and concerns. Contact the teacher with any questions or concerns you may have regarding your student in the classroom.

The Saint James' Parent Association (SJPA) has been established to enhance parent teacher communication and increase parent involvement. One parent from each class will be selected as a representative of the group.

2. LUNCH

Students enrolled in elementary classes will have the option to bring their lunch to school or purchase hot lunch. Homemade lunches should be in a container that is labeled and easy for students to open and close. Please follow the School's Peanut and Tree Nut-Sensitive Policy. Teachers may ask parents to pack a snack as well. Students are also encouraged to bring a filled, labeled water bottle to school every day. A healthy, homemade, hot lunch program is available to our elementary students. Lunches are served Tuesday through Friday. Lunch is \$5 and includes a main dish, side dish(es), and milk or water. Order online and pay monthly, by cash or check made payable to SJES. You will receive an email when the online menu is available.

a) Hot Lunch Ordering

To order hot lunch online, use the ParentsWeb link on the home page of the School website (www.saintjamesepiscopalschool.org) and use district code SJ-VA. If you are new to ParentsWeb you must create a username and password first (there is a link under the login boxes.) Once in ParentsWeb, go to Student Information > Lunch > Create Web Order. You'll see the options available by date. Simply put in the number of lunches in the quantity field next to those lunches you want. Use the total at the bottom of your order and send in cash or check payable to SJES by the end of the first week of the month. Because we shop for ingredients ahead of time, it is important that you place your order by the deadline.

b) Missed Hot Lunches

If your student misses school and therefore misses his/her pre-ordered hot lunch, the lunch will be put in the Parish Hall kitchen refrigerator and will be available for your student for up to 3 days. Missed lunches will be clearly marked with student name and date. It is the responsibility of the parent to notify the teacher when the student has a missed lunch to eat. Although we would like to provide make-up lunches or refunds, we are not prepared to do so at this time. On days when the School is closed, lunch will be re-scheduled with plenty of notice given.

3. SUPPLIES

A list of supplies will be provided at the onset of school. Teachers may request additional supplies as needed throughout the school year.

4. PERSONAL BELONGINGS

Students should not bring personal items such as toys or electronic devices to school unless it is for a specific reason, such as a school project. Please have your student's coat/sweater, hat, backpack, water bottle and lunch bag labeled with his or her name. There is a Lost and Found in the Office. Unclaimed items will be donated at the end of the school year.

5. SCHOOL VISITORS/VOLUNTEERS

Saint James' Episcopal School encourages parents to visit and volunteer in the classrooms and participate in activities at the School during the week. Please see your student's teacher to discuss volunteer opportunities. Please ensure that any other visitors you may invite to attend class activities are properly authorized by you to visit the School and that they comply with the safety guidelines discussed in this Handbook. All visitors should use the Main Entrance of the School for entrance and departure. This entrance is located on Beckham Street. Please sign in and put on a visitor sticker. If any visitor is found on campus without a visitor sticker, please escort him/her to the School Office for proper identification.

6. ATTENDANCE

Due to the important work that occurs at school daily, Saint James' Episcopal School expects students to attend school each day. Parents are asked to schedule all outside activities and appointments for children accordingly. Except for unusual circumstances, parents should avoid taking children on trips when school is in session. In these situations, or in other cases when a child will miss school, the child or the family should, with as much lead time as possible, notify the teacher. It is the child's or his or her parents' responsibility to then initiate contact with the teachers and to arrange an acceptable plan for work completion.

That said, there is no reward for perfect attendance at Saint James'; a sick student should remain at home. When a student is absent, parents should notify the School Office by 8:30 am, either by phone or email. The office staff will contact parents if notification is not made by 8:30 am. In all cases, children are responsible for missed assignments, which are normally due the day a child returns to school. Teachers are not expected to provide make-up or review sessions.

Attendance is part of a student's permanent record and will be reviewed by secondary school admission offices. Excessive absenteeism or tardiness for unwarranted reasons can be grounds for disciplinary action including dismissal from Saint James' Episcopal School.

A. Late Arrival

Students who arrive at school after 8:15 am are considered late and must be signed in by a parent or guardian. *Any student arriving after 8:15 am will need to be signed in by an adult.* Late students will go directly to class.

Excessive lateness puts a student at a disadvantage both academically and socially. Excessive lateness will result in the need for a conference with parents, teacher, student, and administrator to create an action plan for improvement.

B. Early Departure

A student who leaves school early for any reason must be signed out by an adult. The sign-out book is located in the receptionist's office. In addition to signing out, a student who leaves early by pre-arrangement, such as for a doctor's appointment, must present a written note from a parent to the classroom teacher or middle school advisor stating the time the student is to be picked up and the reason. All work should be completed and turned in the day of return. It is recommended that trips and appointments be scheduled.

7. A COMMUNITY OF LOVE: VIRTUES, BEHAVIOR AND DISCIPLINE

Saint James' Episcopal School is a "community of love" affirming our intentional approach to religious formation, which has two primary goals. First, every student knows that he/she is a beloved child of God and second, every student is given unique gifts and God has a special purpose for each of them. Our mission statement is "Experience the Episcopal traditions of service, compassion, and respect; Enrich the whole child through the joy of learning, creativity, and faith; Excel and grow in grace." This mission statement reflects the religious formation goals and is supported by the following "Virtues of the Month."

Sep: The Golden Rule / Respect
Oct: Honesty and Courage
Nov: Thankfulness and Heritage
Dec: Patience and Generosity
Jan: Friendship/Self Confidence

Feb: Love
Mar: Compassion
April: Grace
May: Responsibility

These virtues are reinforced throughout the school day in a variety of ways and contexts. Throughout the school day students are encouraged to live the mission statement by practicing the virtues in the classroom, the hallway, and the playground. Teachers coach the students in the virtues informally during the day incorporating them into the curriculum and focusing on them specifically during morning assembly for elementary students and during chapel with preschoolers as well as class meetings.

Student Behavior Goals

Model student behavior creates a safe learning environment and reduces disruption of the educational process. Following is a list of model student behavior goals that are expected of all SJES elementary students:

- Respect authority
- Respect the rights, opinions, heritage, and abilities of others
- Show a positive attitude
- Treat all people fairly
- Express thanksgiving
- Practice self-discipline
- Follow school and classroom rules
- Seek adult guidance when appropriate
- Be courteous

The approach to discipline at SJES is based on our core virtues and the belief that children can and will take responsibility for their own behavior. Consequently, the trajectory of our program is from dependence as a preschooler to independence as an upper elementary student. We expect our older students to be self-disciplined and to solve most social and emotional issues on their own, with appropriate adult guidance when necessary.

Our discipline approach aims to:

- Nurture an atmosphere of respect and preserve orderly school operations
- Create and maintain a positive and effective learning environment
- Help children develop skills and behaviors that promote healthy social interaction and learning
- Help children develop an understanding of how their actions affect the quality of their lives and of the lives of others
- Help children develop a sense of responsibility (for their actions) and character (acting appropriately in any environment)

The faculty and staff at Saint James' believe that each child is a unique individual with unique social, emotional, and academic needs, and understand that every disciplinary situation is unique. The response to each student and each situation will therefore not always be predetermined or prescribed, and our responses, while always as fair as possible, will not necessarily be the same. We have therefore found that the best way to reduce challenging behavior is by working together with the child – collaborating – to solve the problems the child might have caused. We recognize, however, that in certain situations, adults will need to determine consequences without input from the student.

Because we trust the judgment of our teachers and staff, misbehavior will be dealt with and consequences will be determined by them in accordance with the SJES discipline approach and the teacher's knowledge of the situation. In the most serious situations, the administration will be involved in determining consequences. The hierarchy of consequences, from least serious to most serious, is as follows:

1. Consequences determined by the teacher and/or the learning community, which may include redirection, change of physical location, reflective time in the classroom

2. Recovery at school – removal from the classroom to a designated recovery area
3. Recovery at home - release to parents for recovery at home (determined by the administration)
4. Expulsion from school (determined by the administration)

In disciplinary matters, we know that parental support and communication is essential, and we will inform parents about situations when it is necessary. Parents will receive more feedback at the preschool and primary grades and less at the upper elementary graders when students are expected to assume more responsibility for their behavior. Whenever possible please encourage your child to speak with the teacher about any questions he/she may have, and when that is not successful or possible, then it is appropriate and necessary for the parent to contact the teacher. We find student-parent-teacher conferences a very effective means to clarify behavioral expectations and to set goals for the future.

When behavior becomes disruptive, full benefits from the learning environment are not realized and everyone suffers. The following behaviors are considered disruptive:

- Inflicting physical or emotional harm on other children, adults, or self, such as biting, kicking, hitting or throwing toys or other dangerous objects;
- Requiring constant attention from the staff
- Disrespecting people and materials provided in the program
- Consistently disobeying the rules of the classroom
- Verbally threatening other students and/or staff
- Using verbal or physical activity that diverts attention away from the group of children, such as hiding from the teacher, or purposefully exiting the classroom

Such disruptive behavior will be addressed in an incident report. This will be completed to document any inappropriate behaviors that directly impact other children, staff members, or the class as a whole. This report will be shared with the parent and will explain the behavior and how the behavior has affected others. It will also explain how the situation was resolved. The incident report will be placed in the child's folder to be taken home, signed by the parent(s), and returned the next day to the teacher. If a child has difficulty managing his/her behavior on a recurring basis, parents will be asked to meet with the child's teacher and Head of School. If the child's behavior continues to be inappropriate, consistently disruptive, and/or dangerous, it may be necessary for the child to be sent home for a time to be determined, or removed from the school program altogether.

Please work with us in helping your elementary student understand and abide by these simple but appropriate rules of behavior.

8. WALKING/BICYCLING TO SCHOOL POLICY

Walking and/or bicycling to and from school are among the best ways to promote student well-being by integrating more physical activity into a daily routine and provides active living skills and healthy habits that will last a lifetime. While on school grounds, students must abide by all traffic safety laws when walking or riding a bicycle to school and follow these guidelines:

Bicycling:

- Students may ride their bicycles to school only with permission from the Head of School and written consent from their parents or guardians. Students in grades 3 or lower must be accompanied by an adult.
- Students must wear a helmet when riding bicycles to school. Helmets must be stored in a locker or backpack, or locked to a bicycle.
- Upon arrival at school the student must park his bicycle in the school bike rack.
- Student bicycles are not to be ridden or otherwise used during the school day. Students must respect the personal property of others and not interfere with other bicycles. This includes stealing bicycles or equipment, unlocking quick releases, touching helmets locked to bicycles, or any other action that would damage property.

- Students riding a bicycle to school in the morning shall see that the bicycle is removed from the school premises in the evening.
- The school shall assume no responsibility for the loss or theft of bicycles or to ensure that students are trained in bicycle safety. Parents and guardians are expected to teach students the traffic safety and school rules outlined in this policy.

Walking:

- Students in grades 3 or lower must be accompanied by an adult when walking to school.
- Walkers must obey traffic safety laws and always use their common sense and good judgment.
 - If available, students, parents/guardians and employees should use cross walks where painted.
 - Before crossing, look left, right, and left again to make sure the road is clear. Continue looking while you cross and listen for traffic.
 - Do not cross the street from between parked cars.
- The School shall assume no responsibility to ensure that students are trained in pedestrian safety. Parents and guardians are expected to teach students the traffic safety and school rules outlined in this policy.

9. SCHOOL COUNSELING PROGRAM

Saint James' Episcopal School is committed to the social well-being of our students. The focus of the counseling program is to help students better understand the world they live in and make better decisions that help them live productive lives.

To build trust with the student, the school counselor will keep information confidential with some possible exceptions. The counselor may share information with parents/guardians, the student's teachers, and/or administrators or school personnel who work with the student on a need to know basis, so that faculty and staff may better assist the student as a team. The counselor is required by law to share information with parents or others in certain circumstances presenting a danger to self or another person (including child abuse and neglect) and threats to school security.

The counselor will make the student aware of these limits of confidentiality and will inform the child when sharing information with others. If you would like the counselor to share information with a third party, such as a community counselor, psychiatrist, social services worker, or pediatrician, you will need to sign an additional release of information form.

School counseling services are aimed at the more effective education and socialization of your student within the school community. These services are not intended as a substitute for psychological counseling, diagnosis, or medication, which are not the responsibility of the School. It is the parent's responsibility to determine whether additional or different services are necessary and whether to seek them for your child.

If a faculty or staff member feels a student may benefit from or a student requests more regular, individual counseling during the school day, the parent/guardian will be notified and a request for consent will be sent home.

If you have any questions about the school counseling program, please contact the school office.

10. UNIFORMS

As an academic community devoted to a common principle, Saint James' Episcopal School prides itself upon the bond of our unity. Traditionally, schools of excellence have celebrated such fellowship, both within the school and throughout the greater community, through a shared code of dress incorporating the colors of the school. We have established such a uniform with an expressed goal that all students may simultaneously take pride in wearing the uniform of their school and recognize the unique attributes that exist within everyone.

Students enrolled in Saint James' Episcopal School and their families are expected to follow the uniform requirements. Cold and hot weather options are detailed, and may be worn according to the judgment of the parents.

Saint James' Elementary students will be required to wear three uniforms: Causal, Formal and Physical Education (PE). Casual uniform will be worn every day except those designated as Formal or PE. Formal uniform will be worn on any Church day or days designated as Formal. Sneakers and socks are required on PE days, but wearing the PE uniform shirt and pants/shorts are optional.

a) Uniform Days

All students should wear the designated uniform in a tidy manner. Shirts should be tucked in. Collars should be worn down. Top buttons should be buttoned on collared shirts when wearing a tie. Torn clothing is unacceptable. Students may not adorn their uniforms or bodies with unusual jewelry or accoutrements, and we suggest leaving all valuable jewelry at home.

b) Free Dress Days

On Free Dress days, all students should wear neat and clean clothing that is free of inappropriate language and symbols. Torn clothing is unacceptable. Parents of students wearing inappropriate clothing may be called to notify them of the violation, or to ask them to bring appropriate clothing, or to ask them to pick up the student from school.

c) Uniform Infractions

If a student does not adhere to the Uniform Policy (found on the School's website), the following actions may be taken:

- Two written infraction warnings will be sent home to parents.
- On the third infraction, the uniform infraction notice will be sent home to parents for signature. The student will not participate in the next Free Dress day.
- On the fourth infraction, parents will be called to bring in the proper uniform attire or take the student home. The student will sit in the School Office until the parents are present at the School.

11. PEANUT AND TREE NUT-SENSITIVE SCHOOL

As a school dedicated to the some of the youngest members of our community, we understand that many of our students are not old enough to make sound decisions when it comes to what should go into their mouths and are therefore less able to manage their allergies. For this reason, no peanuts or tree nuts should be brought into the School. Foods sent in for snack, lunch, or any class event (including parties, field trips, etc.) should be carefully checked to ensure they are peanut/tree nut- free. This means the product cannot contain peanuts or tree nuts and cannot have the following warnings: "may contain..."; "processed in a facility...", and "manufactured on shared equipment..." Families can help ensure that our school stays peanut/tree nut-free by reading packaging labels and by reminding children not to share food with other children at school. We need to make sure that there is little opportunity for a child to be exposed to foods that could harm him or her. Food is not allowed to be shared among students or from a teacher to a student without permission from the student's parent. While the School is dedicated to being peanut/tree nut-free, please note that other groups using the Church campus, and the School does not regulate the activities of those groups. However, the School remains diligent in using its best efforts to create a peanut/tree nut-free environment for our students.

For your reference, we have compiled a list of items for a Peanut/Tree nut-free lunch, snack, and treats. We appreciate and expect your cooperation with this policy—the sacrifice of not having nuts or nut products in the school is a small one to make compared to the consequences a child with severe allergies could face. If you have any questions, please do not hesitate to contact the Office Manager.

Peanut & Tree Nut-Free Snack Ideas	Peanut & Tree Nut-Free Lunch Ideas
Yogurt- plain or mixed with fruit	Breads- no nuts, rye, cracked wheat
Fresh fruit	Spaghetti
Unsweetened cereal (without nuts)	Bagels / Pita bread
Vegetables with dip	Muffins
Jell-o pudding	Crackers
Fruit cocktail	Macaroni & cheese
Graham crackers or Goldfish crackers	Pasta or rice salad
Saltine crackers	Soups with rice or pasta
Cheez-Itz	Fruit – fresh, pre-packaged
Plain popcorn (NO Crunch-N-Munch)	Juice
Fruit Roll-ups	Vegetable sticks
Applesauce	Soups – vegetable, cream soups
Baked tortilla chips & salsa	Salad
Low-fat granola bars (not peanut butter)	Milk
Soy Butter and Crackers	Cheese, String cheese / cheese slices
Bagels with cream cheese	Low fat cottage cheese
Cheese or cheese sticks	Custard, puddings
Fruit Loops cereal	Soy Butter with Jelly
Pudding cups	Sunflower Seed Butter
Canned fruit in juice	Cold meats
Teddy Grahams	Pizza
Pretzels	Refried beans
Plain animal crackers (Barnum’s)	Lentil soup
Hard-boiled egg	Meatloaf
Low/No fat cottage cheese	Chili
Raisins	Baked beans
Low-fat granola	Tuna/salmon
Low fat yogurt	Hummus

12. OUTDOOR POLICY

Fresh air and exercise are important parts of the school day. Time spent outdoors gives students the opportunity to engage in activities that allow them to temporarily relax from the structure of the classroom. When properly clothed, students can participate in safe, vigorous play in an outdoor environment in most weather conditions. Conditions to be considered include temperature, wind chill, humidity, age of students, length of time outdoors, adequacy of clothing on children, and the condition of the playground. Increased caution will be practiced when temperatures are below 30 degrees, including the wind chill factor, and over 95 degrees, including the humidity level. This means limiting the amount of outdoor activity. Outdoor activity includes general and physical education classes, recess, and scheduled fire drills. This does not include students walking to/from school or staff related outdoor duties before, during, or after the school day. All staff and students shall exit the building during an activation of the fire alarm system.

During a National Weather Service (NWS) issued Wind Chill Advisory, no more than 15 minutes of outdoor activity will be allowed. During a NWS Wind Chill Warning, outdoor activities will be cancelled. When temperatures fall below 20 degrees including the wind chill (“feels like” temperature for zip code 20186 on www.weather.com) students will be kept indoors. It is the responsibility of the parent/guardian to ensure their children come to school appropriately dressed for the weather. This includes coats, hats and gloves or mittens. All classes will enter and exit from the play area through the courtyard by the School Office.

When temperatures are 95° and above, teachers will consider a reduction in physical activities such as running, jumping, and prolonged exposure to the sun. Activities will be adjusted to reduce strenuous exercises. When temperatures reach 100° or over, outside activities will be discontinued.

13. DROP OFF/PICK UP

Drop off is between 8am and 8:15am. Please be observant of the one-way traffic flow in the back parking lot. Please try not to “stack” on Beckham Street as this causes traffic problems and is frowned upon by the town.

Have your student seated in the back right of the car to assist with teachers helping to get students out of cars. Please do not allow your student to exit the car without a teacher or administrative staff member present. Preschool teachers are not allowed to remove elementary students from the car. When walking students into school, parents are asked to use the Main Entrance of the School on Beckham Street. Please note that students must be in the School by 8:15am each day. The first preschool class begins to unload at 8:15am and if it is after 8:15am, teachers will ask families to park and walk the student into the School.

The staff must have specific prior written authorization as to who is picking up your student each day. Those people who pick up your student on a regular basis should have their names listed on the application form on file in the Office or on the Emergency form. When your student will be going home with someone different, please send in a written note in advance with the date and the name of the person authorized to pick up the student. The person picking up your student will need to have government-issued photo identification available.

Saint James’ Episcopal School is obligated to release a student from school to either his/her mother or father unless we have a court order on file indicating that one of the parents is prohibited from taking the student.

Students whose parents are late at dismissal will be immediately placed in the main office. After 15 minutes, parents will be called and charged accordingly by the Business Office.

14. SPECIAL EVENT PARKING

Parking is available in the School parking lot in any space except those designated Church & School Staff only. There are two hour designated spaces on Culpeper Street, Third Street and Beckham Street as well as all day parking on Culpeper Street past the Church towards Broadview Avenue. Free municipal lots are available on W. Franklin Street and Washington Street near the School. See a map of all municipal lots in Warrenton on the School website.

15. INCLEMENT WEATHER

SJES follows the Fauquier County Public School system’s inclement weather policy on the first two days of a weather event. Unless otherwise notified by SJES, all families should follow that policy (FCPS closings and delays announced via local media and on its website, <http://www.fcps1.org>).

As a member of the Virginia Council of Private Education, the Virginia Department of Education gives accredited schools guidance for schedules and plans as long as we meet the minimum hours of instruction time. Please note that, per the state, our minimum hours for instruction are based on grades 1-5, as it is not mandatory to attend preschool or kindergarten in Virginia. Our calendar is designed to meet those guidelines with built in snow days as well as wiggle room to make changes to add days as needed. Once we know we are close to the required minimum for the state, we plan accordingly to make changes to the calendar.

Please refer to the class schedule for your start and end times within the Inclement Weather Policy found in the Forms section of the School website.

16. FIELD TRIPS

At various times during the year, the students will be taking field trips. The School will provide supervision as well as volunteer parents for the trip. There will be no special insurance provided for a particular trip. Students must have the Field Trip Permission Form and Liability Waiver signed by their parent/guardian to be allowed to participate on trips. If you have a student with medication requirements (eg, Epi-pen), a MAT staff member or the child's parent must attend the field trip.

If a parent chooses not to have their student attend a field trip, it is expected that the student will remain at home for the day. If there is a cost for the field trip, teachers must collect the fees from parents prior to the trip.

Children are transported by car on most field trips by their parent/guardian. All privately-owned vehicles are required to have current inspection by the Department of Motor Vehicles. Children are to be seat-belted in a seat, child seat, or restraining harness as appropriate based upon the age and weight of the child. Drivers on field trips are to have a valid driver's license and be at least 18 years of age. "Caravanning" for field trips is not permitted.

No staff member or other person employed at the School shall transport any student (other than their own children). For all field trips and other activities outside the School, parents or guardians of students shall provide any required transportation to and from such field trips and activities. If parents cannot attend, it is their responsibility, if desired, to arrange for another authorized driver to transport the student and to provide written authorization for the authorized driver.

17. PHOTOS AND OTHER MEDIA

Throughout the year students will be participating in various activities in which they may be videotaped, audio recorded, or photographed, and may involve the Internet. All parents must complete the Photo Release form indicating their preference for their student's photograph or likeness to be used by the School. The Photo Release form is required at the start of a student's enrollment and can be found on the School website. The form will apply to all years the student is at the school and it is the responsibility of the parent to make any necessary changes and update the School Office accordingly. All photographs, videos, and other media are the property of Saint James' Episcopal School.

18. ACCEPTABLE USE of COMPUTERS POLICY

Every student must abide by the policies of the School relating to computer usage on School property or while conducting school-related business off campus. Saint James' Episcopal School offers its students, faculty, and administration access to its computer network and the Internet to facilitate access to resources, improve communication, and encourage innovation. This access is a privilege, not a right. Users are expected to act in a responsible, ethical manner, and to abide by this policy as well as local, state, and federal law. While it is not possible to have full control over resources and materials on the Internet, it is expected that users take every precaution to prevent the access of objectionable material. Saint James' Episcopal community members are expected to act with honesty, integrity, and respect for others. As a Saint James' Episcopal computer user, you have the responsibility to respect and protect the rights of every other person in our community and on the Internet. Parents are required to review this policy with their student.

Saint James' Episcopal Church and School have the right to look at any data, electronic mail, or files that exist on the network or on individual School or Church-owned computers without the prior consent of system users. In addition, Saint James' Episcopal Church and School reserve the right to read or remove any files on the network or on individual

School or Church-owned computers without prior notice to system users. If you violate any of these rules or knowingly enable others to violate these rules, you may be subject to disciplinary actions beyond the loss of access to Saint James' Episcopal technology, including expulsion.

Use of School Technology Resources

- You will not attempt to discover or use another user's login name or password, nor will you share passwords. If you become aware of another individual's password, you will inform that person or a faculty member.
- You will respect the work and privacy of others throughout the Saint James' Episcopal Network.
- You will use your applications, e-mail accounts, and Saint James' Episcopal network space for School or Church-related activities.
- You will not vandalize or tamper with any Saint James' Episcopal technology equipment.
- You will not deliberately perform any act which will negatively impact the operation of computers, printers, or networks.
- You will not assume any fictitious or anonymous identity in any activity that uses Saint James' Episcopal technology resources or refers to Saint James' Episcopal Church or School.
- You will not forward chain letters, joke collections, Internet urban legends, and other objectionable materials from electronic communication devices owned by the School or Church.

Fair Use of Virtual Materials

- You will properly cite any Internet resources that you use in your work.
- You will not distribute the e-mail addresses of others without their express permission.

Violations of Saint James' Episcopal Acceptable Use Policy may result in the restriction of access to the network, systems, and devices and may result in disciplinary action. The Acceptable Use form is required at the start of a student's enrollment and can be found on the School website. The form will apply to all years the student is at the school and it is the responsibility of the parent to make any necessary changes and update the School Office accordingly.

19. SOCIAL MEDIA

Every student must abide by the policies of the School relating to the use of social media networks. SJES understands the importance of teachers, students, and parents engaging, collaborating, learning, and sharing in the fast-paced world of the Internet and social media networks such as Facebook, Twitter, Instagram, LinkedIn, blogs, media sharing sites such as YouTube, and other online tools through which people connect and share information. However, to the extent that employees, faculty, parents, students and members of the School community represent SJES to each other and to the wider community, participation in such social media should be done responsibly with a mind toward how both the location and the content reflect on that person individually and on the School.

Please work with us in helping your elementary student understand and abide by these simple but appropriate rules of social media use.

C. HEALTH AND SAFETY

1. HEALTH POLICY

For the health and safety of staff and students, every family must follow this Health Policy and report to the School if their student has had symptoms of, exposure to, or diagnoses of any of the following:

<ul style="list-style-type: none">• Fever (must be fever-free for 24 hours before returning to work)• Symptoms of severe illness such as lethargy (more than expected tiredness), uncontrolled coughing, difficulty breathing, wheezing, or other unusual signs (until medical evaluation determines you can return to School)• Diarrhea• Blood in the stools not explained by diet change, medication or hard stools• Vomiting two or more times in 24 hours• Persistent abdominal pain (lasting more than 2 hours)• Mouth sores with drooling• Rash with fever• Purulent conjunctivitis (pink or red eye lining or whites of the eyes with white or yellow pus coming from the eyes)	<ul style="list-style-type: none">• Lice• Scabies• Tuberculosis• Strep throat, or other streptococcal infection• Chickenpox (varicella zoster) or shingles (herpes zoster)• Whooping cough (pertussis)• Mumps• Hepatitis A• Measles• Rubella• Unspecified respiratory tract illness• Herpes simplex• Norovirus• Salmonella typhi (typhoid fever)• Shigella spp. Infection• E.coli infection (Escherichia coli or other)• Impetigo
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If students become ill at school, parents will be called and expected to pick up the student as soon as possible. A student should not return to school until he/she is fever free without medicine for 24 hours. When Saint James' is aware that a student has been exposed to a serious communicable disease while attending school, we will attempt to notify the parents by the end of that day.

a) Tick Policy

If a tick is found crawling on a student, a staff member can remove it. If the tick is embedded at all on the student, the parent will be contacted to come in to remove the tick.

b) Lice Policy

The School has a "No Lice/No Nits" policy, meaning that students will be sent home for treatment if lice are found, and students cannot return until all lice or nits (eggs) are gone. Clothing, hats, scarves, pillow cases, bedding, and towels worn or used by the affected person at school in the 2-day period just before treatment is started will be machine washed and dried using the hot water and hot air cycles because lice and eggs are killed by exposure for 5 minutes to temperatures greater than 53.5°C (128.3°F). Items that cannot be laundered will be dry-cleaned or sealed in a plastic bag for two weeks. Furniture and floors will be vacuumed to remove an infested person's hairs that might have viable nits attached. *Such measures should also be taken at the home and in the car of the affected student.* Re-checks of students who are classmates, but are not considered affected with lice, remain the responsibility of the family and should be conducted on a regular basis. Classroom teachers and office staff do not conduct regular checks for lice.

2. MEDICATION

Saint James' Episcopal School follows the procedures of the Virginia Department of Social Services applicable to student day centers with respect to the administration of medication to students. If your student requires any type of medication (prescription or non-prescription), you must complete the Medication Authorization Form found on the School website. Members of staff who have obtained Medication Administration Training (MAT) will be the only staff members allowed to administer medication. Parents are required to deliver prescribed medication only to staff members that are MAT.

If a parent or guardian requests that prescription medication be administered to a student of the School the following shall apply:

1. The medication must be administered by a staff member who is either licensed by the Commonwealth of Virginia to administer medications or has successfully completed the Medication Administration Training (a "Trained Staff Member") or the Pre-Medication Administration Training (for staff who do not ordinarily administer medications, but who supervise children who might need either an emergency injection of epinephrine using an auto-injector device (epi-pen) or prescription topical ointment or cream).
2. The trained staff member may only administer those medications that were dispensed from a pharmacy and maintained in the original, labeled container.
3. The trained staff member administers medications only to the child identified on the prescription label in accordance with the prescriber's instructions pertaining to dosage, frequency and manner of administration. The parent or guardian shall specify the time it shall be given to the child; provided that it is consistent with the prescriber's instructions on the label.
4. Prescription medication will be kept in the original container with the prescription label in place. All medication will be kept in an area inaccessible to the children that has been designated and approved by the Head of School for the storage of medications.
5. All medications will be returned to the parent/guardian as soon as the medication is no longer being administered. Parents and guardians shall be informed that they must promptly notify the School of any change in their child's dosage of medication.

3. FIRST AID

First aid to wounds or other injuries will be limited to cleansing with mild soap and water and bandages, when administered by non-MAT staff members. Other first aid procedures may be administered by a Medication Administration Trained (MAT) staff member. In the event of a serious or other injury requiring medical attention, all staff members will take every necessary action to take care of the child and will alert School management. If the injury is believed to be serious, and the parent, guardian or other emergency contact cannot be reached, the student will be taken by rescue vehicle to a doctor or hospital for treatment. Payment for medical services and transport is the sole responsibility of the student's parent or guardian.

4. HEALTH AND IMMUNIZATIONS

All students must have a completed School Entrance Health Form on file at the School prior to the beginning of their first elementary school year at SJES, or they will not be allowed to attend school. Please see the School website for this form.

5. GENERAL SAFETY

Saint James' Episcopal School doors are locked at all times. Please use the main entrance on Beckham Street always. All visitors must sign in at the School Office and obtain a visitor badge.

- Staff is trained in CPR, First Aid, AED, and general safety procedures.
- All staff members are required by law to report any suspicion of child abuse/neglect.
- Staff will do head counts at all transitions and regularly throughout the day.
- Staff will monitor all students in the bathrooms.
- Staff will greet all unfamiliar persons in the hallway and walk them to the School Office to check in.
- An Emergency Plan has been developed and distributed to all School and Church Personnel and regularly scheduled drills will be implemented.
- Student information is confidential.

a) Ways Families Can Help:

- When dropping off and picking up, use the designated School entrance and exit in the parking lot (please follow one-way traffic flow).
- Monitor your student carefully in the parking lot; do NOT leave children in the car unattended.
- Greet everyone, especially those people you do not know. Walk anyone you do not know to check in at the Church or School Office.
- Be aware of your surroundings. Report any suspicious activity or people. Make notes of license plate numbers and features/details that may help.
- Call Saint James' Episcopal School if you hear of any local inclement weather conditions or emergency situations (540-347-3855).
- Make the office personnel aware of any safety issues or concerns.
- Keep current on student's immunizations and check-ups.
- Teach your student good health practices at home (wiping nose with tissues, brushing teeth after meals, flushing the toilet, washing hands before meals and after toileting, cleaning up after self, etc.). It helps if we are consistent with health practices at home and School.
- Keep all information current with the Saint James' office. This includes phone numbers for home, work, and cell; home address; and e-mail address.
- When you drop off or pick up your student, make time to make contact with the student's teachers so they know you are dropping off/picking up. Never take your student without letting a teacher know.
- Keep teachers informed about your student's health, mood, eating habits, family situation or anything that might affect your student's behavior at School.
- Teach your student about safety practices (good strangers/bad strangers, practice fire and tornado drills at home, stop, drop and roll, etc.). It helps if we are consistent with safety practices at home and School.

6. FIRE DRILLS

Fire Drills are conducted once a month by the administration. Each room in the School has a visible evacuation chart with the route to be taken clearly indicated. Other drills are practiced as needed.

7. CRISIS MANAGEMENT/EMERGENCY PREPAREDNESS PLAN

A Crisis Management/Emergency Preparedness Plan has been developed, approved and is in place. All employees have been trained accordingly. Crisis Management is an integral component of our School safety. The most important consideration in both crisis management and safe School efforts is the health, safety, and welfare of the children and staff.

D. COMPLIANCE INFORMATION

1. STATEMENT of CODE COMPLIANCE

Saint James' Episcopal School, operated by Saint James' Episcopal Church, located at 73 Culpeper Street, Warrenton, VA 20186 is a "child day center" within the meaning of the Code of the Commonwealth of Virginia. As a religious institution, Saint James' Episcopal School is exempt from some of the licensure requirements applicable to child day centers. The School is in compliance with the procedures and requirements applicable to such exempt religious institutions.

2. DESCRIPTION of FACILITIES and ENROLLMENT CAPACITY

Portions of the building in which the School is located date to around [1912], with renovations and repairs as appropriate since the original construction. The three-level wing in which the School resides, encompasses 8307 sq. ft., and was built in the 1960's. The School utilizes 17 rooms within this wing including the activity room, a large playroom on the lower level, and has access to the Parish Hall which is used for special activities. The School also uses a large outside play area and has access to a kitchen.

3. FOOD SERVICE

The school does not provide full-time food service; however, an occasional lunch is served. Our facility is inspected by the health department. A snack and lunch is sent in daily by the parents. Water is available at the School.

4. HEALTH REQUIREMENTS for STAFF

Staff members are certified by a practicing physician to be free from any disability which would prevent them from caring for children.

5. PUBLIC LIABILITY INSURANCE

The School is covered by public liability insurance which provides coverage for the School in the event that someone brings suit against the School for personal or bodily harm suffered during the operation of the center as a result of negligence. Students are expected to be covered by their own health insurance policies.

6. QUALIFICATIONS of PERSONNEL

One staff member per class must be certified in CPR and first aid. All staff members have been fingerprinted and have had background checks. They attend yearly workshops and classes in early childhood education, and are trained in necessary procedures to ensure the health and safety of children, i.e. proper hand washing, recognizing and reporting child abuse, health screening, and the like

Saint James' Episcopal School strives to hire teachers with high moral and spiritual standards. Qualities such as kindness, compassion, and gentleness are considered essential, as are the abilities to lead, nurture, guide, and inspire. The elementary classroom teaching staff has degrees in early childhood education and some have advanced degrees in education and curriculum development.

E. GUIDE TO GIVING AND GETTING INVOLVED

At Saint James' Episcopal School, we believe that together with families, we can and should model and teach compassion to our children and instill in them the belief that they are made in the image of God and that they can make a difference in the lives of many. This is why our mission is to allow each student to experience the Episcopal traditions of service, compassion, and respect; we teach a virtue of the month; why we promote one school-wide service project per month and why our fifth graders take on a personal service project for the year.

Quality academic, extracurricular, community and global service opportunities are made possible by the philanthropy of parents, grandparents, alumni and friends. In our ever-changing world, success requires a deep level of engagement across a diverse range of opportunities. Your support and involvement is welcomed as we help current and future students to excel and grow in grace, academically and spiritually. The sections that follow serve as a guide for the many different ways that you can support the SJES community.

THE SJES ANNUAL FUND

Why give?

Great schools happen when three key elements - exceptional people, engaging programs and outstanding support - converge and thrive. They come together year after year at SJES, thanks to the generosity and support of those who invest in the very best for our students and our school.

Since our founding we have relied upon and benefited from the unwavering financial support of parents, alumni, faculty, staff and friends who make up the SJES community. Giving has become part of our culture, and your contributions support our mission and enable SJES to flourish as a leading independent school, now and into the future.

What is the SJES Annual Fund?

The SJES Annual Fund is our annual appeal that raises funds to supplement the annual operating expenses of the school. The SJES Annual Fund is the first and most important philanthropic request we make each year and helps make the following possible for our students:

- A unique day-in, day-out emphasis on virtues and service to others
- Outstanding teachers and staff who create excitement about learning
- An exceptional academic experience through low student to teacher ratios
- An experience where students thrive not only academically but also spiritually, where the students are grateful for God's grace and for each other
- A glimpse into the arts - every student, preschool through grade five, receives visual art and music education each week
- A warm, welcoming, and nurturing environment for you and your child
- An increasingly diverse student body thanks to tuition assistance to nearly 13 percent of our students

Doesn't my tuition payment cover costs?

No, tuition alone does not cover the cost of educating a student at SJES. Each year, on average, there is roughly a 10 percent "gap" between tuition and the actual cost of educating each SJES student.

Why not simply raise tuition to cover the "gap"?

Bridging the gap through gifts to the SJES Annual Fund allows us to keep tuition at an affordable level, encourages a greater level of diversity among the student body, and provides all members of our community an opportunity to experience the personal satisfaction that comes from making a charitable contribution that benefits children and our community.

Who gives?

It is our hope and has been our experience that all members of our community will share this responsibility and choose to support the SJES Annual Fund. This includes faculty, staff, board members, parents, grandparents, alumni, parishioners of Saint James' Episcopal Church and friends.

Why is participation important?

The SJES Annual Fund unites the entire school community behind the common goal of supporting our students, faculty and staff. The higher the participation, the more we can achieve for our school. In addition, foundations and other outside organizations to which we appeal for support expect the highest levels of participation from our current constituents when considering gifts and grants.

What is an appropriate SJES Annual Fund contribution?

Every gift, regardless of size, makes a difference. We ask that you give a gift that is truly meaningful to you and your family. Please remember that every gift counts and is spent on programming for the current year.

Doesn't SJES already have enough money?

We are extremely fortunate to operate with a solid balance sheet and a growing endowment, made possible by both prudent financial management and the extraordinary generosity of our community. That said, the caring educational experience we deliver requires the combination of tuition, and robust SJES Annual Fund giving each year.

How do I make a gift to the SJES Annual Fund?

There are several ways to support Saint James' Episcopal School through giving. Gifts may be given in the form of cash, check, credit card, stock, as well as through your employer's matching gift program. We welcome pledges and gifts anytime, payable by June 30, of the current school year. To visit our secure online giving site, visit the Support section on the School website, www.saintjamesepiscopalschool.org and click on the "Donate" button. Or call the Business Office at 540-347-3855 x219.

What is the matching gift program?

Matching gifts are a wonderful way to double, sometimes triple the impact of your gift, with 1 in 10 gifts being match eligible. Many companies will match the philanthropic contributions of their employees, some matching the gifts of spouses and/or retirees. Check with your company's personnel office to see if your company participates in such a program and obtain the appropriate forms.

Is my gift tax-deductible?

Gifts to the SJES Annual Fund are 100% percent tax-deductible. Once we receive your gift, you will receive a receipt verifying your gift.

Can I give online?

Yes! Credit card contributions and pledges can be made over a secure server at www.saintjamesepiscopalschool.org by clicking on the "Donate" button on the homepage.

Can I donate something other than cash?

In addition to cash (via check or credit card) we are happy to accept gifts of stock. Please contact the School Business Office at 540-347-3855 x219 for details regarding a gift of stock.

When should I make my SJES Annual Fund gift?

We encourage early participation, but you can make a gift at any time. Saint James' Episcopal School operates on a fiscal year which begins on July 1st and ends on June 30th. Donors vary in the timing of their gift depending on circumstances and on tax advantages. Many donors choose to make their gifts closer to the end of the calendar year, to take advantage of the IRS tax benefit in that year.

When can I expect to be asked for a contribution to the SJES Annual Fund?

We will send you detailed information in August, which will describe in greater detail how contributions are used to augment your students' educational experiences. We will also send additional reminders in December and May during the school year.

Will I be recognized for my gift?

We will acknowledge your donation with a thank you letter and receipt for tax purposes. Most importantly, you will have the gratitude of the entire SJES community, and you will know you have made a difference!

"Take part in the tradition of giving – Every contribution counts"

THE CONNECTED CAPITAL CAMPAIGN**What is the CONNECTED Capital Campaign?**

The CONNECTED capital campaign supports the renovation of existing church and school space and the addition of more classrooms to our current footprint which will relieve the strain of tight quarters and help maintain the integrity of our church and school union. Renovation and expansion will also enhance our presence in the local community while increasing our accessibility to those who depend on us for space by making the grounds ADA-compliant. Our fundraising target was \$2.245 million with actual costs for the project projected to be over \$3 million. Read more about it online at www.saintjamesepiscopalschool.org/connected.

How does annual giving differ from capital giving?

The SJES Annual Fund supports operational expenses for the current school year. Capital campaigns are seldom conducted and provide significant funds for growth, such as the CONNECTED Capital campaign. In fact, this is the School's first capital campaign in our history, which is the planned construction and renovation of our facilities at Saint James'. Pledges to capital campaigns vary according to the financial means of the donor and can be paid over several years.

Am I expected to give to both the capital campaign and the annual fund?

Successful independent schools require both sustained annual gifts to operations as well as major capital support. By your continued support of the SJES Annual Fund and your gift to the CONNECTED capital campaign, you are making a difference both in the immediate and long-term needs of our school which will be felt for generations to come.

When can I expect to be asked for a contribution to the CONNECTED Capital Campaign?

The CONNECTED capital campaign was made public in the spring of 2017. This is when the silent phase of the campaign concluded and at least three quarters of the goal was met. Gifts are always welcome as they will help reduce the amount of loans we are undertaking.

How do I make a gift to the CONNECTED capital campaign?

You may pledge a weekly, monthly, annual or one-time amount via cash, check, or credit card, or through stock. Gifts can be pledged over a three-year period. You may donate now through the School website at www.saintjamesepiscopalschool.org by clicking on the "Donate" button on the homepage. Please put in the notes that it is for the capital campaign.

Is my gift tax-deductible?

Gifts to the capital campaign are 100 percent tax-deductible. Once we receive your gift, you will receive a receipt verifying your gift.

Can I give online?

Yes! Credit card contributions and pledges can be made over a secure server at www.saintjamesepiscopalschool.org by clicking on the “Donate” button on the homepage. Please put in the notes that it is for the capital campaign.

Can I donate something other than cash?

In addition to cash (via check or credit card) we are happy to accept gifts of stock. Please contact the Business Office at 540-347-3855 x219 for details regarding a gift of stock.

When should I make my CONNECTED capital campaign gift?

You can make a gift at any time. Donors vary in the timing of their gift depending on circumstances and on tax advantages. Many donors choose to make their gifts closer to the end of the calendar year, to take advantage of the IRS tax benefit in that year. In addition, pledges to the CONNECTED capital campaign can be made over a three-year period.

QUESTIONS about the CONNECTED Capital Campaign? Call or email:

Stacey Irvin, Head of School, stacey.irvin@saintjamesepiscopalschool.org

SJES Business Office, business@saintjamesepiscopalschool.org, 540-347-3855 x219

VOLUNTEER

Volunteering is a tradition at Saint James’ and our families contribute countless hours sharing their talents and time through our Parents’ Association activities and other volunteer opportunities. If you are a parent, then you are automatically a member of the Parents’ Association. We welcome and encourage your participation. Being a part of this integral association at SJES offers the unique opportunity to get to know your fellow parents in a fun and purposeful way, as well as providing an excellent link between parents and the School’s administration.

What does the SJES Parent Association do?

The SJPA allows for parents to make a difference in the school’s functioning through a multitude of inviting social and educational events. Some of these activities raise funds for faculty and staff appreciation gifts, as well as various projects that benefit the SJES students and the School, while others represent the very epitome of inclusivity.

The SJPA organizes fun events like Back to School Bingo and decorating the school for Christmas.

Activities

The SJPA plans events which bring together parents in a way that is both fun and meaningful and not only raises money for the school but also builds community.

Some of these events include Back to School and Winter Bingo nights and various Spirit Nights throughout the year.

The Parents’ Association is also involved in various other community-building, educational, fundraising, and appreciation events:

- Boo Hoo Breakfast
- Community Service Efforts
- Decking the School Halls
- Love Your Teacher Week
- Preschool Grand Friend Fall Festival
- Preschool Field Day

Where can I learn more about the Saint James' Parent Association?

You can access SJPA via the Community section on the SJES website, www.saintjamesepiscopalschool.org. The dates and times of meetings are printed in the School's online calendar and are announced in the School's electronic news which is emailed to all families. The emails are the best way to stay informed of activities happening throughout the school year. Don't forget to read them!

How can I get involved with the Saint James' Parent Association?

All parents with enrolled children at Saint James' Episcopal School are automatically members of the SJPA! Each parent and/or family member is welcome and even encouraged to volunteer in whatever capacity they choose. There is no time requirement or limitation. You may volunteer at any point throughout the school year just by completing the volunteer form or contacting your child's teacher.

Fundraising Events

Fundraising is foundational to achieving the vision of Saint James' Episcopal School. Join us today to volunteer, donate, or participate in the annual events that help fund the daily operations of our School. Some events and opportunities are sponsored by the SJPA and some by the School:

- Box Tops for Education
- Spirit Night at local restaurants
- Grocery Club Card program
- Book Purchases through Scholastic or Book Worm Central
- Photography purchases
- School Spirit purchases

Volunteer Opportunities in the Classroom

- Read to the class
- Share about your career
- Share about your culture
- Do an activity with the class
- Host a class party
- Contribute snacks or supplies (ask your child's teacher)
- Accompany the class on a field trip

Opportunities at/for the School

- Set up and/or clean up a special event
- Participate in Love Your Teacher Week
- Help with any fundraising during the school year
- Attend Parent Coffees and/ or supply refreshments
- Contribute an item from the School Wish List
- Work at the Book Fair
- Attend or work at the Annual Gala, held the first Saturday in October

Each parent and/or family member is welcome and encouraged to volunteer in whatever capacity they choose.



Elementary Parent Handbook Acknowledgement Form

I have been provided a copy of the Parent Handbook for my information and review. I understand that if I have a question about any of the policies contained in the Parent Handbook, or about any information contained in those policies, I may direct my question(s) to the Head of School or to another member of School administration. By my signature below, I hereby certify that I have read the Parent Handbook, understand the information contained within, and agree to comply fully with all the policies set forth in the Parent Handbook.

I have reviewed the Acceptable Use of Computers Policy, Social Media Policy, and Uniform Policy as well as the Student Behavior Goals found within the Elementary Handbook with my student.

Student Name _____ Grade _____

Parent/Guardian Printed Name _____

Parent/Guardian Signature _____ Date _____

Please return this form to the School Office by September 15, 2017.