



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL NON-DISCRIMINATION POLICY

Eagle Academy Public Charter School acknowledges its ethical and statutory responsibility to afford equal treatment and equal opportunity to all persons, and thus complies with all applicable laws and directives which promulgate non-discrimination and equality of opportunity.

Eagle Academy's Non-Discrimination Policy supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

In keeping with the spirit and letter of the law, specifically Title VI of the Civil Rights Act of 1964 ("Title VI"), Title IX of the Education Amendments of 1972 ("Title IX"), Section 504 of the Rehabilitation Act of 1973 ("Section 504"), Title II of the Americans with Disabilities Act of 1990 ("ADA"), and the Age Discrimination Act of 1975 ("The Age Act"), Eagle Academy does not discriminate on the basis of race, class, color, national origin, religious affiliation, gender, gender identity and expression, sexual orientation, age, or disability in admission or access to, or treatment or employment in, its programs and activities.

The following person has been designated to handle inquiries regarding Eagle Academy's Non-Discrimination policies:

Director of Human Resources or Designee:
Eagle Academy Public Charter School
400 Virginia Avenue SW, Suite 710
Washington, DC 20024
(202) 459-6850



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL OPEN MEETINGS POLICY

The purpose of this policy is to ensure members of the school community remain informed of school decisions and discussions relevant to Eagle Academy Public Charter School in accordance with applicable laws and regulations.

Eagle Academy's Open Meetings Policy supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

One Eagle Academy Public Charter School Board of Trustees meeting per year will be open to the public. For purposes of this policy, a "meeting" is a gathering of a quorum or more members of the Board, at which members have been delegated the authority to act on behalf of the full Board.

A schedule of the regular meetings of the Board will be kept on file at Eagle Academy's Central Office and posted in the official school website. The schedule will indicate which of the four annual Board meetings will be designated as open to the public.



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL GRIEVANCE POLICY

Eagle Academy Public Charter School values open and proactive communication among and between the members of the school community, including parents, students, faculty, staff, administration, and the Board. Issues that are not dealt with directly can become destructive to the school community and, therefore, detrimental to the learning process of our students. As adults we must model for our students a willingness to address conflict directly. As such, Eagle Academy's grievance procedures (outlined below) for settling differences are designed to support prompt and equitable resolution of disagreements at the lowest possible faculty or administrative level.

Eagle Academy's Grievance Policy supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

At Eagle Academy, we respect the rights of all stakeholders: parents/legal guardians, students, and staff. Every effort is made to ensure due process is afforded to all parties. However, from time to time a complaint will arise between parent/legal guardian and staff, student and staff, or staff and staff. In each case the complaint process is the same:

1. The complainant should let his/her complaint be known in a formal manner to the allegedly offending party. This initial complaint may be verbal or in writing. Eagle Academy prefers that the complaint be resolved at this level.
2. If the two sides are unable to come up with a mutually agreed upon solution, then the complainant can take his complaint in writing to the Principal (or Principal's Designee) which is the next level in the process.
3. Once the Principal (or Designee) is made aware of the complaint, the Principal (or Designee) will convene both parties for a conference. The Principal (or Designee) will hear both sides and verbally report a decision within five (5) Business Days.
4. The Principal (or Designee) will then report his decision to both parties in writing within ten (10) Business Days if necessary.

5. Should the complainant wish to appeal the Principal's decision, he/she must do so within 5 Business Days of the Principal's decision in writing to: Eagle Academy Public Charter School, Chief Executive Officer (or Designee), 400 Virginia Avenue SW, Suite 710, Washington, DC 20024.
6. If the complainant issue cannot be resolved with school-based leadership, he/she must reach out to Chairman of the Eagle Academy Public Charter School Board, within 5 Business Days of the decision in writing to: Chairman; Eagle Academy Public Charter School Board, 400 Virginia Avenue SW, Suite 710, Washington, DC 20024, or via email: eaglepcsboard@eagleacademypcs.org

OSSE Complaint Policy

All LEAs are required to disseminate, free of charge, adequate information about these complaint procedures to parents of students and to appropriate school officials and representatives (34 CFR § 299.11).

- The policy can be found on OSSE's website. You can also find it by searching for OSSE ESEA Complaint Policy, Feb. 2019.
- Complaints can also be made to the Director of Community Learning and School Support State Ombudsman for Equitable Services; Sheryl Hamilton---202-741-6404 (office) or Sheryl.Hamilton@dc.gov (email).



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL DISCIPLINE POLICY

School discipline is a collaborative effort by the parents, guardians, students, and staff. The focus of the Eagle Academy Public Charter School Discipline Policy is to promote positive behavior choices by recognizing students who engage in consistent positive behavior. However, mistakes are a natural part of growth. We help students reflect on errors in judgement and behavior and support them in learning how to make better decisions. We teach and model positive behavior including listening, cooperation, and mutual respect. We encourage students to make independent decisions and act responsibly towards others and with property. When this occurs, we believe that a very positive and productive learning environment will result, enabling students to strive for excellence.

Eagle Academy's Discipline Policy supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

Corporal punishment of any kind is strictly forbidden at Eagle Academy. Corporal punishment may not be used on a student even with parent/legal guardian approval. Parents/legal guardians may not use corporal punishment in the school or on school grounds. Failure to comply with this policy may result in a parent/legal guardian's immediate removal from school premises, and DC Child & Family Services and/or the Metropolitan Police Department may be notified.

Discipline is one aspect of the school's operation that is of equal concern to teachers, parents/legal guardians and students. Without some system of order, very little learning takes places. The dictionary defines discipline as "training that teaches one to obey rules and control behavior." Before we consider some guidelines concerning discipline, we should first be aware of the fact that the parent/legal guardian is the first teacher.

Our goal at Eagle Academy is to create a caring school community where everyone is treated with dignity and respect. To discipline is to teach acceptable behavior and respect to each student, teacher, parent/legal guardian, and staff. All outward expressions of concern and support for students are applauded. Efforts to improve behavior and study habits are also encouraged. The following suggestions may be of help to parent/legal guardians:

400 Virginia Avenue SW, Suite 710, Washington, DC 20024, (202) 459-6850
www.eagleacademypcs.org

1. Try to find ways for your child to achieve in class. Help them to know that they always belong.
2. Do not hold the threat of failure over a child's head. Your child's reaction may be, "If I must fail, I will have a good time doing it."
3. Make homework exciting and meaningful. Help the teacher at home by continuously selling the teacher's subject.
4. Establish routines at the beginning of the school year. Discuss with your child why it is important to have rules and regulations. Allow them to take part in establishing rules and regulations at home and as well as what is expected of them in school.

In accordance with the Student Fair Access to School Amendment Act of 2018, the following behaviors are considered as infractions that could lead to a suspension or expulsion: fighting/physical aggression, minor theft, minor vandalism/property damage, harassment/bullying, defiance/disrespect, disruption, and/or abusive/inappropriate language.

All of a student's disabilities, as defined in section 3(1)(A) and (B) of the Americans with Disabilities Act, approved July 26, 1990 (104 Stat. 329; 42 U.S.C. § 12102(1)(A)-(B)), of which the school had knowledge will be considered in a manifestation determination review conducted pursuant to section 615(k)(1)(E) of the Individuals with disabilities Education Act, approved April 13, 1970 (84 Stat. 175; 20 U.S.C. § 1415(k)(1)(E)).

Eagle Academy recognizes that suspension or expulsion from the school is the most severe disciplinary procedure that can be imposed on a child and will only consider it after all other disciplinary measures and procedures have been exhausted. Children, under parent/legal guardian representation, must be given due process in all disciplinary situations. A parent/legal guardian has the right to a conference with the Principal regarding the reason(s) for suspending their child. Due process means a parent/legal guardian/legal guardian has the right to appeal the Principal's decision within three (3) days after the conference. All appeals must be made in writing to the Chief Executive Officer (or Designee), and addressed to Eagle Academy Public Charter School, 400 Virginia Avenue SW, Suite 710, Washington, DC 20024.



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL ATTENDANCE POLICY

Eagle Academy Public Charter School faculty and staff believe that there is a direct relationship between good attendance and high achievement. Students with good attendance achieve higher grades, enjoy school, realize success, gain the necessary credits for graduation, and learn positive habits that carry over to their personal and occupational achievement. We see it as the responsibility of each parent, teacher, administrator, and staff member to promote and stress the value of good attendance. It is also the responsibility of the staff to carry out all attendance policies in a fair, firm, consistent, and timely manner.

Eagle Academy's Attendance Policy supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

Parents/legal guardians are required to do the following:

- a. Notify the school if their child will be absent that school day by 8:30am.
- b. Submit written documentation stating the reason for the child's absence
(Example: medical/dental appointments, under doctor's care, hospitalized, etc.)

Regular attendance is essential for success in school. The *Compulsory School Attendance Law* of the District of Columbia requires students in Kindergarten through 12th grade to enroll and attend school on a regular basis. Parents/legal guardians have the legal responsibility to ensure that their children conform to this legal mandate. Eagle Academy has the right to administratively withdraw a student with excessive consecutive absences. As a charter school, Eagle Academy is sanctioned and chartered by the DC Public Charter School Board. It mandates that all students have at least 85-95% attendance for the school year.

We strive to have all Eagle Academy students reach a 95% attendance milestone, or better. Early childhood education, especially for the three- and four-year old students, builds the foundation for student success in Kindergarten, and beyond. Please make sure that as a parent/legal guardian you bring your children to school every day. Any absences, including a late arrival, early dismissal, or other absence from any portion of the instructional day, without a valid excuse, shall be recorded as an unexcused absence.

Consequences of Absences

Truancy is defined as a child's absence from school without the proper knowledge or permission of the parent/legal guardian or the school. Chronically truant is defined as a student who accrues 10 or more unexcused absences within a single school year. Eagle Academy will report any school aged children ages 5-10 to OSSE and Child and Family Service Agency after the accrual of 10 unexcused absences. Eagle Academy will report any school aged children ages 5-10 to the Metropolitan Police Department within two days after the 10th absence and every 10 thereafter, with written notification to the parent/legal guardian. Eagle Academy will withdraw any PreK-3 and PreK-4 student after an accrual of 20 or more consecutive unexcused absences.

Excused Absences

Absences are only 'excused' if they are one of the types on the school's list of acceptable excuses. A parent or guardian's permission is not enough to make an absence 'excused.' Absences will only be 'excused' if a valid explanation is given to the school in a reasonable time.

The following are valid attendance excuses authorized by the Eagle Academy Board of Trustees:

1. Student illness and or medical/dental appointments - with documentation.
2. Illness or family emergencies, which require the presence of the child in the home.
3. Death in the immediate family.
4. Exclusion, by direction of the District of Columbia, due to quarantine, a contagious disease, an infestation, or other conditions requiring separation from other students for medical or health reasons - with documentation.
5. Student attendance to any judicial proceeding as a plaintiff, defendant, witness – with documentation.
6. Observance of religious holidays as members of a religious group.
7. Lawful suspension or exclusion from school by school authorities.
8. Temporary closing of facilities or suspension of classes due to severe weather, official activities, holidays, malfunctioning equipment, unsafe or unsanitary conditions, or other condition(s) requiring closing or suspension of classes.
9. Absences to allow a student to visit their parent/legal guardian, who is in the military; immediately before, during, or after deployment.
10. Other absence(s) approved in advance by the Principal upon written request of a parent/legal guardian.



EAGLE ACADEMY PCS

at

Congress Heights | Fairlawn | Capitol Riverfront

EAGLE ACADEMY PUBLIC CHARTER SCHOOL FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT (FERPA) NOTICE

Eagle Academy Public Charter School supports and enforces the rights afforded to parents and students with respect to the student's education records under the Family Educational Rights and Privacy Act (FERPA).

Eagle Academy's FERPA Notice supports the school's mission which is "to build the foundation for a promising future for all students in a rich, robust learning environment that fosters creativity, problem-solving abilities, emphasizing cognitive, social and emotional growth by engaging children as active learners in an inclusive instructional environment."

- A. FERPA affords parents, legal guardians and students who are 18 years of age or older ("eligible students") certain rights with respect to the student's education records (as defined in FERPA, which may be found at 20 U.S. Code Sec. 1232g.) These rights are:
1. The right to inspect and review the student's education records within 45 days after the date that Eagle Academy receives a request for access. Parents/legal guardians or eligible students should submit to the school principal a written request that identifies the records they wish to inspect. The school official will make arrangements for access and notify the parent/legal guardian or eligible student of the time and place where the records may be inspected.
 2. The right to request the amendment of the student's education records that the parent/legal guardian or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents/legal guardians or eligible students who wish to ask that Eagle Academy amends a record should write the school principal, clearly identify the part of the record they want changed, and specify the reasons why they believe it should be changed. If the school administration decides not to amend the record as requested by the parent/legal guardian or eligible student, the school administration will notify the parent/legal guardian or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent/legal guardian or eligible student when notified of the right to a hearing.

3. The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA or the regulations under it authorize disclosure without consent. One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the school as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer or contractor outside of the school who performs an institutional service of function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent/legal guardian or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent/legal guardian, student, or other volunteer assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility. A "school official" includes a teacher, school principal, board member, registrar, counselor, admissions officer, attorney, accountant, human resources professional, information systems specialist, and support or clerical personnel. A "legitimate educational interest" is necessary for employees to carry out their responsibilities in support of Eagle Academy's educational mission. For additional exceptions to the consent requirement for disclosure, please see Sections B. and C. below.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the Eagle Academy to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202

- B. FERPA permits the disclosure of PII by Eagle Academy from students' education records, without consent of the parent/legal guardian or eligible student, if the disclosure meets certain conditions found in §99.31 of the FERPA regulations (which can be found at 34 C.F.R. Part 99). Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent/legal guardian or eligible student, §99.32 of the FERPA regulations requires the school to record the disclosure. "Directory information" is information contained in a student's education record that would not generally be considered harmful or an invasion of privacy if disclosed, including name, address, telephone number, class level, weight/height, dates of attendance, and enrollment status. A parent may request to "opt-out" of such designation by sending a letter to Eagle Academy's Chief Executive Officer at 400 Virginia Avenue SW, Suite 710, Washington, DC 20024.

Parents/legal guardians and eligible students have a right to inspect and review the record of disclosures. FERPA permits Eagle Academy to disclose PII from the education records of a student without obtaining prior written consent of the parent/legal guardian or the eligible student in certain cases, such as –

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests (this includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in §99.31(a)(1)(i)(B)(1) - (a)(1)(i)(B)(2) are met. (See §99.31(a)(1)); or to officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer (See §99.31(a)(2).
- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the State educational agency in the parent/legal guardian or eligible student's State (SEA). Disclosures under this provision may be made, subject to the requirements of §99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf. (§§99.31(a)(3) and 99.35).
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§99.31(a)(4)).
- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to §99.38. (§99.31(a)(5)).
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction. (§99.31(a)(6)).
- To accrediting organizations to carry out their accrediting functions. (§99.31(a)(7)).
- To parents/legal guardians of an eligible student if the student is a dependent for IRS tax purposes. (§99.31(a)(8)).
- To comply with a judicial order or lawfully issued subpoena. (§99.31(a)(9)).
- To appropriate officials in connection with a health or safety emergency, subject to §99.36. (§99.31(a)(10)).
- Information the school has designated as "directory information" under §99.37. (§99.31(a)(11)).

- C. Eagle Academy may disclose, without consent, "directory information" about your student. Eagle Academy considers the following to be "directory information:" the student's name, address, telephone number, electronic mail address, photograph, date and place of birth, grade level, enrollment status, participation in officially recognized activities and sports, weight and height of members of athletic teams, honors and awards received, the most recent educational agency or institution attended and a student ID number, user ID, or other unique personal identifier that is displayed on a student ID badge, but only if the identifier cannot be used to gain access to education records except when used in conjunction with one or more factors that authenticate the user's identity, such as a PIN, password, or other factor normally known or possessed only by the authorized user. You, as the parent/legal guardian of the student, have thirty (30) calendar days from the earlier to occur of the date of first attendance of the student at Eagle Academy or the date of first delivery of this Handbook to you (whichever occurs first) to opt out of the disclosure of all or any category of such "directory information" by providing written notice of your objection to the inclusion of any or all of the above listed information as "directory information." Such written notice must be addressed to the School Principal and must be received by Eagle Academy within such thirty-day period.