



# **Windham High School Student Handbook 2022-23**

## Principal's Message

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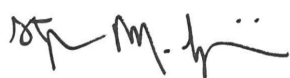
Dear Parents & Students,

As we return from summer vacation, I trust everyone is looking forward to what will be an exciting and successful year. As I have spent time reflecting on all we went through the last year and a half, I am amazed at the level of resiliency shown by our students, staff, and families. While this was extremely difficult, the lessons learned will only help our entire school community become stronger and even more successful. It is this that has allowed Windham High School to become one of the best high schools in New Hampshire and beyond.

Our teaching staff is truly the best you will find anywhere, as evidenced by their commitment to the success of ALL our students, along with their desire to continuously improve their craft. As students, you are one of the primary reasons WHS continues to thrive. Through your hard work and dedication in the classroom, on stage, in the band, on the playing fields, and in all areas; you constantly display a sense of teamwork, school spirit, and a tremendous work ethic that makes the entire Windham community proud. As you continue to pursue your academic and extracurricular goals, be sure to remember all those who have and will continue to support you; first and foremost, your parents and families, the residents and community leaders who support our schools in so many ways, the WSD administrative team, and of course, all the wonderful teachers you have had throughout your career in the Windham School District.

Our goal is to provide you with the best possible education, to help develop your talents, and to ensure you are well-prepared for a future full of endless opportunities. However, what I challenge all of you to do is to take advantage of all that WHS has to offer, to follow your passions, and to challenge yourself without being afraid to fail. The more involved you become in the school community, the more you will grow academically, socially, and emotionally. Your time here will be full of challenges, but the entire staff and school community will be here to support you and make sure you find great success.

Just remember what Winston Churchill once said, "Success is not final; failure is not fatal: it is the courage to continue that counts."



Stephen Sierpina  
Principal



Jill Hanlon  
Assistant Principal



Christopher Blair  
Assistant Principal

## Mission and Expectations

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### ***WHS Mission Statement:***

Adopted: May 19, 2020

Windham High School is an educational community committed to excellence through hard work, high standards, personal responsibility and dedication to others.

### ***21<sup>st</sup> Century Learning Expectations:***

#### ***Jaguars are ...***

- Accepting – Celebrating Individuality
- Collaborative – Work Together
- Creative – Think Differently
- Grateful – Show Appreciation
- Inquisitive – Explore Possibilities
- Involved – Extended Learning
- Persistent – Overcome Obstacles
- Responsible – Take Ownership

### **ROAR:**

**R:** Responsibility

**O:** Opportunity

**A:** Achievement

**R:** Respect

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#### **Windham School Board**

Chair	Cynthia Finn
Vice Chair	Robert Breton
Member	Dennis Senibaldi
Member	Shannon Ulery
Member	Stephanie Wimmer

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#### **Windham School District Administration**

Superintendent	Dr. Kori Alice Becht
Assistant Superintendent	Nancy Milligan
Executive Director of Finance and Operations	Dalisa Greenleaf
Director of Human Resources	Catherine Hennigar
Director of Special Services	Kenneth Duesing
Executive Director of Technology	Dr. Harry Bennett
Director of Assessment and Accountability	Dr. Erin Hagerty

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**Windham School District Office**

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19 Haverhill Road  
Windham, NH 03087  
(603) 845-1550 (phone)  
(603) 845-1551 (fax)  
[www.windhamsd.org](http://www.windhamsd.org)

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**Windham High School Administration**

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Principal	Stephen Sierpina
Assistant Principal	Jill Hanlon
Assistant Principal	Christopher Blair
Director of Special Services	Emma Carnazzo
Athletic Director	Jon Hall
Director of School Counseling (K-12)	Julie Lichtmann
Director of Fine Arts (K-12)	Susan Veilleux
Director of Mathematics (5-12)	Cathy Croteau
Director of Sciences (5-12)	Michael Koski
Director of English (5-12)	Jessica Benson
Dir. of Social Studies/World Language (5-12)	Shannan McKenna

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**Windham High School**

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64 London Bridge Road  
Windham, NH 03087  
(603) 845-1558 (phone)  
(603) 845-1559 (fax)  
<http://windhamhs.ss12.sharpschool.com/>

The Windham School District does not discriminate in policies and practices on the basis of age, race, color, religion, national origin, gender, or marital status. Inquiries concerning application of these standards may be referred to the Superintendent of Schools

## Bell Schedules

('bells' in parentheses do not ring)

### JAG Day (Monday)

1A	7:52	8:32
1B	8:36	9:16
2A	9:20	10:00
2B	10:04	10:44
3A	10:48	11:28
3B*	11:32	12:49
4A	12:53	1:33
4B	1:37	2:17

#### \*Lunch Schedules

1 <sup>st</sup> Lunch	11:32	11:52
Class	(11:55)	12:49
Class	11:32	11:57
2 <sup>nd</sup> Lunch	(12:00)	12:20
Class	(12:23)	12:49
Class	11:32	12:26
3 <sup>rd</sup> Lunch	(12:29)	12:49

### Tues-Weds and Thurs - Friday

Advisory	7:52	8:07
Block 1	8:11	9:33
Block 2	9:37	10:58
Block 3*	11:02	12:52
Block 4	12:56	2:17

#### \*Lunch Schedules:

1 <sup>st</sup> Lunch	11:02	11:27
Class	(11:32)	12:52
Class	11:02	11:42
2 <sup>nd</sup> Lunch	(11:44)	12:09
Class	(12:12)	12:52
3 <sup>rd</sup> Lunch	11:02	11:25
Class	(11:27)	12:52

### Early Release Day

Block 1	7:52	8:32
Block 2	8:36	9:16
Block 4	9:20	10:00
Block 3*	10:04	11:17

#### \*Lunch Schedules:

1 <sup>st</sup> Lunch	10:04	10:27
Class	(10:29)	11:17
Class	10:04	10:27
2 <sup>nd</sup> Lunch	(10:29)	10:52
Class	(10:54)	11:17
Class	10:04	10:52
3 <sup>rd</sup> Lunch	(10:54)	11:17

### Extended Advisory/Assembly

Block 1	7:52	(9:03)
Assembly		(9:48)
Block 2	(9:53)	11:04
Block 3*	11:08	12:51
Block 4	1:04	2:17

#### \*Lunch Schedules:

1 <sup>st</sup> Lunch	11:08	11:33
Class	11:38	1:00
Class	11:08	11:50
2 <sup>nd</sup> Lunch	11:53	12:18
Class	12:22	1:00
Class	11:08	12:30
3 <sup>rd</sup> Lunch	12:35	1:00

### 2 Hour Delayed Opening – JAG

#### Day/Monday

1A	9:52	10:16
1B	10:20	10:44
2A	10:48	11:12
2B	11:16	11:40
3A	11:44	12:08
3B	12:12	1:25
4A	1:29	1:51
4B	1:55	2:17

#### \*Lunch Schedules

1 <sup>st</sup> Lunch	12:12	12:35
Class	(12:37)	1:25
Class	12:12	12:35
2 <sup>nd</sup> Lunch	(12:37)	1:00
Class	(1:02)	1:25
Class	12:12	1:00
3 <sup>rd</sup> Lunch	(1:02)	1:25

### 2 Hour Delayed Opening –Tues-Weds and Thurs-Fri

Block 1	9:52	10:52
Block 2	10:56	11:56
Block 3*	12:00	1:13
Block 4	1:17	2:17

#### \*Lunch Schedules

1 <sup>st</sup> Lunch	12:00	12:23
Class	(12:25)	1:13
Class	12:00	12:23
2 <sup>nd</sup> Lunch	(12:25)	12:48
Class	(12:50)	1:13
Class	12:00	12:48
3 <sup>rd</sup> Lunch	(12:50)	1:13

## General Information

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### *Note:*

District policies are available via the Windham School District website: [www.windhamsd.org](http://www.windhamsd.org) .

### *Residency*

Source: WSD Policy [JFA](#), [JFAB](#)

Windham High School students must be residents of the town of Windham.

### *School Messenger*

The Windham School District utilizes School Messenger, an automated text message, voice, and e-mail system, to communicate emergencies, cancellations, events and, at times, information of general interest to parents and students. Students and parents are requested to ensure that contact information is continually up to date in order to ensure timely contact. If contact information changes, please contact the Guidance Office at WHS at 845-1558 ext. 5841.

### *Delayed Opening / No School / Early Dismissal Announcements*

School cancellation and delayed opening decisions are communicated via School Messenger, Twitter, and local broadcast media, including WMUR-TV (Channel 9). These decisions are generally not made until 5:45am. In the event of an emergency or weather situation necessitating the early, unscheduled dismissal of students, decisions will be communicated in similar fashion. Windham High School students will be released first, followed by those at Windham Middle School and then the elementary schools at approximately 40-minute intervals.

### *School Property*

All computers, books, lockers, and other materials or equipment issued to students are the property of the Windham School District. The student or parent/guardian must pay for any lost or damaged school property. Outstanding obligations from non-payment of goods, books, and official documents could result in the loss of certain student privileges and/or administrative holds on student records (i.e., report cards, diplomas, etc.).

### *Student Rights and Responsibilities*

Source: WSD Policy [JI](#), [JICD](#)

Student rights and responsibilities shall be published annually in the applicable student handbook, and will be made available in another language or presented orally upon request. Student disciplinary procedures will be implemented pursuant to Board Policies JIC and JICD.

The privileges and rights of all students shall be guaranteed without regard to race, religion, sex, creed, or national origin.

## STUDENT RIGHTS

1. All students have the right to receive an education.
2. All students have the right to attend school in the district in which they reside or as assigned by the school board.
3. All students have the right to expect that the school will be a safe and healthful place to gain an education.
4. All students have the right to be informed of the school rules and procedures by which the school is governed.
5. All students in matters of discipline are entitled to treatment that is fair, consistent, and appropriate to the action of the offense.
6. All students have the right of due process in disciplinary matters resulting in suspension from school.
7. All students shall have the right to peaceably and responsibly advocate change of any law, policy, or regulation. Adequate opportunities shall be provided for students to exercise their rights through channels established for considering such complaints.

## STUDENT RESPONSIBILITIES

1. All students have the responsibility to attend school daily and to be punctual in reporting to school classes.
2. All students have the responsibility to assist the school staff in running a safe and healthful school.
3. All students have the responsibility to apply themselves to their schoolwork, complete assignments on time, respect school property and to conduct themselves properly.
4. All students have the responsibility to be aware of all the rules and regulations for student behavior and to conduct themselves in accordance with them.
5. All students have the responsibility to dress in accordance with the dress code in a manner that is both neat and clean, and which does not create a distracting hazard to himself/herself or to others.
6. All students are responsible to exercise their rights of due process and to pursue their grievances according to the orderly process established by the school for those purposes.
7. All students exercising their rights to freedom of expression through speech, assembly, petition and other lawful means must not interfere with the rights of others. Freedom of expression may not be utilized to present material which is obscene or slanderous, or to defame character, or to advocate violation of federal, state and local laws, or official school policies, rules and regulations.



### *Military / College Recruitment*

Federal law requires that Windham High School provide the names, addresses, and telephone numbers of all secondary school students to those military recruiters and institutions of higher learning who request this information. However, the law also allows the student or parent/guardian to request that this information not be released and requires WHS to comply with such a request. Written requests to not release such information should be sent to the high school guidance office.

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## **School Attendance**

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### *Absences*

Source: WSD Policy [JH](#)

Attendance in class/school is an important life skill essential to the learning process. We urge students and parents to strive for perfect attendance to ensure scholastic success. The School Board recognizes that absences from school may be necessary at times, but excessive absences that lead to poor academic performance may lead to loss of extracurricular activities and/or academic failure. It is the student's responsibility to make up all school work and tests missed due to absences promptly after their return to school. The Windham School District will recognize two (2) types of absences: excused and unexcused.

- Hospitalization/illness (more than five (5) days requires physician note) – immediate notification of infectious or contagious diseases strongly encouraged
- Court appearances
- Religious holidays
- School testing
- Bereavement
- All school-sponsored activities
- Out-of-school suspensions
- Planned absences (college visits, family events, etc.)
- Medical or military appointments
- Other absences approved by the Superintendent

Parents/guardians are asked to coordinate with their child's teachers ahead of a planned absence to plan for making up any missed class work or assignments. The student's parents/guardians need to notify the school about any excused absences. Any necessary documentation should be provided in a timely fashion.

Unexcused absence – an absence that occurs for any reason other than an excused absence.

### *Appeal Process*

Parents/guardians seeking to have their child's absence excused for a reason that is not otherwise allowed by this policy may file a written request with the Principal that specifies why and how long the student has to be out of school. The Principal will decide whether to grant an exception to the Policy and notify the parents/guardians. If the exception is denied, the parents/guardians may request a conference with the Principal to ask the Principal to reconsider his/her decision. The Principal's decision can be appealed to the Superintendent.

Truancy is defined as any unexcused absence from class or school. Under New Hampshire law, ten half-days of unexcused absence during a school year constitutes habitual truancy. A half-day absence is defined as a student missing more than two hours of instructional time and less than three and one-half hours of instructional time. Any absence of more than three and one-half hours of instructional time shall be considered a full-day absence. The Principal or Principal's designee is hereby designated as the District employee responsible for overseeing truancy issues.

When a student reaches habitual truancy status or is in danger of reaching habitual truancy status, the Principal will send the student's parent/guardian a letter, which includes:

1. A statement that the student has become or is in danger of becoming habitually truant;
2. A statement of the parent/guardian's responsibility to ensure that the student attends school; and
3. A request for a meeting between the parent/guardians and the Principal to discuss the student's truancy and to develop a plan for reducing the student's truancy.

### *Planned Extended Absences* Source: [WSD Policy JH](#)

At times, extended absences may be predictable and it is the student's responsibility to communicate anticipated absences to both the administration and his/her faculty. This may be accomplished by utilizing the Extended Absence form available in the Main Office.

Although a student's absence may be excused, non-attendance can adversely impact learning and achievement. In all absences, students are responsible for any work that may be missed. When a student is absent from school due to college visits or required family travel, a Planned Extended Absence Form must be completed prior to the planned absence, and it is requested that the form be submitted to the Main Office with five (5) days notice. Requests for work must be received not less than five days from the first scheduled dates of absence. Planned absences in excess of five days during any school year will count against a student's attendance record. Failure to complete a Planned Extended Absence Form and return it to the school prior to the absence(s) shall render the absences unplanned and shall count against a student's attendance record.

Post-secondary planning purposes (i.e., college visits and assessments, military recruitment interviews/assessments, potential employer interviews for graduating students, job shadows, etc.) are prime opportunities to utilize the Planned Absence Form. Verification through documentation is to be provided by the college or cooperating agency. Extended Learning Opportunities (ELO) in some cases will validate the exempt status for attendance purposes. Students are directed to the Assistant Principal for guidance regarding ELO matters pertaining to attendance.

### *Planned Extended Absences During Final Exams*

Students who will miss final exams due to a planned absence must submit a request *in writing* to take them early to the principal. These requests must be submitted a minimum of three weeks prior to the date of the first underclass exam. The required paperwork includes: (1) Extended Absence form; (2) Request for Final Exams form. In addition to including the number of days that the student will be away, please describe in detail the nature of the absence on the forms. Students should also include appropriate supporting material(s), such as websites for programs, contact information for parents, and acceptance letters.

The Principal, in consultation with the student/parents/guardians will review:

- The nature of the absence—academic or personal
- The length of the absence

In general, exams will be taken after the completion of the school year, and shall be scheduled by the student with the assistance of their school counselor. Students may have their exams scheduled prior to the exam period planned for underclassmen. This will be arranged only for students who will be:

- Away from school/Windham for two weeks or more; and
- Participating in an academic program that supplements the student's overall education and future goals

No ‘early’ exams will be given prior to one week before the scheduled start of underclass exams. Students beginning their extended absence prior to that time will be required to take their exams during the summer. Exams taken after the conclusion of the school year will be taken at a mutually agreeable time in the guidance or front office of the high school. Exams must be completed within two weeks of the student’s return from their absence, and no later than one week prior to the first day of the following school year. If an exam is administered after a teacher’s contracted term, grading may be delayed until the teacher returns to school.

A report card will be generated at the end of the regular school year with grades of incomplete listed for final exams and final course grades. Grades will be re-calculated and an adjusted/final report card issued when all exams have been taken and graded.

### *Tardiness*

Consistent and prompt attendance is a lifelong skill attributed to dependability and valued by our society. It is also a skill expected by employers. Students are expected to be on time to school each day and for each class. Students late to class may be assigned teacher-level disciplinary consequences with possible referral for further administrative action. Students who arrive to their first block class after the start of school—normally at the 7:52 bell—will be recorded as “tardy-unexcused” by their first block teacher. Tardiness to school may be excused in instances where the reason is in line with those identified as excused or exempt above—these students must first stop in the main office for a pass.

Students accumulating a large number of unexcused absences will be assigned consequences, including:

- 4<sup>th</sup> day unexcused tardy / quarter: Office detention
- 6<sup>th</sup> day unexcused tardy / quarter: Saturday detention, 1 month loss of study hall media center access
- 7<sup>th</sup> day unexcused tardy / quarter: Saturday detention, parent-student- administrator conference, possible loss of parking privilege

### *Dismissals*

To prevent interruption of classes and the disruption of learning, students are dismissed from school via parental notes. Dismissal notes should be submitted to the office before the start of school. Notes must contain the reason for the dismissal, and the expected time of return, if applicable. Students must sign out in the main office. Parents are requested to plan all student dismissals in this manner; emergencies are an exception. If a student needs to be dismissed for an unexpected reason, such as an emergency, then a parent or guardian is required to call in and obtain administrator approval for the dismissal.

### *Field Trips*

*Source: WSD Policy [LJOA](#), [IICA](#)*

The Windham School District recognizes the value of field trips in achieving certain educational objectives and encourages activities of this nature as long as they do not seriously interfere with the educational routine of students who must remain in school. School transportation vehicles, if available, will be furnished for all trips sponsored by the school. However, all travel is subject to budget limitations and the following guidelines:

1. Appropriate instruction shall precede and follow each field trip.
2. Field trips shall be considered as instruction and shall be planned with definite objectives determined in advance.
3. Field trips requiring school bus transportation shall not interfere with the regularly scheduled transportation of pupils to and from school.
4. All field trips shall begin and end at school.
5. Written approval of parent or guardian is required for participation of pupils in field trips, which extend beyond the boundaries of the school district.
6. Field trips outside school hours and sponsored by the school shall be approved in advance by the Superintendent of Schools. Pupils must have written approval of parents or guardians.
7. The principal shall approve or disapprove all field trips.
8. All school rules and regulations will apply while students are engaged in activities sponsored by the school.

9. Teachers or other certified personnel of the district will accompany students on field trips and assume full responsibility for their proper conduct. 2 of 3 Legal References: Also, IJOC Windham School Board Policy Code: IJOA Adopted: October 4, 2005.
10. Appropriate supervision shall be provided for all youngsters whose parent do not want their youngsters to participate.
11. Overnight field trips shall have a minimum of one chaperone for every ten youngsters. All arrangements must be approved in advance by the principal and cleared through the central office and the School Board.
12. The Board encourages professionals as chaperones when available.

All Windham High School students attending a field trip/class trip must complete a field trip permission form. This form requires a parent/guardian's signature of permission, in addition to the teachers of classes to be missed. This form must be submitted to the teacher/advisor a minimum of one week prior to departure. Students failing to complete all paperwork on time will not be permitted to attend. In addition, students caught forging their parent's signatures will also not be permitted to attend and will receive a disciplinary consequence. It is the student's responsibility to follow the rules established by the chaperone(s) and bus driver. All Windham High School and Windham School District policies and procedures are in effect during field trips. The Principal or another administrator may deny a student the privilege of a field trip for violations of the Student/Parent Handbook rules, or due to failing grades in classes that would be missed because of the field trip.

### *Extended Learning Opportunities (ELOs)*

Source: WSD Policy [IHBH](#)

Opportunities for learning beyond the traditional classroom environment, driven by students' interests, talents, and development, are expressly permitted by Windham School District policy IHBH. ELO credits may be available for independent study, private instruction, team sports, performing groups, internships, community service not otherwise required by the school, and work study. Other learning experiences, not identified herein, will also be considered on an individual basis. Students should see their school counselor for more information on ELOs.

## **Student Identification**

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### *Student Identification Cards*

Source: WSD Policy [JRD](#)

In accordance with the policy (see below), all WHS students are expected to carry their school ID with them at all times during school, before and after school activities, and/or all other school related functions. Student ID cards can be used in the cafeteria and library media center, as well as all WHS printers and copiers. Upon request from a member of the WSD, students should be prepared and able to present their ID. If a student loses their ID, they can obtain a temporary ID and request a new ID card at the library media center. The cost for a new ID card is \$5.00.

1. Identification Card
  - a. All students in Middle School and High School shall be issued an identification card by the School System. Information on the card will include a photograph, name, school attending, and coded access numbers. Each card shall be carried, or displayed as instructed in the Student Handbook. Violation of this policy may result in discipline as outlined in the Student Handbook.
2. Safety Situations
  - a. With permission from a Principal or Director, an ID may be removed and set aside while a student is engaged in a situation where the wearing of an ID may pose a risk or hazard (machinery or human performance classes). The ID must be put back on when leaving that classroom or work area to access other parts of the building.
3. Temporary Identification
  - a. In the event that an official ID card is unavailable for any student, assigned staff shall issue a temporary ID card. A temporary ID shall be issued daily until a permanent ID is obtained. Each temporary ID shall be returned to the front office, security desk, or administrator upon exiting the school facility.

4. Loss of an ID Card
  - a. Loss of an ID card will require immediate replacement. A fee may be charged for replacement.
5. Uses of Card
  - a. The card may be used for various school purposes as approved by the School Board and/or Superintendent of Schools. These may include cafeteria, library, and security purposes (copying exams). It may also be used as a prerequisite for admittance to after-school functions.

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## Assessments / Grading

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### *Assessments*

Students and parents will encounter the terms “formative” and “summative” at times during the school year. These terms refer to the two distinct types of assessments used in contemporary education. Formative assessments are smaller, more frequent activities and tasks given to students to measure effective instruction – how well it is being received and how well it is being delivered. Formative assessments are ideal to help teachers make adjustments in their delivery of course content. Homework, quizzes, small projects, and short writing exercises are only a few examples of formative assessments.

At the end of a unit or course, students are provided with assessments to measure all that they were exposed to in that unit or course. Summative assessments are these larger and less frequent efforts, such as exams, term papers, major projects, and even state assessments. Many courses use common summative assessments, which are prepared and given by multiple teachers and may be implemented multiple times allowing teachers to assess student performance in order to inform instruction practices or aid in curriculum development. These assessments are not retained by students following the in-class review. Parents wishing to view these assessment tools at the high school must receive permission from the Principal.

### *Grading System*

*Source: WSD Policy [IKA](#)*

The superintendent and the building principals, in consultation with appropriate staff, will develop a grading system appropriate for the grade levels of the respective schools. The grading system will be approved by the School Board and published in the Student Handbooks. The details of the Windham High School grading system are outlined below.

### *Grading Protocols*

1. Syllabi, as posted on PowerSchool Learning System, will include the method of grading to be used and any course specific retake provisions.
2. Homework will constitute no more than 15% of the quarter grade.
3. Formative assessments (labeled in PowerSchool as “F”) have no minimum grade, and may be re-done at the teacher’s discretion.
4. Completed summative assessments (labeled in PowerSchool as “S”) will receive a minimum recorded grade of 50% only after a retake has been attempted.
5. Late summative work will receive a 5% deduction per school day; after five school days, a grade of 0 will be final, with no re-take eligibility.
6. If a student has an unexcused absence/cuts a class/school on the day of a summative exam or the day a summative assignment is due, the student will receive a 0%. The student will have the opportunity to take the exam or turn in the assignment at the earliest convenience of the teacher for up to a 50%. The opportunity for a retake will be forfeited.

### *Retake Protocols*

1. Most summative assessments will be eligible for a retake assessment.
2. Exceptions to the retake policy are midterms, final exams and long-term assessments (papers or projects) with multiple assessment points that allow students to improve their work during its development. The exceptions to the retake protocol must be pre-approved by the appropriate Curriculum Director and be communicated prior to students and parents.
3. Remediation work will be required prior to each and every re-take opportunity. Teachers will detail their remediation process in their syllabi. Any exceptions to this must be approved by the appropriate Curriculum Director.
4. To be eligible for retakes, students may be required to complete assigned preparation/review activities prior to the initial summative assessment. This condition must be communicated to students prior to the initial summative assessment. Preparation and/or review activities, prior to the original summative, may not require students to attend sessions before or after school.
5. When appropriate and based on a student's performance, teachers may choose to have student(s) retake only a portion of the assessment.
6. Individual departments will be consistent in their grading procedures for retakes as follows:
  - a. Humanities: Students who receive below an 80% on a summative assessment will have one opportunity to retake the assessment for up to an 80%.
  - b. World Language: Students who receive below an 80% on a summative assessment will have one opportunity to retake the assessment for up to an 80%.
  - c. Mathematics and Business: Students who receive below a 78% on a summative assessment will have one opportunity to retake the assessment for up to a 78%.
  - d. Science: Students will have the opportunity to retake summative assessments at least up to 80%.
  - e. Human Performance & Wellness: Students who receive below an 80% on a summative assessment will have one opportunity to retake the assessment for up to an 80%.
  - f. Fine and Visual Arts: Students who receive below an 80% on a summative assessment will have one opportunity to retake the assessment for up to an 80%.
7. Due to emergency or extenuating circumstances, teachers may request, pending the Director's approval, individual exceptions to these protocols may be implemented.

### *Failing Grades*

Students must earn a minimum of a 60% in a course to earn credit in the course.

### *Report Cards*

The main purpose of a report card is to communicate to parents and others regarding student achievement and responsibility. Report cards also serve to provide incentives and feedback to enhance student learning, to identify or select students for certain educational courses or programs, and may be used to evaluate the effectiveness of instructional programs.

Report cards are electronically issued quarterly and are considered educational records under the Family Educational Rights and Privacy Act (FERPA). Parents and students can monitor on-going progress through their PowerSchool accounts. Parents who do not receive a report card are urged to contact their student's school counselor.



## *Summer School*

Students who do not pass a course, but do earn a minimum grade of 50% shall be eligible to receive credit for the course by the successful completion of summer school. Students must remain enrolled in and attend the course(s) to be eligible for summer school. The costs of summer school and the timely submission of grades to Windham High School are the responsibility of the student or parent.

## *Promotion and Retention*

Source: WSD Policy [IKB](#)

The superintendent and the building principals shall develop rules for the promotion and retention of students, and the rules shall have the approval of the Board. The rules shall be published in the Parent-Student Handbook. Windham High School promotion and retention is based on the number of credits earned during each school year.

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## **Homework**

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### *Homework:*

Source: WSD Policy [IKB](#)

The District recognizes the value of homework to promote academic achievement, encourage student responsibility, and enhance educational experiences. Homework is defined as short-term tasks or assignments intended to be an outgrowth of the classroom experience and completed outside of class time. Homework may include preview, practice, review, or extension of knowledge/skills or other types of class preparation. Homework will serve to inform classroom instruction and provide feedback to students. Teachers will ensure that students receive timely feedback on homework assignments.

Each school shall include in its Program of Studies or Student Handbook the average amount of time that a typical student should expect to dedicate outside of the school day to his or her studies for each class meeting with reasonable specifics for each grade and level\*. Middle and High School teachers may adopt such guidelines on a department basis. District and School administrators, Deans and Department Heads from each school shall meet at least annually to ensure proper vertical/horizontal alignment for both the weighting of assignments and amount of homework given. School administrators and Deans and Department Heads from each school shall meet quarterly to ensure proper horizontal alignment and expectations. Students shall not be expected to be working on long-term assignments over a scheduled holiday break. However, a typical night of homework may be assigned over a scheduled school vacation or holiday.

*\*Please see the following pages for this information, which is also included in the Program of Studies*

At Windham High School, there is an expectation that students will complete homework. Homework assignments should be obtained directly from the teacher, or from the teacher's class page on the school's webpage, and should be recorded in a student agenda or other notebook or media used for such purposes. It is the responsibility of the student to be aware of homework assigned and to request missed homework assignments in the event of any absences. According to *Windham School District Policy IKB*, homework may collectively constitute no more than 15% of a final grade for any course; [...] departments within schools will develop and adhere to consistent expectations and procedures aligned with this policy.

### *Faculty Responsibilities:*

- Assign clear and specific homework assignments that take into account the various maturity and ability levels of the students in the class, as well as the totality of students' homework assignments in all subjects.
- Assign homework that has a discernable connection to current learning.
- Provide a homework statement in the course syllabus consistent with Windham High School policies.
- Maintain an up-to-date Unified Classroom page, which includes homework assignments, due dates, and upcoming assessments.

### *Parent/Guardian Responsibilities:*

- Establish a regular format for learning at home, such as a regular study area and hours
- Contact student's teachers or school counselors regarding concerns about homework
- Reinforce homework as a priority, and review your child's homework and offer guidance as appropriate

### *Student Responsibilities:*

- Plan your time wisely, taking into account the courses you are taking and their homework requirements.
- Make homework a priority and do not procrastinate.
- Ask for clarification if assignments are not clear
- Maintain an agenda for both daily and long term assignment due dates
- Contact your teacher when you encounter a difficulty in completing homework (e.g. a technological glitch)

### *Make-up Work:*

Students will be allowed two school days to make-up missing formative homework/classwork for each day of excused absence. Whenever possible, students should consult online resources to learn of their assignments. Students who may be out for longer periods (more than three days of school) should contact their teachers for additional information about their missing work. Note: For the purposes of this section, "each day" refers to each school day.

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## **Tutoring**

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### *Tutoring For Pay*

Source: [WSD Policy GCRD](#)

The Windham School Board recognizes parents may seek out academic support for students outside of the regular school day. This policy provides guidelines with regard to tutoring for pay within the Windham School District, and extends year-round whether school is in or out of session. Staff members shall not receive payment for tutoring their own students, unless it has been determined necessary and appropriate by the IEP or 504 team and assigned by school administration. This policy does not apply to homebound instruction assigned by school administration. Staff members shall not solicit/publicize their services for payment and/or utilize Windham School District email for the purpose of arranging services that are outside of the scope of their contracted service hours. Facilities usage fees are required when utilizing school district facilities for tutoring for pay services and the use of district materials, supplies, and equipment is prohibited. All questions regarding tutoring should be referred to the appropriate building administrator.



## Homework Expectations

There is no truly “typical” student. The following guidelines are designed to help students and parents plan course selections that maximize a student’s potential for overall success. Below, the director of each academic department have attempted to define how often homework will be assigned, the length of time the “typical” student will take to complete the homework necessary prior to the next class meeting, and what types of homework assignments students may expect in a class. Some students tend to take longer to complete homework, while others take less time. This is partly a reflection of the student’s aptitude for a course/subject, but also speaks to his/her focus, attention to detail, the environment in which homework is completed, as well as the number and types of assignments given by teachers. Most required courses (e.g. Biology, Geometry, Cultural Foundations, HP-1) are specifically identified. In other cases, a general statement is made based on the elective nature of a group of courses (e.g. English or Social Studies electives). These should not be read or used as an exact statement of how long the homework may take prior to each class, but as nothing more than a guideline.

Course(s)/Level	Approximate time required for homework (per class)	Assignments typically assigned for this class include, but are not limited to:	Frequency of formative assessments	Frequency of summative assessments
<i>Humanities (English / Social Studies)</i>				
Cultural Foundations (CP)	30-40 min.	Reading, open responses, journal writing, formal essays, projects, presentations, research	Each class	Weekly
Cultural Foundations (Honors)	50-60 min.	Reading, open responses, journal writing, formal essays, projects, presentations, research	Each class	Weekly
American Studies (CP)	30-60 min.	Reading, notes, open response journal writing, formal essays, projects, presentations, research	Each class	Weekly
American Studies (Honors)	60-75 min.	Reading, notes, open response journal writing, formal essays, projects, presentations, research	Each class	Weekly
<i>English</i>				
Writing (CP)	30-40 min.	Reading, essays, constructed responses, presentations, research.	Weekly	Weekly
Writing (Honors)	50-60 min.	Reading, essays, constructed responses, presentations, research.	Each class	Weekly
English Electives (AP)	60-120 min.	Reading, essays, presentations, formal notes, research, discussion leading.	Weekly	Weekly
English Electives (CP)	30-40 min.	Reading, essays, constructed responses, presentations, research, projects	Weekly	Weekly
English Electives (Honors)	50-60 min.	Reading, essays, constructed responses, presentations, research, projects	Weekly	Weekly
Modern World Literature (CP)	30-40 min.	Reading, essays, constructed responses, presentations, research, projects	Weekly	Weekly

Course(s)/Level	Approximate time required for homework (per class)	Assignments typically assigned for this class include, but are not limited to:	Frequency of formative assessments	Frequency of summative assessments
Modern World Literature (Honors)	50-60 min.	Reading, essays, constructed responses, presentations, research, projects	Weekly	Weekly

<i>Social Studies</i>				
Social Studies Elective Courses (AP)	60-120 min.	Reading, notes, formal essays, projects, research, presentations.	Weekly	Weekly
Social Studies Elective Courses (Honors)	60-90 min.	Reading, notes, formal essays, projects, research, presentations	Weekly	Weekly
Social Studies Electives (CP)	15-60 min.	Reading, notes, formal essays, projects, research, presentations	Weekly	Weekly
<i>Fine, Living &amp; Technical Arts</i>				
Concert Choir Chamber Singers Concert Band Wind Ensemble Jazz Ensemble	30-45 min.	Practice logs, performances, rehearsals, presentations, written responses, music theory assignments, sectionals	Each class	Once every 2-3 weeks
Music Theory I Music Theory II Music and the Media Beginning Guitar Percussion / World Drumming	30 min.	Practice logs, musical compositions, projects, presentations, written responses, listening logs, theory assignments, performances	Each class	Weekly
Drawing I Painting I Ceramics/Pottery I Sculpture	60 min. per week	Projects, research, reflective writing, worksheets, completion of unfinished projects	Weekly	Once every 2-3 weeks
Drawing II Painting II Ceramics/Pottery II	120 min. per week	Projects, research, reflective writing, worksheets, completion of unfinished projects	Weekly	Once every 2-3 weeks
Studio Art (AP)	60 min.	A minimum of 24 high quality art projects by April vacation, projects, portfolios, critique, reflective writing, sketchbook assignments, research	Each class	Once every 1.5 weeks
Graphic Design I Graphic Design II TV/Video I TV/Video II Digital Media Photography I Photography II Intro. to Animation	60-90 min. per week	Project segments, reflective writing, reading with written response, research, worksheets, presentations, completion of unfinished projects	After every 2-3 class sessions	Once every 2-3 weeks
Fashion/Textiles I Fashion/Textiles II Interior Design	Up to 60 min. per week	Sketchbooks, shopping for items, reading for written responses, preparation for short presentations	Weekly	3-4 projects per quarter

Parenting and Child Development Human Relations	Up to 60 min. per week	Reading for written responses, preparation for short presentations	Weekly	3-4 projects per quarter
Foods and Nutrition World Cuisine Pastry Arts	15-30 min.	Labs, projects, completion of unfinished projects/labs	Weekly	1-2 per week

<i>Mathematics and Business</i>				
Algebra 1 (CP) Geometry (CP) Algebra 2 (CP)	30-40 min.	Reading, open and multiple-choice responses, journal writing, projects.	Each class	Every 2 to 3 weeks
Algebra 1 (Adv.) Geometry (Adv.) Algebra 2 (Adv.) Pre-Calculus (Adv.) Finite Math (Adv.)	40-50 min.	Reading, open and multiple-choice responses, journal writing, projects.	Each class	Every 2 to 3 weeks
Geometry (Honors) Algebra 2 (Honors) Pre-Calculus (Honors)	50-60 min.	Reading with open and multiple-choice responses, journal writing, and projects.	Each class	Every 2 to 3 weeks
Statistics (AP) Calculus (AP)	60-75 min.	Reading with open and multiple-choice responses, journal writing, and projects. Practice AP exams at least twice each month—adds 10-12 hours per month of additional homework.	Each class	Every 2 to 3 weeks
Business Classes	20-40 min.	Reading with open and multiple-choice responses, online research, journal writing, and projects.	Each class	Every 2 to 3 weeks (often project based)
<i>Science &amp; Engineering</i>				
Integrated Science (CP) Biology (CP) Chemistry (CP) Physics (CP)	20-30 min.	Reading with written responses, lab report writing, projects, research papers, review of materials needed for class participation.	2/3 of classes	Weekly
Integrated Sci (Honors) Biology (Honors) Chemistry (Honors) Physics (Honors)	30-40 min.	Reading with written responses, lab report writing, projects, research papers, review of materials needed for class participation.	Each class	Weekly
Biology (AP) Chemistry (AP) Physics (AP)	60-80 min.	Reading with written responses, lab report writing, projects, research papers, practice exams and questions, problem sets	Each class	Weekly
<i>World Language</i>				
World Language (Honors)	30-90 min.	Translations, worksheets, essays, notes, reading, presentations, journal writing	Each class	Weekly
World Language (CP)	15-60 min.	Translations, worksheets, essays, notes, reading, presentations, journal writing	Each class	Weekly

*Physical Education:*  
*JLCA*

*Source: WSD Policy*

No child shall be excused from regular physical education except on the written notice of a duly licensed physician or on the written request of the parents, in which case an alternative program shall be provided. Temporary excuses on a day-to-day basis may be granted by the teacher upon the request of the parents.

## Special Services

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Windham High School offers a variety of special education services and supports for our students with educational disabilities. The Windham School District has a Director of Special Services located at the Office of the Superintendent.

### *Why Do We Provide Special Education?*

In 1975, the United States Congress passed legislation that ensures all children with disabilities are entitled to a Free Appropriate Public Education (FAPE). That law, currently known as the Individuals with Disabilities Act (IDEA), contains several important requirements, including:

- Students with educational disabilities (3-21) be identified and receive individualized education programs and services designed to meet their unique needs; and be provided access to general education curriculum.
- Students are entitled to receive these services in the Least Restrictive Environment (LRE), meaning to the maximum extent appropriate, they will be educated in regular classes with their peers without disabilities.
- Services and evaluations are provided at no cost to their parents; and,
- Parents must be afforded certain procedural safeguards to ensure they are participants in the planning of their child's program.

Special Education means “specially designed instruction” to meet the unique needs of a child with a disability. New Hampshire has a law (RSA 186-C), which closely mirrors and supports the IDEA and identifies ways in which New Hampshire will implement the Federal law.

### *Who is Eligible for Special Education?*

Not everyone who has learning difficulties receives special education. It must be decided that the student requires specialized instruction in order to access the curriculum. There are seven steps to the special education process in New Hampshire. These steps include:

1. Referral to the school team.
2. Evaluation, if a disability is suspected.
3. Determination by the special education team, which includes parents, if the child meets the following criteria:
  - a. The child has an educational disability
  - b. There is an adverse affect on the child's education
  - c. The child requires special education because of this disability.
4. Once a student has been determined by the team to be eligible to receive special education, the team then creates an Individualized Education Program (IEP).
5. Placement, or where the services will be implemented, is decided by the team. The child must be educated with peers without disabilities to the maximum extent appropriate.
6. The IEP is monitored and progress is reviewed.
7. Annual review of the IEP.
8. Re-evaluation every three years to determine if the students still qualifies for special education.

### **The IEP Team**

The team of people making decisions about special education services is called the IEP Team. Certain people must be in attendance, including:

- The child's teacher,
- A Special Education Teacher
- LEA representative or designee

Parents are very important members of this team. They assist the school professionals in identifying evaluations to be given. They attend meetings where the test results are explained, and they take part in the decision of if their child requires special education. If it is determined that a child requires special education, parents help to identify the educational goals that their child will achieve in a year's time, and where the services will be provided. In making this decision, the IEP Team has an obligation to review a continuum of services to ensure that students are being educated in the least restrictive environment, with their peers. During the special education process, parents are asked to sign documents indicating their consent. They are given "Procedural Safeguards" which detail all the rights given to parents of children with disabilities. Services can only be started (or changed) with parents' consent. Parents receive information about the progress their child is making toward the IEP goals, during each trimester.

**For More Information:**

Whenever parents have questions or concerns about special education or their child, they can go to the teacher, the special education teacher or the Director of Special Education. Please follow the link below for more detailed information: [NH Procedural Safeguards Handbook](#)

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## Academic Integrity / Plagiarism

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### *Academic Integrity*

Academic honesty requires students to do their own work. Students are expected to perform honestly through the production of their own work and through the demonstration of respect for the individual and the belongings of others. Absent of this, our Expectations for Student Learning, be it academic, civic, and social, are not being met.

Each high school course presents specific responsibilities for students to act honestly. Teachers will review with students their policies on homework, student group projects, formats for crediting sources, and issues of academic honesty including plagiarism, cheating, improper use of technology.

### *Plagiarism*

Plagiarism is significant on two distinct levels within an academic environment. First, it is broadly applied to a myriad of violations of honesty; and second, the consequences of such behavior are severe. It is important to understand that plagiarism can be intentional or unintentional. "When a writer presents an argument, a definition, an interpretation of events, or...a text as his or her own, when in fact that argument or definition or interpretation came from someone else's text, the writer is plagiarizing. The solution is to frame the idea by introducing it as the original author's and by citing the source from which the idea came" (Bridgewater, 2010).

Four common infractions are:

1. A deliberate act of putting one's name on a paper written by someone else or putting one's name on text copied from a website and pasted into a document.
2. A presentation of factual information without citing the source from which the information was obtained.
3. The use of someone else's words to present ideas, information, or analysis without use of quotation marks and citation.
4. The use of someone else's ideas, positions, or arguments without attribution.

Technology, including translators, graphing calculators and the Internet, should be used as a resource, not as a substitute for original work. Misuse of these resources will be considered cheating, as will the use of unauthorized notes, copying the work of other students (with or without their consent), and duplication of electronic media.

In most cases, the penalty for cheating will be a "zero" on the assignment for all parties involved and communication of the reason(s) for the zero by the teacher to the student's parents/guardians, as well as WHS administration. This is particularly serious if a student(s) is involved with cheating on an assignment that holds a significant weight in determining the final grade for the course. It is possible that a student receiving "zero credit" on a major assignment could jeopardize the awarding of course credit. An alternative, or combination thereof,

determined at the faculty member's prerogative, with the approval of a Director or Administrator, may also be assigned. In any instance, an incidental referral is to be submitted to the Assistant Principal, as this is a matter involving student discipline. Subsequent incidents of plagiarism or cheating may result in additional administrative action.

Students are advised that membership in any honor society can be denied or revoked if a student commits plagiarism or cheating on any assignment.

### *Duplication of Assigned Work*

Assigned work to be completed in one course (class) for credit may not be resubmitted for credit in another course (class) without the specific prior approval of the teacher(s). Work assigned in one course generally has processes and criteria specific to that course. Duplication of any previously assigned work for another course defeats the purpose of the assignment.

(Thanks to: Bridgewater College (2010). Plagiarism policy. Accessed via the Internet: August 2, 2010: [http://www.bridgewater.edu/WritingCenter/plagiarism\\_def.htm](http://www.bridgewater.edu/WritingCenter/plagiarism_def.htm)).

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## **School Safety/Emergency Evacuations and Drills**

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Administration, in concert with public safety agencies, will periodically conduct drills in order to ensure that efficient response procedures and protocols will be met when, and if a true emergency develops, thus limiting exposure to threats, injury, or harm to members of the WHS community. It is through the codes set forth by the Division of Fire Safety for the State of New Hampshire and the regulations promoted by the National Fire Protection Association that the Administration base its policies and procedures regarding prevention and mitigation.

The signal for an emergency or drill requiring the evacuation of the building will be the activation of the audio (alarm/voice) and visual (strobes/lights) alert system. Unless otherwise instructed, students are to proceed out of the building in accordance with the posted room evacuation instructions, assemble in designated locations, and take directions from faculty/staff members throughout the procedure. In some cases, a departure from the physical grounds of the campus may be necessary on foot or by transportation. In any event, a level of decorum and cooperation is an utmost priority.

Re-entry to the school building or a return to campus will be authorized by a designated Incident Commander and communicated through an effective system administered by a team of responders, commonly referred to as the "all clear" signal.

*Source: WSD Policy [EB](#), [EBCA](#), [EBB](#), [EBCB](#), [JLIA](#)*

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## **Graduation/Senior Activities**

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### *Graduation:*

*Source: WSD Policy [IHBI](#), [IKF](#)*

All students, regardless of disability, must earn the credits required [...] and satisfy other academic requirements for graduation established by the School Board in order to receive a Windham High School diploma and be eligible for participation in graduation. The school board has the authority to approve exemptions or waivers to the policy that all students, regardless of disability, and who are pursuing a standard diploma, must earn the required credits and satisfy all other academic requirements to be eligible to participate in graduation. The school board will consider such requests upon receipt of a written appeal, which must be submitted no later than February first of the year in which the student intends to graduate.

Selected students may have their educational opportunities extended beyond the typical four-year experience based on recommendations made as part of the Special Education/504 process. These students may participate in various senior activities (Senior Trip, Senior Breakfast, Red Sox game, etc.) one time—during the spring their class cohort will graduate, *or* the year that the student will complete his/her education. This determination should

be made as part of the student's transition plan. Students may attend the Junior/Senior Prom twice within the spirit of this section.

There are multiple pathways for a WHS diploma that available to all students:

Traditional Pathway- 24 credits

Career and Technical Pathway- 20 credits

Windham High School Alternative Diploma of Attainment

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## Honor Societies

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### *National Honor Society*

The National Honor Society is an organization whose purpose is “to create enthusiasm for scholarship, stimulate a desire to render service, to promote leadership, and to develop character in secondary level students.” (NHS Const.) NHS membership is an honor bestowed by a faculty council and is based on established criteria (see criteria below) in scholarship, character, leadership, and service. Students should confer with their Advisor, School Counselor, or National Honor Society Advisor regarding application procedures.

### *Subject Area Honor Societies*

Some subject areas have established national honor societies, including: Tri-M—the Music Honor Society, Mu Alpha Theta—the Math Honor Society, and those in several world languages. Students eligible for membership in these societies will be notified by the advisors or membership of their eligibility, and given the opportunity to apply. Membership decisions will be made based on the criteria as determined by each individual honor society. Students should confer with their Advisor, School Counselor or the society's advisor for more information and application procedures.

### *National Honor Society Criteria*

#### *Service:*

In order to be eligible for membership, Junior candidates must have evidence of a minimum of 25 hours of service, and Senior candidates must have a minimum of 35 hours.

Service is generally considered to be those selfless actions taken by the student done with or on behalf of others without any financial or material compensation to the individual performing the service. In considering service, the contributions the candidate has made to the school, his/her classmates, and the community, as well as the student's attitude toward service will be reviewed. Through their service, candidates must also demonstrate a variety of quality service projects, *or* a long-term dedication to a single quality service project. In determining the quality of service, financial or item donations and/or participation in activities as part of a co-curricular team or organization will generally not be considered as high-quality actions. Some activities that are accepted as ‘Service Learning’ hours by the school may not count towards meeting this requirement.

The student meeting the expectations of this pillar:

- Assists at a variety of community-based opportunities, such as volunteering at a homeless shelter, selling snow cones at the Strawberry Festival, ushering for a school theatrical performance, and/or tutoring classmates in the Learning Center
- Volunteers as a long-term assistant to a Brownie Troop, assistant to a youth athletic team or club, mentor to a child as a Big Brother / Big Sister, or reader to children at the Nesmith Library
- Does not benefit from the service, such as cleaning the playing field of his/her team, building sets for his/her performance, or the receipt of academic credit



*Service:*

4	3	2	1
Student has far exceeded the Service expectations with a wide variety of quality service projects, or a significant, long-term dedication to a single quality service project.	Student has exceeded the Service expectations with a variety of quality service projects, or dedication to a single long-term quality service project.	Student has met the minimum Service expectations through a variety of service projects, or a single project.	Student has met the minimum Service expectations through service projects that lack variety, depth or quality.

*Leadership:*

Leadership is generally considered to be actions in the classroom, at work, and in school or community activities, which inspire others to demonstrate positive behavior. A leader is resourceful in proposing new problems, applying principles, and directing action. A leader demonstrates initiative, encourages others, and serves as a model for all. Leaders are able to delegate responsibilities effectively. Leadership roles in both the school and community may be considered, provided they can be verified.

The student meeting the expectations of this pillar:

- Is an elected leader of one or more clubs, teams or organizations
- Effectively participates in those activities in ways that inspire others to greater success
- Is recognized as a person who can be relied on by the leaders of groups and/or activities to work hard without being asked

*Leadership:*

4	3	2	1
Student has far exceeded the Leadership expectations. Faculty survey responses are mostly 4s in this category.	Student has exceeded the Leadership expectations. Faculty survey responses are mostly 3s in this area.	Student has demonstrated some of the Leadership expectations. Faculty survey responses are mostly 2s in this area.	Student has demonstrated few or none of the Leadership expectations. Faculty survey responses are 1s in this area.

*Character:*

Character is generally considered to be the demonstration of five traits: respect, responsibility, trustworthiness, compassion and integrity. The student of good character respects peers and adults alike, takes responsibility for his/her actions, earns the trust of others, shows compassion for all, and demonstrates integrity. This pillar will be evaluated based on two adult recommendations, a faculty evaluation, as well as a personal essay submitted as part of the application process.

The student meeting the expectations of this pillar:

- Is viewed by his/her peers and adults alike as consistently demonstrating the qualities of character
- Upholds the principles of morality and ethics through word and action
- Manifests his/her character in obedience to federal and state laws, school rules, adherence to policies regarding academic integrity, and taking credit only for his/her own actions individually or as part of a group
- Adheres to these principles at all times, and in all locations

*Character:*

4	3	2	1
Student has far exceeded the Character expectations. Faculty survey responses are mostly 4s in this category. Student essay shows a strong understanding and demonstration of the five traits of character.	Student has exceeded the Character expectations. Faculty survey responses are mostly 3s in this area. Student essay shows an understanding and demonstration of the five traits of character.	Student has demonstrated the Character expectations. Faculty survey responses are mostly 2s in this area. Student essay shows an understanding of the five traits of character.	Student has not upheld the qualities of good character as noted. Faculty survey responses are 1s or 2s in this area. Significant shortfalls in this area are evident through the student essay.

## Senior Late Arrival / Early Dismissal

Seniors with academic study halls at the beginning or end of their scheduled school day may apply to have the privilege to either arrive late or be dismissed early. Students must have no classes scheduled prior to their arrival or after their departure, and this privilege does not allow students to leave campus and return until the conclusion of the school day. For example, a student with a class 1A may not leave during 1B if they have late arrival on B days, and a student with early dismissal 4A may not return to campus after a trip home or to the store prior to 2:17pm.

In order to be eligible for late arrival or early dismissal, students must maintain good academic standing (no failing grades in the previous quarter), demonstrate good citizenship (as defined by the Assistant Principal), not have a record of excessive absences or tardies (no more than four unexcused tardies or unexcused absences the previous quarter), and be current with their community service hours. An application form is available in guidance for student use.

## Health Services

The school nurses are responsible for the administration of health services for Windham High School. Infosnap is provided for each parent/guardian prior to the start of the school year and should be completed before the start of school. Please update this information throughout the school year. Students and parents are requested to inform the nurses of any particular health problems that should be a matter of record. Students are encouraged to discuss health matters with the school nurses. Except in emergencies, students must obtain passes from their teachers prior to reporting to the nurse's office.

### *First Aid and Concussions*

*Source: WSD Policy [JLC](#), [JLC](#), [J](#), [JLCE](#)*

All injuries, including concussions and other athletic related injuries, must be reported to the nurses and administration. First aid treatment will be administered and parents notified. Students may never report to a lavatory or leave school due to illness or injury. All such absences from school or class are unexcused cuts from class.

### *Administering Medication*

*Source: WSD Policy [JLC](#), [JLCD](#)*

All medication brought to school, including for overnight field trips or other school events, will be secured and administered with/by the school nurse. Students in possession of medication, including medications that are properly prescribed by the student's physician, may be subject to disciplinary action. Students may carry inhalers and Epipens for emergency use with proper documentation from a healthcare provider, provided the school nurses

have knowledge of these devices. Parents are requested to contact the school nurses to communicate any medical information necessary to ensure the well-being of their child.

### *Physical Examination of Students*

Source: WSD Policy [JLCA](#)

A. General. Each child must have written evidence of a complete physical examination within one year preceding first entry to school. Parents of students transferring to the District must present documentation in evidence of the physical examination requirement prior to or upon first entry into the District's schools. Failure to comply with this provision may result in exclusion from school for the child.

B. Conditional Enrollment. If an examination required under paragraph A above has not been performed within the preceding year, the school will accept documentation of an appointment for a physical examination within two months of enrollment, or other time deemed appropriate by the Superintendent/designee.

C. Homeless Students and Unaccompanied Youth. Pursuant to the McKinney-Vento Act and Board Policy JFABD, homeless students and/or unaccompanied youth, may enroll and attend school while the Homeless Liaison works with the family/student to obtain examinations or documentation of the same.

D. Special Examination. Pursuant to RSA 200:34 every child with a presenting problem and whom the school nurse deems to require further evaluation, may be referred by the school nurse with the consent of the principal, to the parents or guardian of their child for examination and evaluation by an appropriate practitioner. If the parents fail or neglect to have their child examined and fail to present the recommendations from an appropriate examiner within a reasonable period after the referral by the school, the child may be examined by a qualified health care provider. In significant cases, the matter may be reported to DCYF pursuant to JLF.

E. Religious Exemption. No medical examination shall be required of a child whose parent or guardian objects thereto in writing on the grounds such medical examination is contrary to his/her religious tenets and teachings.

F. Participation on Athletic Teams. Prior to participation on a school athletic team, students must provide written documentation that they have passed a physical. Such exam must be completed at least once every 13-months. This requirement does not apply to students participating in intramural athletics.

### *Communicable and Infectious Diseases*

Source: WSD Policy [EBCC](#), [JLCG](#)

It is the policy of the District that students with communicable diseases should not be excluded from attending school in their regular classrooms so long as their attendance results in a situation where the risk of transmission of illness to students or employees of the School District, or hazard to themselves, is negligible. All decisions regarding inclusion or exclusion shall be made consistent with this section and the procedures set forth in section B of this policy.

### *Immunization Requirement*

Source: WSD Policy [JLCB](#)

A. Immunizations Required. Any child being admitted to the District must present written documentation of meeting current New Hampshire immunization requirements, unless exempted for medical reasons under RSA 141-C:20-c, or for religious reasons as provided in paragraph D of this policy. The District will notify parents/guardians of immunization requirements at the earliest possible date, so that the necessary plans can be made with the healthcare provider or other medical resources to accomplish this standard prior to a child being admitted to school.

All immunizations must meet minimum age and interval requirements for each vaccine.

A 4-day grace period is allowed; however, live attenuated vaccines (e.g., MMR, Varicella, etc.) that are not administered on the same day must be administered at least 28 days apart.

B. Conditional Enrollment. A child who has not met the immunizations requirements of paragraph A, above, may be “conditionally” enrolled and allowed to attend school when the parent/guardian provides:

1. Documentation of at least one dose for each required vaccine; AND
2. The appointment date for the next dose of required but incomplete vaccine.

The appointment date referred to in B.2, above, shall serve as the exclusion date if the child does not keep the scheduled appointment. Conditional enrollment shall not be extended to the next school year for the same dose of vaccine.

C. Homeless Students and Unaccompanied Youth. Pursuant to the McKinney-Vento Act and Board Policy JFABD, homeless students and/or unaccompanied youth, may enroll and attend school while the Homeless Liaison works with the family/student to obtain examinations or documentation of the same.

D. Health and Religious Exemptions.

1. Medical Exemption. A student shall be exempted from the above immunization requirements if he/she presents written documentation in accordance with RSA 141-C:20-c, I from his/her physician that immunization will be detrimental to his/her health. An exemption under this paragraph shall apply only to the specific immunization referenced in the physician’s written statement, and will continue for the greater of one year or the length of time stated in the physician’s statement.
2. Religious Exemption. In accordance with RSA 141-C:20-c, II, a child will be excused from immunization for religious reasons, upon receipt of a statement, signed by the child’s parent/guardian, and notarized, stating that the child has not been immunized because of religious beliefs.

In the event of an outbreak, students who have been exempted from immunization requirements may be excluded from school for a period of time, to be established after consultation with the NH Dept. of Health & Human Services (NHDHHS), if such students are considered to be at risk for the disease or virus that they have not been immunized against.

E. Records. The school nurse, principal or designee trained in state immunization requirements is responsible for documenting that all students have been immunized prior to school entrance in accordance with RSA 141-C:20-a, or that one of the circumstances described in paragraphs B-D, above apply.

The Superintendent shall assure that the District maintains immunization records in accordance with NHDHHS regulations.

#### *Student Health Services and Requirements*

*Source: WSD Policy [JLC](#)*

A. General Health Services: The Board may appoint one or more school nurses to carry out appropriate school health-related activities.

B. School Nurse Qualifications and Responsibilities. A school nurse must be a registered professional nurse licensed in New Hampshire and certified by the New Hampshire Department of Education. The Board may employ or contract with a Licensed Practical Nurse (LPN) or a Licensed Nursing Assistant (LNA) to work under the direct supervision of the school Registered Nurse (RN). As provided by New Hampshire law, the school nurse is responsible for any delegation of health care tasks. Responsibilities of the 21st century school nurse include, but are not limited to: providing direct health care to students; providing leadership, care coordination and qualitative improvement of school health services; promoting a healthy school environment and control/surveillance of infectious diseases; promoting health; serving in a leadership role for health policies and programs; and serving as a liaison between school personnel, family, community, and health care providers. Additionally, the school nurse is responsible for the oversight of other school services, including but not limited to: assessing and responding to individual student health needs through Individual Healthcare Plans, maintaining accurate health records, participating on 504 and IEP teams (as needed or required), health promotion, disease and injury prevention initiatives, student wellness, and other responsibilities and services as dictated by law or Board policy. Finally, the

school nurse will assist the administration in developing/updating forms necessary and appropriate for health-related

issues (e.g., emergency, individual student health needs, administration of medication, etc.).

C. Injuries, Illnesses and Medications. Emergency medical care will be provided pursuant to Board Policy JLCE. Any pupil who is required to take prescribed medication during the school day will do so consistent with the provisions of Department of Education Rule 311.02 and Board Policy JLCD. Injuries and illnesses occurring during the school day are to be reported to the school nurse or the building principal. Accidents shall be reported in accordance with Board Policy EBBB.

### *Feminine Hygiene Products*

Source: WSD Policy [JLCFA](#)

The Windham School District shall make tampons and sanitary napkins available at no cost in all gender-neutral bathrooms and bathrooms designated for females. In addition, these products will also be available in the nurses' office located in Windham Center School, Windham Middle School and Windham High School.

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## **Visitors**

All visitors must sign in and out at the front desk in the main office and indicate the purpose of their visit. Adult visitors, including graduated students (Alumni), will be issued identification badges to be displayed at all times while in the school. Student visitors are not permitted at Windham High School during school hours unless an exception has been granted by an Administrator so as to not disrupt the learning environment (Source: WSD Policy [KA](#), [KI](#)).

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## **Volunteers**

The District recognizes the valuable contribution made by volunteer assistance of parents and other citizens. The Superintendent is responsible for developing and implementing procedures for the selection and utilization of volunteers. School district employees who desire the assistance of a volunteer should request a volunteer through proper administrative channels.

Designated Volunteers - Designated volunteers will be required to undergo a background investigation and a criminal records check. "Designated volunteer" means any volunteer who in the performance of his/her duties, comes in direct contact with pupils for any period of time. Designated Volunteers are subject to the provisions of policy GBCD and are accepted on a conditional basis, pending a successful background check.

Coaches - Volunteer coaches of individual sports must be certified in that sport and be in compliance with all other regulations and standards as set by NHIAA. Coaches are subject to the provisions of policy GBCD and are accepted on a conditional basis, pending a successful background check.

Policy [LJOC](#), GBCD

Source: WSD

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## **Organizations and Activities**

The *Program of Studies* contains a complete list of all curricular and co-curricular activities. Teachers or students who desire to initiate additional activities are encouraged to contact the administration.

### *Fundraising*

Source: WSD Policy [JJE](#)

All fundraising at Windham High School on behalf of its clubs, activities, teams, or organizations must be approved by school and district administration, as well as planned and scheduled in a manner that is fair to all groups who seek to raise funds and considers the cumulative impact of fundraising on the Windham community. Such fundraising shall adhere to established procedures and conditions as to purposes, records, and duration of the fundraising activity.

The student council shall provide structure for student organization and input into school matters. It shall meet regularly to organize its own activities and to communicate with the administration and faculty of Windham High School.

The following makes up the student government structure:

The Student Body:

- I. Every high school student will be a member of the student body.
  - a. Every member will have the right to one vote per office in the election of class officers in his/her designated class.
  - b. Every member has the right to express his/her opinion regarding the Student Government and the welfare of the school in a respectful manner.
  - c. Students must be present in school to vote.
- II. The Student Council:
  - a. The Student Council consists of four (4) class officers from each class, and four (4) elected representatives from each class. It shall meet on a regular basis and the Student Council President will run the meeting. An advisor is appointed by the administration.

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## **Dances / Prom**

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Only Windham High School students will be allowed to attend school dances held at the high school, including semi-formal dances. Students inappropriately dressed will not be admitted. Students will not be admitted more than one half hour after the start of the dance, unless previously approved by the administration, and must not leave the dance until its conclusion, unless dismissed by a parent/guardian *in person*. Students are expected to enter the building as soon as they arrive and must leave school grounds immediately after the conclusion of the dance. Responsible behavior is expected from all students. All school rules regarding student discipline, decorum and behavior that are applicable to normal school days apply at dances. As with the regular school day, the surrounding woods and parking lots are strictly off limits. Students wishing to attend any dance must attend two full blocks the day of the event, or (in the case of a weekend event) the Friday before.

### *Prom*

The Prom is a special dance held once a year, usually at an off-site location. Students are required to follow the expected attire of such an event, including adhering to a standard of appropriate dress. Students arriving inappropriately dressed, as judged by school administration, will not be admitted. Students must arrive within the first hour of the prom, and may not leave early except with pre-approval of WHS administration or with a parent/guardian *in person*. Some proms may be held at a distance from the high school that requires bus transportation to and from the event for safety reasons. If busing is provided, then *all students must ride the bus in both directions*, unless prior approval is given by administration. Guests are permitted to attend the prom, but must be under 21 years of age, and pre-approved by administration using the Prom Guest Approval form, which requires the signature of an administrator from the school the guest is currently attending, or the parent/guardian of the WHS student who is bringing the guest. Guests are required to adhere to all rules and expectations of WHS students, including dress, the use of tobacco products, and behavior. Students may be held accountable for the behavior of their guests.

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## **Student Records**

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The Family Educational Rights and Privacy Act (FERPA), state law, and Windham School District Policy JRA guide the maintenance, custody, and access of educational records. Requests for inspection of records should be made in writing to the principal, and the principal shall arrange such inspection in a timely manner and under



conditions that are reasonable (see policy) as to time and place for both the requesting party and the school in accordance with Windham School District Policy

Source: WSD Policy [JRA](#), [EH](#), [EH-R](#)

Single copies of student records will be made available free of charge. Duplicate copies, or second copies of original materials shall be made available at nominal cost. Requests for copies of records must be made in writing to the principal and the school shall be accorded reasonable time to produce the requested copies. The Principal reserves the right to withhold the distribution of student records, including a diploma or certificate of attendance, until all fiduciary responsibilities are met. School district personnel with legitimate educational interests, as determined by the Principal, may be permitted access to such records without parental consent. The name and address of the administrator in charge of any particular student record may be obtained from the office of the Superintendent of Schools, SAU 95, 19 Haverhill Road, Windham, NH 03087.

### *Non-Custodial Parents*

Parents seeking dual notification of records and reports should contact their child's school counselor for further information.

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## **Permission to Publish Student Work & Photo/Video Release**

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### *Permission to Publish Student Work*

Source: WSD Policy [JICE-R](#)

As part of a student's educational program, (s)he will have the opportunity to publish documents on the Internet and social media. These documents might include: a story, article or poem; artwork; a science or research project; a collaborative project; or student's names (e.g. honor rolls). We will publish these documents only with written permission. Please consider the following Windham School District guidelines: (1) Published documents may not include a student's phone number, street address, or box number; (2) Documents may not include any information that includes the physical location of a student at a given time other than attendance at a particular school or participation in after school activities; (3) Documents must conform to Windham School District and established school guidelines. The *Permission to Publish Student Work* agreement will be sent home prior to the start of each school year.

### *Student Photo/Video Release*

Many school-related activities (e.g. concerts, field trips, sporting events, and various classroom activities) are often videotaped/photographed in order to share via social media throughout the schools during the course of the year. Names may be utilized for publications or published on social media. Occasionally, local newspapers or television stations may come to report on special activities. Local media may request names for publication. In order to protect your child's right to privacy, we must receive permission from a parent or guardian. The *Student Photo/Video Release* agreement will be sent home prior to the start of each school year.

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## **Miscellaneous Information**

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### *Working Papers*

Students under the age of 16 who wish to obtain working papers can obtain an application from the main office. The employer must complete the form and the student must bring the form to the main office of the school with an original birth certificate and a letter of intent to hire from the employer, including the employer's Federal tax I.D. number. Both the student and a parent must be present to sign the form.

### *Homeless Students*

Source: WSD Policy [JEABD](#)

Students who are homeless or may become homeless during the school year have rights to an education. Parents and/or students who may be homeless should immediately contact the principal, the school nurse, a school counselor or other staff member for assistance and guidance.

## *Disability Access*

The policy of Windham High School is to provide access to facilities and programs for physically disabled students, parents, and guests.

### *Section 504 of the Rehabilitation Act of 1973*

To become eligible for services and protection against discrimination on the basis of disability under Section 504, a student must be determined, as a result of an evaluation, to have a “physical or mental impairment” that “substantially limits one or more major life activities”. Questions regarding 504 plans at WHS can be addressed through the Special Education Administrator at Windham High School or the Director of Special Education at the Office of the Superintendent of Schools.

The Windham School District does not discriminate on the basis of physical or mental disability in its policies or practices. If a violation of Section 504 is believed to have occurred, then a grievance may be filed with the building administrator or Superintendent of Schools, SAU 95, 19 Haverhill Road, Windham, NH 03087.

## *Health Education and Exemption from Instruction*

Source: WSD Policy [IHAM](#)

Consistent with Department of Education requirements, health and physical education, including instruction about parts of the body, reproduction, and related topics, will be included in the instructional program.

Instruction must be appropriate to grade level, course of study, and development of students and must occur in a systematic manner. The Superintendent will require that faculty members who present this instruction receive continuing in-service training, which includes appropriate teaching strategies and techniques.

Parents/guardians will have the right to inspect and review health and physical instruction materials which will be made reasonably accessible to parents/guardians and others to the extent practicable.

### **Opt-Out Procedure and Form**

Parents/guardians, or students over eighteen years of age, who do not want their child to participate in a particular unit of health or sex education instruction for religious reasons or religious objections, are allowed to have their child opt-out of such instruction. Additionally, any parent who wishes to have their child opt out for non-religious reasons may still use policy IGE-Parental Objection to Specific Course Material.

Parents/guardians who wish to have their child opt-out of such instruction are required to complete the district opt-out form and state the particular unit of curriculum in which the student is not to participate. Any student who is exempted by request of the parent/guardian under this policy may be given an alternative assignment sufficient to meet state requirements for health education. The alternative assignment will be provided by the health or physical education teacher in conjunction with Principal.

Parents/guardians who do not want their child to participate in a particular unit of health or physical education for religious reasons must complete a Health or Physical Education Opt-Out Form. Opt-Out Forms are available from either the health education teacher or the Principal.

Opt-out requests can be submitted at any time, and are valid only for the school year in which they are submitted.

## *Teaching About Alcohol, Drugs and Nicotine*

Source: WSD Policy [IHAMA](#)

District personnel shall provide students, parents, and legal guardians with information and resources relative to existing drug and alcohol counseling and treatment for students. The Superintendent shall oversee the development, distribution, and maintenance of a comprehensive list of local, regional, statewide drug and alcohol counseling, and treatment resources which are available to district students. This information may be published in student/parent handbooks, posted on district websites, distributed along with other course material during drug and alcohol programming, and shall be available through the principal's office, school nurses' office, athletic program offices, guidance offices and other locations deemed appropriate by the principal in each school.

As part of the health education program for grades 5 – 12, the District shall provide age and developmentally appropriate education based upon the needs of pupils and the community regarding the effects of alcohol and other drugs, abuse thereof, the hazards of using nicotine products, as well as the state laws and related



penalties for prohibiting minors using or possessing such products. The Superintendent shall be responsible to establish and periodically review the District's guidelines for staff members providing such health education or education on such topics. An evidence-based prevention program, approved by the Superintendent, may be used for this purpose.

#### *Exclusion of Students Who Present A Hazard*

Source: WSD Policy [JLCG](#)

It is the policy of the District that students with communicable diseases should not be excluded from attending school in their regular classrooms so long as their attendance results in a situation where the risk of transmission of illness to students or employees of the School District, or hazard to themselves, is negligible.

Exclusions based upon hazards other than serious communicable disease may only occur with the approval of the Superintendent.

Parents will be notified if their child is excluded from school and provided with criteria for readmission. If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to any child with a disability as defined in Ed 1102.01(t), those laws shall govern and shall supersede this policy to the extent this policy may be inconsistent with those laws.

## Student Use of Vehicles

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Source: WSD Policy [JLI](#), [EEAG](#)

The operation and parking of vehicles by students on school district property is a privilege. All vehicles must be registered through the main office and must exhibit a valid parking permit properly displayed on the vehicle. Students are only authorized to park in the space assigned. Motorcycle drivers and riders, regardless of age, are required to wear a helmet when riding on school district property.

The parking of student vehicles in non-designated areas such as fire safety lanes, delivery ways, lawns or grass, restricted areas, and other non-designated areas may result in administrative action and/or the loss of parking privileges. The failure to comply with state, local, or school rules, including speeding, failing to yield to pedestrians, operating in an errant manner, or otherwise endangering the safety of others, may result in the temporary or permanent loss of this privilege, depending on the circumstances. Parking at Windham High School without first obtaining a parking permit may prevent a student from subsequently obtaining a parking permit. Vehicles without parking decals/tags, or which are illegally parked, are subject to towing at the owner's expense.

To earn the privilege to operate or park a motor vehicle at Windham High School, the driver must have a demonstrated record of good school citizenship and have completed Service Learning hours commensurate with their class status (Seniors: 30, Juniors: 20, Sophomores: 10) prior to applying for a permit through the Assistant Principal. Students apply for parking privileges on an annual basis. The annual parking fee is \$5 and is not refundable in the event of temporary or permanent revocation. Student parking privileges are not transferable to another student and the Administration reserves the right to assign, limit, or otherwise restrict parking spaces.

A student who has lost the privilege to operate their vehicle, be it on a temporary or permanent basis, may not operate the vehicle of another person on school grounds. Moreover, a student who has lost the privilege to operate their vehicle may not lend another student/operator their vehicle or parking decal/tag so as to perpetuate the same opportunity for which the suspension seeks to negate. In no case may a student, regardless of age, drive to or from field trips, athletic contests, or other activities for which transportation is arranged by the school or school organization.

Source: WSD Policy [EEAG](#)

Windham School Board policy requires that all students transported to and from school sponsored activities must use District provided transportation. In no case may a student, regardless of age, drive to and from field trips, athletic contests, or other school sponsored activities for which transportation is arranged by the school or school organization unless prior authorization is granted by the Superintendent or his/her designee using the Parental Transportation Consent Agreement and/or the Student Self Transportation Consent Agreement (EEAG-R). Any such approval will be on an exception basis. Students requesting permission to self-transport must receive prior approval. In such cases, student must provide:

- a waiver signed by parents acknowledging that the student is transporting him/herself between WHS and the technical/vocational center
- a copy of the student's driver's license
- proof of auto liability insurance

In no case may a student transport another student for school authorized transportation.

In no case may a student perform [or use private transportation for] errands for the school or school personnel.

In no case may a parent transport another student who is not their child. Individuals providing unauthorized student transportation do so at their own expense and liability. (See EEAG-R)

Any private citizen using their own or a rented vehicle to provide school-authorized student transportation must have a valid driver's license and provide proof of auto liability insurance of \$100,000 per person and \$300,000 per accident (minimum desired coverage).

A person under contract to transport one or more children to school, on field trips, to athletic events, or other school functions must have a valid School Bus Driver Certificate from the N.H. Department of Safety. This person's vehicle must be approved by the N.H. Department of Safety as meeting all applicable school bus safety standards. (Parents transporting their own children are exempt from this requirement, even if reimbursed by the School District.)

Reimbursement for use of private vehicles may be made, but only if the individual has prior approval of the designated administrator.

Those providing transportation on an incidental basis, i.e. not specifically as part of a contract to transport, must have a valid driver's license, and a vehicle which has a current N.H. inspection sticker. A commercial license is required for any vehicle that has a capacity of 16 or more.

The Board specifically forbids any employee to transport students for school purposes without prior written authorization by the Superintendent/designee. In no case may a district employee transport a student in a private vehicle unless the employee has a valid School Bus Driver Certificate from the N.H. Department of Safety. This prohibition does not apply to "Mixed Use" School Buses under RSA 259:96-a.

When district transportation is not provided, transportation shall be the responsibility of the student and his/her family.

A student participating in an Extended Learning Opportunity (ELO), attending a program through the Career & Technical Education (CTE) program in Salem or another district, or associated with a specified program endorsed by the Administration, may petition the Assistant Principal for permission to operate a personal vehicle to and from the high school campus. In such matters, it is the Administration's intent to enable convenience for the student if certain safety parameters are maintained. To this end, a student is prohibited from transporting other students, who are under the age of 18, as passengers to their intended destination or any interim location. Moreover, specific permission from a parent/guardian and possibly the cooperating agent or agencies (i.e., CTE, internship employer, etc.) must be obtained. Students seeking this privilege must see the Assistant Principal for authorization.

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## Driver Education

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Driver Education is offered through private agencies. Students are selected for participation in each session by the agency. All questions regarding Driver's Education can be answered by the private agency.

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## Nutrition Services

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The School District will support the availability and distribution of healthy foods and beverages in all school buildings during the school day. The Superintendent or his/her designee is responsible for ensuring that all foods and beverages distributed within the district meet nutritional standards established by state and federal law relative to: (1) nutrient density; (2) portion size; and (3) nutrition targets, as defined in pertinent law. The Superintendent or his/her designee is responsible for implementing developmentally appropriate opportunities for students to learn food preparation skills that support nationally recognized nutrition standards. The Superintendent or his/her designee is responsible for providing annual communication information about the policy and procedure and related curricula to the school community.

*Source: WSD Policy [EFA](#), [EFAA](#), [JLCF](#)*

Nutrition Services operates a debit card system, which allows parents to prepay for meals, milk and/or snacks. Parents/Guardians are expected to prepay and not allow the account to become past due.

Parents/Guardians please send payments in an envelope clearly marked with the student's full name and account number. We will gladly split the amount sent in among different family members if it is indicated on the envelope. Checks should be made payable to Windham School District. Students can also make deposits into their account during breakfast or lunch. Parents have online access and online payment options through <https://m.k12paymentcenter.com/>

Should the account of a high school student be depleted, the District will allow students to purchase a meal, even if the student's meal account has insufficient funds. This policy applies to all complete meal offerings generally available at the cafeteria during breakfast and lunch.

Credit will not be extended to staff. This procedure is in accordance with school board policy [EFAA](#). Nutrition Services will make every effort to inform parents as to the status of the child's account. Students will be told of the account status as they purchase their meals and/or snacks.

### ***Free and Reduced-Price Lunch Policy***

*Source: WSD Policy [EFC](#)*

In accordance with federal regulations, the District shall make available to all children of low economic means and children of moderate income families experiencing financial difficulties free or reduced-priced lunches through the School Lunch Program in the local school. Parents who believe their children are eligible may contact the building principal and a determination will be made relative to their eligibility. Parents may appeal a negative determination to the Superintendent.

Applications for free or reduced price meals are available for any family who wishes to apply. Applications are sent to each household at the beginning of the school year and are available throughout the year at each school cafeteria, at the SAU office and online at: [http://www.sau95.org/for\\_parents/nutrition\\_services/about\\_us/](http://www.sau95.org/for_parents/nutrition_services/about_us/).

If your child was enrolled in the program last year, they are entitled to the same benefit for the first 30 school days of the new year; applications must be resubmitted each year. If there is a lapse between the 30-day grace period and the processing of the new application the parent/guardian will be responsible for meal charges during that time (*WSD Policy EF*).

Students having special dietary needs and requiring meal modification must have their physician complete a detailed dietary order. These are available in the nurse's office and at the SAU office. Menus are posted monthly on our website. If you have any questions or comments on the Nutrition Services program, please contact the Nutrition Services office at 537-2407 or [nutrition.services@windhamsd.org](mailto:nutrition.services@windhamsd.org).

### *USDA Nondiscrimination Statement*

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.

Persons with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audiotope, American Sign Language, etc.), should contact the Agency (State or local) where they applied for benefits. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) found online at: [http://www.ascr.usda.gov/complaint\\_filing\\_cust.html](http://www.ascr.usda.gov/complaint_filing_cust.html), and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by:

- (1) mail: U.S. Department of Agriculture  
Office of the Assistant Secretary of Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410;
- (2) fax: (202) 690-7442; or
- (3) email: [program.intake@usda.gov](mailto:program.intake@usda.gov)

This institution is an equal opportunity provider.

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## **Media Center**

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Students may access the resources of the Media Center during the day in several ways. Students may come to the library throughout the school day with a staff-issued pass on a space-available basis, as well as before and after school. Students with academic study halls during the day may sign up to spend that study period in the Media Center no more than one day per week. Students signing up for Media Center use must come prepared with academic work, or they will be returned to study hall.

Students are expected to remain in the Library/Media Center the entire period unless otherwise specified by the assigning teacher. Students have the responsibility to conduct themselves in a manner that is respectful to the needs of all library users. To ensure fair use of the resources, reminder notices will be sent when materials are overdue. Students are expected to pay the cost of any material that is not returned for any reason or damaged. Students may check out materials for various lengths of time as posted in the Media Center.

Printers and photocopiers are available for student use in the library. Students are expected to use good judgment in determining the use of duplication services. Copyright regulations are clearly posted and students are

responsible for complying with these laws. Abuse of the equipment, wasteful use of supplies, or knowingly violating copyright law will result in the loss of or revocation of duplication privileges.

## **Computer Use**

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Windham High School provides computers for student and faculty use. The use of the computers, the WHS internal network, and access to the Internet is a privilege and must be respected and used appropriately. The guidelines below provide appropriate and ethical use policies. A signed laptop agreement form is required in order for a student to be issued a laptop computer. The forms are kept on file. A paper copy of the documents linked below is available upon request from the Windham HS front office.

### *School District Internet Access*

*Source: WSD Policy [GBEF](#)*

Staff and students shall be responsible for the appropriate use of technology and shall use the District's technological resources primarily for purposes related to education. Staff and students (parents/guardian) are hereby notified that there is no expectation of privacy on district computers, computer files, email, internet usage logs, and all electronic data. The Superintendent shall establish administrative regulations and an Acceptable Use Agreement that outlines staff and student obligations and responsibilities related to use of District technology. He/she may also establish guidelines and limits on the use of technological resources. Inappropriate use may result in a cancellation of the staff member's or student's user privileges, disciplinary action, and/or legal action in accordance with law, Board policy, and administrative regulations. The Superintendent or designee shall provide copies of related policies, regulations, and guidelines to all staff and students (parents/guardian.) Staff and students (parents/guardian) shall be required to acknowledge in writing that they have read and understood the District's Acceptable Use Agreement.

**[Data Security and Privacy Plan details can be found and reviewed here.](#)**

### *Acceptable Use Policy*

WSD Policy: [EGA](#), [IJNDB](#), and [EHAA](#) governs the acceptable use of computer technology.

### *School E-mail*

Each WHS student has access to an e-mail account to improve communication between students or parents and faculty. To this end, students are obligated to check their e-mail account at least once each school day in order to remain informed about announcements or information that is disseminated by their faculty or the Administration. This account will be used to support positive communications and must be utilized consistent with the *Acceptable Use Policy*. All communications – and the content attached – drafted, sent or received, on this school account are the property of Windham High School and may be reviewed or monitored at any time by authorized personnel.

### *Laptop Use*

*Source: WSD Policy [IJNDB](#)*

Students are reminded that the MacBook issued to them is the property of the Windham School District. As such, use is restricted. A full set of guidelines for use can be found at: WSD Computer Use Policies and Procedures. Students will be required to sign the WHS Student & Parent/Guardian Laptop Agreement each year.

Some general reminders:

- Keep your login and password private. If you forget your password or cannot get into your network account, seek help from the Technology staff.
- Always log out of the network so that you are protected from abuse by others.
- Do not attempt to fix or repair your MacBook. Instead, bring your MacBook to the Library Media Center and see the Technology staff.
- Comply with trademark and copyright laws and all license agreements—this includes file sharing.
- School administrators reserve the right to restrict student accounts to prevent unauthorized activity.

- Parents/guardians will assume any financial responsibility for damages not covered by warranty, as outlined in the Laptop Accidental Damage/Loss Policy.

Students misusing their school-issued laptops will be disciplined by administration based on the severity of the offense. Consequences may include, but are not limited to: verbal warning, loss of privileges, restricted use, office detention, Saturday detention, in-school suspension, out of school suspension, or expulsion.

### *Examples of Misuse*

- Students shall not allow other persons to use their name, login, password, or files for any reason unless specifically directed by a faculty or staff member.
- Eating or drinking near computers is strictly forbidden. Laptop computers should not be taken out of their case when in the cafeteria.
- Internet access to visual depictions that are obscene, violent or pornographic or are of a harmful nature to minors are filtered or blocked. Students shall not intentionally access or attempt to access these sites.
- A student may not download and/or install any additional software, applications, plug-ins, add-ons or extensions for any reason. Should a student need to download or install one of the above referenced items for academic reasons, then the student should have his/her teacher contact the Technology staff.
- Inappropriate screen savers or inappropriate pictures on your computer will not be allowed at any time.
- Desktop computers in the WHS computer labs are shared by all students and faculty. Do not change the settings without permission.
- Students shall not damage, degrade the performance of, or abuse anyone's laptop computer.
- Only games authorized by WHS will be allowed. Use of any other games is not allowed, which would include but is not limited to: plug-ins, add-ons, extensions and applications.
- Students may not access web sites, newsgroups, or "chat" areas that contain material that is obscene or promotes illegal activity. If a student does accidentally access this type of information, he or she should immediately notify a WHS staff member.
- Illegally obtained or shared music, movies and/or other media is strictly prohibited on any WHS computer. Any illegal media that is found will be immediately removed.
- Chat programs are not allowed.
- Use of streaming video sites, such as "YouTube", for non-educational purposes is prohibited.
- Clip-on protected cases are not allowed on laptops.
- Students must have their laptops with them, locked in their school lockers, or in a designated area. Laptops must not be left unattended.
- All laptops must be carried in the provided case at all times when not in use to avoid accidental damage. Laptop cases should not be thrown or tossed around. Shoulder straps are prohibited on the laptop cases.
- WHS supplied laptop bags are for laptop storage and transport only.
- Students are not to deface their laptops in any way (e.g. with stickers, tape, white-out, marking pens, etc.). Students may decorate their laptop bag only. Laptops are not to be altered in any way. Laptops must be returned in original condition. Each MacBook is labeled with a district identification barcode and student identification label. Students must not remove these labels.
- Computers may not be used to make sound recordings or digital images without the consent of all those being recorded.
- Students shall not use or attempt to discover another student's password. Use of another student's laptop or files is prohibited except if required for collaborative learning.
- Deliberate attempts to degrade, disrupt or alter any network or system performance will result in disciplinary action.
- Hacking (intentional misuse or abuse of computer facilities) is a felony and subject to cancellation of computer privileges and appropriate disciplinary action.
- Students will not attempt to override the Internet filtering software or other network configurations, including downloading VPN's or proxy servers from the APP store.



- Students also agree not to disrupt Windham's computer systems and network, or log in as an administrator for any reason, including the purpose of bypassing or changing restrictions or settings. Attempting to override the filter, use or access proxies, access the internal portion of the laptop, or disruption of the school systems or networks, will result in disciplinary action, which can include the possibility of felony charges.

## **Code of Conduct**

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In accordance with *WSD Policy JIC and JICD* which establishes the substantive parameters, procedures and due process that shall apply before a student may be subject to temporary (same day) removal from classrooms or activities, restriction from activities, detentions, suspensions and/or expulsion. Pursuant to Board policy JIC, response to misconduct, including disciplinary measures and consequences should be designed to maximize student academic, emotional and social success, while at the same time assuring safety of all students, staff and school visitors. Administration of any of the consequences described in this policy shall be consistent with the system of supports and graduated sanctions established pursuant to Policy JIC and the applicable Code of Conduct.

Students are expected to conduct themselves in a way that contributes to a productive learning climate. Individual rights are to be honored and protected in all instances; however, the rights of one individual shall not take precedence over those of another individual or of the group itself, and all students shall have equal rights and equal responsibilities in the classroom or at any school-sponsored activity.

Students who fail to abide by Windham School District policies and procedures may be disciplined. Disciplinary measures include, but are not limited to, removal from the classroom, detention, suspension, probation, and expulsion. Due process shall be afforded to any student involved in a proceeding that may result in suspension or expulsion. Students who are expelled from school may be reinstated by the School Board in accordance with the provisions of RSA 193:13. Pupils expelled under the provisions of the Gun-Free Schools Act of 1994 shall not be eligible to enroll in the District for the period of their expulsion.

Certain incidents are required to be reported to the Windham Police Department based on the requirements of NH State RSA 193-D. Examples of incidents that must be reported include: Homicide, assault, possession of firearm or other dangerous weapon, arson, theft, possession/sale of drugs/alcohol, threatening, and some instances of bullying.

Students who do not abide by the expectations outlined below will experience progressive administrative action that is intended to alter and/or dissuade similar behaviors. To this end, all available resources, including a series of progressive administrative responses may be utilized, as outlined below in descriptive and matrix form. When not dictated specifically by Windham School District policy, consequences or combinations thereof are assigned at the Administration's prerogative. The absence of a particular infraction described in this handbook does not preclude the Administration from using professional judgment when matters develop that disrupt the educational process.

### ***Progressive Consequences:***

*Source: WSD Policy [JICD](#)*

### ***Teacher Detention***

*Source: WSD Policy [JKB](#)*

Teachers may require that a student serve time after school as a result of disciplinary infractions, repeated tardiness to class, or repeatedly failing to complete homework. The length of the session will be determined by the teacher, but is generally limited to thirty minutes. Students are given at least twenty-four hours' notice of an after school session. If mutually agreeable, the student may serve the office detention prior to the scheduled date. Should a student fail to report for the teacher session, after prior notice has been given, the teacher will notify the administration for appropriate action that may involve additional consequences.

### *Office Detention*

After school office detention is held either in the Test Center, or library, and occurs from 2:30-3:30 on Monday, Tuesday and Thursday. Students are expected to arrive on time to the designated location, as assigned by the Administration. Students will be given a 24-hour notice to make appropriate arrangements. If possible, the student may serve the office detention prior to the scheduled date.

Students are required to make productive use of the time in Office Detention and should arrive prepared with something to do. Therefore, students will not be permitted to sleep, or use phones or laptops for entertainment purposes, but may only use these devices for academic purposes. Students failing to serve detentions or those unable or unwilling to comply with the rules posted and/or directives of the staff member, should expect additional administrative action including, but not limited to, additional assignments to Office Detention, Saturday Detention, and/or loss of privileges. For students unable to serve an office detention after school, may opt to serve the detention before school and therefore must check in with the Assistant Principal by 7:00am.

### *Saturday Detention*

This administrative assignment is four (4) hours in duration, typically scheduled from 8:00 am until noon. Students will be given a 24-hour notice to make appropriate arrangements. Students are expected to arrive at the designated time and location, and be prepared to accomplish academic assignments. Students either unwilling or unable to comply with the rules directives of the staff member should expect additional administrative action including, but not limited to, additional assignments to Office Detention, Saturday Detention, Suspension and/or loss of privileges.

### *Suspension*

An administrator may issue suspensions for a period of up to ten (10) days. Prior to any decision or disciplinary action, due process will apply and take the form of the following: an opportunity for the student to present his or her interpretation of the incident/situation to an administrator; every effort will be made to contact and inform the parent/guardian; and students and their parents/guardians will be notified of the reason for suspension, duration, and any associated plan for re-entry, if applicable.

A written communication of the matter will be sent to the parent/guardian, and the student's counselor will be notified, along with any other WSD personnel deemed appropriate by the Administration. Suspension may require an administrative conference with a parent and student prior to reinstatement.

While suspensions are administrative actions assigned to students and constitute an excused absence from school, students will be responsible for class work missed during suspension(s). Moreover, suspensions temporarily preclude a student from access to their normal academic, co-curricular, and social privileges. To this end, a suspended student is not permitted to attend any activities and events associated with such privileges, including academics (WHS, CTE, etc.) and Windham High School sponsored or associated events (i.e., athletics, performances, dances) either on or off-campus, even as a spectator. In circumstances where a student may have procured access, acquired tickets, obtained authorization, or otherwise incurred either nominal or considerable expense in the process, such scenarios may result in a financial loss to the student and/or parent/guardian. To this end, the school and district are not responsible for financial loss due to its administrative procedures and protocols.

### *Extra-Curricular Activity Participation*

Participation in extra-curricular activities is a privilege – not a right; to this end, a student may not represent the school as a participant, member, player, assistant, guest, or spectator if s/he has not been in attendance for that school day, including arriving to school on time and attending all classes. Furthermore, a student not in good standing, either academically or socially, will not be permitted to participate in extra-curricular activities until such good standing has been restored at the discretion of the Administration. In the case of a suspension from school or a suspension of privilege to participate, which is typically assigned due to an issue with a student's conduct, the coach and/or advisor, as well as the Athletic Director when applicable, will also be advised.



Specific eligibility requirement for athletic participation is described in the Athlete/Parent Handbook. Questions or concerns regarding eligibility should be directed to the Athletic Administrator. With regard to other extra-curricular activities, including clubs, organizations, and theatrical practices and performances, the general principles and practices afforded athletic participants will be used as guidance for administrators in determining eligibility. Questions or concerns regarding eligibility should be directed to the Assistant Principal.

Students who are suspended are not eligible to participate in school related events from the time they are notified of the suspension through the last full day of the suspension, inclusive of weekends, holidays, etc. Additional delay may develop, and further preclude a student's participation, if a re-entry meeting with an administrator is required. The Principal or designee may approve exceptions to this rule.

### *Special Education (Discipline Only)*

*Source: Ed 1124.01*

If a student with a disability has violated the school's disciplinary code, the school may suspend or remove the student from his/her current educational placement for a period of ten (10) days. In instances when a student with a disability receives ten (10) days of suspension, the Special Education team must convene a meeting within the 10 days of suspension to review the IEP to determine if the behavior in question, which resulted in the suspension(s), is a manifestation of the student's educational disability and if the placement is appropriate.

If the behavior was found to be a manifestation of the student's disability, the consequence will be stricken, the team will review the IEP and conduct a Functional Behavior Assessment to address any current needs and IEP appropriateness.

If the infraction was found not to be a manifestation of the student's disability, the consequence remains.

§300.530(g) Special circumstances. School personnel may remove a student to an interim alternative educational setting for not more than 45 school days without regard to whether the behavior is determined to be a manifestation of the child's disability, if the child--

- (1) Carries a weapon to or possesses a weapon at school, on school premises, or to or at a school function under the jurisdiction of an SEA or an LEA;
- (2) Knowingly possesses or uses illegal drugs, or sells or solicits the sale of a controlled substance, while at school, on school premises, or at a school function under the jurisdiction of an SEA or an LEA; or
- (3) Has inflicted serious bodily injury upon another person while at school, on school premises, or at a school function under the jurisdiction of an SEA or an LEA.

### *Administrative Response Matrix*

Consequences for all infractions rest with the Administration. The matrix below is only a guideline of typical – not exclusive – responses to disciplinary referrals. Repeat offenders may incur additional penalties and/or other supports as a method to dissuade certain behaviors and/or enable accountability. Certain offenses require notification of the Windham Police Department per the requirements of *N.H. RSA 193-D:4*.

	<b>Discussion of Behavior</b>	<b>Teacher Detention</b>	<b>Office Detention</b>	<b>Multiple Office Detentions</b>	<b>Saturday/ Suspension</b>	<b>Suspension /Admin. Prerogative</b>
<b>Tardiness (class)</b>		✓	✓			
<b>Tardiness (school)</b>			4 <sup>th</sup> /Quarter		6 <sup>th</sup> +/ Quarter	Loss of parking privilege
<b>Class Cut(s)</b>		✓	✓	✓	✓	✓
<b>Truancy</b>						✓
<b>Leaving campus</b>					✓	
<b>Loitering in Halls/Off-limits</b>			✓			2 <sup>nd</sup> & Subsequent
<b>Disruptive Behavior/ Removal from class</b>				✓	✓	
<b>Profanity/ Obscene gestures</b>					✓	✓
<b>Profanity directed @ Staff</b>					✓	✓
<b>Public display of affection</b>	✓					2 <sup>nd</sup> & subsequent
<b>Failure to comply</b>						✓
<b>Fighting*</b>						✓
<b>Theft*</b>					✓	✓
<b>Vandalism*</b>					✓	✓
<b>Dress code</b>	1 <sup>st</sup> Offense (and correct)					2 <sup>nd</sup> & subsequent
<b>Tobacco/ Drugs/Alcohol/ Weapons*</b>					✓	✓

<b>Bullying/ Hazing/ Harassment*</b>					✓	✓
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### *Racist Language*

Discriminatory or harassing language directed at students or staff based on race, culture, religion, etc., will result in disciplinary action, starting with in-school suspension. Out-of-school suspension will be the consequence for second and subsequent offenses.

### *Search/Seizure*

Source: WSD Policy [JH](#)

Students are afforded the Fourth Amendment right to be free from unreasonable searches and seizures. Long-standing legal precedent drives the School Board's efforts to provide for a safe learning environment and allows a school official(s) to conduct searches and seizures when it is reasonable to conclude a violation of rules, policies, or laws may have taken place.

The Board, in keeping with federal and state laws, is committed to maintaining an environment for students and staff which is safe, healthy and conducive to learning and working. The Board recognizes that incidents may occur where the health, safety and welfare of students and staff are jeopardized and which necessitate the search by school officials of students, their personal property (e.g., backpacks, purses, handbags), vehicles or their lockers and/or desks.

The School District retains ownership and possessory control over student lockers and desks and, therefore, reserves the right to inspect lockers and desks at any time for any reason without notice, without student consent, and without reasonable suspicion.

Searches of students and their personal property within the school or on school grounds may be conducted by the Principal or designee when that school official has reasonable grounds to suspect the search will uncover evidence that the student has violated or is violating School District policies, school rules, or the law.

The extent of the search of a student's person or personal property and the measures used in conducting the search must be reasonably related to the objects of the search, and must not go beyond what is warranted by the nature of the suspected violation.

Students are permitted to park on school premises as a matter of privilege, not of right. The School district retains authority to conduct routine patrols of student parking lots and inspections of the exteriors of student automobiles on school property. The interiors of student vehicles may be inspected whenever a school official has reasonable suspicion to believe such search will produce evidence that the student has violated or is violating School District policies, school rules or the law.

Recognizing the danger that contraband poses to society, and students in particular, the School District reserves the right to conduct unannounced random searches at any time with the assistance of qualified law enforcement officers and trained dogs. Qualified law enforcement officers and trained dogs may be used periodically upon request of the Superintendent and/or Principal to sniff lockers, common areas, vacated classrooms, parking lots (vehicles), and school grounds.

If a search produces evidence that a student has violated or is violating the School District's policies, school rules or the law, such evidence may be seized by school officials, and disciplinary action may be taken. When appropriate, such evidence may be transferred to law enforcement authorities.

### *Out-of-School Actions*

Source: WSD Policy [JICDD](#)

The Board recognizes that out-of-school conduct of students attending school within this district is not normally a concern of the Board. However, the Board believes that disciplinary action for conduct occurring off school property and not involving a school activity is proper if the conduct has an adverse effect upon the school.

Therefore, it is the policy of this Board that any student attending school within this District will be subject to disciplinary action including, but not limited to, suspension from school for any conduct that, in the opinion of the school administrators, has an adverse impact upon the school.

Such activity includes, but is not limited to, the following:

1. Damaging school property, e.g. a school bus;
2. Engaging in an activity that causes physical or emotional harm to other students, teachers, or other school personnel;
3. Engage in activity, which directly impedes discipline at school or the general welfare of school activities.

Ultimately, Windham High School is the publisher of all media generated by students, thus the Principal has the discretion and prerogative to edit or reject content, pursuant to district policy. Such a position is in line with the parameters set forth by the U.S. Supreme Court in its landmark 1988 ruling (*Hazelwood School District v. Kuhlmeier*). To this end, all student publications must comply with the rules for responsible journalism. This means that libelous statements, unfounded charges and accusations, obscenity, defamation of persons, false statements, material advocating prejudicial or discriminatory practice, hatred, violence, the breaking of laws or school regulations, or materials designed to disrupt the educational process will not be permitted. This procedure applies to all forms of media emanating from, created through, or generated by the utilization of school resources.

### *Printed Matter or Posters*

Posters or other printed matter having the intention to be displayed within Windham High School, must be approved by the school and district administration. It is the responsibility of the organization that posts material to remove it in a timely manner. All posters or other printed material must be hung so as to not damage the walls or other parts of the high school. Students, groups, or agents seeking authorization should allow for ample time so that proper review and authorization may be obtained.

### *Bus Transportation*

*Source: WSD Policy [JICC](#), [EEA](#)*

Students using school buses and other District transportation are under the jurisdiction of the School from the time they board the bus until they exit the bus. Additionally, Board policy JICDD applies to “out-of-school” student conduct, including, but not limited to, conduct at or near school bus stops.

The Superintendent or his/her designee will develop rules and regulations for conduct on buses. See District administrative School Bus Conduct Rules JICC-R and these shall be printed in the Parent-Student Handbook, made available on the District and/or school website, and provided in other languages as needed.

Failure to abide by the School Bus Conduct Rules Continued, disorderly conduct or persistent refusal to submit to the authority of the driver may result in a student to be denied or suspended from the privilege of transportation in accordance with the RSA 189:9-a, and applicable District rules and procedures. See JICC-R. Additionally, conduct on District transportation is subject to additional interventions, supports or consequences as provided in the Student Code of Conduct.

If a student is to lose the privilege of riding the bus (“transportation suspension”), advance warning will be given, except for misconduct that threatens or the health, safety or welfare of other students, staff or any other person. Parents/guardians of students who have had bus privileges suspended have a right to appeal the suspension within 10 calendar days to the person who issued the original suspension. Transportation suspensions exceeding 20 days must be approved by the Board. Transportation suspensions shall not begin until the next school day following the day written notification of suspension is sent to the pupil’s parent/guardian. The Superintendent shall include such appeal and review procedures in the School Bus Conduct Rules referenced in the preceding paragraph. Transportation suspensions may extend to all District transportation according to the Student Bus Conduct Rules.

Students transported in a school bus shall be under the authority of the District and under control of the bus driver. The driver of the bus, along with the bus monitor, if applicable, is responsible for the orderly conduct of the students transported. Each driver and monitor has the support of the Board in maintaining good conduct on the bus.

### *Student Rules and Conduct on the School Bus*

*Source: WSD Policy [JICC-R](#)*

1. Pupil shall arrive at the bus stop at least five (5) minutes before the bus is scheduled to arrive.
2. Pupil shall wait in a safe place, clear of traffic until the bus stops, door is open, red flashing lights are on, and the driver has directed you to proceed.
3. Pupil shall wait in an orderly line and avoid horseplay.

4. Pupil shall cross the road or street in front of the bus only after the bus has come to a complete stop and upon direction of the driver (10-foot minimum crossing distance).
5. Pupil shall go directly to an available or assigned set when entering the bus and move in toward the window.
6. Pupil shall remain seated until they have reached their designated stop and the bus has come to a complete stop. Aisles and exits must be kept clear at all times and emergency door will be used for emergencies only.
7. Everyone shall observe classroom conduct and obey the driver promptly and respectfully. The driver is in complete charge of the bus and his/her decisions and requests must be followed.
8. Pupil is permitted to carry only objects that can be held on his/her lap, unless authorized by school personnel.
9. Pupil shall refrain from throwing or passing objects on, from or into buses.
10. Pupil shall refrain from eating and drinking on the bus.
11. Pupil shall respect the rights and safety of others.
12. Pupil shall refrain from leaving or boarding the bus at locations other than assigned stops at home or school. Students may ride only the bus that they have been assigned. (Exceptions will only be made with a note from a principal.)
13. Pupil is prohibited from extending head, arms or objects out of the bus windows. Students will not be allowed to lower windows without permission of the driver.
14. Only authorized riders will be permitted on the bus. 1 of 2 Revised 5-24-05 Adopted by WSB 7/5/05  
Windham School District Policy [JICC-R](#) STUDENT RULES AND CONDUCT ON THE SCHOOL BUS  
(continued)
15. When necessary, students will be expected to sit three passengers to a seat.
16. Pupil is prohibited from using tobacco, alcohol, drugs, or any controlled substance. The police will be notified whenever a student is involved with the possession and/or use of alcohol, drugs, or any illegal substances.
17. Pupil shall refrain from the use of profane language, obscene gestures, excessive noise, fighting, wrestling or acts of physical aggression on the bus.
18. Pupil shall not carry hazardous material, nuisance items and animals onto the bus.
19. Students/Parents will be held responsible for any and all damages to the bus perpetrated by the student.

To ensure safety, students are required to obey the directions of the driver and to exhibit reasonable, quiet, and orderly conduct. Students whose conduct on a school bus is potentially dangerous may be prohibited from the bus transportation by the principal or superintendent per New Hampshire RSA 189:9-A.

Examples of unacceptable conduct that may result in detention or the temporary or permanent loss of bus privileges include, but are not limited to:

- Striking, shoving, tripping, or restraining any person on the bus;
- Hurling objects of any kind on or from the bus;
- Igniting any flame or causing smoke or noxious fumes;
- Standing or changing seats while the bus is in motion;
- Possessing or using any drug, including alcohol or tobacco;
- Shouting, screaming, using profanity, causing loud noises, or similar disturbances;
- Stealing or damaging property;
- Placing any part of one's body outside the bus window;
- Disobeying the directions of the driver (or monitor);
- Violating any school rule or the Safe Schools Act;
- Hazing, bullying, fighting, intimidating others, or similar behaviors.

### ***Recording Devices on School Buses***

*Source: WSD Policy [ECAE](#)*

In an effort to ensure student safety and maintain discipline, the Windham School District may cause video recording devices (hereinafter "recording devices") on any or all buses used to provide transportation for District students. Use of video recordings (hereinafter "recordings") made on buses shall be governed by the procedures established below.

NOTICE: Signs indicating that all actions taking place in the interior of a bus may be recorded shall be in a conspicuous location on all buses. In addition, notification that recording devices may be in operation on buses shall be placed in student handbooks.

**STORAGE/MAINTENANCE OF RECORDINGS:** All recordings are the property of the Windham School District and shall be maintained in accordance with federal and state law and this policy. After a recording has been made the recording will be retained at the transportation office of the District's transportation carrier for a period of ten (10) school days. If no request by the District for a recording is made within ten (10) working days of recording, the recording shall be erased and reused. Recordings requested by an authorized District official (the superintendent, assistant superintendent, building principal, vice principal or the District's transportation coordinator) will be provided to and be retained by the School District pursuant to this policy. Recordings provided to the District may be used in discipline of students and shall be retained by the District until the final resolution of any discipline, including the time for appeal. Recordings provided to the District not used for discipline will be erased and reused at the direction of the superintendent.

**Right to Review Recordings:** A request by an authorized district official to the District's transportation carrier for a recording may be made after an incident or concern is reported by a bus driver, transportation company representative, school administrator or a parent or guardian whose child rides the route in question. Once a request for a recording is received by the District, only an authorized school official or transportation company official may review the recording. A parent or guardian of any student subject to discipline may request and be granted by the Superintendent the right to review a recording if the recording is to be used in a disciplinary proceeding. Only those portions of a recording relevant to the incident or concern may be reviewed and only those portions relevant to a discipline matter may be used in a disciplinary proceeding.

**Audio Recordings:** No audio recordings of students will be permitted without the District first following the procedures for RSA 570-A:2.

**Copies of Tapes:** Tapes may not be copied without written authorization of the Superintendent.

### *Cafeteria*

The cafeteria should be a place where students may enjoy lunch and conversation with friends. The lunchroom management, custodians, and your fellow students will appreciate your cooperation in:

- Depositing all lunch litter in waste receptacles.
- Leaving the tables as clean as possible.
- Keeping all food and beverages in the cafeteria.
- Recycling when possible.

Please be respectful of the cafeteria space and your peers. Students who cannot abide by such standards may have an alternative and supervised dining area arranged, or receive a disciplinary consequence, such as having to help clean the cafeteria after the assigned lunch block.

### *Communication With Personal Electronic Devices*

Source: WSD Policy [JICJ](#)

The Board recognizes that communication with personal electronic devices is a rapidly changing field and the district's procedures and practices need to adapt to these changes. Personal electronic devices can be important communication tools for students and parents. They can also be disruptive to the educational process and create challenges to students' and employees' expectations of privacy. This depends on the time, place and manner of their use. At Windham High School, personal electronic devices may not be used in bathrooms or locker rooms. In general, they will not be used in classrooms during the school day. They can be used in classrooms only at the discretion of the teacher. They may be used only in designated areas at appropriate times. Student Handbooks shall include the rules for the use of personal electronic equipment based on this policy including designated areas for the middle and high schools.

Any use of a personal recording device including applications on cellular telephones, and/or other electronic devices to knowingly intercept telecommunication or oral communications will be strictly prohibited on school

property. Non-consensual recording of teacher-classroom discussions, student discussion, and/or personal matters; including releasing student information without consent; is in violation of the Family Educational Rights and Privacy Act (FERPA) as well as NH state law, RSA 570-A. Any person who intercepts this kind of communication without the consent of all parties to the communication could be found guilty of an unlawful act.

### *Passes*

Students will not be allowed to leave any classroom or study period without a signed pass from the teacher in charge. Students are to report as quickly as possible to the destination specified on the pass. Failure to adhere to this rule will result in the temporary or permanent loss of a privilege. Teachers and students have a mutual responsibility to make sure that students have passes when leaving their classrooms. Passes must have a date, time and destination on them. Altering a pass in any way will result in the loss of the privilege, or a disciplinary consequence.

Constant requests by the same student for a pass to the bathroom should be brought to the attention of the student's parent, advisor, or school nurse for consultation.

### *Public Displays of Affection (PDA)*

Students must refrain from public displays of affection such as kissing or other physical contact of a similar nature. Students will be advised to refrain from such behavior in the first instance. Subsequent violations will result in parental notification and/or other consequences, depending on the circumstance.

### *Elevator Usage*

The Windham High School elevator is reserved for the use of students who have the approval from the school nurse or an administrator. Elevator use under such circumstances is limited to the approved student and one other individual who carries books and belongings of the approved student.

### *Bullying*

Source: WSD [JICK](#)

The Windham School Board is committed to providing all pupils a safe school environment. Conduct constituting bullying or cyberbullying will not be tolerated, and is prohibited by WSD Policy JICBB in accordance with RSA 193-F. This policy applies to all pupils, regardless of their status under the law. The superintendent is responsible for ensuring that this policy is implemented. All District employees, contracted service providers, school volunteers, coaches, parents and students are required to abide by the requirements of this policy.

Bullying is a single, significant incident or pattern of incidents involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another pupil which:

- Physically harms a pupil or damages the pupil's property;
- Causes emotional distress to the pupil;
- Interferes with a pupils' educational opportunities;
- Creates a hostile educational environment; or
- Substantially disrupts the orderly operation of the school.

Bullying also includes actions motivated by an imbalance of power based on a pupil's actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the pupil's association with another person and based on the other person's characteristics, behaviors, or beliefs. Bullying may occur on, or be delivered to, school property or a school-sponsored activity or event on or off school property; or occur off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a pupil's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event.

Cyberbullying: bullying (as defined above) undertaken through the use of electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, websites and/or any other forms of social media.

Any student who believes that he or she has been a victim of bullying is encouraged to immediately report the alleged act to a building administrator. If a student is more comfortable reporting the alleged act to a person other



than a building administrator, the student may contact any school district employee. The principal or designee shall investigate alleged acts of bullying. The principal will take such disciplinary action deemed necessary and appropriate, including but not limited to detention, suspension, or referral to the superintendent to consider long-term suspension or expulsion in order to end bullying and prevent its recurrence. The School District shall follow its discipline policies when administering discipline.

### *Harassment*

Harassment means verbal or physical conduct based on a student's actual or perceived race, color, religion (creed), national origin, marital status, sex, sexual orientation, age or disability and which has the purpose or effect of substantially interfering with a student's educational performance or creating an intimidating, hostile or offensive environment. Harassment can include, but is not limited to, any unwelcome verbal, written or physical conduct, which offends, denigrates, or belittles any individual because of any of the characteristics described above. Such conduct includes, but is not limited to, unsolicited derogatory remarks, jokes, demeaning comments or behavior, slurs, mimicking, name calling, graffiti, innuendo, gestures, physical contact, stalking, threatening, bullying, extorting or the display or circulation of written materials or pictures.

Any student who is found to engage in the harassment of any student or other member of the school community shall be subject to administrative action including, but not limited to, detention or suspension, depending on the circumstances of the matter. Comments such as "I was just kidding; that's the way kids talk to each other; I didn't really mean it"; and similar statements are not accepted as reasons to explain or defend harassing behavior.

## *Sexual Harassment*

Source: WSD Policy [ACAC](#)

It is the policy of the District to maintain a learning and working environment that is free from sexual harassment and sexual violence. The District prohibits any form of harassment and sexual violence. It shall be a violation of this policy for any student or employee to harass a student or an employee through conduct or communication of a sexual nature as defined by this policy. The District will act to investigate all complaints, formal or informal, verbal or written, of sexual harassment or sexual violence and to discipline any student or employee who sexually harasses or is sexually violent to a student or employee of the District. Bullying may constitute sexual harassment in which case it shall be subject to the School District's Policy.

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

- a. sexually suggestive remarks or jokes;
- b. verbal harassment or abuse;
- c. displaying or distributing sexually suggestive pictures, in whatever form (e.g., drawings, photographs, videos, irrespective of format);
- d. sexually suggestive gesturing, including touching oneself in a sexually suggestive manner in front of others;
- e. harassing or sexually suggestive or offensive messages that are written or electronic;
- f. subtle or direct propositions for sexual favors or activities;
- g. touching of a sexual nature or groping; and
- h. teasing or name-calling related to sexual characteristics or the belief or perception that an individual is not conforming to expected gender roles or conduct.

Students who believe they have experienced sexual harassment should communicate to the other party to stop the behavior or words, as well as report the matter to an administrator or other school official.

Sexual harassment may be punishable by suspension, result in police intervention, and possible expulsion. This policy extends to all school sponsored activities and functions whether or not they occur on school grounds.

## *Transgender and Non-Conforming Students*

Source: WSD Policy [JBAB](#)

District policy requires that all programs, activities, and employment practices be free from discrimination based on sex, sexual orientation, or gender identity. This policy is designed in keeping with these mandates to create a safe learning environment for all students and to ensure that every student has equal access to all school programs and activities.

Transgender and gender nonconforming students have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information themselves.

A student has the right to be addressed by a name or pronoun that corresponds to the student's gender identity. A court-ordered name or gender change is not required and the student need not change his or her official records. The intentional or persistent refusal to respect a student's gender identity (for example, intentionally referring to the student by a name or pronoun that does not correspond to the student's gender identity) is a violation of this policy.

Students shall have access to the restroom that corresponds to their gender identity consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single stall restroom, but no student shall be required to use such a restroom.

The use of locker rooms by transgender students shall be assessed on a case-by-case basis with the goals of maximizing the student's social integration and equal opportunity to participate in physical education classes and sports, ensuring the student's safety and comfort, and minimizing stigmatization of the student. In most cases, transgender students should have access to the locker room that corresponds to their gender identity consistently asserted at school. Any student who has a need or desire for increased privacy, regardless of the underlying reason, should be provided with a reasonable alternative changing area such as the use of a private area (e.g. a nearby restroom stall with a door, an area separated by a curtain, a P.E. instructor's office in the locker room, or a nearby health office restroom), or with a separate schedule (e.g. using the locker room that corresponds to their

gender identity before or after other students). Any alternative arrangement should be provided in a way that protects the student's ability to keep his or her transgender status confidential. In no case shall a transgender student be required to use a locker room that conflicts with the student's gender identity.

Transgender and gender nonconforming students shall be permitted to participate in physical education classes and intramural sports in a manner consistent with their gender identity.

### *Dress Code*

*Source: WSD Policy [JICA-R](#)*

The following regulations shall apply to all regular school activities. Coaches and teachers may impose more stringent dress requirements to accommodate the special needs of certain sports and/or classes or activities. The Superintendent, Principal and/or their designee may establish other reasonable dress regulations for times when students are engaged in co-curricular or other school activities. All such requirements will be imposed with appropriate notice to students, parents and the building principal.

- All tops must have straps; all strap styles are allowed.
- Clothing may not be see-through or revealing; thin or see-through materials can only be worn in a non-see-through combination that covers the abdomen, back, chest and sides of the body.
- The waistband of the pants/shorts must be worn above the buttocks; shorts or hemlines must fully cover the buttocks.
- Footwear with soles must be worn.
- Sunglasses and hoods are prohibited in the classroom except in the case that permission has been granted. Head coverings are prohibited in the classroom.
- Clothing advertising or related to drugs, alcohol, tobacco usage or that creates a hostile education environment (as per RSA 193-f:2) are prohibited.
- Clothing or accessories that include profanity or sexual innuendo or that promote violence are prohibited.

Students who violate the dress code for the first time will be given a warning with a specific explanation of how their attire violates the dress code. If the attire is such an egregious infraction that it cannot be allowed, the student will be required to change or cover his/her clothing, which may involve parents bringing clothing from home. Subsequent violations may result in more significant consequences.

Revised 1-10-17, Adopted by the WSB on 1-10-17

### *Hazing*

*Source: WSD Policy [JICFA](#)*

Hazing is strictly prohibited at Windham High School, by both school policy and New Hampshire law. Violation of the student hazing policy may subject an individual or recognized team/organization to disciplinary action. In addition to serious school imposed consequences, students, teams, and organizations may be subject to criminal prosecution for violation of the New Hampshire anti-hazing law.

Windham students and employees are required to notify appropriate school officials of any perceived instance of hazing, as defined by school policy and/or New Hampshire law. Reports may be made directly to the administration or to coaches, advisors, class deans, nurse, or other officials who have responsibilities for student organizations. No student, school employee, volunteer, student organization, athletic team, or other school recognized group or association shall conduct or condone hazing activities, "consensual" or not.

All students have a duty to the law and a responsibility to their school to never engage in hazing activities.

It is the policy of the District that no student or employee of the District shall participate in or be members of any secret fraternity or secret organization that is in any degree related to the school or to a school activity. No student organization or any person associated with any organization sanctioned by the Board of Education shall engage or participate in hazing.

For the purposes of this policy, hazing is defined as an activity that recklessly or intentionally endangers the mental or physical health or safety of a student for the purpose of initiation or admission into, or affiliation with, any organization sanctioned or authorized by the Board of Education.

"Endanger the physical health" shall include, but is not limited to, any brutality of a physical nature, such as whipping; beating; branding; forced calisthenics; exposure to the elements; forced consumption of any food, alcoholic beverage, drug or controlled dangerous substance; or any forced physical activity which could adversely affect the physical health or safety of the individual.

"Endanger the mental health" shall include any activity, except those activities authorized by law, which would subject the individual to extreme mental stress, such as prolonged sleep deprivation, forced prolonged exclusion from social contact which could result in extreme embarrassment, or any other forced activity which could adversely affect the mental health or dignity of the individual.

Any hazing activity upon which the initiation or admission into or affiliation with an organization sanctioned or authorized by the Board of Education is conditioned, directly or indirectly, shall be presumed to be a forced activity, even if the student willingly participates in such activity.

This policy is not intended to deprive School District authorities from taking necessary and appropriate disciplinary action toward any student or employee. Students or employees who violate this policy will be subject to disciplinary action that may include expulsion for students and employment termination for employees. A copy of this policy will be furnished to each student and teacher in the school District.

### *Fighting/Assault*

Students and school personnel are entitled to a school environment free from threat and the physical aggression of others. Behaviors that violate this standard include, but are not limited to, incitement or instigation; physical abuse or uninvited personal physical contact, including sexual assault; threatening gestures, notes, comments, or electronic messages; fighting; extortion; and conduct which endangers oneself or others. Such behaviors are intolerable and incongruent with the WHS Mission Statement and substantially disrupt the learning environment. Students involved or associated with such behaviors will be subject to administrative action including, but not limited to, suspension, police intervention, and possible criminal and civil charges.

### *Threatening*

Any student who, in person or through the use of mail, telephone, internet, written note, posting or other instrument, willfully makes any threat or conveys false information, knowing the information to be false, concerning an attempt or alleged attempt being made, or to be made, to kill, injure, harass, malign or intimidate any individual while at school or school events or en route to school or school events while traveling on a school bus, or; unlawfully damage or destroy a building, vehicle, or other real or personal property owned, leased, or occupied by the school by means of a weapon, fire or explosive or other device or method shall be considered to have threatened the safety of the school community and is therefore in violation. Said individual(s) shall be addressed by the Administration inclusive of a report to the Superintendent, who will decide if an expulsion hearing with the Board is warranted. Appropriate law enforcement agencies may also be notified.

In circumstances where words or deeds, inferences or ideations, indicate, allude, or threaten harm to one's self or others, the Principal or designee may determine those responsible for such actions remain out of school pending an assessment to determine whether the individual(s) poses imminent risk to one's self or others. Such assessments will be conducted by a licensed clinical professional outside of the school system.

A student found by the School Board, after a hearing inclusive of due process, to have threatened the health, safety or welfare of any individual of the school or any structure owned, leased or occupied by the school may be expelled or suffer other sanctions deemed appropriate by the Board. This will also apply to any student who aids, encourages, or causes another student to engage in any conduct prohibited in the above statement.

### *Vandalism*

Vandalism is the willful marring, defacing, or destruction of property. Defacing or otherwise damaging school property or personal property of members of the school community will result in administrative action deemed appropriate by the Administration. Criminal and/or civil liabilities may apply to which the Administration may defer to the proper agency for restitution.

Textbooks are furnished free of charge for student use. Students are responsible for returning the textbook to the school in the same condition in which it was issued, less normal “wear and tear”. Students who do not return books or materials, or who return books and materials that are damaged shall be required to pay for the cost of the books or materials. Students are expected to properly and safely lock all valuables in Windham High School, to include both personal and school property.

### *Insubordination*

In order to maintain an atmosphere of mutual trust and respect, students are expected to respond truthfully and promptly to directions or reasonable requests of staff members. Failure to do so is a serious violation of school regulations and will result in disciplinary action up to, and including suspension from school. Instances of lying or deliberate misrepresentation of the truth may also result in disciplinary action up to, and including, suspension from school.

### *Removal of a Student from Class*

Students who are repeatedly disruptive in class or consistently refuse to do assigned class work may be temporarily or permanently removed from a class by an administrator at any point in the year. Students who are permanently removed from a class will not receive credit for the course.

### *Profanity*

The use of profane, obscene, or vulgar language, gestures, inferences, or innuendo is prohibited during school, at all school events, or on any of the school’s property or buses. Profanity directed to a staff member will result in a suspension from school. Behavior that may not be profane or obscene, but is derogatory or disruptive in nature, is not permitted. Depending upon circumstances presented to a Teacher, Staff, or Administrator, administrative action to discourage repeat behavior will be assigned.

### *Theft*

In instances of theft, disciplinary action, restitution, and a conference with the student, parent/guardian, school counselor, and administration will be required and a referral to law enforcement will be likely. Windham High School and the District are not responsible for personal losses, such as thefts and damages in school, on school grounds, or during school-sponsored activities either on or off-campus. Students are strongly encouraged to secure and lock personal belonging and valuables. Whenever possible, such items of value should remain at the student’s home.

### *False Fire Alarms*

Pulling a fire alarm without just cause is a serious violation of school rules. State law states: “Any person who knowingly gives or aids or abets in giving any false alarm of fire, by any means, is guilty of a misdemeanor. Should any bodily injury result from a false fire alarm, the perpetrators will be guilty of a Class B felony.” RSA 644:3-a. Students violating RSA 644:3-a will be suspended from school.

### *Incendiary Devices*

Matches, fireworks, cigarette lighters, or any incendiary device are strictly prohibited from school property. These are unsafe and volatile items that present imminent risk of injury to members of the school community. Possession of such articles will result in administrative action deemed appropriate by the administration.

### *Trespassing*

Students, school personnel, parents, and visitors are normally welcomed to school property during regular hours of operation or special events. In instances when a person has been notified that he or she is not permitted on school property, then continued entry shall constitute trespass into a public school and law enforcement officials will be notified.

### *Forgery*

Forgery is a serious offense and is contrary to our mission statement. Consequences for students who forge documents and/or signatures, including field trip permission slip forms, will include loss of privileges and/or other disciplinary action as determined by the administration.

### *Gambling*

Gambling related materials (including playing cards), or acts of gaming or the enabling and/or promotion thereof, is not allowed on school property, or through the use of school resources – electronic or otherwise – regardless of age.

### *Drugs and Alcohol*

Source: WSD Policy [JICH](#)

Possession, use, distribution, procurement, or being under the influence of drugs, alcohol or illicit substances is viewed with utmost seriousness. To this end, drugs, alcohol, and illicit substances, in any form, and those items or substances purported to be such, as well as those items and substances directly associated with the sale, manufacture, use, transport, consumption, promotion, procurement, and distribution are strictly prohibited on all school premises (including vehicles) owned or leased by the school or district. School sponsored activities, held off-campus, are specifically included in this description.

Administrative action including, but not limited to, suspension(s) will result when students are determined to be culpable or associated with the behaviors described in the preceding paragraph. Deference to Windham School District policy (#JICH) and all applicable State and Federal law, will apply. Therefore, the Office of the Superintendent and law enforcement agencies will be notified.

### *Tobacco*

Source: WSD Policy [JICG](#)

Possession of tobacco, including electronic cigarettes or vapes, or any other related product(s) by persons less than 21 years of age is illegal. New Hampshire state law prohibits all persons from smoking on school property (RSA 155:66). Cigarettes, all tobacco products, cigarette lighters, or matches are not allowed in any part of the building, grounds, or school buses including before school, during school, after school, or at or during school-sponsored events and activities, either on-campus or off-campus.

### *Weapons*

Source: WSD Policy [JICI](#)

Dangerous weapons, such as but not limited to, firearms, knives, explosives, incendiaries, martial arts weapons (as defined in RSA 159:20), electronic defense weapons (as defined in RSA 159:20), clubs, billies, metallic knuckles or containers containing chemicals such as pepper gas or mace, or the use of any object as a weapon are not permitted on school property, on school vehicles, in private vehicles on school property, or at school-sponsored activities. Student violations of this policy will result in both school disciplinary action and notification of the police. Suspension or expulsion from school could result.

In addition, any student who is determined to have brought a firearm (as defined by 18 US 921) to school will be expelled for not less than one year (365 days). This expulsion may be modified by the Superintendent upon review of the specific case in accordance with other applicable law. Weapons under control of law enforcement personnel are permitted.

Reports of look-alike weapons, toy weapons, or similar imitations of weapons can create as much disruption to the educational process and concern among the student body as actual weapons. Students are hereby notified that

such items are strictly prohibited. Possession of such items shall be accorded the same sanctions as actual weapons. All Students will receive written notice of this policy at least once each year in the student handbook.

### *Leaving School Building or Grounds*

Once students arrive on school property, they may not leave school property without a proper dismissal from a parent or guardian as processed through the main office. Specifically, students arriving at school before the beginning of school hours, by automobile, bus, or any other method may not leave school property. Once a student has arrived on campus, they are to remain on campus. Likewise, once a student is dismissed from campus, they are not to return to campus unless previously determined as part of the dismissal process; this would cause the student to sign-in with the Main Office. All wooded areas surrounding the high school are strictly off limits at all times, including during dances and all co-curricular events.

A student who leaves the school building or campus without permission of the administration is subject to search of their person, belongings, and/or vehicle. This serves the purpose of providing a safe learning environment. Students who are not able to comply with this issue of safety and liability may yield an administrative response of varying degrees as such scenarios may be both a non-compliance and a matter of unauthorized absence(s) from class.

## Athletic Events—Attendance and Eligibility

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The following athletic expectations are designed to:

- Reinforce the educational values of athletics
- Ensure athletic peak performance
- Help to develop a “team” concept
- Involve student/athlete self-discipline
- Develop student/athletes who are excellent representatives of our school, our community and their families

Student-athletes are to realize it is a privilege to represent the school in co-curricular activities and it follows logically that the school has the authority to revoke the privilege when the student does not conduct him/herself in a reasonable manner. Student athletes at Windham High School are expected to be model citizens of the school in class, on the field of play, or in the community. For a comprehensive description of all WHS athletic policies, the **Athlete/Parent Handbook** can be found on the WHS athletic webpage.

### *Registration*

In order to be eligible to participate in athletics at Windham High School, all student-athletes must register online at FamilyID.com (a link is provided on the WHS athletic webpage).

### *Scholastic Eligibility*

No student who has failed to pass four (4) units of work during the previous quarter shall represent the school in any interscholastic contest. A minimum of four (4) units per marking period is required for participation in interscholastic athletics. Incompletes are not to be considered passing grades for the purpose of eligibility. The fourth quarter grades reflect a student’s eligibility for the following fall sports season. This policy is in addition to eligibility policies per NHIAA By-law Article II, Section 2.

### *Sportsmanship / Behavior*

All athletes are to abide by school handbook regulations. Infractions of these rules resulting in suspension will result in the athlete being ineligible to practice or compete during the time of the suspension or restriction, along with game suspensions imposed by athletic department and or coaching staffs.

### *Attendance Requirements*

Students are expected to arrive at school on time and attend all scheduled classes. If a student incurs an unexcused absence from school, he/she may not participate in any athletic contest or practice during that day. For contest dates falling on non-school days the student is expected to attend all classes on the previous school day. Students who are tardy and unexcused and who arrive after attendance is taken will be considered absent from school and may not participate in the day’s contest or practice without permission from the principal or designee. Students who arrive tardy and are excused, but arrive after 11:00 am, will not be eligible to participate without the permission of the administration. Parents and students are expected to arrange appointments after school hours.

### *Detention*

Any student receiving a detention must serve detention on the assigned day, whether or not it conflicts with any athletic contest or practice. Any questions of eligibility to participate will be resolved by an Administrator. More specific requirements for practice or performance on given dates may be prescribed by the coach, but shall not be in conflict with any other school or athletic policy.



Suspension from school: If in the event of a violation of school policy has occurred and such violation results in discipline of that student being suspended from school. (This includes out of school, in school and alternative to out of school suspensions.) The following penalties are carried out to include the suspension from athletic contests and practices. It is our belief in the athletic department that active participation is vital to the success of the individual and the team. If a student is suspended from school they may not participate in athletic contests or practices during such suspension and may not attend practices or games during suspension from school. Furthermore, WHS Athletic Code of Conduct may extend such suspended time for athletic eligibility as follows.

A. The team may also impose additional penalties as needed.

B. These violations are in addition to loss of eligibility due to school policy and may or may not include additional penalties imposed as a result of predetermined team rules.

5. Team and Attendance Requirements: Students are expected to arrive at school on time and attend all scheduled classes. In the event of a student being absent from school they may not participate in any athletic contest or practice during that day. For contest dates falling on non-school days the student is expected to attend all classes on the previous school day. Students that are tardy and unexcused and who arrive after attendance is taken will be considered absent from school and may not participate in the days contest or practice without permission from Administration. Parents and Students are expected to arrange appointments following school hours.

a. Detention: Any student receiving a detention must serve detention on the assigned days, whether or not it conflicts with any athletic contest or practice.

b. Any questions of eligibility to participate will be resolved by a committee made up of the Athletic Administrator, the Principal, and the coach. The decision of the committee is final.

c. More specific requirements for practice or performance on given dates may be prescribed by the coach but shall not be in conflict with any other school or athletic policy.

d. Out-of-school suspension will result in the student/athlete not practicing or playing or practicing in their sport/activity until the day they return to school. Students will also be suspended for the next contest for accruing an out-of-school suspension.

### *Age of Athletes:*

In accordance with NHIAA By-Law Article II Section 1, a student who has reached the age of 19 on or before September 1 may not represent the school in any interscholastic athletic contest during the school year.

### *Transfer Rule*

A student who transfers enrollment with a corresponding move into a new school district by his/her parents or guardian shall be required to be in attendance in the new school for one year from the day of enrollment in order to establish athletic eligibility. NHIAA Bylaw Article II, Section 4 A-E: Transfer Rule. This requirement will be waived, if all the following conditions are met:

- The student has not transferred for the purpose of participating in interscholastic athletics and there has been no recruiting of the student of athletic purposes.
- The transfer rule Affidavit is completed and submitted to the NHIAA Executive Director.
- In order to participate in post season NHIAA Tournament play, a student who transfers without a corresponding move into the new school district by his/her parents or guardian must have been a member of that team for at least fifty percent of the team's regular scheduled contests.

### *Non-School Competition*

A member of a school team, is a student athlete who is regularly present for, and actively participates in, all team practices and competition. Bona fide members of a school team are prohibited from missing a high school practice or competition to compete with an out-of-school team. There is extended research on the benefits of being a multi-sport athlete and documentation on the negative aspects of playing a single sport year round. It is our hope that you will take advantage of all that the Windham High School Athletic Department has to offer you. Whenever a conflict arises between the high school team practice/competition and an out-of-school practice,

competition, camp, or clinic on the same day, the student athlete must honor the high school team practice/competition. Priority must be given at all times to the high school team, its practices, and its contests.

In accordance with NHIAA By-Law Article II Section 7A-C, any student athlete who violates the above rule for the first time shall be declared ineligible for the next four consecutive interscholastic events, or three weeks of a season, in which the student athlete is a participant, whichever is greater. This penalty is effective from the date of his or her last participation in a high school sport. Any student athlete who violates this rule a second or subsequent time shall be declared ineligible for participation in any high school sport for the balance of the school year.

### *Varsity Status and Letters*

Varsity status will be granted to a co-curricular activity or athletic team that:

- Is sponsored by Windham High School, with eligibility for student participation falling under guidelines established by WHS leadership.
- Competes regularly (at least two major competitions/events or minimum of 8-10 games per season) under the auspices of the NHIAA or a similar governing body.
- Involves regularly scheduled practices or meetings, which occur outside the regular school day, and multiple times per week during the “season” of the activity.
- Does not award academic credit to students for successful participation in the activity.
- Has shown a long-term commitment to viability through ongoing sustained membership (first year organizations would not be eligible for varsity status).
- Has established guidelines for the awarding of “letters” based on daily participation in team activities / practice sessions during the season, and the significance of the contribution of the team member during competitions.
- Requires student-participants to adhere to a set of behavioral guidelines during the school day, at practices and competitions, and in the community at large.

Varsity letters will be awarded to students who:

- Are enrolled at Windham High School, or are a homeschool student participating in the activity at WHS, or the equivalent as determined by the Principal.
- Are in grades 9-12, or the equivalent for students not enrolled at WHS.
- Meet the requirements established by coaches / advisors for daily participation, level of contribution, and adherence to behavioral guidelines.

## STUDENT DISCIPLINE AND DUE PROCESS

*Approved: May 18, 2021 Revised: January 18, 2022*

### A. Policy Statement.

This policy establishes the substantive parameters, procedures and due process that shall apply before a student may be subject to temporary (same day) removal from classrooms or activities, restriction from activities, detentions, suspensions and/or expulsion. Pursuant to Board policy JIC, response to misconduct, including disciplinary measures and consequences should be designed to maximize student academic, emotional and social success, while at the same time assuring safety of all students, staff and school visitors. Administration of any of the consequences described in this policy shall be consistent with the system of supports and graduated sanctions established pursuant to Policy JIC and the applicable Code of Conduct.

### B. Standards and Procedures Relative to Disciplinary Consequences.

1. **"Removal from the classroom"** means a student is sent to the building Principal's office or other designated area during the same school day. It is within the discretion of the person in charge of the classroom or activity to remove the student.

Students may be removed from the classroom at the classroom teacher's discretion if the student refuses to obey the teacher's directives, becomes disruptive, fails to abide by school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the removal, the staff member ordering the removal shall warn the student of the infraction and allow the student to respond.

2. **"Restriction from school activities"** means a student will attend school, classes, but will not participate in other school extra-curricular activities, including such things as competitions, field trips, and performances. A student who has been restricted from school activities may participate in practices at the discretion of the person imposing the restriction.

Before ordering the restriction, the supervising employee (e.g., teacher, coach, director, Principal, etc.) ordering the restriction shall warn the student of the infraction and allow the student to respond. If the restriction is immediate and outside of school hours, provision must be made to assure the student is not left unsupervised. The terms of the restriction shall be communicated to the Principal and the student's parent/guardian.

3. **"Detention"** means the student's presence is required for disciplinary purposes before or after the hours when the student is assigned to be in class and may occur on one or more Saturdays. Students may be assigned classroom detention at the classroom teacher's discretion, and building detention at the Principal's discretion, if the student refuses to obey the teacher/employee's directives, becomes disruptive, fails to abide by printed classroom, school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the detention, the staff member ordering the detention shall warn the student of the infraction and allow the student to respond. Parents/guardians shall be contacted in a timely manner prior to a student serving detention. Detentions before or after school shall not exceed one hour, and Saturday detentions shall not exceed four hours. The building Principal is authorized to establish, announce and post additional guidelines and rules regarding detention, supervision, building access, etc. The length and timing of the detention, is within the discretion of the licensed employee disciplining the student or the building Principal, pursuant to the posted rules of the school.

4. **"Temporary Reassignment"** or "in-school suspension" means the student will attend school but will be temporarily isolated from one or more classes while under supervision. A temporary reassignment should not exceed five consecutive school days. Parents/guardians shall be contacted in a timely manner prior to the administration of a temporary reassignment.

The building Principal is authorized to issue reassignment, restrictions from activities, or place a student on probation for repeated failure to conform to the Code of Conduct, classroom rules, or for any conduct that causes material or substantial disruption to the school/class environment, interferes with the rights of others, presents a threat to the health and safety of students, employees, and visitors, is otherwise inappropriate, or is prohibited by law.

5. **"Probation"** means a student is given a conditional suspension of a penalty for a definite period in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in reinstatement of the penalty.

Notwithstanding the assignment of probation, no imposition of the suspended consequence may be administered unless and until all provisions of this policy applicable to the suspended consequence (i.e., long-term suspension, expulsion, etc.) are satisfied. Parents/guardians shall be contacted in a timely manner prior to the administration of probation.

6. **"Out-of-school suspension"** means the temporary denial of a student's attendance at school for a specific period. It includes short-term and long-term out of school suspensions.

a. Short-term suspension. A "short-term suspension" means an out-of-school suspension of ten (10) consecutive school days or less. RSA 193:13, I (a).

The Superintendent or his/her written designee is authorized to suspend a student for ten (10) school days or less. A short-term suspension may be imposed only for:

- i. behavior that is detrimental to the health, safety, or welfare of pupils or school personnel (including, but not limited to, and act of theft, destruction, or violence, as defined in RSA 193-D:1); or
- ii. repeated and willful disregard of the reasonable rules of the school that is not remediated through imposition of the district's graduated sanctions described in JIC and the Code of Conduct.

Pursuant to RSA 193:13, XI(b) and Board policy JIC, a short-term suspension over 5 days must conform to the standards included in the Code of Conduct.

**Before any short-term suspension may be imposed, a student is entitled to the minimum due process (notice before meeting of the charge and explanation of evidence, notice of the possibility of suspension, opportunity for the student to respond, and a written decision explaining the disciplinary action taken).**

Parents/guardians shall be contacted in a timely manner prior to the administration of a short-term suspension.

b. Long-term suspension. A "long-term suspension" is the extension or continuation of a short-term suspension for a period not to exceed an additional 10 days beyond the duration of the short-term suspension.

The Superintendent is authorized to continue the suspension and issue a long-term suspension of a pupil for a period in excess of ten (10) school days, provided only that if the Superintendent issued the original short-term suspension, then the School Board may designate another person to continue the short-term suspension and issue the long-term suspension.

A long-term suspension may only be imposed for:

- i. an act that constitutes an act of theft, destruction, or violence, as defined in RSA 193-D;
- ii. bullying pursuant to Board policy JICK when the pupil has not responded to targeted interventions **and** poses an ongoing threat to the safety or welfare of another student; or
- iii. possession of a firearm, weaponry, or potential weaponry pursuant to Board Policy JICI.

Prior to a long-term suspension, the student will be afforded a hearing on the matter. The informal hearing need not rise to the level and protocol of a formal hearing, but the process must comply with the requirements of Ed 317.04 (f)(2), and (f)(3)(g), including, without limitation, the requirements for advance notice and a written decision. Parents/guardians shall be contacted in a timely manner prior to the administration of a long-term suspension.

c. Appeal of long-term suspension. Any long-term suspension issued other than by the School Board under this policy, is appealable to the School Board, provided the Superintendent or School Board chair receives the appeal in writing within ten (10) days after the issuance of the Superintendent's (or other person designated under B.6.b, above) hearing and written decision required under N.H. Dept. of Education Rule Ed. 317.04 (f)(2)c, and

sub-paragraph B.6.b, above. The Board shall hold a hearing on the appeal, but will rely upon the record of the decision being appealed from.

Any suspension in excess of ten (10) school days shall remain in effect while this appeal is pending unless the School Board stays the suspension while the appeal is pending. Any request to stay a long-term suspension should be included in the original appeal.

- a. Educational Assignments. As required by RSA 193:13, V, educational assignments shall be made available to students during both short-term and long-term suspensions.
- b. Alternative Educational Services. The school shall provide alternative educational services to a suspended pupil whenever the pupil is suspended in excess of 20 cumulative days within any school year. The alternative educational services shall be designed to enable the pupil to advance from grade to grade.
- c. Re-entry Meetings and Intervention Plans. Prior to returning to regular classes, a suspended student, and parent/guardian (when available) shall meet with the building Principal or his/her designee to assist the student in smoothly returning to the school setting.
  - a. Any time a pupil is suspended more than 10 school days in any school year, upon the pupil's return to school the school district shall develop an intervention plan designed to proactively address the pupil's problematic behaviors by reviewing the problem behavior, re-teaching expectations, and identifying any necessary supports.
- d. Attendance Safe Harbor. A student may not be penalized academically solely by virtue of missing class due to a suspension.

“Expulsion” means the complete denial of a pupil's attendance at school for any of the reasons listed in RSA 193:13, II and IV.

1. Grounds for Expulsion. An expulsion may only be imposed for an act that poses an ongoing threat to the safety of students or school personnel AND that constitutes:
  - i. A repetition of an act that warranted long term suspension under section B.6.b, above;
  - ii. Any act of physical or sexual assault that would be a felony if committed by an adult;
  - iii. Any act of violence pursuant to RSA 651:5, XIII;
  - iv. Criminal threatening pursuant to RSA 631:4, II(a); or
  - v. For bringing or possessing a firearm as defined in Section 921 U.S.C. Title 18 within a safe school zone as prohibited under RSA 193-D:1, or under the Gun Free School Zones Act, unless such pupil has written authorization from the Superintendent.
2. Before expelling a pupil: The Board shall consider each of the following factors:
  - i. The pupil's age.
  - ii. The pupil's disciplinary history.
  - iii. Whether the pupil is a student with a disability.
  - iv. The seriousness of the violation or behavior committed by the pupil.
  - v. Whether the school district or chartered public school has implemented positive behavioral interventions under paragraph V.
  - vi. Whether a lesser intervention would properly address the violation or behavior committed by the pupil.

c. Due Process to Be Afforded Prior to Expulsion. Prior to any expulsion, the District will ensure that the due process standards set forth in Ed 317.04(f)(3) through 317.04 (m) are followed.

d. Duration of Expulsion. An expulsion will run for the duration stated in the written decision or until the School Board or Superintendent restores the student's permission to attend school as provided in this policy. An expulsion relating to a firearm in a safe school zone per B.7.a.v, shall be for a period of not less than 12 months.

e. Educational Services. The Superintendent is authorized, but not required, to arrange for educational services to be provided to any student residing in the District who has been expelled by the District or by any other school.

**C. Modification or Reinstatement After Suspension or Expulsion.**

Expelled or suspended students may request a modification of, or reinstatement from, an expulsion or suspension as provided below. Except for students establishing residency from out- of-state, requests for modification or reinstatement from expulsion/suspension shall be submitted in writing to the Superintendent no later than August 15. The request should set forth the reasons for the request and include additional information to establish that it is in the best interest of the student and school community to reinstate the student. Such additional information may include such things as work history, letters of reference, medical information, etc. All reinstatements shall include an Intervention Plan as described in paragraph B.6.f, above, including such conditions as the reinstating authority (Superintendent or Board) deem appropriate.

1. **Modification by Superintendent.** Subject to all other applicable laws, regulations and Board policies, and paragraph C.3, below (relating to firearms), the Superintendent is authorized to reinstate any student who has been suspended or expelled from a school in this District, and or enroll a student suspended or expelled from another school or district, on a case-by-case basis.
2. **Review and reinstatement by Board.** A student may request the School Board (of the district of attendance) review an expulsion decision prior to the start of each school year by filing a written request with the Superintendent detailing the basis of the request. The Board will determine whether and in what manner it will consider any such request after consultation with the Superintendent.
3. **Modification of Expulsion for Firearms.** A student who has been expelled from this District or any other public or private school for bringing or possessing a firearm in a safe school zone as prohibited under RSA 193-D1, or under the Gun Free Schools Act, may only be reinstated or enrolled if the Superintendent first determines: possession of the firearm was inadvertent and unknowing; the firearm was for sporting purposes and the student did not intend to display the firearm to any other person while within the safe schools zone; the student is/was in the fifth or lower grade when the incident occurred; or the Superintendent determines that the firearm was not loaded; and that no ammunition was reasonably available; and that the pupil had no intention to display the firearm to other students.

Additionally, the School Board may enroll a student expelled from a school outside of New Hampshire for a violation of the Gun Free Schools Act upon the student establishing residency.

- D. **Appeals to State Board of Education.** Any decision by the Board (i) to expel a student, (ii) not to reinstate a student upon request, or (iii) enroll a student from another state who had been expelled for a violation of the Gun Free Schools Act, may be appealed to the State Board of Education at any time that the expulsion remains in effect, subject to the rules of the State Board of Education.
- E. **Sub-committee of Board.** For purposes of sections B.6 and B.7 of this policy, "Board" or "School Board" may either be a quorum of the full Board, or a subcommittee of the Board duly authorized by the School Board.
- F. **Superintendent and Principal Designees.**
  - a. Except where otherwise stated in this policy, the Superintendent may delegate any authority s/he has under this policy, and a principal may delegate any authority s/he has under this policy, to other appropriate personnel.
- G. **Disciplinary Removal of Students with Disabilities.**
  - a. If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to disabled students, those laws shall govern and shall supersede these local policies to the extent these local policies are inconsistent with those laws. Accordingly, any suspension or expulsion of a child with a disability as defined in Ed 1102.01(t) shall be in accordance with Ed 1124.01.
- H. **Notice and Dissemination.**
  - a. This policy shall be made available to families, students and staff as provided in Board policy JIC.
- I. **Conflict in Law or State Regulation.**
  - a. If any provision of this policy shall conflict with State or Federal law, or regulation of the New Hampshire Department of Education, then such law or regulation shall apply, and the remainder of the policy shall be read and interpreted to be consistent with the law or regulation. School administrators and families are strongly encouraged to review the links for pertinent statutes and laws as referenced in this policy.

## CONFIDENTIAL STUDENT INFORMATION

*Approved: May 18, 2021*

*Source: WSD Policy [GBEAA](#)*

It is the policy of the School District to respect the privacy and/or confidentiality of all students and staff within the District. It is the policy of the District that personally identifiable information should only be viewed or received by District employees who have a legitimate educational or business interest or purpose in viewing or receiving private and/or confidential information.

### **Confidential Information**

As part of the job performance of the District, employees may produce and receive information that must be kept confidential. Confidential information includes information obtained during the course of employment relating to the conduct of School District internal affairs. It shall also include information relating to students that is otherwise protected by applicable state and federal privacy laws. School District employees shall not disclose nor transmit such confidential information concerning students or others, or confidential internal information and shall use extreme care to protect against negligent or inadvertent disclosure of such information.

Upon termination of employment or involvement in such internal affairs, or at any time that the District requests, all documents containing, describing or relating to confidential information, together with all copies of the same, obtained by School District employees or entrusted to them during the course of their employment, shall be surrendered to the District at the time of such termination or request.

### **Observations:**

During the course of carrying out activities as an employee or volunteer of the District, an individual may make certain observations that may disclose personally identifiable information about a student. These observations may indicate the nature of disabilities and/or accommodations that are made in response to such disabilities. These observations, by their very nature, may result in the employee or volunteer receiving information in which they neither have a legitimate educational interest nor a "need to know." To the degree that such observations disclose personally identifiable information, the employee or volunteer in question making such observations must respect the privacy and confidentiality of the student involved and not disclose such information in violation of this policy.

### **Violations:**

The dissemination of personally identifiable information by employees or volunteers to individuals who have neither a legitimate educational interest nor a "need to know" is prohibited. Employees and volunteers are not to disclose such information to individuals not affiliated with the School District without specific written authorization from District administrators and the affected student/parent.

Volunteers who violate this policy may have their services terminated. District employees who violate this policy may face discipline up to and including termination, in accordance with applicable law, board policies and/or collective bargaining agreements.

## STUDENT INTERVIEWS AND INTERROGATIONS

*Approved: September 7, 2021*

*Source: WSD Policy [JIHD](#)*

### **A. Interviews of Student Witnesses or Victims by School Administrators.**

When a violation of Board policy or school rules occurs, the school Principal and/or designee may question potential student victims and witnesses without prior consent of the parent, guardian, or legal custodian. If a school official is investigating a report of child abuse regarding the student and the suspected perpetrator is a member of the student's family, no contact with the student's family will be made.

### **B. Interrogations of Student Suspects by School Administrators.**

In situations where a student is suspected of violating Board policies or school rules, the Principal and/or designee may interrogate the suspected student if the school official has reasonable grounds to suspect that such a violation has occurred. The nature and extent of the questioning must be reasonably related to the objectives of the questioning. If the student denies any involvement or culpability, the student will have the opportunity to present his or her side of the story, orally or in writing to the proper school administrator.

### **C. Interviews of Students by Law Enforcement or DCYF Caseworkers in Certain Cases.**

Under RSA 169-C:38, law enforcement personnel and trained caseworkers of the New Hampshire Division of Human Services, Division of Children, Youth and Families (DCYF) shall have the right and authority to enter any school for the purpose of conducting an interview with a child, with or without the consent or notification of the parent or parents of such child, if there is reason to believe that the child has been:

1. (a) Sexually molested.
2. (b) Sexually exploited.
3. (c) Intentionally physically injured so as to cause serious bodily injury.
4. (d) Physically injured by other than accidental means so as to cause serious bodily injury.
5. (e) A victim of a crime.
6. (f) Abandoned.
7. (g) Neglected.

For any interview conducted pursuant to this paragraph C, school officials shall provide a private space within the school suitable for a recorded interview. (The recordings are made and retained by law enforcement/DCYF, not the school).

### **D. Other Interviews and Interrogations by Law Enforcement Officers.**

In other instances, law enforcement officers may wish to interview students regarding their knowledge of suspected criminal activity and may wish to interrogate students who are themselves suspected of engaging in criminal activity. Except when law enforcement officers have a warrant or other court order, or when an emergency or other exigent circumstances exist, such interviews and interrogations will not occur during the students' class time. The Principal and/or principal's designee have the right and the



obligation to take reasonable steps to prevent disruption of school operations and the educational process, while at the same time cooperating with law enforcement efforts. Accordingly, the Principal or designee shall work together with law enforcement officers to coordinate efforts and minimize or prevent such disruption in cases of student interviews and interrogations. In the event of disagreement, the Principal or designee shall immediately contact the Superintendent or district legal counsel for assistance.

## **STUDENT PROTESTS, DEMONSTRATIONS AND STRIKES**

*Approved: September 7, 2021*

*Source: WSD Policy [JIHD](#)*

The Board recognizes the rights of students to dissent peacefully so long as the day-to-day educational focus is not disrupted or hampered.

When student protests, demonstrations or strikes on school property include violations of the rights of other students to an education, or when such protests, demonstrations, or strikes involve force, threat of force, or actual violation of the law, those students responsible may result in disciplinary action.

At all times, the safety of the students shall be the main priority during times of student protests, demonstrations or strikes.