

EXCELLENCE IN EDUCATION & BIBLICAL WORLDVIEW



Calvary Christian

— ACADEMY —

Table of Contents

[Calvary Christian Academy's Mission, Vision & Purpose](#)

[Statement](#)

[Office Information](#)

[Student Absence/Attendance Policy](#)

[Student Assessment](#)

[Uniforms](#)

[Day to Day Operations](#)

[Healthy Snacks and Food Options](#)

[Cell Phones](#)

[Before and After School Care](#)

[School Cancellations](#)

[Student Behavior - Minor and Major Office Referrals](#)

[Behavioral Support](#)

[Medications](#)

[Student Activities and Athletics](#)

[Educational Standards and Support](#)

[School Policies](#)

[Anti-Harassment Bullying](#)

[Purpose and Philosophies](#)

[Philosophy of Education](#)

[Signature Page](#)

Family Student Handbook

Calvary Christian Academy

2026–2027 School Year

Welcome to Calvary Christian Academy!

Welcome to the 2026–2027 school year! As Calvary Christian Academy begins its third year of service, we are deeply grateful for the Lord's continued faithfulness and for the joyful privilege of partnering with your family to provide a Christ-centered education.

Our Academy stands firmly on the foundation of the flawless Word of God. It is an honor to come alongside each of you who seek a Biblical worldview for your children. We deeply value the trust you have placed in our faculty and staff.

This Family Handbook serves as a resource to keep our community informed and unified as we partner together for the benefit of each student. It will help you find important information in following the academy's policies as well as answer many of your questions.

In fulfilling our mission, we strive to provide a safe and authentic environment, academic excellence, and a Biblical worldview woven throughout our students' day that equips critical thinkers to lead through service. We will be completing our accreditation process through Christian Schools International (CSI) this school year to maintain our high educational standards. Thank you for allowing us to join you in this calling. At CCA our students are learning to put on the ARMOR of God everyday and learning: *Academics, Responsibility, Mission, Obedience and Reverence for God.*

"Put on the whole armour of God, that ye may be able to stand against the wiles of the devil. For we wrestle not against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this world, against spiritual wickedness in high places."
Ephesians 6:11-12

In Christ,

Jeremy Higgins

Jeremy Higgins

Pastor / Board President

Terese Jurgensen

Terese Jurgensen

Academy Director

Accreditation and Membership

Calvary Christian Academy is accredited in the State of Iowa through Christian Schools International. The school participates in a school improvement/strategic planning process, with site visits occurring every five years. Results of the process are included on the school website. CCA is a member of Christian Schools International (CSI) and the Iowa Association of Christian Schools.

Calvary Christian Academy's Mission, Vision & Purpose Statement

Mission:

To come alongside parents and help educate students both academically and Biblically. To promote Bible literacy, American patriotism, objective critical thinking, and leadership through service.

Vision:

Calvary Christian Academy provides a safe and authentic environment where students are valued as individuals, trained in Biblical truths and problem-solving strategies, and equipped to lead through service. These attributes develop critical thinkers who engage society through a Biblical worldview.

Bible Literacy

Students will be taught to read the Bible on their own, and to understand the history behind scripture. They will also be taught and guided on how to apply that knowledge to their own lives and have a Biblical world view.

American Patriotism

Students will be taught from the Turning Point USA Constitution Curriculum. Students will learn from the founding American documents, including the Declaration of Independence, the Constitution, and the Bill of Rights. Through this instruction, students will learn the Biblical principles that America was founded on.

Objective Critical Thinking

Students will be challenged to think logically about the world around them; with a basis in observable facts rather than feelings or opinions. This type of thinking creates a leader mentality which will aid students in all aspects of their social/emotional/vocational lives. Within all of the subjects taught at Calvary, objective critical thinking will be weaved through text book learning and through classroom discussion.

Leadership Through Servanthood

Students will be taught how to lead through serving others within their home, school, and community. They will understand the principle of Biblical leadership, and also the original way political leaders were challenged to lead by the people. Students will problem solve needs within the community and remedy these needs through group service or resourcing out needs.

OFFICE INFORMATION

Office Hours: 7:30 a.m.–5:30 p.m. (Monday–Friday)

Office: (319) 363-3683 — Attendance, Emergency, or Important Messages

Office Closed: National Holidays

Office Staff: Brooklyn Lear, Receptionist — Receptionist.calvarycc@gmail.com

Academy Director: Terese Jurgensen — terese@calvaryacademy-cr.com

Business Director: Anne Mellor — anne@calvaryacademy-cr.com

Preschool Academy Director: Brooke Higgs — brooke.calvarycc@gmail.com

School Hours:

8:00 a.m.– 3:15 p.m.; Doors Open at 7:45 a.m.

Students must be signed in by a parent if arriving after 8:00 a.m.

Early Release:

1:30 p.m. Parent-Teacher Conferences (October & March); Inclement Weather - in case of early release or late start; there is no child care available

School Lunch Times:

K–3rd Grade: 11:25–11:45 a.m.

4th–8th Grade: 12:00–12:25 p.m.

Entrance: Please use the single North door for all entry and exit

Address: 5245 Northland Ave NE, Cedar Rapids, IA 52402

Website: <https://calvaryacademy-cr.com/>

FACTS: Student Information System; parent login at www.calvaryacademy-cr.com

Availability of Teachers:

Teachers are in the building from 7:30 a.m.– 3:45 p.m. If you wish to meet or speak with a teacher directly, please contact the teacher ahead of time through email. If you need immediate assistance, please contact the office to leave a message. Emails for all faculty are found on our website: <https://calvaryacademy-cr.com/faculty-and-staff/>

Calvary Academy

Colors

The official colors of Calvary Christian Academy are red, gold, and black. White and gray are used as accent colors.

Mascot

Calvary Christian Academy's mascot is the Knight. We seek to be Knights and soldiers for Christ in everything we do.

I. DAILY OPERATIONS

Morning Drop-Off — Car Lineup

- Vehicles may begin morning car lineup at 7:40 a.m.; doors open at 7:45 a.m.
- Parents may NOT drop off students to wait outside the building unattended
- Please stay in your car and keep your phone off
- As the car line moves forward, students stay in the car until directly in front of the door and safety team member signals it is safe to exit car (right side only)
- Students in K–5th grade go directly to the cafeteria to wait for teacher pick-up
- Students in grades 6–8 may go to their classrooms after 7:45 a.m.
- If you have children in preschool or childcare, please park outside of the car line and walk your children inside.
- Parking in the parking lot to drop off students and avoid the car line is not permitted
- After 8:00 a.m., park and escort students into the building to sign them in
- Parking in handicap spaces without legal identification is not allowed and may result in the proper authorities being contacted
- To help maintain a safe and orderly school environment, hallway and classroom access during arrival and dismissal time is not allowed without Academy Director approval.

Afternoon Pick-Up

- Car lineup for pick-up starts at 3:00 p.m. — No earlier
- Please stay in your car and stay off your phone
- As you wait in line, pull up as close as possible to the car in front of you.
- Please have your Parent/Student ID promptly displayed
- If you have children in preschool or childcare, please park, let a safety team member know you are here and provide your student number. You will then pick up your younger child and meet your Calvary students at the office
- Parents must notify the office and classroom teachers by email of any transportation changes. People who are allowed to pick up your children must be documented on the Student Permission Form. A copy of their driver's license must be on file
- If a student is going home with another student, communication from both families must be sent to the office and classroom teachers for approval and student safety
- All students must be picked up by 3:45 p.m. or they will be sent to After-School Care and charged \$15

Please stay inside your vehicle for safety reasons. The safety team will ensure student safety and will confirm that all vehicles have their students before allowing vehicles to leave. The congestion of parents coming into the building to pick up students without notice causes disruption and interrupts instruction and the end-of-day routine.

In the event of a sibling having a program or end-of-day activity, parents often request to pick up their other children at that time. It is expected that sibling(s) complete the school day.

If parents are in the building for any reason other than dropping off their child, signing in and out of the building is required. Parents do not walk to their children's classroom when dropping off or picking up — doing so will require an escort. We appreciate your cooperation as we strive to create a safe and pleasant school day.

Pick-Up During the School Day

If parents are picking up students before the end of the school day, please inform the office of all changes, including the name of the person, the time of pick-up, and the reason for early dismissal. Parents/designees must sign out students prior to release. While we understand that emergencies arise, notification is expected as soon as possible for any unscheduled pick-up. Scheduled appointments need to be reported to the office as soon as possible to support student learning and safety. This may be counted as a half-day absence.

Please park in the parking lot across from the entrance, NOT in the lane in front of the building. Students are not allowed to leave without a parent coming in to sign them out. We will call down to the student's classroom upon the parent's arrival. Instruction occurs until the last minutes of the scheduled day. Please plan appointments accordingly.

A. STUDENT ABSENCE/ATTENDANCE POLICY

- If your child will be absent for any reason, please call the office before 8:00 a.m.
- State your child's name and classroom teacher, and provide the reason for the absence
- If ill, please list symptoms
- Notifying the school in advance is appreciated. Please return with a doctor's slip or note

CCA Procedure for Absences — Chronic Absenteeism

Iowa House passed HF2547, the [Chronic Absenteeism/Truancy](#) bill. This bill directs school boards (public and nonpublic) to adopt policies relating to what constitutes chronic absenteeism, the interventions they may use, and the applicable penalties. It creates attendance policies in conjunction with the county attorney's office. "Chronically absent" means any absence from school of more than two days (excused or unexcused) per month.

Absences — Unavoidable Circumstances

Examples of unavoidable absences include, but are not limited to:

- Evidence that the student is not in proper physical or mental condition to attend school; a medical note may be requested (medical, dental, chiropractic, optometry, psychological, or other valid medical appointments). Every effort should be made to schedule appointments during non-school hours
- A court appearance or legal procedure
- A quarantine imposed by a public health officer
- Approved school activities during class time

Absences — Avoidable Circumstances

- Haircuts and/or other appointments not related to healthcare
- Oversleeping
- Taking care of siblings
- Absence without notification from a parent/guardian
- Shopping
- Haircuts and/or other appointments not related to healthcare
- Oversleeping
- Taking care of siblings
- Absence without notification from a parent/guardian
- Family vacations outside of Christmas or Spring Break should be avoided if possible.

Daily CCA Procedures and Policies — [Iowa Law, Senate File 2435](#)

When a parent/guardian knows that their child will be absent, the parent should give the school prior notice of the upcoming absence. Students with an absence have the obligation to obtain assignments and make up all work. Missing work must be completed within the same number of days as the absence. Credit will be given for classwork and tests missed during absences.

Students with an absence have the obligation to obtain assignments and understand, retain for future reference, and use all materials presented during their absence. Make-up work must be completed within the same number of days absent.

- Students who arrive after 8:00 a.m. will need to be signed in by parent/approved adult.
- Credit will be given for classwork completed during absences. All students will be permitted to make up an examination missed during an absence.
- Teachers are required by law to take daily attendance, maintain a record of absences, and inform the main office of absentees.
- Teachers will keep records of tardies. Tardiness will be recorded on the student's record.

CCA Documentation Protocol

- After five (5) absences: a letter of warning will be sent to the parents/guardians stating CCA policy and that future occurrences will result in Academy Director involvement.
- After ten (10) absences: the matter will be brought to the Academy Director, who will determine what actions will be taken with parents. A meeting will be held and an intervention will be put in place.
- After fifteen (15) absences: and for any subsequent absences, habitual truancy may be filed with the appropriate county officials. Consequences for habitual truancy are at the discretion of the appropriate county court and are dealt with according to Iowa law.
- More than 15 absences: may result in a child failing a particular course. This decision will be made by the Director in consultation with the teacher.

Students Leaving and Then Returning to School

Parents need to contact the teacher as soon as possible by email or phone if their student needs to leave for an appointment during the school day. Before leaving, the student and parent (or trusted adult on file) must check out at the office. Upon returning, the parent must check the student back in at the office.

Home-School Program for Students with Extended Illness or Necessary Absence

The school shall provide, to the extent practical and necessary (as determined by the Academy Director), a home-school program for students with a long-term illness or necessary absence. The Academy Director will oversee and approve the program. Full tuition rates shall apply during the entirety of the program.

Visitors

The safety of our students while on campus is a primary concern at Calvary Christian Academy; therefore, parent participation is expected in maintaining a safe environment. All visitors must complete a background check if working in classrooms, attending lunch, etc. All authorized adults on campus during school hours are required to wear identification badges and bring a copy of their driver's license to scan. Parents and visitors who come to tour the school or who plan to be on campus for any reason are to stop in the office to sign in and receive an ID badge to wear while on the premises. Before departing, please record the sign-out time on the guest register. We request that you inform the teacher of the day and time of your visit in advance.

B. STUDENT ASSESSMENT

Grading Scales

Kindergarten

Grade	Description
E	Exceeding
S	Satisfactory
P	Progressing
B	Beginning

1st–8th Grades

Grade	Range
A	100–90 (A+: 100–98; A–: 91–90)
B	89–80 (B+: 89–88; B–: 81–80)
C	79–70 (C+: 79–78; C–: 71–70)
D	69–60 (D+: 69–68; D–: 61–60)
F	59 and below

Specials (P.E., Art, Music)

Grade	Description
E	Exceeding — Significantly above what is expected; demonstrates a high level of understanding and skill.
S	Satisfactory — Fulfilling grade-level expectations.
P	Progressing — Some understanding of a concept and moving toward grade-level expectations.
B	Beginning — Little to no understanding of a concept; far below grade-level expectations.

Assessment

Teachers use several measurements in determining a student's academic progress (observations, daily work, student reflections and conversations, and formative and summative assessment methods, including Iowa Assessments). Teachers will communicate progress between grading periods with students and parents as needed. This may be in the form of work sent home, an email, a phone call, or a conference. Parents have access to student grades in [FACTS — Student Information System](#).

Promotion

Students are automatically promoted to the next grade unless concerns arise regarding a child's readiness for the next grade. Parents will be informed of these concerns by their child's homeroom teacher no later than spring parent/teacher conferences. The teacher shares concerns with the Academy Director.

Retention

Students will not be retained unless there is reasonable evidence that doing so will benefit the child. Teachers must gather appropriate assessment data and observations to share with the Academy Director, who will lead the process for exploring the possibility of student retention. The Academy Director will meet with the teacher and parents to review information regarding the student, share potential steps forward, analyze the information, and do everything possible to guide the group toward a consensus decision. If a consensus cannot be reached, the Academy Director shall make the decision.

Acceleration

CCA follows state guidelines regarding the acceleration of a student and relies heavily on the advice of teachers. Parent permission and participation are required. Acceleration for certain subjects may be offered within the classroom setting. We are committed to supporting all students at their academic ability level. Multiple measures of data will be utilized, and parent permission obtained, before any acceleration occurs.

Plagiarism

In order to carry out the school mission, we instruct students in appropriately using the ideas and intellectual property of others, that they might “serve God and others as they work”. That being said, we recognize that there are situations in which our students—sinful as we all are—will not give credit where credit is due. Because of this, we have enacted this policy.

Artificial Intelligence: A growing concern is the use of artificial intelligence (AI) chatbots to write entire essays and articles. While it may be tempting to use AI in this way, please be aware that this is also considered a form of plagiarism. Doing academic work requires that the work you turn in is your own. A paper that is written by AI is not considered your own original work. It doesn’t matter which AI program/software you use. Using any of these to write your papers is considered a form of plagiarism.

Plagiarism is stealing the intellectual property of others. This means taking others’ words or ideas without documenting their source. Students at CCA are instructed—in grade-level appropriate ways—how to give credit for the ideas and words of others by properly documenting their sources. Teachers are expected to clearly teach and model respect for the intellectual property of others.

Plagiarism of any form will not be tolerated, including:

- Stealing an idea without citing the source
- Copying a few words or phrases
- Copying sentence structure while changing words
- Copying large portions of intellectual property

Students who plagiarize the work of others will be held accountable according to the following procedures:

1. **First offense:** The student will be clearly reminded how to appropriately use the intellectual property of others, including proper citation of sources. The student must redo the assignment, correctly giving credit for the ideas/work of others.
2. **Second offense:** The student will receive a “zero” for the assignment, and will be expected to redo the assignment correctly. Parents will be contacted by the classroom teacher.

Student Record Notice

Each year the school notifies parents of their rights concerning the records of their children. A brief summary includes:

- Parents have the right to review any school records of their children.
- Privileged information concerning students will not be released by the school without written parental permission.
- Lists of names and non-confidential information may be made public by the school without permission of the parents. Parents not wanting this information released must notify the school. Information in this category includes honor rolls, general class lists, information for programs, etc.

Student Records

Report cards are issued at the end of each quarter and are sent via email. Quarterly reports and information will be shared during Parent-Teacher Conferences in the fall and the spring.

Permanent Records — State law requires that the school maintain a permanent file for each student in addition to the cumulative file. The permanent file must contain final grades, a copy of standardized test scores, and attendance information.

Cumulative Files — A file is kept for each child while in attendance and is sent to the next school when the family moves or the child graduates. This file includes the academic record, health records, Iowa Assessments, other test records, and IEP or 504 plans. Available to parents upon written request.

Universal Screening and Progress Monitoring

Standardized student test results are used primarily for curriculum evaluation, student progress monitoring, the level of success of classroom interventions, and to determine student eligibility for further assistance. The following tests are/can be administered during a school year:

- Iowa Assessments are administered to grades 3–8 each year in spring. Results are sent home to parents. Teachers analyze the test results to check for curricular gaps.
- Academic Growth Reports will be given in Fall, Winter, and Spring.
- IXL is an online curriculum used to determine academic growth and intervention opportunities for both home and school.

C. UNIFORMS — STUDENT DRESS CODE

Boys and Girls - School Appropriate Uniform

- Clean, neat, and weather appropriate
- Calvary T-shirt or Crewneck Sweatshirt
- Red or black polo with collar
- Pants — black, tan, or jeans (any color; plain preferred), loose and comfortable
- Shorts — fingertip length when arm is extended at the side
- Tennis shoes or school shoes

Girls — Additional Options

- Black/red polo dress with shorts, leggings or tights worn underneath
- Skorts (shorts underneath) — must be fingertip length when arm is extended at the side
- Skirts — shorts, leggings or tights worn underneath
- Tights - Red, Black, White (only)

Dress Code Violations

The following are NOT permitted:

- Hoodies of any kind (includes sweaters) These may be worn outside
- Coats with hoods - worn in classrooms during the school day
- Leggings, knit pants (age appropriate - may be worn under skirts/dresses)
- Tight jeans
- Sweat pants
- Clothes with holes
- Brightly dyed hair (blue, green, pink as examples)
- Caps/hats (indoors/daily wear) unless for special occasions
- Open-toed shoes, sandals, or Crocs

Teachers are the first in line for checking students for dress code compliance and will document violations.

1. Students may be asked to remove a hoodie or inappropriate sweatshirt or T-Shirt
2. Parents may be required to bring other items of clothing from home
3. Teacher will send an email
4. Teacher will document as an office referral
5. Academy Director will send an email, call the parents or request a meeting



Mandatory School Uniforms & Dress Code



Shorts - Plain Colors;
Knee/Fingertip Length



Black or Red Polos -
Long or Short Sleeves



Plain Colored Pants
Nice Jeans (loose, no holes or rips)



Oliver & Zander in CCA Uniforms!

Girls Only:



Red, Black, White - Only



Shorts/Leggings Worn Underneath;
Knee-Fingertip Length



Uniform Violations:



Hooded
Sweatshirts in
Classrooms



Hats in
Classrooms



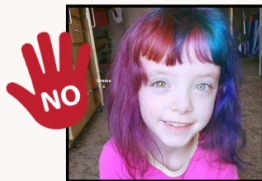
Patterned Shorts
or Pants



TuTu's



Leggings,
Knit Pants,
Tight Jeans



Colored Hair



Crocs or
Open-toe Shoes



Patterned Tights

D. DAY-TO-DAY OPERATIONS

Availability of Teachers

If it is necessary to communicate by phone or in person with a teacher during the school day, please do so before 7:45 a.m. or after 3:30 p.m. Teachers will provide their email address.

Volunteering and Attending Field Trips

Parents, caregivers, and grandparents who wish to volunteer to support students during lunch, recess, or in classrooms, to eat lunch with students, or to attend field trips must complete a Background Check prior to the event; the cost is \$10. A formal volunteer training must be completed prior to assuming volunteer responsibilities.

1. Volunteer Responsibilities When Attending Field Trips

- Teachers may assign parents to help monitor and supervise a group.
- Conduct frequent head counts and ensure all students stay with the group.
- Address any minor injuries or issues and notify staff immediately if needed.

2. Support Teachers and Students

- Assist with distributing materials (e.g., tickets, lunches, name tags).
- Help manage transitions between locations and activities.
- Be willing to escort children to the restroom if needed.
- Do not bring younger siblings or other guests unless prior approval is given.

3. Student Engagement

- Encourage positive behavior and help keep students engaged in activities.
- Answer questions and help explain exhibits or activities if needed.
- Be a positive role model in attitude and conduct.
- Notify teachers if a student refuses to obey or is disrespectful.

4. Confidentiality and Respect

- Respect the confidentiality of all students (Family Rights and Privacy Act). Discussing student behaviors outside the trip is a breach of this law and CCA expectations.
- Treat all students equally and respectfully.

5. Personal Conduct

- Avoid cell phone use unless necessary for trip coordination.
- Avoid grouping together and excessively chatting with other adults — the goal is to enjoy and supervise the students.
- No smoking, chewing, vaping, or consuming alcohol before or during field trips.

Messages to Students

Parents should refrain from asking office personnel and teachers to relay messages to their students. Teachers are often busy teaching during the day and may not notice an email. If an emergency occurs, please call the office.

Parent/Teacher Conferences

Conferences with parents/guardians are scheduled in the fall and spring for personal dialogue between parents and teachers. Students will be released at 1:30 p.m. for conferences and there is no after-school care provided.

School-to-Home Communications

- Checking email frequently is critical for student success. Please consider creating a separate Calvary Academy email account to stay current with student progress/activities.
- Email is preferred for written communication with parents. Grades, behavior notices, and report cards are sent from teachers and by - FACTS Student Information System.
- CCA teachers email updates or concerns and send home weekly updates on Fridays. The Academy Director emails newsletters on the first calendar day of every month.
- School lunch menus are posted on the website and are available in the front office.

Noncustodial Parents

Ordinarily, the school will not limit or restrict a parent's involvement in school-related affairs or access to the parent's child or the child's records, unless the school is presented with a court order or comparable legal document restricting such involvement or access. The school will not permit access to a child, to school-related activities, or to school records if such access is prohibited by a court order or comparable legal document.

If the actions of a parent become disruptive to the operations of the school, the school has the right to restrict access by such parent and to take other reasonably necessary actions. Concerning student activities that require parental consent, the school will not accept consent from a parent if the school has been provided with a court order or comparable legal document indicating that such parent lacks such authority.

Parent-teacher conferences will be scheduled for all parents at their request, and report cards and records of other assessments will be sent to all parents at their request, unless a court order or comparable legal document indicates a different arrangement. Tuition statements will also be provided to all parents unless a court order or comparable legal document indicates a different arrangement.

School Pictures

School pictures are scheduled in the fall and the spring. Pictures are taken for student exchanges, class composites, and student records. In spring, classroom pictures are taken again along with new students to the academy for the student yearbook.

Special Days / Celebrations

CCA celebrates Reformation Day, not Halloween; Christ's resurrection, not the Easter Bunny; and Christ's birth, not Santa Claus. On Valentine's Day, students do not have to participate but it is parent's choice.

School Lunches — Provided through Tuition Package

K–3rd Grade: 11:25–11:45 a.m. | **4th–8th Grade:** 12:00–12:25 p.m.

Fast food is not allowed to be brought into the lunchroom. À la carte items for grades 4–8 are available for purchase at the end of the lunch period at \$1.00 each; students may only purchase two each day. Student lunches must be eaten before being allowed to buy a snack. Snacks must be eaten in the lunchroom.

Cold Lunch — Students are invited to bring lunch from home if they prefer. Well balanced cold lunches are preferred. Milk is provided as part of the tuition package.

Pre-Packaged Snacks — *All snacks sent from home must be commercially pre-packaged. No homemade treats are allowed in classrooms due to allergy concerns. **NO EXCEPTIONS.***

Birthday & Holiday Celebrations

We welcome a small celebration for a child's birthday or special occasion. If your child has a summer birthday, it will be handled individually by the teacher. Birthday party invitations will not be shared during class time — students may hand them out after school only if every student is invited. Calvary staff are not allowed to give out student addresses and will not be responsible for handing out invitations. Please do not send flowers, balloons, or gifts to school. If delivered, students will receive them after school. If your child brings a birthday treat, it should be commercially pre-packaged with enough for every child in the classroom.

Approved Beverages

Allowed: Water or flavored water; fruit and vegetable juices and fruit-based drinks containing at least 50% fruit juice without additional caloric sweeteners; unflavored or flavored low-fat or fat-free fluid milk and nutritionally equivalent non-dairy beverages as defined by USDA.

Not Allowed: Soft drinks containing caloric sweeteners; sports drinks; iced teas; fruit-based drinks containing less than 50% real fruit juice or additional caloric sweeteners; beverages containing caffeine.

Allergy Aware Policy

Nut allergies: some students if exposed to nuts or nut products, including peanut butter, can cause a life-threatening reaction requiring immediate hospital treatment. To protect these students, our school has implemented an Allergy Aware Policy. All nut products have been removed from our cafeteria, and all students are required to avoid bringing food containing nuts. Lunch from home may not contain any nut products. Nut-free substitutions such as sunflower seed butter are allowed. Faculty will do everything possible to avoid nuts in classrooms.

IMPORTANT: Due to continual changes in manufacturer packaging and processing, please read the ingredient label of your snack chosen to ensure that it doesn't contain any of the following: peanuts, nuts, peanut butter, nut butter, peanut oil, nut oil, peanut flour, nut flour, peanut meal, nut meal, or statements like "May contain traces of peanuts/nuts" or "Manufactured in a facility that also processes peanuts and/or nuts."

Approved Healthy Peanut/Nut-Friendly Snacks and Drinks

FRUITS

1. All Fresh Fruit
2. Fruit Cups
3. Applesauce Cups or Pouches

VEGETABLES

- All Fresh Vegetables

GUMMY SNACKS

- Betty Crocker or Nabisco (No Brachs)
- Fruit Roll-Ups
- Fruit by the Foot
- Gushers
- Hi-C Fruit Snacks

COOKIES

- Nilla Wafers

- Teddy Grahams
- Pepperidge Farm: Milano, Shortbread, and Sugar Cookies
- Keebler: Butter Cookies, Grasshopper Cookies
- Nabisco: Barnum Animal Crackers, Oatmeal and Iced Oatmeal Cookies

CRACKERS

- Keebler Townhouse Crackers
- Sportz Cheddar Crackers
- Kraft Handi-Snacks Cinnamon Graham Crackers with Applesauce Dip

FROZEN TREATS

- Minute Maid Juice Bars, Fruit and Cream Swirls, Frozen Lemonade
- Tropicana Fruit Juice Bars
- Welch's Fruit Juice Popsicles

MISC.

- Cheese
- Yogurt (not soy brands)
- T. Mazetti's Carmel Apple Dip

DRINKS

- Water or Seltzer Water without Added Caloric Sweeteners
- Fruit and Vegetable Juices
- Fruit-Based Drinks that Contain at Least 50% Fruit Juice
- Unflavored or Flavored Low-Fat/Fat-Free Milk

JELLO

- Hershey Chocolate Pudding Tubes
- Kraft Handi-Snacks
- Hunts Juicy Gels, Vanilla and Chocolate Pudding

- Jell-O Gelatin Cups, X-treme Jell-O Tubes, Vanilla, Chocolate, and Oreo Pudding

SALTY SNACKS

- Rold Gold Pretzels
- Snyders of Hanover Pretzels
- Popcorn (Pop Secret, Orville Redenbacher, Healthy Choice)

CRACKERS (Healthy Snacks cont.)

- Honey Maid Cinnamon Grahams and Sticks, Honey Grahams and Sticks
- Ritz Crackers (plain only)
- Keebler Club Crackers (original only, not sandwiches)
- Nabisco Saltines
- Sunshine Cheez-Its
- Triscuit
- Wheat Thins
- Pepperidge Farm Goldfish (only plain, pretzel, or cheddar, not cinnamon)

Healthy Food = Healthy Brains = Focused Students!



Cell Phones and Electronic Devices — Prohibited

Calvary Christian Academy follows HF 782 — [Prohibiting the Use of Cell Phones in School](#). The use of cell phones or electronic devices (including gaming devices) while students are on academy premises is prohibited. Upon permission from a faculty or staff member, students may use the phone provided in the Academy Director's office. Students may have a cell phone at school, but it must be turned off and stored in a locker or backpack until they leave the school grounds. This includes after school care or staying after class to work on homework. Devices may be confiscated and parents contacted.

E. BEFORE/AFTER SCHOOL CARE

Beforecare

Beforecare is available from 6:30–7:45 a.m. each day school is in session. Through our Beforecare program, we seek to continue our partnership with the parents of Calvary Christian Academy by providing the best supervision possible. Parents may send breakfast with their child, but no other food option is offered.

Aftercare

Aftercare is available from 3:30–5:30 p.m. each day school is in session. Before/Aftercare will be closed during early release days, all school breaks, and all of summer break. If school has a late start, early dismissal, or is closed for any reason, this service will not be available.

The purpose of Calvary Christian Academy's Before and Aftercare program is to:

- Act as an extension of the quality, Christ-centered educational experience offered by Calvary Christian Academy
- Provide recess, organized group games, and outdoor play to keep children active and engaged
- Provide a valuable service to parents
- Continue to strengthen the partnership between parents and school

The program is established to meet the before/after-school needs of all current CCA students. Snacks are not provided; students are encouraged to bring their own snack.

School Cancellations / Late Starts / Early Dismissals

Announcements due to inclement weather or other reasons are made on the [KCRG Weather Cancellation list](#), and a **text alert** will be sent to all families through the **FACTS** system. When there is a late start, before-school care is canceled; all delays are two hours. When there is an early dismissal, after-school care is canceled.

Recess Information

If the weather or wind chill is too severe, as determined by the [National Weather Service](#), all recesses will be held indoors and information will be posted on the website.

- If the wind chill temperature is above 0°F, students will go outside for recess.
- If the wind chill is between 0° and 10°F, outdoor time may be shortened.
- If the wind chill is below 0° to –10°F, students will stay inside for recess.

- If the wind chill is below 40°F, all students are required to wear a coat and are encouraged to wear hats, mittens, etc. to cover exposed skin. Pants must also be worn outside.
- If the wind chill is above 50°F, a second layer is not required (T-shirts and shorts are permitted outside).
- Shorts are permitted indoors throughout the school year but must meet dress code requirements.
- Winter coats, hats, mittens, and gloves are required when the weather is cold or snowy for all grades, and must be worn upon entry and exit from the building.

Grades K–3

- **Boots:** Students are required to have boots to wear outside when the grounds are wet. Boots must be put on and taken off by the outside door.
- Snow pants are required to use the sledding hill or to play in snowy areas.

Grades 4–8

- **Boots:** Students are expected to wear extra shoes or boots if they choose to play off the cement, rocks, or wood chips when the ground is wet or snow-covered.
- Boots are required to use the sledding hill or to play in snowy areas.

Additional Information

- Students who do not have appropriate clothing for recess will be sent to the office to call home or may borrow clothing from the Academy.
- Students may leave their boots at school during the week. On the last school day of the week, boots must be taken home.

Inside Recess

- Students will have recess in their classroom or another assigned area during inclement weather.
- Students are to stay in their classroom and not be in the hallway.
- Students may play games and activities as provided by their teacher.

II. Discipline - Student Behavior Handbook

A. Students

Children are created by God to reflect His character and follow Him as His disciples. Students are expected to honor God by obeying and showing respect to faculty and staff, while helping maintain a positive learning environment (2 Timothy 2:15). As part of CCA's mission to "lead through servanthood," students are encouraged to develop and demonstrate Christlike character.

Our goal is to help students grow in biblical character, moving from knowledge to heartfelt commitment and godly action. We strive to model these traits in every situation, restore relationships when conflicts arise, and uphold the dignity of all involved. Because each situation is unique, consequences are designed to encourage personal responsibility, empathy, and

growth. The teaching staff and school board have established Expected Behaviors for the Academy's Common Areas to support this mission.

B. Discipline

CCA exists to serve students by guiding and equipping them for Christian discipleship. Discipline is an important part of this process, helping students learn to live according to Christ's teachings and develop self-discipline, responsibility, and a heart for serving God and others. Because every child is created in God's image, discipline is administered with respect, encouragement, and restoration as its goals.

Many behaviors can be addressed within the classroom and may not require parent communication. These are considered **Minor Behaviors**. More serious behaviors are reported to the Director and parents and are classified as **Major Behaviors**.

Minor and Major Behavior Descriptions

Calvary Christian Academy is committed to promoting values and behaviors consistent with the Kingdom of Christ. Discipline is an act of love that seeks to develop self-control, Christlike character, and a strong Christian witness. As members of a Christian community, students are encouraged to help one another grow as disciples of Christ.

Students are expected to be present, prepared to learn, and to demonstrate respect through their attitude, speech, dress, and behavior. Faculty and staff will instruct, model, encourage, and, when necessary, discipline students with compassion and consistency.

The goal of discipline is restoration—helping students recognize wrongdoing, seek forgiveness, restore relationships with God and others, and pursue positive change. Parents bear primary responsibility for the training and discipline of their children, a responsibility shared with the school's faculty and staff.

Logical consequences may be used to address behavior that shows disrespect for God, people, or property. The school reserves the right to discipline, dismiss, or require the withdrawal of a student whose conduct fails to meet expected standards.

Corporal punishment, such as shaking, slapping, pushing, hitting, or spanking a student, is not permitted by the school, even with the permission of the parent. Physical force may be used only in those extreme cases when it is deemed essential for the purpose of protecting self, the student, or others.

Chapter 103 281—103.1(256B,280) *Purpose and objectives. The purpose of this chapter is to provide uniform definitions and policies for public school districts, accredited nonpublic schools, and area education agencies regarding the application of physical contact or force to enrolled students. These rules clarify that corporal punishment, prone restraint, and mechanical restraint are prohibited; explain the parameters and protocols for the use of physical restraint and seclusion; and describe other limits on physical contact with students.*

CCA's discipline philosophy is grounded in Scripture. God is the ultimate authority, and He delegates authority to parents (Colossians 3:20), who in turn entrust teachers and staff to assist in the biblical training and guidance of their children.

Student Behavior Outside of School

Calvary Christian Academy is to be a living example of a Christian learning community. CCA students take upon themselves the responsibility of defending and promoting the ideals of the school through their actions and words, both while at school and during out-of-school time. Students are to behave at all times in a manner consistent with what is expected of a Christian and to conduct their lives so as to bring honor and respect upon themselves and their school. The school may take disciplinary action even though the behavior did not occur at school or at a school-sponsored activity, in cases involving serious immoral and/or illegal behavior that is opposed to the philosophical, religious, and organizational standards of the school and that will negatively affect the school community.

Students who use online tools and social media at school or in private are subject to school discipline if, in the opinion of the Academy Director, the communication promotes behavior that is seriously immoral and/or illegal, is opposed to the philosophical, religious, or organizational standards of the school, or will negatively affect the school community.

Students who use online tools and social media are prohibited from posting unflattering, character-defaming information or a false profile that degrades or harms Calvary Christian Academy or any CCA student, family, or employee. Misuse of such media is considered more serious if the student is identifying him/herself or others as members of the Calvary Christian Academy community.

Voluntary disclosure of violations by the student and/or the parents genuinely seeking to permanently correct conduct will be dealt with on an individual basis by the administration. This is still considered an offense and merits disciplinary action, but the administration may consider a reduction in the penalty. If a student lies during the investigation or enforcement process, a significantly greater penalty could result.

Academy Director

The role of the Academy Director in responsibility and discipline is to guide faculty, staff, and students in their efforts to achieve the school's mission. The Academy Director will provide assistance to faculty and staff in implementing the classroom management and school-wide management system in all areas and will provide training and continued support as they strive to teach students to follow the guidelines.

The Academy Director will assist faculty and staff with severe misbehavior such as physically dangerous situations, illegal acts, insubordination, and any chronic or recurring problems. As needed on a case-by-case basis, the Academy Director will initiate interventions, recovery spaces, parental communication/meetings, alternate learning environments, in-school suspension, out-of-school suspension, contacting the appropriate authorities, or other severe consequences such as expulsion.

Teachers

Teachers will foster responsible behavior and discipleship through intentional teaching, caring relationships, and Christlike examples. As God's servants, they guide students to obey Him, recognizing that discipline is an essential part of discipleship.

Character education is integrated throughout the curriculum rather than taught as a separate subject. Every area of learning is presented from a biblical perspective, with character development intentionally woven into lessons, devotions, chapel, and daily school life.

Teachers will model Christian discipleship by demonstrating love for God, students, families, and colleagues; practicing Christian professionalism; communicating according to biblical principles; and building a Christ-centered community within and beyond the school.

Promote and maintain a learning environment where students can grow as disciples. Establish clear, high expectations that help every child learn, thrive, and take responsibility for their behavior. Whenever possible, involve students in setting expectations, use positive language, provide respectful correction, and reinforce positive choices. Encourage empathy, accountability, and restoration of relationships while modeling healthy conflict resolution and protecting the dignity of all involved. Recognize that each situation is unique and may require different consequences.

Teachers implement school policies and shared expectations consistently as part of a unified team. Communicate student concerns, interventions, and progress with parents, and maintain confidentiality by sharing information only with staff directly involved with the student.

Students should address faculty and staff using titles of respect (Mr., Mrs., Miss, Ms.). Build caring relationships with students while maintaining appropriate professional boundaries as a mentor and guide rather than a peer.

Specials Teachers and Teacher Assistants

All employees have an equal and contributing part in the teaching of responsibility and discipleship at CCA. Our rules and guidelines include all students and all employees. Through positive interactions with students, our support staff members will encourage students to be responsible, to cooperate with others, and to treat everyone with dignity and respect as an image bearer of Christ. Each staff member should be knowledgeable of the rules and guidelines for school-wide areas and implement the procedures in this handbook when misbehavior occurs.

Parents

Parents are our partners in all facets of Christian education. The school is never alone in teaching discipleship. We are partners with the home and the church in providing models and support for students in discovering what it means to live out our part in God's Story.

Parents are encouraged to participate in the educational process. We need the support and cooperation of parents to effectively help each student better reflect God's image and live as a disciple of Jesus Christ. The major role of parents in assisting us with school discipline is to consistently demonstrate interest and support in how their children are doing in school. When the home, school, and church work cooperatively toward the common goal of discipleship, students will make real progress through the working of the Holy Spirit.

We will keep parents informed of student growth through conferences, report cards, phone calls, notes, and other forms of communication.

C. BEHAVIORAL SUPPORT — [HF 604](#)

Discipline Support and Guidance

- Intrinsic motivation
- Training in Christian character — Who does God call us to be? How should we live?
- Showing respect for each other in shared spaces
- Providing a process of correction, ownership, and redemption for students
- Providing a unified faculty and staff front for expectations at school

Offense Type	Behaviors	Interventions
Level 1 (Teacher Documents)	Running in hallways, yelling, off-task behavior, defiance, disruptive behavior, inappropriate behavior or language, dress code violation, damage to school property, blatant complaining or arguing. *See acceptable use policy.	The teacher works with students, parents, co-curricular teachers, and paraprofessionals to implement any interventions to support students, and communicates interventions to all stakeholders within 24 hours.
Level 2 (Teacher Documents)	Repeated Level 1 offenses at the teacher's discretion; lying; horseplay; inappropriate or unwanted physical contact; unsafe use of playground or school equipment; inappropriate use of technology; leaving the classroom without permission; observing unauthorized behaviors; unsupervised presence before or after school. *See acceptable use policy.	The teacher works with the Academy Director and school counselor to implement interventions. The teacher emails a referral to begin the referral process. A written intervention plan and/or character contract will be completed and may include recovery space options, additional supervision, restricted access/privileges, alternate learning environments, and/or in- or out-of-school suspension. Communication with parents will be determined by the teacher, Academy Director, and/or additional staff member.
Level 3 (Teacher Documents)	Repeated Level 2 offenses; direct written or verbal inappropriate language or gestures; fighting or physical aggression; harassment or bullying; intentional destruction of property; theft; cheating/plagiarism; truancy; accessing unauthorized websites/social media/school database; Internet misuse/cyberbullying; taking pictures without consent; possession of an imitation firearm.	The teacher works with the Academy Director and school counselor to implement interventions; communicate violations within 24 hours. A written intervention plan and/or character contract will be completed and implemented, which may include recovery space options, additional supervision, restricted access/privileges, alternate learning environments, in- or out-of-school suspension, and/or expulsion. Communication with parents, co-curricular teachers, and paraprofessionals will be determined by the teacher, Academy Director.
Illegal Violations	Drug possession, possession/use of a weapon, assaults, threats, harassment, bomb threats, arson, obscene acts, robbery, extortion	The Academy Director will contact law enforcement as needed. Communication with parents, co-curricular teachers, and paraprofessionals will be determined by the teacher, Academy Director, and/or school counselor.

Interventions

The Academy Director has final authority to discipline and correct student behavior. Calvary Christian Academy will employ research-based, brain-based strategies to support student development in the areas of executive functioning, social communication skills, and brain-based trauma, among others.

- Interventions should emphasize modeling and practicing appropriate behaviors while emphasizing restoration and prioritizing the safety of all students
- Interventions are learning opportunities (e.g., if a student violates the dress code, speak directly with the student about the violation to ensure understanding. Respect the student's dignity by addressing the violation privately and emphasizing that it is a learning opportunity).
- Teachers and staff members are encouraged to promote positive behaviors by showing gratitude and genuine praise when students demonstrate appropriate behaviors.

Conflict Resolution — Grievances

At Calvary Christian Academy, we are committed to resolving conflicts in accordance with Biblical principles, promoting reconciliation and unity. The following steps outline our procedure for handling conflicts:

Step 1: Personal Conversation — Following the guidance of James 5:16 and Matthew 18:15 (KJV), our initial approach to conflict resolution involves confessing our faults to one another and praying for one another, that we may be healed. This conversation is crucial for understanding perspectives and fostering reconciliation.

Step 2: Mediation by the Academy Director — If resolution is not achieved through personal conversation, Matthew 18:15-16 directs us to involve a mediator — in this case, the Academy Director in collaboration with the School Board President. The Academy Director/School Board President will facilitate constructive dialogue between the parties, aiming for mutual understanding and reconciliation.

Step 3: Presentation to the School Board — In rare cases where resolution is not attained at the School Board level, as per Matthew 18:17, the matter will be escalated to the Academy School Board. The School Board will earnestly seek God's guidance and endeavor to reach a just and loving resolution. This policy ensures that conflicts are addressed with humility, prayer, and a commitment to Biblical teachings, fostering a community marked by grace and reconciliation.

Speaking the Truth in Love

Calvary Christian Academy values healthy, biblical, face-to-face communication, especially during difficult situations. To honor Christ in our conversations, we commit to communicating respectfully, listening without interruption, seeking clarification when needed, speaking the truth in love, focusing on our own responsibilities, avoiding assumptions, maintaining confidentiality, addressing concerns promptly, taking breaks when necessary, and seeking a third party's assistance when needed.

III. HEALTH AND MEDICATION

We accept the responsibility to provide a school health program that will promote and encourage maintenance of student health and to assist parents in carrying out their responsibility to do the same.

Parent Notifies the School

Parents are responsible for informing the school administration of all medical concerns and the procedures and equipment required. The school administration will work with families and teachers to provide a safe and healthy learning environment for each individual student.

Health Records

Parents are asked to provide medical information such as health conditions, allergies, or medications electronically during registration and updated as needed.

Medications Policy

1. Prescriptions

Any student needing prescribed medications at school must have a signed Medication Authorization form on file. Medications shall be stored in the original container with all correct administration data intact. A medication administration record will be kept by the person responsible for administering it. Students are responsible for remembering to take their medications. Parents are responsible for restocking medications. The Academy Director is responsible for informing parents when refills are needed and keeping them secure.

Prescribed emergency medications are used for seizures, anaphylaxis, asthma, or any other recognized emergency. Directions for administration shall be stored with the container. Emergency plans for emergency medications must be implemented by trained staff, with approval from parents and reviewed by faculty and staff. Emergency medications may be secured in individual classrooms. Students are allowed to carry and administer their own emergency medications with parental consent.

Students approved for self-administration of any prescribed medications must have a parent's written consent. The student shall inform the faculty/staff of administration. Medications for self-administration will be kept secured in the office or the classroom.

Prescribed medications of any kind will only be administered by faculty/staff who have been proven competent by passing the Iowa Medication Administration course. A record of course completion is on file and shall be updated as needed. All student medication information is confidential.

2. Over-the-Counter Medications

Written parental consent for any over-the-counter (OTC) medications must be obtained before any administration. OTC medications of any kind will only be administered by school staff who have been proven competent by passing the Iowa Medication Administration course. Any medications that can be harmful if repeated too soon require communication to inform parents of administration time and dosage. It is the responsibility of the administrator to document medications given and to contact parents if students request OTC medications more frequently than needed. All OTC medications shall be secured in the office.

Child Becomes Ill at School

Students becoming ill at school will remain in the office until a parent or guardian can arrange for the student to be picked up. Parents are responsible for planning ahead and making arrangements for childcare in the event of illness.

Too Sick for School — Please List Symptoms When Calling the Office

Fever: If your child's temperature is 100°F or higher, keep them home. Your child should be fever-free for 24 hours (without medication) before returning to school.

Mild Cough/Runny Nose: If there is no fever and your child feels fine, they may attend school. Please remind them to wash their hands often.

Severe Cough: Children with a deep or painful cough need to stay home. It could be bronchitis, flu, pneumonia, or a severe cold. When the cough improves and your child feels better, it is time to return to school.

Diarrhea/Vomiting: Keep your child home until they are feeling well and have gone 24 hours without an episode, using no medication. If a child feels sick to their stomach but does not have a fever, a parent will be called to determine if the child should rest in the office or be picked up.

Sore Throat: A minor sore throat is usually not a problem, but a severe sore throat could be strep, even without a fever. Other symptoms of strep throat include headache and upset stomach. If your student is diagnosed with strep, they may return to school after 24 hours with no fever present. If your child is prescribed antibiotics, 24 hours must pass before the student returns to school.

Earache: If ear pain can be controlled with OTC medications and no fever is present, a child may attend school. There must not be excessive ear drainage or fever present.

Pink Eye: Students with bacterial pink eye should stay home from school until they have been on antibiotics for 24 hours and have no eye discharge. A doctor's note or proof of antibiotic treatment may be required before a student can return to class. Good hygiene, such as frequent handwashing, is crucial to prevent the spread.

Rash: Children with a persistent skin rash should see a doctor, as this could be one of several infectious diseases. One possibility is impetigo, a bacterial skin infection that spreads easily and may require an antibiotic. Fifth disease is a viral illness spread by coughs and sneezes; it is no longer contagious by the time the rash appears.

Lice: If head lice are detected at school, parents will be notified. Head lice protocol will be provided from the Iowa Department of Education.

Hand, Foot, and Mouth Disease: A child with Hand, Foot, and Mouth Disease (HFMD) should be kept home from school until they have been fever-free for at least 24 hours without medication, symptoms are improving overall, they are able to participate in classroom activities, they do not have excessive drooling, and they do not have open, draining blisters.

Medical Attention

Students who feel ill while at school should report to their teacher. A parent will be contacted should the student need to be sent home or to the hospital. School personnel will notify parents as soon as possible any time an injury occurs and the need for a doctor's exam is either obvious or in question. School personnel will take your child to the local hospital or clinic if the need appears immediate and a parent cannot be reached. Another faculty/staff member will continue to attempt to contact a parent until successful. Any student with an injury involving the head or eye will be given information to take home for possible follow-up care, and parents will be notified.

Accident Reports

Injuries that may require follow-up by parents or healthcare professionals will be documented on an Accident Report. Copies will be sent home and kept on file at CCA.

When a student becomes ill or injured at school, the student's parents will be notified by office personnel, a teacher, or the Academy Director asap. While the school is not responsible for the treatment of an ill or injured student, it will have authorized school personnel present to administer emergency or minor first aid, if necessary. An ill or injured student will be turned over to the care of the parents, designee, or qualified medical personnel as quickly as possible.

For students requiring medication during the school day, medication shall be administered only by qualified designees who have been trained and certified per State Department of Health guidelines. No medication will be administered without written authorization from the parent and the child's physician. A written record of the administration procedure must be kept for each child receiving medication. Medication on school premises shall be kept in a locked storage space accessible only to appropriate personnel.

Concussions

Purpose: Calvary Christian Academy is committed to providing a safe environment for our students. CCA will comply with Iowa Code 280.13C requirements for managing concussions.

Background: Any blow to the head or body can cause a concussion. Common symptoms may include headache, dizziness, and nausea. A student with a concussion is also at risk for a condition called Secondary Impact Syndrome, which occurs when a person receives a second injury to the head while still recovering from a concussion. Most concussions are short-lived and do not cause permanent injury. However, symptoms may last from a few days to several months or longer and may interfere with school, work, sports, and social life.

Education

CCA will distribute to all faculty, staff, and coaches annual communication regarding responding to possible student head injuries, communication of events, and students' potential need for accommodation during recovery.

CCA staff will review the [Iowa Department of Education's Concussion Management Guide](#). During staff professional development.

CCA offers this guide to all parents and students on the CCA resources webpage.

Procedures

The student will be removed from any ongoing physical activity, including recess or physical education. Ice can be applied to the affected area of the body.

The student will be evaluated for signs or symptoms of concussion by a medically trained staff member if available. The student should be observed for a minimum of 30 minutes.

If the student shows no symptoms, the Instructions for Parents Following a Student's Head Injury form and CDC Fact Sheet for Parents will be sent home with the student so parents may observe for any developing symptoms. The student may return to classroom activities the same day. If the student develops no symptoms, he/she may return to physical activities the following day.

If the student shows symptoms, parents will be contacted and encouraged to have a healthcare provider evaluate their child for concussion. If symptoms appear to be worsening, parents should be encouraged to seek immediate medical attention. Instructions for Parents Following a [Student's Head Injury and the CDC Fact Sheet](#) for Parents will be sent with the student.

Documentation

For students who receive a blow to the head during school-day activities, an accident report will be completed and parents/caregivers will be notified. For students who receive a blow to the head during the school day as well as before/after school care - written documentation will be completed by the staff member present.

Return-to-Learn

Students may require individualized support as they recover from a concussion and return to the learning environment. If a student demonstrates difficulty returning, a collaboration between the student, parents, and educators may be necessary to consider adjustments suggested in the [Concussion Management Guidelines for Iowa Schools, produced by the Iowa Department of Public Health and the Iowa Department of Education](#).

Head Lice

Calvary Christian Academy is committed to providing a safe and healthy environment for our students. CCA will comply with the Centers for Disease Control and Iowa Department of Public Health recommendations for managing head lice (pediculosis). Head lice are a common community problem. Many families will experience a head lice infestation at some point during their child's school years. An estimated 6–12 million infestations occur each year in the United States, most commonly among children ages 3–11. Head lice can be a nuisance, but they have not been shown to spread disease. Personal hygiene or cleanliness in the home or school has nothing to do with getting head lice.

Head Lice Procedures

- If one or more students are identified with head lice in a classroom, parents of all students in that classroom will receive a general notification.
- All students in that classroom will be screened for head lice by school staff, as available.
- Siblings of students with head lice will also be screened along with their classmates, if needed.
- Parents of students with head lice infestation will be notified and provided educational materials on treatment protocols.
- Parents may pick the child up to begin treatment immediately, but the student may not be excluded from attending school. After being treated, students should be welcomed back on the next school day.
- Parents are responsible for treating the head lice and combing out the nits. If this creates a hardship, parents should contact the school for support.

Immunizations

Calvary Christian Academy will meet the standards set by the Iowa Department of Public Health. Children enrolled must comply with the immunization laws of the State of Iowa, or their parents are required to sign a certificate if immunization is contrary to their religious convictions. School personnel will complete, coordinate, and maintain the records required by the State of Iowa in regard to prevention, control, and containment of communicable diseases in schools.

Students are required to have the following immunizations before enrolling at CCA. Exceptions can be made by the Academy Director for families who present a [medical or religious exemption](#) certificate to the school:

- Diphtheria/Tetanus/Pertussis
- Measles/Mumps/Rubella

- Varicella
- Meningococcal and Tetanus/Diphtheria/Pertussis (entering 7th grade)
- Polio
- Hepatitis B

Immunization records will be audited within the first six weeks of school. Parents will receive notification if their students do not have the required immunizations. A provisional form will be granted, giving parents 60 calendar days to fully immunize their students or to begin a series of immunizations, as needed.

Seizure Procedures

There is not an academy nurse on staff. If a child has a known seizure condition, applicable staff need to be provided instructions in writing. Some students may have a type of seizure that makes them look dazed; they might even still be standing or sitting up. These students need to be protected from falls. Their seizures only last a few seconds, but the office should be notified regarding how long and how often the seizures occur.

Students found seizing on the playground, in the hallway, or in other common areas might have a history of seizures or might have hit their head hard enough to cause one. When a child has a history of seizures, it is not considered an emergency unless the seizure lasts longer than two minutes. A new-onset seizure in a child who has never had one before is immediately considered an emergency.

If you respond to a child who is seizing, ensure they are on the ground so they cannot fall. Try to keep their airway open by turning them slightly to one side. They will be drooling and might vomit, so secretions need to be able to drain out of the mouth. Most children do not breathe very deeply during seizures, so they might become a little pale, especially around the mouth. If they stop breathing, begin rescue breathing. It is very rare for a student to stop breathing during or after a seizure. If you believe the seizure may have been caused by an injury, try to move the student as little as possible, especially keeping the head and neck still.

Some students at school have seizure medications, which are to be used only if the seizure has not stopped after two minutes.

Acute and Chronic Health Problems

There is not a school nurse at the academy. Students with acute or chronic health problems will be supported on an individual basis. However, if such a condition exists or develops, school personnel should be informed in writing from a physician explaining the medical condition, medications used, and emergency procedures that may become necessary. This and additional pertinent information will be kept in the student's file at school.

Emergency Information

Parents are requested to provide emergency information at the beginning of each school year, including the physician's name and phone number and who to call if a parent cannot be reached at the time of an emergency.

Communicable Diseases

Calvary Christian Academy will work cooperatively with local, county, and state agencies to enforce and adhere to health codes for the prevention, control, and containment of communicable diseases in schools. Notification from parents to the school regarding communicable diseases should be communicated to the Academy Director. The Academy Director will notify only those necessary to ensure optimal management. Notification will be via a process that maximizes confidentiality.

Students who are suspected or diagnosed to have a communicable disease, or whose exposure to a communicable disease may threaten the well-being of others, may be suspended from attending school and/or school-sponsored activities by the Academy Director. The decision to close school due to a communicable disease outbreak will be made at the discretion of the Academy Director.

Closing the Academy Building

The Academy Director will consider closing the Academy building should more than 10% of students be absent from school due to illness. The Academy Director will report information to Community Health Partners should more than 10% of students be absent from school due to illness.

IV. STUDENT Activities & Athletics

Classroom Devotions/Chapel

Just as in the family, so it is both necessary and appropriate that the Christian school community gathers regularly for worship. Our worship through classroom devotions, prayers, singing, and chapels serves to enrich teachers and students in their commitment to serve the Lord in our school. We seek to develop in children the heart habit of worshipping God through prayer, Bible reading, and singing. Teachers will foster these habits by:

- Leading students in prayer at the beginning and throughout the school day
- Encouraging students to suggest specific needs or reasons for praise before prayer
- Reminding students to offer thanks to God before/after lunch.
- Leading children in worshipping the Lord.
- Contributing to the planning of and participating in regularly scheduled chapels
- Transparently revealing to students everyone's individual need to pray or sing, both during scheduled times for worship and when one chooses.

Physical Education

Students have regularly scheduled P.E. that will include a variety of activities and sports. If a child is unable to participate in physical education because of injury, illness, or a disabling condition, parents should write a note requesting a P.E. exemption. In the case of a long-term (more than five classes) P.E. exemption, a physician's statement documenting the activity limitations and their expected duration is required and alternative PE will be assigned.

Art & Music Classes

Students in Kindergarten through Grade 8 have art and music once a week. There will be two music programs, one at Christmas and one in Spring.

Off-Campus Learning and School Outings

Off-campus learning opportunities are arranged by the classroom teachers in conjunction with the Academy Director. Parents will receive information prior to the trip.

Middle School Athletics

Academy students in grades 7 and 8 will be invited to participate in sporting events with Cedar Valley Christian School. All students must have a current athletic physical, in order to participate in any practices or games. This will need to be turned into Cedar Valley Christian and CCA.

Middle School Athletic and Activities Handbook

Calvary Christian Academy partners with Cedar Valley Christian Schools.

Objectives

- To provide all 7th and 8th grade students who attend CCA to participate in sports.
- Membership on teams will be open to and inclusive of all students who obey and follow the expected behaviors of CCA and commit to all scheduled practices, team meetings, and games.
- All students who commit to scheduled practices, team meetings, and games will be given the opportunity to play.
- All students must have a current athletic physical, in order to participate in any practices or games. This will need to be turned into Cedar Valley Christian and CCA.

Sport	Season		Girls	Boys	Dates
Volleyball	Fall		✓		Aug 24 – Nov 24
Co-Ed Soccer	Fall		✓	✓	Aug 10 – Nov
Basketball	Winter		✓	✓	Nov – Feb
Cross Country	Fall		✓		Aug 10 – Nov

The Heart Behind CCA's Activities Program

At Calvary Christian Academy, our activities programs support the mission of CCA by developing Christian character, honoring God-given gifts, and encouraging service to others (1 Corinthians 12:4–5). We are committed to advancing the CCA mission while fostering each student's academic success and spiritual, physical, and personal growth.

Academic Development

The mission of Calvary Christian Academy is to support parents through biblical guidance, practical support, and resources that help raise children in the strength of the Lord. All academic, athletic partnership with Cedar Valley Christian, and activity programs serve as an extension of this mission. Coaches and leaders are expected to cultivate a Christ-centered culture that helps students reflect the image of Christ as teammates, participants, and competitors.

CCA embraces a holistic view of student-athletes and activities, recognizing that students are first called to fulfill their academic responsibilities. Through a partnership with families, we are committed to nurturing the mind, heart, and hands of every student in a Christ-centered learning environment.

Growth in Athletics and Activities

CCA seeks to be distinct in activities by fostering both faith development and skill growth. Coaches and leaders should intentionally create environments that deepen students' faith while developing their God-given talents. This purpose should guide practices, activities, competitions, and team culture. All students are encouraged to honor God by using their gifts with excellence, gratitude, and praise.

Activity/Club Structures:

The number of activities and clubs offered will depend on student participation and the ability to provide meaningful opportunities. Decisions regarding additional teams will be made by the Academy Director in consultation with volunteers who wish to offer an activity/club.

Participation in activities is voluntary and requires additional commitment beyond the school day. Activities/Clubs all students are expected to demonstrate strong character, sportsmanship, conduct, and attitude.

Code of Conduct — Clubs, Activities and Cedar Valley Athletics**The Student:**

- Always remembers that he/she represents the Lord, self, family, team, and school.
- Respects the officials, the leaders of the programs, and their decisions.
- Acts in accordance with all rules of eligibility and standards in the CCA activity policy.

The Activity/Club Leader:

- Is responsible for a growing relationship with Jesus Christ.
- Demonstrates Godly character, serving as a role model for CCA.
- Inspires in the students a love for Jesus Christ, and challenges students to do their best.
- Teaches the team Christian characteristics such as fair play, honesty, respect, integrity, good sportsmanship, and loyalty.

The Parents/Caregivers:

- Encourage their child to try his/her best.
- Help their child stay on top of assignments and get help if/when needed.
- Set examples of sportsmanship, conduct, respect, and godly character.
- Accept the decisions of coaches, officials, and leadership.
- Support the school and its standards.

"Out of School" Sport Programs

Out-of-school/AAU sports programs have increased significantly. It is not the intent or desire of the school to administer these types of activities. However, since our students may become involved as participants, we believe it is important for the organizers to work closely with the school.

- School programs must have priority over activities of this type. School programs include regularly scheduled athletic events, music programs, plays, homework, chapel set-up, chapels, speech contests, etc.
- The organizers of these teams form their own organization that will assume the responsibility of administering and policing itself.
- No AAU team, parent-organized team, or other team and/or organization may use the name of Calvary Christian Academy, any school logos, any other identifying marks, or the mascot without the permission of the Academy Director.

V. RESPECTING PROPERTY

Property Care

As Christians, we have the responsibility to be good stewards of what God has given us. This means that we respect our own property and that of others and use it with proper care.

- Students should not write, mark, or purposely damage textbooks, desks, chairs, or any part of the building.
- In the cafeteria, there will be no running, throwing items, taking other student's food, sharing food or dumping food all over the tray to make a purposeful mess.
- Students are not allowed to climb on the school fences or small buildings in the playground.
- Students who damage school property will be billed for the repairs or cost of replacement.

Care for Textbooks, School Curriculum, and Technology

Textbooks issued during the year and books checked out from CCA are the property of the school; however, a student is responsible for keeping his/her books in good condition. The student will pay for lost and/or damaged books. Students are required to return the same textbooks they were given by the issuing teacher. If any curriculum notebooks or materials are lost or willfully damaged, the student will pay for the replacement. Students will also be responsible for any damages willfully done to computers or smart boards.

Animals/Pets in School

No animals except guide dogs are allowed in the school building unless given permission by the Academy Director.

Lost and Found

It is helpful to mark all personal items such as hats, mittens, snow pants, coats, shoes, and boots with the student's name. Any found items that are not marked will be placed on the "Lost and Found" table. Unclaimed items will be placed on a Free/Share table during Parent-Teacher Conferences.

Physical Privacy and Sexuality Policy

Purpose

In light of Calvary Christian Academy's statement of faith, Family Handbook, and in recognition of personal physical privacy rights and the need to ensure individual safety and maintain school discipline, this policy is enacted to advise members of the CCA community of their duties with regard to use of restrooms, locker rooms, showers, and any other CCA facilities where individuals may be undressed in the presence of others.

Definitions

"Sex" means the biological condition of being male or female as determined at birth.

"Member of the CCA community" means any Calvary Christian Academy employee, volunteer, student, parent, or visitor.

Sincerely-Held Religious Belief on Sexuality

CCA's sincerely-held religious belief is that God wonderfully and immutably creates each person as either male or female, and that these two distinct, complementary sexes together reflect the

image and nature of God (Gen. 1:26-27). Rejection of one's sex is a rejection of the image of God within that person.

Policy

Notwithstanding any other policy, CCA restrooms, locker rooms, and showers designated for one sex shall only be used by members of that sex. In any other CCA facilities or settings where members of the CCA community may be undressed in the presence of others (e.g., changing costumes during school theatrical productions), CCA shall provide separate, private areas designated for use based on each individual's sex.

CCA recognizes there may be instances where members of the CCA community experience disparity between their sex and their feelings about their sex. CCA encourages members of the CCA community who are struggling with their sexual identity to seek help from their pastor and other trained professionals who might best assist them in clarifying and defining their sexual identity in accordance with God's Word.

CCA will at all times interact with members of the CCA community according to their sex. A member of the school community who wishes to express a gender other than his or her sex is understood to be rejecting the truth and the image of God within that person. Biblical Christianity requires the body of Christ to compassionately dwell in the truth and assist those we love in doing the same (Eph. 4:15).

A member of the CCA community who openly and unrepentantly rejects their sex, either in or out of school, is rejecting the image of God within that person — behavior that dishonors the Holy Trinity and the Word of God. Such behavior constitutes a person's failure to adhere to their commitment to abide by the behavioral standards established by CCA and is cause for terminating their privilege of membership in the CCA community. To preserve the function and integrity of CCA and to provide a biblical role model to members of the CCA community and the community at large, it is imperative that all members of the CCA community agree to and abide by this policy.

VI. EDUCATIONAL STANDARDS AND SUPPORT

Curricular Goals

The curriculum will ensure students are able to distinguish religions, philosophies, and worldviews. Students will gain skills in distinguishing a Christian perspective from non-Christian religions and philosophies, distinguishing Christian views from views that determine truth only by currently accepted scientific reason, and distinguishing Christian views from views that assume truth is relative to the individual.

Calvary Christian Academy partners with Christian parents in equipping students with the vision and skills for bringing positive change to culture and all relationships, for the advancement of the Kingdom of God. The academy is to be an effective instrument of God on behalf of Christian parents to train their children to become mature Christians, desirous and capable of developing the relationships and perspectives established by God. The Christian school calls students to personal faithfulness to Jesus Christ as Savior and Lord. Students are invited, nurtured, and empowered to see God's Story and live God's Story.

The biblical truth that resounds in our academy's curriculum is that all things in the world belong to God. God created all things. Even after the fall, which indeed affects and infects all things, creation remains good. Redemption impacts all things, redirecting them to their God-designated purposes. Teachers design learning experiences that help students discover God's Story and

His fingerprints in all things, with the hope that every learning experience will become truly transformational for every student.

CCA implements ABEKA Curriculum throughout all grade levels. ABEKA is a Christian curriculum and is academically sound, but more importantly weaves the Word of God in every lesson whether it is math or the Bible. To learn more go to: [ABEKA Curriculum](#).

Portrait of a Graduate

Calvary's Portrait of a Graduate provides the overarching philosophy that shapes and guides every area of the academy. Rather than serving as ends in themselves, academic subjects are designed to support and advance the academy's vision for student development and raising up the next generation of believers. To this end, CCA intentionally cultivates the following Portrait of a Graduate characteristics, ensuring that every learning experience contributes to students' growth as mature disciples of Christ. When a student "graduates" from the academy or moves on to the next chapter in their lives it is the goal of the academy that our students will live a godly life as demonstrated by living and enjoying the following characteristics:

Christlike *For though I be free from all men, yet have I made myself servant unto all, that I might gain the more." 1 Corinthians 9:19*

- Knows God's Word and the Power of Prayer
- Reflects the Fruits of the Spirit
- Servant leader

Confident: *"We then that are strong ought to bear the infirmities of the weak, and not to please ourselves. Let every one of us please his neighbour for his good to edification." Romans 15:1, 2*

- Trusts God
- Discerning
- Academically Prepared

Authentic: *"And whatsoever ye do, do it heartily, as to the Lord, and not unto men; Knowing that of the Lord ye shall receive the reward of the inheritance: for ye serve the Lord Christ." Colossians 3:23-24*

- Humble
- Critical Thinker
- Engage Society through a Biblical Worldview

Curriculum Standards

CCA has adopted curricular standards from the State of Iowa. All teachers are expected to work toward meeting the assigned standards in their grade levels and subject areas.

- Art standards are aligned to the National Visual Arts Standards.
- Physical education standards are aligned to those from the American Alliance for Health, Physical Education, Recreation and Dance.
- Bible standards come from Christian Schools International and are taught with ABEKA.

CCA aligns to curricular standards that are in harmony with the school's mission statement, philosophy, and worldview. Teachers at CCA nurture students in their faith through biblical integration in all subjects and areas, classroom devotions and prayer, school-wide storylines, chapel, small group devotions, Bible memory verses, the Bible curriculum, and "teachable moments" throughout the day.

Classroom and Other Learning Materials

All materials used by students shall contribute to the advancement of the school's mission, academic educational goals, and graduate characteristics. Curriculum selection (textbooks, workbooks, technology, online resources, and other materials) is overseen and approved by the Academy Director.

The following criteria will serve as a guide when selecting materials:

- Educational significance
- Age appropriateness
- Alignment with school policies, statements, philosophies, and statements of faith
- Alignment with adopted school curriculum standards
- Contribution the material makes to the curriculum, interests and abilities of students
- Factual accuracy
- Reputation and significance of the author, producer, and publisher
- Valid, relevant, current, and appropriate material
- High degree of potential user appeal
- High artistic quality and/or literary style
- Quality and lasting value

Gifts or donated materials will be subject to the same selection criteria as purchased materials and will be accepted with the understanding that, if not suitable, they will be returned or disposed of at the discretion of the faculty, staff, or Academy Director.

Challenged Materials

Occasional objections concerning the appropriateness of some classroom and library learning commons materials may arise from parents, faculty members, staff members, or the church board, despite the care taken to select materials. No parent has the right to determine the materials for students other than their own. If a complaint is made, the parent must contact the Academy Director and outline his or her complaint in writing, including the following information:

- Parent name
- Parent contact information (phone number and email address)
- Title of the material
- Author (if applicable)
- Confirmation that he or she has read or observed the entire material
- Reason for objection (with specifics)
- Requested actions to be taken by the school

The Academy Director shall handle all complaints as he or she sees appropriate.

Curriculum Offerings by Grade Level

Grade	Subjects
Pre-K	Science, math, handwriting, phonics, Bible, reading, music, art, physical education, library, social and personal development, fine motor skills, speaking, listening, health, life skills, financial literacy
K	Science, math, grammar, handwriting, writing, phonics, social studies, art, Bible, reading, music, physical education, health, life skills, financial literacy
1st	Science, math, spelling/vocabulary, grammar, handwriting, writing, phonics, social studies, art, Bible, reading, music, physical education, library, health, life skills, financial literacy
2nd	Science, math, spelling/vocabulary, grammar, handwriting, cursive handwriting, writing, phonics, social studies, art, Bible, student chapel, reading, music, physical education,
3rd	Science, math, spelling/vocabulary, grammar, cursive handwriting, writing, phonics, social studies, art, Bible, reading, music, physical education, health, Spanish
4th	Science, math, spelling/vocabulary, grammar, writing, social studies, art, Bible, reading, music, physical education, art, cursive handwriting, health, Spanish
5th	Science, math, spelling/vocabulary, grammar, cursive writing, social studies, art, Bible, reading, music, physical education, Spanish
6th	Science, math, spelling/vocabulary, grammar, cursive writing, social studies, art, Bible, technology, reading, music, band, orchestra, physical education, health, Spanish
7th	Science, math, spelling/vocabulary, grammar, cursive writing, social studies, art, Bible, reading, music, physical education, health, Spanish
8th	Science, math, spelling/vocabulary, grammar, cursive writing, social studies, art, Bible, reading, music, physical education, health, life skills, financial literacy, Spanish

The general curriculum is supported through these offerings, depending on student need and ability:

- Section 504 Accommodations
- Specials teachers (music, physical education, art, Spanish)
- Discovery Support (talented and gifted)
- GWAEA Support: English Language Learners, Speech, Evaluation of Disabilities

Extracurricular opportunities include:

- K–8 music
- Cedar Valley Christian: girls' volleyball, girls' and boys' basketball, girls' and boys' soccer
- Middle school enrichment/exploratory courses/service learning
- Grades 4-8 Chess Club

VII. SCHOOL BOARD

The School Board's regularly scheduled board meetings are open to the parents, caregivers, and grandparents who have students enrolled at Calvary Christian Academy through "Town Hall

Meetings.” These meetings invite parents, grandparents and caregivers to participate in conversations/activities with the board for the Continuous Improvement Process.

The Calvary Christian Academy School Board is a deliberative, policy-making body with duties specified in the bylaws. The single purpose of the Calvary Christian Academy School Board is to govern policy and maintain and advance the vision, mission, and purpose of the school. The academy’s monthly newsletter will link in the board minutes from the previous month.

Mission-Directed Governance

Area	School Board	Academy Director
Long-term goals (> 1 year)	Approves	Recommends and provides input
Short-term goals (< 1 year)	Monitors	Establishes and carries out
Day-to-day operations	Advises	Makes all decisions

Inclusive Education

Calvary Christian Academy strives to best meet the needs of all learners we serve. A main way that this meeting of student needs occurs is through the inclusive education framework. All services and activities of the inclusive education framework fall under the supervision of the Academy Director.

Philosophy of Inclusion

The mission of Calvary Christian Academy is to empower parents with collaborative support, Biblical guidance, and extended resources to raise their children in the strength of the Lord. A large part of fulfilling this mission includes involving students with varying needs.

Even though all children could benefit from Christian education, our school cannot meet the needs of all children. Therefore, we deeply hope to include as many children with varying needs as we can. The goal of inclusive education is to include, support, and challenge our diverse learners to reach their potential as servants in God's world. Inclusive education is not a program; rather, it is a philosophy, a desire.

We desire to be a school that provides a home for each student in the general education classroom and equips all students with the necessary support for academic and social success. This philosophy applies to all children in our school.

We believe:

- All students are unique image-bearers of Christ, have their needs met, learning and growing so they can serve as effective covenant members of God's Kingdom.
- A child's value comes from being created in God's image. All students belong.
- Everyone can develop academically, socially, emotionally, physically, and spiritually.
- In the success of all students by providing challenging content, effective instruction, and meaningful assessment.
- In a strong partnership between the school, church, and home.
- In nurturing the God-given gifts and talents of all students for His purpose and glory.
- Intentional community and social relationships are key to serving each student well.
- Teachers and school staff working together, communicating, and differentiating leads to the success of all students.

- In setting high, attainable expectations and in meeting students where they are.
- Each student's primary classroom is the general education classroom. Students will be included in their general education classroom as much as possible, determined by what works best for all students in the classroom.

Multi-Tiered Systems of Support (MTSS)

A framework by which a school/classroom teacher/data team uses data to identify what kind of support each student needs to succeed academically and/or behaviorally. CCA uses various formative and summative assessments as well as NWEA-MAP data to make data-driven decisions.

Tier	Level	Description and Interventions
Tier 1 CORE	80–85% of students 40th percentile and above in the classroom	All students receive research-based, high-quality, general education instruction and curriculum using universal screening and progress monitoring. Proactive interventions are oriented toward whole-group instruction. Includes ALL students. Strategies include: re-teaching and review, Iowa Core Curriculum, national standards, best practices teaching strategies, sensory supports, direct skill instruction, differentiation, medical needs accommodations, common accommodations, changes in environment (seating, schedule, breaks, materials), and behavior plans and supports.
Tier 2 TARGETED	10–15% of students 17th–39th percentile in or out of the classroom	In ADDITION to Tier 1, interventions are provided to students who generally fall below the 39th percentile on universal screening or are not successful with Tier 1 supports. These students are progress-monitored frequently (about once a month). Options include: supplemental instruction, targeted differentiation, Title 1 support, small groups, common accommodations, academic support, and behavior support plans.
Tier 3 EXCEPTIONAL	3–5% of students 16th percentile and below In addition to Tier 1 and Tier 2	Increasingly intensive interventions are provided to students who have not made progress in Tier 1 or 2. These students are progress-monitored frequently (about every two weeks). Options include: life skills, social skills, intensive accommodations, Discovery services, modified curriculum, functional behavior assessment, and behavior support plan or behavior intervention plan.

VIII. SAFETY AND SECURITY

Crisis Plan and Emergency Procedures

CCA follows a crisis plan related to school emergency and crisis procedures. Plans are in place in the event of the following: armed assault, assault, bomb threat, demonstration/student unrest, fire, hazardous materials, hostage situation, intruder, media inquiry, medical emergency, missing student, severe weather, sexual assault, suicide threat or attempt, suspicious package or mail, threat, utilities failure, weapons, evacuation/relocation, reverse evacuation, lockdown, severe weather shelter, shelter-in-place, and student reunification/release.

Fire, Tornado, and Intruder Drills

Four fire/tornado drills are held throughout the school year as required by state law. Students are instructed to move quickly and quietly when the signal is given for these drills. There are two fire/tornado drills each semester and one active shooter training (evacuation). These will be held between July 1 and December 31 and again between January 1 and June 30 of each year.

Civil Defense

This provides the school with a direct warning system in case of severe storms or other such emergencies.

Mandatory Reporters

All faculty and staff members are considered mandatory reporters. This means that they must report any suspected abuse of a child, as mandated by state law. Employees should report their suspicions to the Academy Director. After that, the administrative team will investigate the suspicions and involve the faculty/staff members as necessary and appropriate.

In situations where there is suspected child abuse, parents or others may also report such suspected problems to the Academy Director. Once reported, the administrative team may start an investigation using a trained Level I investigator. The purpose of an investigator is to conduct a preliminary investigation to determine if there is probable reason to believe that physical or sexual abuse may have occurred. If the investigator determines that this is a possibility, a Level II investigation must be conducted by someone who is not a school employee. The Cedar Rapids Police Department will provide an investigator for this purpose.

IX. SCHOOL POLICIES

Acceptable Use Policy

Calvary Christian Academy strives to carry out its mission statement in every program and curricular area. Thus, it is the policy of Calvary Christian Academy to:

- Monitor user access over its technology network to prevent transmission of inappropriate material via Internet, electronic mail, or other forms of direct electronic communications;
- Prevent unauthorized access and unlawful online activity;
- Prevent unauthorized disclosure, use, or dissemination of personal identification information of minors; and
- Comply with the Children's Internet Protection Act [Pub. L. No. 106-554 and 47 USC 254(h)].

Computer/Internet Use

Calvary Christian Academy believes that technology is best used as a tool in the classroom.

CCA has an internal wireless network for use by staff. The goal of this network is to enhance instruction and bring in resources that would otherwise not be available. This network provides high-speed Internet access as well as other network-based software. Students are only allowed to use technology when completing growth assessments and supervised by their teacher.

CCA is not a 1:1 computer-based school. Computer lab/carts are available for student use upon teacher request. If a student damages a computer through reckless use or intentional damage, the student/parent is responsible for the cost of repairs or replacement.

Inappropriate Network Usage

To the extent practicable, steps shall be taken to promote the safety and security of users of the CCA online network when using email and other forms of direct electronic communications. Email is provided for faculty and staff members.

Prevention of inappropriate network usage includes:

- Unauthorized access, including so-called "hacking," and other unlawful activities; and
- Unauthorized disclosure, use, and dissemination of personal identification information regarding minors.

Supervision and Monitoring

It shall be the responsibility of all faculty and staff members to supervise and monitor usage of the online network and Internet access in accordance with this policy and the Children's Internet Protection Act. Minors (students) are never permitted to have unsupervised technology access. Procedures for disabling or otherwise modifying any technology protection measures shall be the responsibility of the network administrators.

General Terms and Conditions for CCA Students

Students are responsible for good behavior on the school network and when using technology devices, just as they are in a classroom or hallway. General school rules for behavior and communication apply.

Network access is a privilege, not a right. Inappropriate use will result in a suspension or cancellation of Internet privileges. The following consequences will apply:

First offense: The supervising teacher will talk with the student to ensure that he/she understands the nature of the offense. Network privileges may be suspended for the remainder of the school day, and parents will be notified.

Second offense: The student will lose network privileges for one week. Parents will be notified.

Third offense: The student will lose network privileges for one quarter of the school year. Parents will be notified. Serious violations may result in immediate suspension of Internet privileges and may require the action and intervention of the Academy Director.

Additional expectations:

- Users are expected to abide by universally accepted rules of network etiquette and conduct themselves in a responsible, ethical, and polite manner while online.
- Users are not permitted to transmit, receive, submit, or publish any defamatory, inaccurate, abusive, obscene, profane, sexually oriented, threatening, offensive, or illegal material.
- Physical or electronic tampering with computer resources is not permitted. Intentional damage to devices, systems, or networks will result in cancellation of privileges.
- Users must respect all copyright laws that protect authors, artists, software owners, and other owners of intellectual property. Plagiarism in any form will not be tolerated.
- If students identify a security problem in the school's devices, network, or Internet connection, they must notify the system administrator or their supervising teacher. Using someone else's password, or accessing another's folders, work, or files without written permission, is prohibited.

Advertising/Information Distribution Policy

The school will not promulgate or allow distribution of information to the school constituency regarding programs from churches, other for-profit or not-for-profit organizations, or political causes and/or candidates, with the following exceptions:

- The Academy Director may allow the distribution of information for causes that may affect the political or legal status of Christian education or the services of Calvary Christian Academy.
- The Academy Director may allow a short statement on the school website for various activities and programs. All statements need to be approved by the Academy Director.
- The Academy Director shall support advertisement and promotion of events and fundraisers that support the fundraising efforts of CCA.

Anti-Harassment/Anti-Bullying Policy — HF280.28

At CCA, harassment and/or bullying of any kind is unlawful and contrary to our religious beliefs and the commitment of CCA to provide a stable learning and working environment. School authorities will not tolerate harassment or bullying. It is the policy of CCA that all contact between students, teachers, and other adult employees is in keeping with respect for all personnel at CCA.

Statement of Policy

- School employees, volunteers, and students in school, on school property, or at any school function or school-sponsored activity shall not engage in harassing and bullying.
- School employees, volunteers, and students shall not engage in reprisal, retaliation, or false accusation against a victim, witness, or an individual who has reliable information about such an act of harassment or bullying.
- School employees, volunteers, parents or guardians, and students are expected to act in a timely and responsible manner to prevent, report, and facilitate investigation of suspected harassment and bullying.
- The Academy Director is to provide a work environment free of unlawful harassment, actual or perceived. The Academy Director is to take all reasonable steps to prohibit, prevent, and eliminate harassment by or toward employees, non-employees, and/or students.

Definitions

Harassment and bullying are defined as any electronic, written, verbal, or physical act or conduct toward a student which is:

- Based on any actual or perceived trait or characteristic of the student, and
- Creates an objectively hostile school environment that places the student in reasonable fear of harm to the student's person or property, has a substantially detrimental effect on the student's physical or mental health, or substantially interferes with the student's ability to participate in or benefit from the services, activities, privileges provided by CCA.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or otherwise creating an intimidating, uncomfortable, bothersome, hostile, or offensive working or learning environment.

The following activities, absent substantial aggravating factors, do not constitute harassment or bullying: instruction and participation in lessons and worship services; discussions and debate concerning issues important to the Christian faith; electronic, written, verbal, and physical interpretation of biblical Scripture, religious texts, music, and opinion; and witnessing and faith sharing.

Reporting

Suspected incidents of harassment and bullying should be reported within 24 hours. Students may report to a teacher or the Academy Director and should discuss the incident with the student's parent or guardian. Employees may report to the Academy Director. The Academy Director is responsible for receiving reports and ensuring the Anti-Harassment/Anti-Bullying Policy is implemented.

Investigation

The Academy Director or his/her designee will promptly and thoroughly investigate suspected incidents of bullying and harassment. Investigators will consider the totality of the circumstances presented in determining whether conduct objectively constitutes harassment or bullying under this policy.

Consequences for Violators

Individuals responsible for conduct in violation of this policy will be subject to consequences and remedial action, including the possibility of termination (for employees), expulsion (for students), or criminal charges if filed.

Bloodborne Pathogens Exposure Control Policy

All faculty and staff are compliant with the Bloodborne Pathogens Exposure Control Policy. A copy of this policy is available from the school office. All employees have completed required training regarding bloodborne pathogens.

Dealing with Hazardous Chemicals in Our Building

Schools are required to post warning signs in their buildings for areas that may contain hazardous chemicals and to keep lists of all chemicals within their buildings on file in the Academy Director's office. Anyone requesting information concerning these chemicals may have access to the information. The Academy Director is charged with the proper inventory and storage of dangerous substances, chemicals, and cleaning supplies in order to ensure compliance with all state laws and regulations. Students who will be working with hazardous chemicals as part of the instructional program will be properly instructed regarding the use of such chemicals prior to the activity.

Drug-Free Workplace

CCA is a drug-free workplace. Employees, students, or others violating the drug-free workplace policy will be subject to suspension, termination, or other disciplinary actions set by the Academy Director. Work areas include the buildings, school vehicles, and other areas used in connection with school activities.

Sexual Harassment Policy

At CCA, sexual harassment of any kind is unlawful and contrary to our religious beliefs and the commitment of CCA to provide a stable learning and working environment. School authorities will not tolerate any sexual harassment. Sexual harassment includes making unwelcome sexual advances, engaging in improper physical contact, making improper sexual comments, or otherwise creating an intimidating, hostile, or offensive educational learning environment. All students and all school employees are expected to conduct themselves with respect for the dignity of another.

Any CCA personnel who has concerns about the nature of any conduct or physical contact by an adult employed by the school, by a student, or by a member of the public should immediately report this concern to the Academy Director or counselor. All such reports will be investigated

immediately by school authorities. Civil authorities will handle criminal charges. Anyone found to have violated this policy will be subject to disciplinary action up to and including expulsion (for students), termination (for employees), or criminal charges if filed.

All such reports will be handled discreetly to maintain confidentiality. However, it should be understood that this school is required by law to report child abuse to the appropriate social agency that protects the rights of individuals in such cases.

Student and Employee Search Policy

A school official may search individual students and protected student areas if: (1) the official has reasonable grounds for suspecting that the search will produce evidence that a student has violated or is violating either the law or a school rule or regulation; and (2) the search is conducted in a manner reasonably related to the objectives of the search and not excessively intrusive in light of the age and gender of the student and the nature of the infraction.

The school reserves the right to search all vehicles, lockers, backpacks, purses, duffle bags, computers, computer files, accounts, and other school equipment/property (physical or digital), as well as any contents, effects, or articles therein, for drugs, alcohol, and contraband of all types when on campus or in conjunction with a school-sponsored activity. Inspection can occur at any time, with or without advance notice or consent, and during, before, or after working hours.

Tobacco, Alcohol, and Controlled Substances

All tobacco and nicotine products (including dissolvable, spitless, snus, chewing, and electronic cigarettes), alcohol, vaping, and controlled substances are prohibited on the school campus and on any off-campus, school-sponsored activities, including transportation vehicles. Employees, students, or others violating this policy will be subject to suspension, termination, or other disciplinary actions set by the Academy Director.

Weapons and Dangerous Objects Policy

No one is allowed to bring onto school grounds, to any school activity, or on any school bus or transportation, any firearm, dangerous weapon, or dangerous instrumentality unless authorized by the school board for the purpose of employing a security guard. A weapon includes, but is not limited to, firearms, BB and pellet weapons, knives (including pocket and decorative types), clubs, guns, chains, martial arts devices, and any other instrument that can be used to inflict bodily injury. Weapons and other dangerous objects shall be taken from students and others who bring them onto school property.

Fires and Explosive Devices

Unless acting under the direct supervision and direction of a person authorized by the Academy Director, there shall be no setting of fires or use of open flames (e.g., matches, lighters, candles, etc.) by students, nor shall a student be permitted to possess or use fireworks or other explosive devices, including bombs or bomb-like devices.

X. WELLNESS POLICY

CCA Health and Safety Team

Calvary Christian Academy creates, strengthens, or works within existing school programs to develop, implement, monitor, review, and, as necessary, revise school nutrition and physical activity policies. The CCA health and safety team consists of a group of individuals representing the school and community, including parents, students, school board members, school administrators, and teachers.

Preamble

Whereas children need access to healthful foods and opportunities to be physically active in order to grow, learn, and thrive; and whereas good health fosters student attendance and education; and whereas obesity rates have increased in adolescents, with physical inactivity and excessive calorie intake being the predominant causes; it is the policy of CCA:

- CCA will engage students, parents, faculty, staff, and other interested community members in developing, implementing, monitoring, and reviewing school-wide nutrition and physical activity policies.
- All students in grades K–8 will have opportunities, support, and encouragement to be physically active on a regular basis.
- Foods and beverages sold or served at school will meet the nutrition recommendations of the U.S. Dietary Guidelines for Americans.
- Calvary students will have access to a variety of affordable, nutritious, and appealing foods that meet the health and nutrition needs of students, and will provide clean, safe, and pleasant settings and adequate time for students to eat.
- CCA will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity, and will establish linkages between health education, school meal programs, and related community services.

Physical Activity Opportunities and Physical Education

Healthy Kids Act:

- Grades K–5: minimum of 30 minutes per school day (i.e. recess, physical education, brain breaks, etc.)
- Grades 6–12: minimum of 120 minutes per week (i.e. recess, physical education, interscholastic sports, non school activities - can be documented through a physical activity contract)

Daily Recess

All students will have at least 40 minutes per day of supervised recess, preferably outdoors, during which CCA will encourage moderate to vigorous physical activity through the provision of space and equipment.

CCA will discourage extended periods (two or more hours) of inactivity. When activities such as indoor recess make it necessary for students to remain indoors for long periods of time, CCA teachers will give students periodic breaks and are allowed moderate activity.

Integrating Physical Activity into the Classroom Setting

For students to receive the nationally recommended amount of daily physical activity (at least 60 minutes per day), students need opportunities for physical activity beyond physical education class. Toward that end:

- Classroom health education will complement physical education by reinforcing the knowledge and self-management skills needed to maintain a physically active lifestyle;

- Opportunities for physical activity will be incorporated into other subject lessons; and
- Classroom teachers will provide short physical activity breaks between lessons.

PURPOSE AND PHILOSOPHIES

CCA Identity Statement — Who We Are, Who We Strive to Be

Our Core

GOD'S TRUTH — All teaching, learning, and living is to be in obedience to God's Word, a never-changing message in an ever-changing world.

GOD'S CHILDREN — Each student is a stunning and unique image-bearer with diverse gifts that we seek to cultivate for service, worship, and God's glory.

GOD'S TEACHERS — Teachers are a living curriculum, inviting students into God's Story and showing them His fingerprints in ALL things. They are God's servants, and they love His children.

GOD'S SCHOOL — A place where students, faculty, and staff are enfolded in Christ's redemptive Story. We pursue servant leadership and an environment of encouragement and accountability.

GOD'S COMMUNITY — We joyfully partner with parents, churches, our community, and each other as we share the mission of training God's children.

GOD'S WAY — We love God and reflect Him to others. We encourage obedience, creativity, and a pursuit of excellence in every aspect of God's Story.

GOD'S WORLD — Together we daily seek to answer God's call to be His co-workers of restoration in the world. We desire to make an eternal impact by sharing God's Story.

Our Firm Foundation

WE BELIEVE the Scripture of the Old and New Testament to be the Word of God, the only infallible rule of faith and practice, and that this Scripture guides all decisions.

WE BELIEVE all students, faculty, and staff are unique image-bearers of Christ and should have their needs met, learning and growing so they can serve as children of God's Kingdom.

WE BELIEVE everyone — students, faculty, and staff — can and should learn and develop academically, socially, emotionally, and spiritually.

WE BELIEVE in our statement of faith.

We entrust our mission, vision, and destination into the hands of the Holy Spirit, who promises to do His mighty, transforming work in each of us — bringing glory to God, our Father, and honor to Christ, our Lord, as we learn and live God's Story of Christ's eternal Kingdom together.

CCA Creation Statement

As an institution, CCA has considered and adopted the following position on creation. We confess gladly that the creation of the universe by God is the foundational belief without which Christian doctrine, Christian life, and the Christian interpretation cannot stand.

The Scripture teaches that God is the Creator and Author of all that is, that He created all things good, and that we are made in His image to serve on God's behalf as stewards of the world He has made. This teaching of creation stands in judgment over all naturalistic and evolutionistic worldviews.

Without placing the stamp of approval on any single interpretation, we affirm wholeheartedly the writing of Scripture as the whole and complete truth, as the special revelation of God to us. This being stated, we neither affirm nor deny the views of creation held by differing Christian scientists and/or groups of believers, but we stand firmly on the creative work of our almighty, all-powerful God as the Creator of the universe and the God of our work and of our hearts.

B. Purpose of Calvary Christian Academy

Calvary Christian Academy's purpose is to come alongside parents and help educate children both academically and Biblically. To promote Bible literacy, American patriotism, objective critical thinking, and leadership through servanthood.

1. Bible Literacy

Students will be taught to read the Bible on their own and to understand the history behind Scripture. They will also be taught and guided on how to apply that knowledge to their own lives and to develop a Biblical worldview.

2. American Patriotism

Students will be taught from Turning Point USA Constitution Curriculum. Students will learn from original American documents like the Constitution, Declaration of Independence, and the Bill of Rights. Students will be reminded of the Biblical principles on which America was founded.

3. Objective Critical Thinking

Students will be challenged to think logically about the world around them, with a basis in observable facts rather than feelings or opinions. This type of thinking creates a leader mentality that will aid students in all aspects of their social, emotional, and vocational lives. Within all of the subjects taught at Calvary, objective critical thinking will be woven through textbook learning and through classroom discussion.

4. Leadership through Servanthood

Students will be taught how to lead through serving others within their home, school, and community. They will understand the principle of Biblical leadership and the original way political leaders were challenged to lead by the people. Students will problem-solve needs within the community and remedy these needs through group service or by connecting needs to resources.

We exist to praise and glorify God's name in all that we learn and do. CCA is dedicated to helping each student grow and develop spiritually, academically, emotionally, physically, and socially.

C. Statement of Faith

Calvary Christian Academy is a Christian non-denominational institution. Faith Statements:

1. The Bible

The Bible is the inerrant Word of God. It is supernatural and life-giving. It is meant to exhort, encourage, correct, deliver, rebuke, and set free.

Hebrews 4:12 — "For the word of God is quick, and powerful, and sharper than any two-edged sword, piercing even to the dividing asunder of soul and spirit, and of the joints and marrow, and is a discernor of the thoughts and intents of the heart."

Psalms 12:6-7 — "The words of the LORD are pure words: as silver tried in a furnace of earth, purified seven times. Thou shalt keep them, O LORD, thou shalt preserve them from this generation for ever."

2. God/Creator

We believe that there is one God and Creator who made all things both seen and unseen.

Genesis 1:1 — "In the beginning God created the heaven and the earth."

Isaiah 40:28 — "Have you not known? Have you not heard? The everlasting God, the LORD, the Creator of the ends of the earth, neither faints nor is weary. His understanding is unsearchable."

3. Sin/Salvation

Sin is disobedience to the Lord. Human sin brought upon all people the curse of God, separating them from their Creator. The wages of sin is death, but the gift of God is eternal life through Jesus Christ our Lord (Romans 6:23). No one stands before the Lord in self-righteousness. We all must be saved by grace through faith in Christ; it is a gift of God, lest anyone should boast (Ephesians 2:8).

4. Jesus Christ

Jesus is the only begotten of the Heavenly Father, was made flesh and dwelt among us on this earth (John 1:14, 3:16). He is the propitiation for our sins (Romans 3:25; 1 John 2:2, 4:10) and set us free from sin and death (Romans 8:2).

5. Education

The education that we choose to give our children must be from a Biblical worldview because everything goes back to the Creator and creation. *Psalms 24:1 — "The earth is the Lord's, and the fulness thereof; the world, and they that dwell therein."*

Deuteronomy 6:5-7 — "And thou shalt love the Lord thy God with all thine heart, and with all thy soul, and with all thy might. And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up."

6. Teachers/Staff

Christian teachers and staff must be examples of and models reflecting the love of Christ. They should exemplify biblical wisdom, not only in the classroom, but in the other relationships in their life as well. They must see all subject matter through a Biblical perspective. With their colleagues, they must see others as team members and humbly work to build each other up (Proverbs 29:23). Christian teachers, despite their shortcomings and failings, assume the awesome task and responsibility of Christian education and serving the children in this capacity (Matt. 25:40).

7. Children

Children are a gift from the Lord to be loved and raised up in His ways.

Psalms 127:3-5 — "Lo, children are a heritage of the LORD: and the fruit of the womb is His reward. As arrows are in the hand of a mighty man; so are children of the youth. Happy is the man that hath his quiver full of them: they shall not be ashamed, but they shall speak with the enemies in the gate."

As we look at the world through the lens of the Word of God, which shows us that children are entrusted to their parents, parents must be intentional about raising them up in the ways of the Lord, which includes Christian education. Our teachers and staff partner with the parents to support them in this endeavor.

Proverbs 22:6 — "Train up a child in the way he should go: and when he is old, he will not depart from it."

8. Human Sexuality Statement

We believe in the creation and God as the Creator. We believe that God created man and that He created them male and female. As such, He created them different so as to complement and complete each other. God instituted monogamous marriage between male and female as the foundation of the family and the basic structure of human society. For this reason, homosexuality, and all other "sexual preferences" or "orientations" are unnatural, sinful, and unacceptable to God. We will not condone or recognize such same-sex marriages civil unions, or domestic partnerships even if the state passes laws that provide for recognition of such unions. We believe that marriage is exclusively the legal union of one genetic male and one genetic female sanctioned by the state and evidenced by a marriage ceremony. We also believe that legitimate Biblical sexual relations are exercised solely within marriage. Hence, sexual activities such as, but not limited to, adultery, fornication, premarital sex, incest, polygamy, homosexuality, transgenderism, bisexuality, cross-dressing, pedophilia and bestiality are inconsistent with the teachings of the Bible and the Church. Further, lascivious behavior, the creation, viewing and/or distribution of pornography and efforts to alter one's physical gender or gender related appearance are incompatible with a true

Biblical witness. Genesis 2:24; Matthew 19:4-6; John 4:16-18; Romans 1:18-32; I Corinthians 5:11, 6:9-11, 6:18-20, 7:1-3 and 7:8-9; Galatians 5:19-21; Ephesians 5: 21-31). *"But from the beginning of the creation God made them male and female. For this cause shall a man leave his father and mother, and cleave to his wife; and the twain shall be one flesh: so that they are no more twain, but one flesh."*

Genesis 1:27 — "So God created man in His own image, in the image of God created He him; male and female created He them."

9. Life

We believe that all human life is sacred, valued, and created by God in His image. This includes unborn humans and every stage from conception through natural death. We believe that we must defend, protect, and value all human life.

Psalms 139:13-16 — "For Thou hast possessed my reins: Thou hast covered me in my mother's womb. I will praise Thee; for I am fearfully and wonderfully made: marvelous are Thy works; and my soul knoweth that right well. My substance was not hid from Thee, when I was made in secret, and curiously wrought in the lowest parts of the earth. Thine eyes did see my substance, yet being unperfected; and in Thy book all my members were written, which in continuance were fashioned, when as yet there was none of them."

D. Philosophy of Education

Calvary Christian Academy's philosophy is a Biblical worldview.

Psalms 24:1 — "The earth is the Lord's, and the fulness thereof; the world, and they that dwell therein."

1. Christian Education

We have been commanded to share the Lord with the next generation. We are called to teach the next generation about the Lord and about the earth that He created and how to care for it.

Deuteronomy 6:5-7 — "And thou shalt love the Lord thy God with all thine heart, and with all thy soul, and with all thy might. And these words, which I command thee this day, shall be in thine

heart: And thou shalt teach them diligently unto thy children and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up."

2. Work Ethic

We have been instructed to work hard and to do all things for the Lord.

Colossians 3:23-24 — "And whatsoever ye do, do it heartily, as to the Lord, and not unto men; knowing that of the Lord ye shall receive the reward of the inheritance: for ye serve the Lord Christ."

2 Thessalonians 3:10 — "For even when we were with you, this we commanded you, that if any would not work, neither should he eat."

3. Wisdom/Curriculum

We are called to not be foolish Christians who do not know what we believe and how temporal the world is. We are instructed to fear the Lord, which brings about a fundamental wisdom in our lives. Through this wisdom, we thrive and flourish, living life more abundantly.

Psalms 111:10 — "The fear of the LORD is the beginning of wisdom: a good understanding have all they that do His commandments: His praise endureth for ever."

Proverbs 1:7 — "The fear of the LORD is the beginning of knowledge: but fools despise wisdom and instruction."

The curriculum at Calvary Christian Academy provides the fundamental understanding of this wisdom in the sovereignty of God, the birth, life, death, and resurrection of Jesus Christ, and the eternal promise we have as believers.

Philippians 2:2-4 — "Fulfil ye my joy, that ye be likeminded, having the same love, being of one accord, of one mind. Let nothing be done through strife or vainglory; but in lowliness of mind let each esteem others better than themselves. Look not every man on his own things, but every man also on the things of others."

4. Christian Teachers/Staff

Christian teachers and staff must be examples of and models reflecting the love of Christ. They should exemplify biblical wisdom, not only in the classroom, but in all the relationships in their life. They must see all subject matter through a Biblical perspective and humbly work to build each other up (Proverbs 29:23). Christian teachers, despite their shortcomings and failings, assume the awesome task and responsibility of Christian education and serving the children in this capacity (Matt. 25:40).

5. Community

As Christians, we are called to serve the community around us and shine the light of Christ to those who are lost both in and out of churches (Luke 10:30-37; Philippians 2:2-4). We are to be in the world but not of the world (Mark 16:15; John 15:19, 17:14-18). Calvary Christian Academy is intentional and passionate about being leaders in our community through servanthood.

1 Corinthians 9:19 — "For though I be free from all men, yet have I made myself servant unto all, that I might gain the more."

Galatians 5:13 — "For, brethren, ye have been called unto liberty; only use not liberty for an occasion to the flesh, but by love serve one another. For all the law is fulfilled in one word, even in this; Thou shalt love thy neighbour as thyself."

Romans 15:1-2 — "We then that are strong ought to bear the infirmities of the weak, and not to please ourselves. Let every one of us please his neighbour for his good to edification."

E. School as Extension of a Christian Home

Calvary Christian Academy recognizes that parents are most accountable before God for the nurture of their children in the ways of the Lord. Therefore, the school sees itself as an extension of the home. We see that the home, church, and school must be partners in helping students grow in discipleship, establish relationships, and live in obedience to God's Word.

F. Calvary Christian Academy Identity

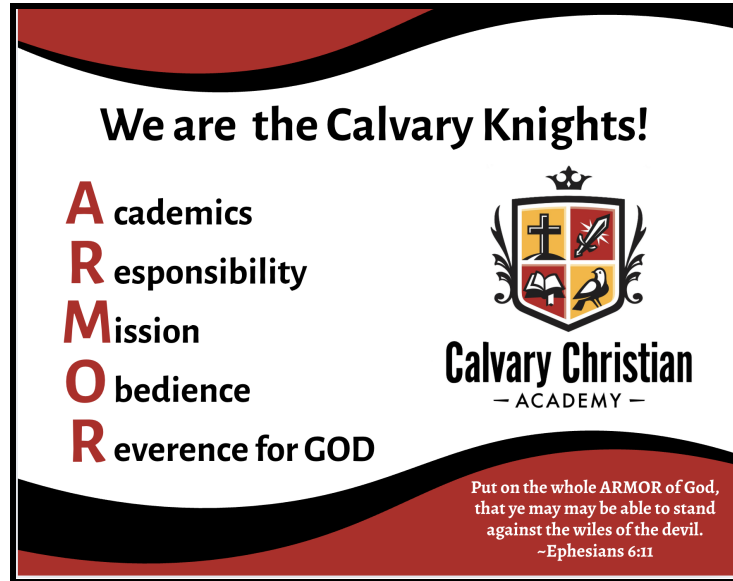
Identity standards are important in promoting and branding a school and are often the first identifying mark of a school. They provide consistency in conveying who we are, both internally and externally, bringing a unified image to the public that serves to bring value, prominence, and awareness to our school.

Non-Discrimination

Subject to the United States Constitution and all applicable state and federal laws, CCA does not discriminate in its employment or admissions practices based on race, color, national or ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, and other school-administered programs and activities as required by law. A grievance procedure exists for processing discrimination complaints.

CCA reserves the right to institute hiring and enrollment practices based on the school's mission statement and philosophies. Calvary Christian Academy reserves the right to use religion and creed as hiring criteria for all positions, due to the mission and nature of Calvary Christian Academy as a faith-based institution. The school reserves the right to use sexual orientation and gender identity as hiring criteria for all positions, due to the mission and nature of the school as a faith-based institution.

If you have questions or a grievance related to this policy, please contact the school's Academy Director, Terese Jurgensen, at admin@calvaryacademy-cr.com.



Parent Acknowledgment and Signature

Signature Page

You confirm that you **received, read, and understood** the Calvary Christian Academy Family-Student Handbook.

You understand that the school **can update or change the handbook at any time**.

You understand that the handbook is a **general guide** and may not address every situation that could occur.

You acknowledge that the handbook **is not a legally binding contract** between you and the school.

Parent Printed Name: _____

Parent Signature: _____

Date: _____