



Highland Community School
Parent Handbook
2016 - 2017

Welcome to Highland Community School!

This handbook was designed to acquaint you with our school's policies, procedures and programs. It is given to all parents at the time of enrollment. Extra copies are always available in the main office. If the information you need is not in this book, call or stop in and we will be glad to assist you.

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About Highland

Introduction

Highland Community School (HCS) is a parent-run, public charter school located on Milwaukee's west side. Founded in 1968 by a small group of socially-conscious parents in a church basement just a few blocks from its present location, Highland has grown to include over 300 families. Enrollment for the 2016-2017 academic year is approximately 415 students, drawn from a socially and economically diverse population of families from all over the city. The educational program is based on a child's inborn desire to learn, and is specifically designed to complement the natural interests and strengths unique to each stage of development.

As a parent-run school, it is our goal to foster a nurturing environment for both our children and their families, while empowering parents to become responsible for and involved in their children's education. Parent involvement drives the school, with Highland parents delivering over 15,000 hours of service to the school each year and a parent board overseeing our programs and guaranteeing a quality Montessori education for every child. As a community-based school, we seek to provide support and stability to the entire family and the surrounding community.

Our Mission

We are a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers and inspires children to reach their potential and encourages parents to become responsible for and involved with their children's education.

Our Vision

We are changing the world by nurturing children and their families to be informed, compassionate, life-long learners who are a force for change in education, the community and society.

History

Highland Community School has been providing a Montessori education for one of the most racially, economically and socially diverse populations in Milwaukee for over forty-five years. Highland is fortunate to have a well-established parent board of directors made up of parents interested in advancing educational opportunities for young children.

Highland Community School was founded in 1968 by parents and residents of the near west side of Milwaukee. One of the first teachers at Highland was a certified Montessori directress and with her leadership, the school selected this student-centered curriculum as its own. From its inception, Highland has sought to utilize the Montessori philosophy to assure that the vital early educational foundation will prepare all its students for success throughout their lives. Highland's success has been chronicled in a book, *The Parent-Centered Early School* by Professor Mike Williams, PhD., which was first published in 1997.

In 1996, Highland applied for and was awarded "charter school status" by the Milwaukee Public Schools' Board of School Directors. As the first charter school in Milwaukee, Highland has taken seriously the philosophy that charter schools offer an opportunity to implement innovative

educational strategies that can impact other schools, in particular the Milwaukee Public School system, improving education for all Milwaukee children. Such strategies are not traditionally available in public school settings and often are financially prohibitive for populations such as Highland's. Charter school status assures the residents of our neighborhood that parent-run, student-centered educational opportunities will continue for them.

Highland Community School *Our Values, Our Commitment*

"Children learn more from what you are than what you teach." W.E.B. DuBois

At its best, a Montessori education is an agent for dynamic personal development and social change. In order for Highland Community School to be at its best, we all need to embody the core values which are central to our school's mission. These core values guide the progressive development of the school's future and are fundamental in establishing the school's culture and climate.

Our goal at Highland Community School is to uphold being a warm, welcoming school known for our nurturing environment. The key component of this environment is a spirit of involvement and the close interaction of parents with students, teachers and other team members.

Children

Highland nurtures its children now and for their future. Over the years, Highland has reworked the traditions of schooling by removing the negatives (school as a place, for example, where you *can't* do things) and by replacing them with positives. In the eyes of Highland's children, school is where you can learn about yourself and about other's worlds through experience; where you can build a dream; where you can be safe and laugh and talk and play and eat good food and have good playmates; where the adults, different as they may be from one another, all like you and talk to you, instead of threatening or yelling; and, where you're likely to see your mom and dad because they like being here, too.

Respect

The Montessori philosophy places a high value on respect for the individual and this philosophy is manifested each day as children shake hands, hold doors for each other, and are courteous and helpful to each other and to staff. The same is expected of all staff and parents both in their dealings with each other and in how they relate to the children.

Family

Highland Community School was founded by parents and continues to get its long-term direction from an elected board of directors made up of parents. It is our aim to help families become members of a caring community and to prepare their children to become the people they are meant to be. We believe strongly that parents must be partners and resources in their child's education. We work hard to support parents, so they in turn can support their children. While our emphasis is on the children, faculty and staff become a center of support for all family members because we understand that what helps the family, helps the child.

Community

A strong sense of community permeates the Highland environment. This sense of community is demonstrated in the way the classrooms reflect a home environment, in the way the staff communicate with and respect parents and students, and in the way parents and staff work together to help build a better educational environment. Highland Community School is a place to be at home and to experience membership in an extended family where the comfort of belonging is expected and enjoyed.

Diversity

Highland Community School actively seeks students, faculty and staff to reflect the diverse backgrounds in our community. Highland strives to provide an enriching curriculum and educational experience for all students, recognizing that global teaching and learning helps form strong, positive self-concepts and develops respect for human differences. The school's curriculum and philosophy encourage understanding and respect for these differences while affirming fundamental similarities of humankind.

Inclusiveness

All members of the school community are valued for their contributions, talents and opinions. We celebrate the natural diversity of human beings, be it in learning style, interests, or definition of what makes a happy and successful life. The philosophy, curriculum and administration of our programs aim to create an inclusive learning environment with respect to economic background, gender, race, national and ethnic origin, cultural heritage, religion, sexual orientation, disability, marital status, and political beliefs. This means we exclude no child, but seek to ensure we can meet their needs as much as possible. Highland integrates diversity and character education in each learning opportunity to empower students to actively approach each new experience with gracious and open minds.

Nurturing Environment

Children develop best in a caring environment where they are allowed to express themselves and when learning experiences interest them and are part of their world. We recognize that children need a safe and supportive environment in which to take risks and learn. HCS creates an environment that encourages children to explore and grow. We consciously encourage our students to not be afraid of taking risks, but rather to learn from their experiences, both successes and failures, as non-threatening and constructive feedback on their progress and personal growth.

At Highland Community School, we believe the best approach to discipline is a proactive approach. At Highland Community School, teachers and staff look beyond a child's negative behavior to the underlying cause. We believe that poor behavior and lack of motivation usually result from a need that is not being met and we focus on finding a way to meet that need in a positive, supportive manner.

Self-esteem

We affirm that healthy self-esteem is the crucial ingredient for the full expression of a person's potential. This is the very fabric of our community and our educational methods. As we recognize the beauty within each child through our actions, verbal references, display of work,

and provision of opportunities for them to show what they can do, we add to their positive sense of self.

Cooperative Learning

Highland Community School strives to promote and sustain a school culture and climate that instills and imparts dignity and a sense of shared responsibility for the well-being of each other and that of our larger community. The students take pride in giving lessons and assistance to those who are younger than they are, and look to older students with an expectation of being treated well by them and learning from them. In a Montessori environment, each child is on his or her own educational journey and is not in competition with other children. Our focus on diligence and respect applies to every facet of this journey.

Community Service

Highland promotes a social awareness and responsibility to community and society. Each student learns and develops his sense of social responsibility through active participation in thoughtfully organized projects that reach out to the immediate and greater communities. Through the process of applying their skills and knowledge to authentic and practical objectives, the students develop a deeper understanding of the needs of the community and reflect on the positive impact of their work.

Democracy

It is our job to create an environment where children's needs and preferences matter -where their voices are heard and valued. We provide them with classrooms where they are encouraged and helped to make decisions. It is our goal to teach students to learn to make good decisions for themselves by weighing all arguments carefully, anticipating long-term consequences, and taking others' needs into account.

Egalitarianism

Egalitarianism at Highland blurs roles in the organization; no one's position is too important to exclude the most menial (though necessary) of labors. This spirit has lived on through the years at Highland, prompted by a radical sense of democracy which requires that everyone pitch in whether it's their job or not. Egalitarianism does not say that everyone is equal, however; it says that everyone is to be equally respected, and that to the extent they are able, everyone is to contribute in whatever way they can to the enterprise of the school.

Quality Cosmic Education

All our teachers are AMI (Association Montessori Internationale) or AMS (American Montessori Society) certified. Highland Community School uses AMI instruction in the classroom, along with compatible curriculum, approaches and materials to provide opportunities for enrichment beyond the basic curriculum.

Highland Community School is committed to high academic standards. The school's developing Whole Child Assessment is a comprehensive assessment tool to measure the child's development in multiple areas and skills. Further, all Highland children are expected to meet or exceed all Wisconsin state learning standards.

About Montessori at Highland Community School

The Montessori Classroom

Dr. Maria Montessori lived from 1870 to 1952. Her lifetime accomplishments include being the first female doctor in Italy, a world famous author, educator and spokesperson for human rights. As a result of her work, she was nominated for the Nobel Peace Prize. Dr. Montessori used her talents to observe children's development and thereby provide them with learning opportunities appropriate to their readiness and needs. Her acute observations of children led to the evolution of her philosophy of natural child development and the designing of materials to promote learning. Her belief was that no human is educated by another person but rather, in order to be genuine, learning must be done internally by each individual. A truly educated person continues learning long after the classroom experience has ended because there is motivation from within that is fueled by a natural curiosity and a love of learning. Dr. Montessori felt that the goal of early education should not be to inundate children with facts from a direct course of study. Instead, an objective of the education process is to cultivate the child's own natural desire to learn.

Intellectual Materials

The Montessori materials are beautifully handcrafted and are displayed on low, open shelves. These unique materials are tools to stimulate the child into logical thought and discovery. Each piece of material has a specific purpose and is presented in a manner that will enable the children to direct their own learning. Each piece presents one concept or idea at a time and has what is known as a "control of error". If the child has done something incorrectly, it will be self-evident. The geometric shape, for example, won't fit the hole; or the last label will not match the last picture. In this way, children learn to work with increasing independence, taking control and responsibility for their own learning.

Structure and Freedom

The classroom is ordered and well planned, allowing for physical, intellectual and social freedom. The curriculum and teaching materials are carefully selected and presented to each child. When children choose a material, they are then free to work with it for as long as it provides a challenge. This creates a structure for their learning. Everything is child-sized and all the activities are within reach to allow free choice.

Social Interaction

The Montessori classroom is not only a place for individual learning. It is a vibrant community of children learning to interact socially in a variety of ways. The three-year age range in classes enables older children to teach the younger children, learning much themselves from this experience, while the younger children are inspired to more complex work by observing the older ones. With such a variety of levels in the classroom, each child can work at his or her own pace, unhindered by competition and encouraged by cooperation.

The Director/Directress

In a Montessori classroom, the place of the traditional teacher is held by a fully trained Montessori director or directress. The director/directress is a guide or facilitator whose task it is to support the young child in his or her process of self-development. He or she is foremost an

observer, unobtrusively yet carefully monitoring each child's development, recognizing and interpreting each child's needs.

The director/directress provides a link between the child and the prepared environment, introducing the child to each learning tool when he or she is ready in a precise, clear and enticing way. On a broader level, the director/directress provides a link between the classroom and the parent, meeting with each child's parents to discuss progress. He/she needs to be an example of the values we seek to instill in our children by being calm, consistent, courteous and caring. The most important attribute of a director/directress is the love and respect he/she holds for each child's total being.

Because Highland Community School is a Title 1 school (we receive additional federal funding based on specific criteria), parents have the right to information about the teachers' and paraprofessionals' qualifications. This includes, but is not limited to:

- Completion of state license and certification requirements.
- Emergency or provisional licensing status.
- Educational background.

The Toddler Program: 14 months to 3 years

The goal of the Toddler program is to provide very young children with a learning experience away from home and parents, to foster self-confidence and a good self-image, and to develop a positive attitude toward learning. Toddlers focus on learning to move their bodies, using language, and learning to take care of themselves: eating, dressing, and using the toilet.

We've all heard the famous cry of the toddler, "*Let me do it myself!*" In our fast-paced world, we as parents rarely have the time to provide a toddler with the freedom of independence that is so critical to their development at this stage in their life. What makes a Montessori toddler program unique is that the prepared environment offers the opportunity for toddlers to exert their need of independence. From low shelving and toddler-sized furniture to materials especially designed to entice each child's individual developmental needs, the toddler community is carefully set up to be warm and inviting to these small explorers. Toddlers are given the opportunity to imitate adult activity in a controlled and safe setting, which leads to the ability to be independent and builds self-esteem. Time for learning the skills of independence is offered daily and includes activities such as care of self, meal preparation, care of environment, practical life, language exploration, fine and gross motor activities, exercises of daily living, art and music. Significant time is also devoted to getting the fresh air and outdoor exercise so critical to the toddlers' development.

A natural progression of sleeping and eating is provided for each child, and redirection is used in their guidance. Engagement with finger plays, songs, movement and other creative activities all serve to create a day of gentle rhythms and smooth transitions.

The Children's House: 3 to 6 years old

Dr. Montessori called this first plane of development the period of the "absorbent mind." Young children are exploding into learning, gaining independence, and wanting to master skills by

themselves. The focus at this level is upon aiding the child's development of personal responsibility and self-esteem through the use of practical, concrete materials.

Children begin learning practical life skills that develop their concentration, independence, fine and gross motor skills, and personal and community responsibility. As students move through the three-year cycle, they engage in hands-on activities which provide them with the fundamentals of reading, writing, and grammar. Through manipulation of concrete materials, they learn the decimal system and mathematical operations.

Children are introduced to physical and cultural geography through puzzle maps, pictures, books, and special presentations by parents and teachers. The arts are woven throughout the curriculum to support our creative and interdisciplinary approach. Social skills, as well as the ability to make appropriate choices, are taught through Grace and Courtesy lessons and peer problem solving.

In the Montessori class there is freedom of movement that enables the child to work alone, at a table or on the floor, or in a group with one or two others at any given time. Within this environment learning goes on through discovery, exploration and in cooperation with others. In these ways the classroom can truly become "an aid to life" as described by Dr. Montessori.

The morning session of the Children's House program begins at 8:30 am and ends at 11:30 am. At that time, parents of three year olds have the option of picking up their children or enrolling them in the CHECK program.

Extended Day

Somewhere around the children's sixth year of life they begin to make the transition from the first plane of development (the absorbent mind) into the second plane, the "cosmic mind". This is observed in a dramatic shift from wanting to do everything independently to needing and wanting to do everything in a group of friends. The Extended Day class is a place where the needs of this transition are met. At 1:00 pm, the five year olds join together with the director/directress for the afternoon session. It is a period of preparation and transition from the Children's House class to the Elementary class. They concentrate on more advanced language and math skills. This is the time when the children begin to move from the concrete to the abstract. While the five year olds are working together, the four year olds have an opportunity to continue their work in the classroom or to get involved in fun group activities such as dance, arts and crafts, music and library time.

Children's House Extended Care Kids (CHECK): 3 year olds

Parents of three year old children have the option of enrolling their children in this fee based afternoon program. In order to qualify for this program, a child must be three years old as of the first day of school. Children enrolled will join the CHECK Program at 11:30 am for lunch and then either spend time napping or participating in small group or individual quiet activities. The program ends at 3:00 pm in conjunction with the end of the school day.

Elementary Program: 6 to 12 year olds (1st – 6th grade)

Highland Community School currently has four Lower Elementary classes made up of children in first through third grade and three Upper Elementary classrooms for fourth, fifth and sixth

grade students. In both the Lower and Upper Elementary classrooms, Montessori trained adults are able to integrate the teaching of all subjects, not as isolated disciplines, but as a part of a whole intellectual tradition.

When children are ready to enter the elementary program, they begin to work with larger intellectual considerations. It is an age of social awakening and social responsibility. They insist on justice and fair play and need to have exact rules. They search for the why, the how, and the when of things. Dr. Montessori described the child at the elementary stage as having unlimited interests in our universe and their place in it. Therefore, we present students with all subject areas and allow them the freedom to explore the things that spark their imagination in as much depth as they desire. At least as important as the facts that are learned is the development of a rigorous questioning and investigative process within the child. Students learn what questions must be asked, how to think through problems, how to analyze situations and how to find answers for themselves.

Students in the elementary classroom are expected to become increasingly responsible for their own education. Continued joy in learning, self-discipline in one's work, organization of one's time, respect for classmates and participation in the community of the classroom, the wider school and the larger community are hallmarks of success in the Montessori elementary age.

While every child is required to meet the minimum standards set out by the State, no boundaries are set on the breadth or depth of their study. We find that our children consistently meet standards without teachers having to teach to the test.

Adolescent Program: 12 – 14 year olds (7th – 8th grade)

In 2013-2014, Highland welcomed its first class of adolescent students. Students are expected to bring a high level of independence and self-direction, a comfort with collaborative work, and a love of learning for learning's sake. They treat each other with respect and are comfortable with the knowledge that each person has different strengths and challenges. The manipulative materials of the elementary level are rarely present, as adolescents have moved beyond their applications and are now solidly comfortable with the more adult learning techniques of reading, discussion, and application to a task. Lessons are presented in seminar style or in small groups. Community service and social entrepreneurship are key to the adolescent program. Students learn in a state-of-the-art, purposefully built environment that encourages independent and group work.

Adolescent students lead the school in developing sustainable and environmental initiatives, serving as role models for Highland's younger students. Adolescent students are also encouraged to organize Going Outs and to serve as mentors. All adolescent students complete a capstone project at the end of their last year, highlighting individual strengths and interests.

Before School Program

The Before School program is available for families needing early care. This is a paid program which must be signed up for in advance. Parents have two options for participation in this program: enrolling on a daily, as-needed, or on an annual basis. If enrolled on an as-needed basis, advance notice for each day is NOT necessary. If the annual option is chosen, the rate will be charged regardless of the number of days the program is used. In either case, the daily or annual fees are flat rates which are the same regardless of the time a child is dropped off. The before school program does not apply to toddlers. Parents can take toddlers directly to their classrooms any time after 7:00am.

The Before School program for Children's House is located in room 124 while the elementary students meet in the library. Children can be dropped off anytime between 7 am and 8:15 am. Parents must bring their children into the Before School area if they arrive before 8:15 am and sign them in each day. Dropping children off at the outside door or anywhere else in the building is not acceptable. Children arriving after 8:15 am should go directly to their classrooms and will be under the supervision of school staff.

After School Program

Academic enrichment, games, crafts, stories, toys and an afternoon snack are all a part of the After School program. All children attending Highland Community School are welcome to enroll in the program. This program begins at 3:00 pm and runs until 6:00 pm. Parents can also choose to enroll children until 4:00 pm at a reduced rate. Drop-in care at a daily rate is offered when space is available. Please call the school as soon as the need becomes known to verify space. Parents must come into the building and sign their children out of the program.

Daily Schedule – Children's House, Elementary & Adolescent Programs

7:00 am – 8:15 am	Before School program
7:45 am – 8:15 am	Teacher/Assistant set-up
8:15 am – 8:30 am	Students arrive in their classrooms
8:30am	School Day begins
8:31am	<u>Students arriving after 8:31am will be marked tardy</u>
11:30am	Dismissal of 3 year old students not attending the CHECK program
11:30am – 1:00pm	Lunch and recess
11:30am – 3:00pm	K3 CHECK (Children's House Extended Care Kids) program
3:00pm	School Day ends
3:00pm – 4:00	After School early pickup program
3:00pm – 6:00	After School program

Daily Schedule – Toddler Program

7:00am – 8:15 am	Before School program
8:00am	School Day begins
12:00am – 2:30pm	Lunch and napping
3:30pm	School Day ends
3:30pm – 6:00pm	After School program

Admissions

Highland Community School admits students of any gender, race, color, creed, ethnicity and national origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. The Highland Community School policy of nondiscrimination due to disability complies with U.S. Department of Education regulations for the implementation of Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act.

All children K3 through eighth grade are eligible for admission, subject to openings for appropriate age groups. Priority admission status is granted to siblings of Highland students and children of Highland employees.

The Admissions Process

1. The school highly encourages that interested parents make an appointment to tour the school and observe classrooms in session.
2. Applications are accepted for enrollment beginning on October 1st and ending December 15th. Applications will be made available on the school website and in the school office throughout this time frame.
3. If the number of applications submitted by eligible applicants during the application period exceeds the number of available seats, acceptance will be determined by a lottery. If the number of applicants does not exceed the number of seats available, a lottery selection is not necessary and all applicants will be admitted to the school.
4. If there are still seats available on December 15, a second application period will be held. Applications will be accepted until the end of Milwaukee Public Schools 3-Choice application period. If the number of applications submitted by eligible applicants during this period exceeds the number of available seats, acceptance will be determined by a lottery.
5. At the time of the lottery, all applicants not receiving a seat will be kept in a lottery pool. Any applications received after this date will be added to the lottery. If a seat becomes available, another lottery will occur.
6. Because seats in K4 through 8th grade only become available through attrition, a lottery will be held after each application period. Students will be accepted through a lottery when and if a seat becomes available.
7. The lottery pool is only valid until September 30th. Applications will not be carried over to the following year. New applications must be submitted. October 1st begins the application process for the next school year.

8. Approximately two weeks before the start of the new school year, in-person registration sessions are held where all new and returning families are required to complete or update their records and pay their first month's program fees.

Toddler Admissions

Toddler admission occurs annually for the academic school year. Seats are available for the year-round or school year program. If space becomes available throughout the year we notify families on the waiting list. Once they are accepted, toddler families must attend the new parent orientation or an individual interview. A visit to the classroom will also be set up by the toddler directress for a special introduction between the child and the directress. This helps the child have a smoother transition when the student begins school. Toddler admission is not done through the lottery. It is based on the age and gender of the child. This ensures balance within the classroom and makes certain the child-to-adult ratios are in accordance with state licensing rules. Applications are available on the school website or in the main office.

Probationary Policy for Toddler Program

Children enrolled in the toddler program will be accepted on a one-month probationary basis. During that time the program staff, the director and/or the parents will be able to determine if the program is appropriate for the current individual needs of the child.

Your Child in the Classroom

Observing

We encourage you to observe the classrooms. In a Montessori classroom, we ask that you follow some simple guidelines to minimize interference in the children's environment. These guidelines are available from your child's directress/director. Seeing the children at work is to experience the Montessori philosophy in action. To make your observation more meaningful: take a look around the room and notice the amount and diversity of activity; the range of ages; the types of materials; the individual and group activity; and the interaction of the children. As you focus your attention on the teacher, notice his or her demeanor and the respect the teacher shows each child. Also focus your attention on your child and the succession of activities he or she engages in; look for signs of concentration, critical thinking, enthusiasm and self-satisfaction in each activity. As you focus on the classroom community, look for evidence of respect and cooperation. Our goal at Highland is for each classroom to be a vibrant, caring and engaging environment where individuals thrive and the sense of community flourishes.

All parents are allowed to visit or observe their children at any time during our operating hours, EXCEPT if there is a court order preventing or denying the parent access to the child. It is important that you give your child time to adjust to their new environment before your first visit; therefore, we ask that you wait until at least October when the class is in full swing before visiting.

School Cleanliness

Our school is cleaned daily by a contracted professional cleaning service. In addition, the bathrooms are cleaned and disinfected at least once a day, lunch tables are cleaned and

disinfected both before and after eating, and cots and large classroom equipment are cleaned weekly. Small classroom toys are sanitized in the school's dishwasher at least once a week. Preventative pest control is also conducted. If you see anything that needs additional attention, please share your concern with a staff member immediately.

School Temperature

We will maintain an inside temperature between 67 degrees and 80 degrees at all times. In the event that we are unable to do so, we will be forced to close the toddler program for the day or until we can maintain said temperature.

Clothing *Label! Label! Label!*

Please dress your child in comfortable clothing that is weather appropriate and that is easy for them to manage independently. Aprons are worn for messy jobs but are not foolproof! Clothes that are too good to risk staining should not be worn to school. Soft-soled shoes are also advised. Children may keep slippers at school.

Children in the Children's House and Toddler classrooms should have an extra set of clothing available. This complete change will include seasonally appropriate shirt, pants or shorts, underwear and socks. Please send them to school in a labeled zip-lock plastic bag. If this clothing is sent home used, please send back replacements the next day. Children are not to wear pull-ups or other training wear in programs other than the toddler program. Each classroom has slightly different requirements so please watch for additional information from your child's teacher.

Remember, we try to spend time outside every day so please provide warm clothing in the winter such as hats, mittens and boots. In general, children not well enough to go outside should stay home.

Anything and everything that can become detached from your child and which you would like returned must be labeled. Because we emphasize independence, our children are responsible for their own things at an earlier age than in many other places. This results in more misplaced articles of clothing, so please help us by labeling everything! There is a lost and found kept on the first floor, and a second one located in the toddler classrooms. The lost and found will be cleaned out and donated to a local charity monthly. Highland will not donate any clothing that has been labeled and is able to return to a child's classroom.

Nap Time

All toddlers and primary children who still require a nap will be provided with a rest period after lunch. Please bring a small blanket for your child to use at naptime. It must be labeled with your child's name and must be taken home weekly for laundering. Toddler staff will launder the toddler bedding.

Classroom Discipline

Each teacher is expected to develop his/her individual way of effectively addressing the usual array of behavioral difficulties that arise in the classroom and elsewhere on the school grounds. As a Montessorian, her/his interventions are expected to be formulated based on 1) respect for the child, 2) knowledge and understanding of the developmental needs and characteristics of the

child, as well as the needs of the group, and 3) the understanding that appropriate behavior must be carefully taught and modeled. The goal of each intervention is to assist the child or children to develop self-control and self-discipline. The manner in which each intervention is made is expected to reflect a patient attitude and to consist only of verbal and, when appropriate with a younger child, gentle physical assistance.

The school will not tolerate or permit the use of any abusive disciplinary methods such as, but not limited to, hitting/spanking, slapping, yelling, withholding food or curriculum enhancements, ridicule, embarrassment, or humiliation of a child by anyone in our school. These punishments are prohibited by school policy even if a specific parent's philosophy may differ. Children may not be punished for lapses in toilet training and time-outs may not be used for children under the age of three. Please see the HCS Progressive Discipline Policy on page 28 for more information.

Conflict Resolution

The students are introduced to the skills of active listening and conflict resolution as an important part of Montessori Grace and Courtesy lessons. Age appropriate skills are demonstrated and examples practiced that give students appropriate choices in social situations that require taking turns, reacting to problem situations, understanding another's point of view, communicating that understanding clearly, stating one's feelings and needs, creating win-win solutions to conflicting needs, and acting as a third party mediator for others with conflicting needs. The goal is that children have the opportunity to experience problem solving and resolutions amongst themselves. Adults will intervene when the students need assistance or guidance.

Sharing

Students are welcome to occasionally bring meaningful "show and tell" items to share with the class. These may include shells, rocks, something they have made, books, or some other item of interest or a personal treasure. Please discourage them from bringing toys such as play dolls, cars, trucks, stuffed animals, guns, etc. If a child brings non-educational playthings into the classroom, these items will be stored by the teacher until dismissal. Please check with the director/directress if you have any questions.

Holiday Celebrations

Holidays are all recognized from a cultural point of view. If your child comes from a cultural background that has a different New Year or holiday, please tell the director/directress and allow the child to share the event with the class. If, for any reason, you don't want your child to participate in any celebration, please inform the school ahead of time so other arrangements can be made for your child. Parents are encouraged to participate in all programs and celebrations.

Birthdays

In the Children's House, each child is honored in a special celebration that is an international Montessori tradition. Parents share in this important occasion by helping their child select photographs from each year of his or her life. These photos are shared as the child walks "around the sun," once for each year celebrated. Parents should make every effort to participate in this beautiful ceremony with their child. In the Toddler and Elementary classrooms, birthday celebrations are observed in a slightly different way. Parents may also bring in a special *healthy*

treat to share with the children and teachers in the class. Please honor the Montessori environment by refraining from the use of cartoon characters, sugary sweet treats and other things that will distract from learning. Your child's teacher will discuss this with you before the celebration.

Fun Days

The school calendar provides the dates for all non-attendance days for the school year. Many of the student non-attendance days are offered as **Fun Days for a charge of \$30 per child per day**. Before and after school fees apply (unless child is contracted for these paid programs). These days are coordinated by our program manager and are staffed according to need. Sign-up and payment in advance of the Fun Day are required for admittance. Please note that the Toddler program is in session on these days.

Progress Reports and Assessments

Progress reports are sent out twice a year for all students in January and at the end of the school year. In addition, parents and teachers are encouraged to have frequent communications throughout the school year. Parents are encouraged to routinely touch base with the teachers.

Each teacher keeps a Montessori record of all children and the lessons and presentations they have been given. These records are kept so that the teacher can track where the children are and if they have mastered certain areas of the work in the environment. All students in K5 through 8th grade are required to take any and all district and state assessments. These assessments are given in the fall and spring of the year. If you have any questions regarding what assessments are given to your child, please see your child's teacher.

Conferences

Parent/Teacher conferences are held two times a year (see calendar). Other conferences requested by staff or parents will be arranged as needed. Conferences are a great opportunity for the teacher and the parents to have a good conversation about the student's work in the classroom, areas identified for growth and communication around areas for improvement. There is a high expectation that parents participate in all conferences and make every effort to reschedule if they are unavailable during the suggested conference times.

Special Education

If you suspect that your child has special education needs, you have the right to have him or her evaluated. Request an evaluation by contacting your child's teacher or other staff member.

Your Child Outside the Classroom

Field Trips

Field trips offer enrichment opportunities beyond the classroom setting. Exploration and utilization of many fine resources throughout the area is an important part of our curriculum. Please fill out the provided permission slip for each trip. The blanket permission that each family signs with the registration material is used only after phone contact with a parent when the permission slip for the current trip has not been returned. This policy does not apply to the "Going Outs" in the elementary and adolescent classes or walks through the neighborhood for all

classes. Parent involvement is always welcome on field trips. Transportation, if necessary, is provided by a bonded carrier. Personal automobiles will not be used to transport children from Children's House or Elementary on field trips. However, toddlers and their parents will carpool together for field trips and utilize appropriate car seats. All students will be afforded the opportunity to accompany their class on field trips. No child will be denied a field trip because of a lack of financial resources.

The following guidelines apply to all field trips:

- ✓ At no time will there be fewer than two adults accompanying a group of children leaving the school.
- ✓ Staff will have a cell phone, all emergency contact forms, an attendance sheet and a first aid kit in case of emergency.
- ✓ Adult-child ratio for the Children's House will be at least 1:8.
- ✓ Adult-child ratio for toddlers is 1:2.
- ✓ Toddlers not being accompanied by their own parent will only travel with the toddler directress.
- ✓ Individual drivers will be required to provide a copy of their driver's license and insurance policy, and a driver's background check will be processed.
- ✓ No Children's House child will be in a public restroom without an adult supervising.
- ✓ Adult-child ratio for the elementary classroom will be at least 1:10.
- ✓ Elementary children will use the buddy system. Each child will be paired with a partner and coached on being responsible to and for others.
- ✓ No elementary child will be alone in a public bathroom. All children will be with their buddy or in a small group.
- ✓ Each adult will be assigned a specific group of children they are responsible to supervise while on the field trip.
- ✓ Attendance sheets will be used to document that all children are accounted for before departing the school, at all transition times, before leaving the site and upon arrival back at the school.

“Going Outs”

An important aspect of the elementary Montessori curriculum is participation in small group explorations called “Going Outs.” Frequently elementary students get excited about a particular topic and wish to do more extended research on it. In a going out, the children plan the entire trip. They are responsible for deciding where to go, calling and making the appointment, confirming the appointment, arranging the transportation, and following up with a thank you note. During a Going Out, if there is only one adult accompanying the children the adult to child ratio cannot exceed 1:4. Public transportation is always the preferable option. If a parent or staff member is asked to drive, a copy of the individual's drivers' license, insurance policy, a driver's background check and a completed travel request form must be on file in the main office. No child will be transported in a personal vehicle without a signed permission slip including the name of the driver, the date of travel, the destination and the purpose of the trip. Other parental notification is the same as for field trips (see previous section). Only elementary and adolescent students will participate in Going Outs.

Walks

Throughout the week directors/directresses and children take walks through the neighborhood. The buddy system or a walking rope is used to guide children along the paths. The blanket permission slip each family signs at registration gives permission for these short excursions.

Community Service

The elementary and adolescent classes plan community service projects throughout the year that may include such things as visiting and working with the elderly at a local nursing home, cleaning up litter around the school, and helping to organize a food drive. Only charter school (not toddler) students will participate in community service projects that extend beyond the school campus.

Camping

Every year, the K5 extended day, elementary and adolescent level school children go camping. This is an excellent opportunity for our students to experience nature in a whole new way and to be a part of a long standing Highland tradition. This year the K5 extended day students will continue the tradition of camping at Edwards YMCA Camp in East Troy. The Lower Elementary students will spend two nights at the YMCA Camp Minikani in Hubertus, WI. Upper Elementary will be tent camping again this year at Devil's Lake State Park in Baraboo and the Adolescent students will choose their camping spot as a classroom.

School Procedures

School Start Time: School starts promptly at **8:30 am**. In a Montessori environment, students need three hours of open, uninterrupted time to choose independent work, become deeply engaged, and repeat this work to their own satisfaction; therefore it is important that your children arrive at school on time. Being five or ten minutes late may seem like a small issue but it disrupts the rhythm and flow of the entire Montessori classroom. If your child needs to arrive before 8:15 am, they will need to join the Before School program (see page 9) or take part in the breakfast program that begins at 8:00 am.

Parking: Because our parking lot is so busy, patience and caution are required when you are in the school parking lot at drop-off and pick-up times. The south end of the parking lot is reserved for parent parking. Please drive slowly and be very careful when entering and exiting the parking lot. There is also street parking on 17th, 18th and Juneau streets.

Morning Drop-Off: All Toddlers, Children's House (K3-K5) and Lower Elementary (grades 1-3) students must be walked into the building during morning drop-off. **This means that parents will need to park in the parking lot or on the street to bring their students to their classrooms where they will then sign them in with their teachers.** Please be sure to schedule enough time for this routine, keeping in mind that students must be in their classrooms by 8:30am. Upper Elementary (grades 4-6) and adolescent students may be dropped off on 17th St. by the playground. A staff member will greet them and make sure they enter the building.

Morning drop-off and afternoon pickup is a very busy time for the Highland Community. In order to keep everyone safe and on time we have set the following parking rules:

General Rules

- DROP OFFS ON 18th STREET ARE NOT PERMITTED. If you are entering on 18th St. you must park and escort your child into the building.
- Do not park on or in front of the loading dock located just south of the Main Entrance on 18th St.
- Event Parking is first come, first serve and is located on Highland Ave, 17th Street, Juneau Ave, and 18th Street. Typically, both the North and East gate will be open to ease building access. If you have family members attending with special parking needs please let us know ahead of time as handicapped spaces are limited.
- Handicapped Spaces are limited; please do not use these spaces if you don't rightfully have permission to do so.

Parking Tips

- Parking Maps are available upon request in the main office.
- Arrive early in winter! Snow build-up limits parking spaces and narrows the street. Parking during the winter months will take extra patience and time. Plus, you will need extra time to help your child remove winter attire once in the building.

Gate Hours

The North Gate Juneau Ave: Open, weather permitting, mornings from 7:45 am to 8:45 am & afternoons from 2:30 pm to 3:30 pm. Parking is available on both sides of Juneau Ave. If using this parking option you will need to escort your children into or out of the building.

The East Gate 17th Street: Open and staffed mornings from 7:55 am to 8:30 am. This gate is not open for afterschool pick up. If you are not parking and escorting you children into the building you should be using this parking option.

Absences

It is your responsibility to contact the school as early as possible if your child is going to be absent. Please provide us with whatever information concerning the absence is available at the time. If your child is not in school and you have not called in, the school will contact you within two hours of the beginning of the school day.

For all Children's House and Elementary Level students, a student absence becomes excused when a written statement by the parent/guardian is submitted to the school. The written excuse must be presented within forty-eight (48) hours after the student's return to school or the absence is considered truancy.

The following are excused absences. All other absences are regarded as trancies.

- Personal Illness
- Funerals
- Required legal appearances
- Designated religious holidays

- Medical or dental appointments
- Family emergencies – student absences which contribute to the health, safety, or financial well-being of the family
- Educationally-beneficial activities approved by the school director
- Parent-excused absences – Parents or guardians may excuse an absence by submitting written notification to the school for any or no reason prior to the student’s absence. A student may be excused for up to ten (10) days per year under this provision.

Late Arrivals

Our school is charged with the task of teaching grace and courtesy to our students, as well as personal responsibility. At Highland Community School, we want our students to learn that being good work partners and community members requires both regular attendance in the classroom and being on time. To help guide this development, we have established the following guidelines:

- When a student has 5 tardies, a letter will be sent home notifying the parents that their student has been tardy 5 times.
- After 10 tardies, another letter will be sent home. The teacher will also make a phone call home to talk to the parents about how tardiness is impacting the student and to discuss ways to be on time.
- After 15 tardies, yet another letter will be sent home, and the community support specialist will have a conference with the parents and teacher to discuss the problem.
- With 20 tardies, the case will be referred to the school social worker.

All children who arrive after 8:30 am should be brought to the office by an adult to get a tardy slip before they go to class. If you will be tardy and you want your child to receive a hot lunch for the day, you must call and let the school know by 8:30am. If you do not notify the school by that time, please bring a cold lunch for your child.

Since Toddlers’ school day begins at 8:00 am and they require a consistent schedule, late arrivals are strongly discouraged. Toddler arrivals after 8:30 am will not be admitted without special permission from the directress.

Departure: Children’s House and Lower Elementary can be picked up from the classroom at the end of the day. Upper Elementary students can be picked up from the playground. Children in the CHECK Program who are not staying for Afterschool must be picked up from the [CHECK Program room on the first floor at 3:00 pm](#). In the case of inclement weather, parents may pick up ALL students from their classrooms.

Pick-up Time: Pick up time for 3 year olds is 11:30 am unless your child is enrolled in the CHECK program. The all school pick up is at 3:00 pm unless your child is in the After School program. All children must be picked up from the After School program NO LATER THAN 6:00 pm. If you will be late because of circumstances that cannot be avoided, please call the school and let us know.

Late Pickups

Please arrange to have your child picked up promptly at dismissal time. Your cooperation in this is vital because we do not have the staff available to supervise late pickups. **In the event you are**

late for pick-up, a late fee of \$10.00 will be assessed with an additional \$5.00 per 5-minute increments until the child is picked up.

Current Information

It is very important that we have your correct address and phone numbers so that we may contact you in case of illness or accident. Please advise the school's main office in writing as soon as possible if any changes occur in the following:

- 1) Phone numbers where you can be reached at home and at work.
- 2) Addresses at home or at work.
- 3) Name of authorized person with phone numbers and relationship, who may be contacted in case of your child's illness or injury, should you be unavailable.
- 4) Name of person(s) authorized to pick up your child and their phone numbers.

Visiting the School

We welcome and encourage visits to the school from parents, outside teachers, prospective families, and the larger community. When you visit the school, please register in the main office. For safety reasons, we ask that you wear a visitor's badge to indicate that you are a visitor at the school. If you are observing in a classroom, please see the teacher for observation guidelines.

Special Needs

In order to ensure the safety of all our children with special needs including allergies and other medical concerns, all classrooms are equipped with a binder containing pertinent information on how to best serve each child with a special need.

Parent Education

Parents are the child's first and most important educators. Highland Community School emphasizes the importance of the family in the child's development and seeks to create a partnership with parents. Parent Education programs will be scheduled throughout the year to share information about our school and the Montessori methods and materials. Your attendance is highly encouraged. Please watch your weekly Notes Home for specific offerings and check our website for additional resources.

Confidentiality

HCS stresses the importance of protecting the rights and privacy of children, their families, and our teachers. No information about students will be given to any person unless a written request from a parent, a guardian, or an authorized agency has been received.

Student Records

Legal parents and guardians have the right to inspect and review any and all records, files and data directly related to their children. Parents/guardians who desire to review these records are requested to call the executive director to schedule an appointment to do so.

Food Program and Nutrition

Lunch Meal Program

Nutrition is an everyday part of our program. All children must inform their teacher upon arrival in the morning if they are participating in the hot lunch program for that day. **If your child is going to be tardy, please call the school before 8:30am to order a meal.** If you do not notify the school before that time, you will be required to bring a cold lunch for your child. All meals provided by Highland follow USDA guidelines. Lunch is served in the classroom. Menus are provided to cover the four basic food groups and varieties of food are served to enhance and develop a wide sense of taste. Currently our hot lunch program is provided through a contract with Milwaukee Public Schools. A monthly menu will be sent home with your child and posted outside of the kitchen and the toddler program's classroom door.

We encourage parents who send lunch with their children to only have nutritional food items in their lunch each day. Please try to eliminate junk food from your child's diet. We ask that if you are going to send a snack or treat to school with your child that it not be sweets, candy or junk food. Foods that are overly sweetened or salted will not be served.

Breakfast at Highland

Our school participates in the MPS Universal Free Breakfast program. **Breakfast from this program will be served in the gym free of charge to all children who want it from 8:00-8:15. We will not serve a full breakfast after this time, so please be sure your child has breakfast if they are going to be arriving after 8:15.**

A healthy morning snack is served to our students daily. This provides them with an opportunity to practice their food preparation and grace and courtesy skills. Parents are asked to provide fruits and vegetables for this snack on a rotating basis. Participation in the snack rotation is voluntary for parents. All Highland children receive a morning snack regardless of parent participation.

Allergies

If your child is allergic to any food or requires a specially prepared diet, please let us know. This information is shared with your child's teachers and the lunch staff to ensure that your child does not have contact with any of those items and that they are eating only the things that their special diet allows. Allergies of individual children shall be posted in a prominent place in the food preparation areas and classroom.

Food will not be used as a punishment or reward. Please see the school's Wellness Policy for further information.

Toddlers are served well-balanced nutritious items for breakfast and morning and afternoon snacks each day. Parents are encouraged to bring a healthy bag lunch for their toddlers. However, participation in the hot lunch program is available if needed. Because toddlers are not yet considered MPS students, only those receiving Wisconsin Shares funding are eligible to receive lunch at no charge.

Health Policy

Children who are sick require the special attention that being at home provides. Children cannot be permitted at school with any of the following:

- Fever of 100 degrees Fahrenheit or higher
- Vomiting on two or more occasions within the past 24 hours
- Diarrhea – within the previous 24 hour period
- Draining rash
- Eye discharge or pink eye
- Sore throat
- Communicable diseases, such as head lice, ringworm, etc., which require treatment

Children who are not well enough to go outside for playtime are not well enough to come to school. If illness occurs while your child is at school, the office staff will notify you. Your child will be sent to the administrative office and cared for by the administrative staff until he or she is picked up. You are responsible for arranging for or picking up your child from school as soon as possible. Children may return to school when:

- Symptoms are decreasing
- There is no discharge from rash
- They have a fever of less than 100 degrees (without medication) for 24 hours
- They have had no vomiting or diarrhea for 24 hours
- They can tolerate full activities, including recess

Administration of Medications at School

Whenever possible the administration of prescription medication should be scheduled during non-school hours. However, when necessary, prescription medication will be administered to a student by HCS personnel if you have submitted a completed **Medication Permission and Instruction Form**. This form can be obtained from the school office or on the website under “Forms”. This form includes clear instructions from the doctor, including but not limited to, the type of medication to be given, the dosage required, the doctor’s signature, and your written consent. This form is good from the date of the doctor’s signature to the end of the current school year. Also note that:

- If changes are made, such as dose or time the dose is given, a new form must be completed and signed by the doctor.
- If prescribed medication is to be discontinued, the parent must bring in the medical order signed by the child’s physician.
- You are responsible for ensuring that the medication is delivered to the school safely and that there is enough medication to follow the doctor’s orders. Medications classified as “controlled substance” must be delivered by an adult.
- All prescription medication must be in an original pharmacy container identifying the pharmacy, date the prescription for the medication was filled, the child’s name, medication name, dosage, time of day the medication is to be taken, and doctor’s name.

In addition, side effects as a result of the medication may be listed. **Medications in any other container will not be accepted.**

The school has the right to refuse prescribed medications for your child or to stop providing your child with prescription medications if you do not follow the regulations and policy of the school. Call the director if you have concerns.

Your child can be given a **non-prescription medication**, such as cough syrup or over-the-counter medication, **only if you have given written permission**. These medications must be given to the teacher and kept in the classroom in a designated safe storage place. Over-the-counter medications must be in the original container labeled with child's name and dosage.

If your child needs to carry an inhaler, a **Medication Permission and Instruction Form** must be provided to the school, and you must sign and submit a **Release Form for Inhaler Use** stating that the child knows how to use the inhaler. Children must show that they are properly trained and understand the importance of proper handling/use of the inhaler. Inhalers will be kept in the designated classroom first aid storage space at all times.

EpiPens are kept in the classroom with the teacher. PLEASE NOTE – If your child is also in paid programs, an EpiPen MUST be provided for that classroom as well.

Injury

If your child is injured while attending Highland, first aid will be administered. An accident report will be completed by the staff member who was present at the time the incident occurred. You will be provided with a copy of this and one copy will be kept at the school. If treatment by a doctor is needed, we will make every effort to contact you and we will make sure your child receives the necessary emergency treatment until we can reach you.

Emergency Medical Treatment

All staff members are trained bi-annually on CPR and first aid. In addition, a Heartstart Defibrillator is installed in the main hall by the office, and select staff members are trained on its use. When a child is in need of emergency treatment while at school or off site at a school sponsored event, every effort is made to contact the parents or the emergency contacts. If such cannot be reached, the paramedics will be called and the child and a staff member will be transported to Sinai/Samaritan for medical help. In order to assure that we can contact you, *please keep the office up to date on any telephone number and emergency contact changes.*

Building Safety Procedures

A Fire Safety inspection is completed annually. HCS conducts fire drills on a monthly basis throughout the year and inspects fire extinguishers and emergency lights monthly. The school has a written Crisis Plan that is reviewed on an annual or as needed basis. It contains standard procedures for various emergency situations. All staff members are required to be familiar with these procedures. A copy of the Crisis Plan is available in the main office. A copy of the Wisconsin State Daycare licensing rules, our current license and notice of any violations are also available. They are located in the main office and in the entranceway of the Toddler program.

Each parent receives a Parent Handbook that contains the school's policies. A duplicate copy is always available in the library.

Annual Asbestos Notification

In compliance with the Asbestos Hazard Emergency Response Act of 1986, the school must inform you of the results of our compliance with AHERA. In 2012, the required inspection for asbestos containing building materials was completed in our school building, and in 2014, the required three-year inspection was done. During the course of the initial inspections it was found that asbestos-containing materials and asbestos-containing building materials were used in the building. The specific type of material and the location are further identified in the Inspection Report. We continue to have professional inspections done every three years and perform six-month surveillance.

The initial findings and management plans, along with re-inspections, periodic surveillances, and response actions are available for inspection in the office of the Facility Manager located in the receiving area across from the kitchen. The school will continue to take whatever steps are necessary in order to ensure our children and employees have a healthy, safe environment in which to learn and work as well as to comply with federal, state, and local regulations.

Weather Related School Closings

Highland Community School will be closed whenever Milwaukee Public Schools are closed. Watch or listen to local news channels for information, check Highland's Facebook page or visit the MPS website for immediate updates.

Inclement Weather Procedures

The program manager will check weather conditions to determine the appropriateness of early school entry or indoor recess. If the wind chill is below 20 °F, the temperature is above 90 °F, or there is excessive rain (very wet conditions), then the toddlers and K3 children will not be taken outdoors. For all other students, the wind chill must be below 10 °F, above 90 °F, or excessive wet conditions to remain indoors for recess.

If students must stay indoors for recess, they will be asked to play appropriate indoor games in their classrooms.

When there is inclement weather at pick up time, children will prepare to go home and remain indoors with their teacher and assistant until their parents picks them up from the classroom.

School Communication

Every last day of each week, the school newsletter, *Notes Home*, will be e-mailed to parents who provide us with an e-mail address and it is also posted on our website. The aim of Notes Home is to help parents stay connected to the happenings at the school and to keep them up-to-date on changing policies and special events. Please take time each week to read your Notes Home and note upcoming events on your calendar. See the Parent Involvement Coordinator if you would like a paper copy.

If you are looking for more information about parent involvement, please see the Parent Involvement Coordinator. That office is located just outside of the main office in the main hall on the first floor. There are also several bulletin boards in the main hallway on the first floor with updated school information regarding events, volunteer opportunities and additional Montessori educational materials.

Highland staff members also communicate via the school website, www.highlandcommunityschool.org, the school's Facebook page, as well as several teacher websites (links provided on the school website).

Program Fees & Billing

Highland offers monthly billing for all school year extended care programs over a 10 month period starting August 15th. Families utilizing monthly billing for the year-round toddler program will be billed over a 12 month period. Semi-annual and annual billing options are also offered at discounted rates. Emergency care for Before and After Care will be billed daily. Late fees will be assessed to any child who is picked up after the scheduled program end time. Wisconsin Shares is accepted for qualifying families. Please contact the bookkeeper for additional information on the Wisconsin Shares program. All program fees are due before the service is provided. Please see a copy of your Tuition Contract and Payment Schedule for additional information.

Attendance & Billing in Procure

Highland uses Procure for billing and attendance for children participating in programs (i.e. Toddlers, CHECK, Before & After care). All parents and authorized pick-ups must be registered in Procure in order to sign students in and out of programs and to see open balances on their account. For access to Procure all first time users must register in the main office. Students who are not clocked out at the end of the day on the kiosk, will be assessed an after care and/or late pick up fee. Parents will receive a monthly statement via email and/or mail showing all charges incurred for the prior month.

Termination of Paid Program Services

On rare occasions, we have found it necessary to ask parents to make other arrangements for child care because we are unable to meet the needs of their children in the Toddler program or other program outside of the normal school day. Possible reasons for termination may be a child's unacceptable behavior that is harmful to other children, or the parent's failure to complete required forms or pay program fees on a timely basis. Any child for whom an outstanding balance exists from the prior school year shall not be permitted to enroll in any fee-based program for the current school year unless a payment arrangement has been set up with the HCS bookkeeper and such plan is being honored. Further, we request at least a two-week notice from parents if they will be cancelling a paid program service.

Commitment to Community

Parent Involvement at Highland

Our school's continued success depends to a large extent on our parents' contribution of their time and talents. Parent participation is taken as seriously as tuition payments at other schools, and each parent is required to sign and adhere to an individual Commitment to Community. This commitment sets forth the ways parents choose to fulfill their parent hours each school year. We believe that parent involvement strengthens the family; lowers the operational cost for the school; and establishes a strong parental role in governing policies and practices to reflect the goals and concerns of the families participating.

HCS welcomes parents with special skills and interests to share in the classroom. Parents and grandparents have visited the school to share cultural experiences, professional skills and information, objects of art, musical abilities, etc. We appreciate this participation not only for its educational value, but also for the joy it brings the children when they see their parents actively involved in their educational process. Please discuss and schedule these events with your child's teacher.

Several times a year, HCS asks parents to participate in fundraising activities. These have included sales of items such as coffee, the fall catalog fundraiser and special events such as the Bike Walk Eat. There have also been bake sales and T-shirt sales. Please try to be as active as possible – your participation goes a long way in helping with school expenses.

HCS considers each student, parent, grandparent, and sibling as a part of the larger Highland family, and it is in this spirit that the school sponsors events to help create a sense of closeness among its members. Watch for announcements of potlucks, picnics, celebrations and festivals throughout the year. In addition, various opportunities for adult camaraderie are available. Our Parent Involvement Coordinator is always open to facilitating new opportunities. Come to her with your ideas.

The school also needs your participation in diverse areas of work throughout the year. Your help in these areas saves us many dollars and provides functions that would otherwise not be possible. Here are a few ways that you can help:

- Child care during parent events
- Bulletin board creation
- Grounds maintenance
- Lost and found and Sharing Table maintenance
- Craft projects / child care during classroom potlucks
- Library maintenance
- Room parent
- Community outreach projects
- Material making
- Recycling
- Building maintenance
- Special events planning (Fun Day, graduation, fundraisers, etc.)

- Business matters (website maintenance, newsletter writing)

In addition to helping out in the above areas, there are several committees that meet regularly to organize projects and events in support of the school. These work groups are always open to new team members who are able to commit the time necessary to accomplish the groups' objectives. Our current work groups are:

- ❖ Admissions team (recruit and support new Highland families)
- ❖ Building & Grounds (help plan and maintain the school buildings, playground, lawn and parking lot)
- ❖ Fund Development team (determine and organize fundraising projects and provide follow-up support, work on grant proposals)
- ❖ Parent Engagement Team (ongoing brainstorming and project development to enhance parent involvement and community outreach)
- ❖ Finance Committee

Parent work hours should be recorded as they are performed. Contact the Parent Involvement Coordinator to learn more and to make a commitment to these dynamic work groups.

Parent Board of Directors

Highland Community School is an independent non-profit educational corporation chartered by Wisconsin State Board of Regents. All parents and legal guardians of current Highland Community School students are members of the corporation. Representatives from the parent body are elected to serve on the HCS Board of Directors.

The Board of Directors is charged with the ultimate responsibility for financial, legal and strategic planning and policy issues. The Board ensures the school's core values and mission are followed and the integrity of the Montessori philosophy within the school is upheld.

The HCS Board holds regular monthly meetings throughout the school year. All regular meetings of the Board are open to members, with the exception of executive sessions for confidential matters. Parents are encouraged to attend and participate. Approved minutes are on file in the HCS office for access by any member of the school.

2016-2017 Parent Board of Directors

Nick Petty, President	Shaheed Davis
Sherita Greer, Vice-President	Nakia Gordon
Trent Kielley, Secretary	Sharlen Moore
Marilyn Wiseman, Treasurer	Kyle Ashley
Latreace Laack	Jamie Ohland, Staff Rep
Jennifer Raymond	

HCS Progressive Discipline Policy

HCS follows a progressive discipline policy that works with the parent(s), staff, and the community in solving discipline problems at the school. This discipline policy is set forward by the parent board of directors and implemented by the educational support coordinator. The levels are as follows:

Level One: At this level, the classroom teachers handle disciplinary issues with students. Level one includes appropriate handling of conflict/behavior issues as well as promotion of positive behaviors. Mechanisms in place include: mediated conferences between students, redirection, class council, reminders about agreed upon rules, use of praise for following directions and respectful interactions, emotional coaching, and modeling by adults of positive communication. Classroom teachers are encouraged to develop family partnerships that include: soliciting of successful guidance techniques used by families and discussions of ongoing behavior concerns.

Level Two: At this level, the classroom teacher is formally requesting the educational support coordinator's assistance to address a behavior/discipline issue. The classroom teacher completes and signs an incident report and gives it to the educational support coordinator. For all level two disciplinary actions, the educational support coordinator shall report to the child's parent in writing that a conference was held with the student and request that the parent sign and return the notice of the conference. This notice will include any recommendations from the educational support coordinator as to ways the parent may support the successful resolution and prevention of the problems discussed; for example, encouragement of parent/teacher conferences, selecting a parent/staff mentor, and participation in behavior modification plans. In some cases, the educational support coordinator, or their designee, may continue to check-in with those involved for compliance to any behavior modification plans.

Level Three: At this level, the educational support coordinator gives the parent written notice of a mandatory conference regarding a discipline issue. This step becomes necessary only when Level Two actions and strategies are no longer effective, or if the child's behavior is deemed so extreme or inappropriate that an immediate parent conference is necessary. The mandatory conference shall include the educational support coordinator, the child's parent(s) and teacher(s) at a mutually agreed upon time. With the notice of the mandatory conference, the child may be excluded from classroom participation or school attendance until completion of the mandatory conference. At the mandatory conference, the parent must be given access to any incident reports written about their child, and may request a mentor parent or staff member be present. At the mandatory conference, the educational support coordinator shall encourage the parent and/or child to select a mentor parent and/or staff member to "check-in" daily or weekly with the parent and/or child to support a positive resolution of the problems. HCS recommends that a mentor be chosen who can consistently follow up with the child and family.

Level Four: At this level, the student may not return to school until a family - school conference is held in conjunction with MPS administration. In some cases, this may result in reassignment to another school. This conference will be convened within 5 school days of the incident.

HCS Discharge Policy

A child may be dropped from enrollment if in the process of a Level 4 discipline situation the executive director and the MPS Division of Parent /Student Services approve and agree upon a discharge, administrative transfer, or expulsion. HCS discipline procedures and documentation must be in evidence and HCS shall not discipline students protected under Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. 794(sec.504), the Individuals with Disabilities in Education Act, 20 U.S.C. 1400 et. seq.(IDEA), and the Americans with Disabilities Act, 42 U.S.C. 12101 et. seq.(ADA). If such action is not in compliance with these Acts, the discharge must be removed from the child's record.

In all situations regarding discharge, a parent of a HCS student has appeal rights to the MPS Division of Parent/Student Services, and the Office of the State Superintendent.

Toddler Discharge Policy

1. Toddlers whose tuition payments have gone into arrears may be dropped from the program. The HCS bookkeeper, will work with parents who need to make payment arrangements on past due amounts.
2. Other issues that may affect toddler enrollment are at the discretion of the toddler directress and are addressed in the toddler packet. Please see the toddler directress if you have any questions.

Parent/Student Rights Under this Policy

All level two and higher disciplinary actions must be documented on an incident report. All incident reports shall be kept in the child's cumulative file and be available to the parent on written request or at the conference called as a result of the incident.

HCS parents have a right to appeal all suspensions. Notice of the appeal of the suspension must be in writing and received within five days of the beginning date of the suspension. The appeal must be made to the executive director. The suspension appeal shall be reviewed by an HCS community support specialist, executive director, and a Milwaukee Public School representative. If the appeal determines that the suspension or expulsion is unfair or inappropriate, such action must be removed from the child's record.

Parents are encouraged to identify concerns and/or make a formal complaint, as they deem necessary about the implementation of this policy according to the procedures described in the HCS conflict resolution plan.

Code of Conduct Policy Statement

In keeping with the Highland Community School mission statement, a safe and nurturing environment will be provided to promote the personal, social and educational development of each child and adult. In the Montessori tradition, children are empowered to be responsible for their education and development. In the Highland tradition, emphasis is on teamwork: parents, staff and community work together to support the growth and development of children in a spirit

of affirmation and cooperation. The adult modeling of respect for and celebration of differing viewpoints, cultures and personal styles is integral to the ability of our children to learn and show respect for each other.

To support these goals, the following guidelines for conflict resolution and behavior guidance have been adopted by the Parent Board:

Non-discrimination

No person shall, on the basis of race, color, religious belief, national or ethnic origin, gender, sexual orientation, age, or disability, be excluded from participation, be denied the benefits of or subjected to discrimination under any Highland Community School program or activity.

Adult Modeling of Respect

Highland Community School is a nurturing zone. Physical punishment or threats of physical violence are inappropriate from any staff, parent, or child. At HCS we expect all adults to model appropriate behavior for our children.

HCS values diversity. Harassment, including sexual harassment, discrimination, bullying, or any other conduct that creates a hostile or offensive environment is not appropriate for our community.

All staff, parents, and community volunteers have an obligation to adhere to HCS standards while on HCS premises or at HCS events. Parents, staff and community volunteers are encouraged to make their complaints regarding these issues either in person or in writing to the executive directors or president of the parent board of directors.

HCS believes young children require caring, responsible supervision. Staff, parents, or volunteers escorting children on and off HCS grounds and on HCS field trips who are suspected of being under the influence of alcohol or another drug will not be permitted to escort children. Concerns about the supervision of students should be brought to the attention of HCS staff or their supervisors immediately.

Cell Phone Use

If visiting parents need to use cell phones, please limit use to the Café on the first floor. All phones must be silenced within classrooms.

Child Abuse/Neglect Reporting

All HCS staff persons are mandated reporters of Child Abuse and Neglect per State of Wisconsin Statutes (HSS: 48.981). As such, they are required to report all suspected child abuse and neglect that they encounter in the course of their professional duties to the Department of Social Services.

Harassment

HCS will not tolerate any form of harassment, discrimination, bullying, joking remarks or any other abusive conduct directed at students, employees or parents because of race, color, gender, religion, national origin, age, sexual orientation or disability. Any conduct which creates an intimidating, hostile, or offensive environment will not be tolerated.

Sexual Harassment

HCS prohibits sexual harassment of any student, employee, or parent. Sexual harassment is defined as unwelcome or inappropriate sexual advance, request for sexual favors, and certain other verbal or physical conduct which is sexual or based on gender.

Substance Abuse

HCS prohibits the use, purchase, transfer, possession or presence in one's system of any alcohol, or controlled substances while on school premises or engaged in Highland business such as off school premises field trips and outings or transporting Highland staff and students.

No Smoking

HCS is a smoke free environment. There is no smoking in HCS buildings or anywhere on the grounds.

Weapons

HCS prohibits the possession and the use or threat to use a gun or other weapon on HCS premises. A weapon other than a gun is defined as a knife, razor, karate stick, metal knuckle, or any other object that, by the way it is used or intended to be used, is capable of inflicting bodily harm.

Protection of Property

HCS staff, parents, and children are expected to make reasonable efforts to safeguard HCS property and materials, and the materials of individual students. Vandalism, theft, and/or willful abuse of such property or materials are violations of this policy and may be subject to disciplinary action and/or criminal investigation.

Procedures for Conflict Resolution and Formal Complaints

1. HCS staff is committed to building partnerships with parents. When problems arise, we urge you to attempt to work with the parties involved to solve the problem. If you have a problem regarding your child, begin by discussing it with his or her teacher. Teachers are your first resource to answer your questions and resolve your difficulties.
2. If the teacher is unable to resolve the question, please address your concern to the community support specialist.
3. If a resolution cannot be reached or you have a concern that you feel has not been appropriately addressed by the parties involved, you are invited to speak directly to the executive director. If you wish to make a formal complaint you must put the concern in writing and address it to the executive director or the president of the Parent Board.
4. All formal complaints must be responded to in writing within seven days of receipt. If action is still pending the response letter must describe what additional follow-up will be forthcoming.
5. If the individual bringing the complaint is not satisfied with the response they have received or the indicated follow-up action, they must request in writing within 14 days that the full board review their complaint.

6. The full board shall review the complaint at the next available meeting or at a special meeting called for the purpose of reviewing the complaint. The original complainant must be invited to present their complaint in person to the board at the meeting.
7. The decision of the full board shall be final.