



# **WATERMARK HOMESCHOOL ENRICHMENT**

## **Guidelines and Regulations Handbook**

“But the goal of our instruction is love from a pure heart and a good conscience and a sincere faith.” - 1 Timothy 1:5

**Website** [www.BeWatermark.com](http://www.BeWatermark.com)

**General Inquiries** [info@bewatermark.com](mailto:info@bewatermark.com)

**Director - Jessica Kent** [Jessica@bewatermark.com](mailto:Jessica@bewatermark.com)

### **Meeting Locations**

**Center Pointe Community Church** - 9580 Curry Ford Rd, Orlando, FL 32825

**Metro Life Church** - 910 South Winter Park Dr. Casselberry, FL 32707

*Updated 6.2026*

# Important Watermark Events and Meetings

A detailed calendar can be found on our website, visit [www.bewatermark.com](http://www.bewatermark.com) for current event dates.

**Meet the Teacher** We consider our once yearly parent-teacher meeting a mandatory and vital part of preparing for our year at Watermark. This will be an opportunity to meet your child's teachers, and Watermark Leadership, and to become familiar with the facility and classroom assignments. Every effort needs to be made to attend this important meeting, all children are welcome!

**Field Trips** We offer many exciting field trips throughout the school year! Registration is managed by our field trip coordinator, and all fees must be paid up front.

**Living History "Wax Museum"** This is one of our special events that encourages the students to learn about a fascinating character from history. They spend the evening playing the part of their character, coming alive like a wax museum figure.

**Entrepreneur Fair** This student run event provides an opportunity for all of our young entrepreneurs to sell their crafts to the local community.

**Science Fair** This event is put on by our science teachers, but any student in the Watermark program is allowed to display their science project at this one night event.

**Nursing Home Visit** Some of our students will attend a special visit with a local nursing home.

**Mom's Night Out** In addition to our quarterly MNO events, we also plan times to connect throughout the year and at homeschool conventions.

**Open House** Each spring, we will host an Open House and invite interested families to campus for an opportunity to meet some of the Watermark Leaders and current families. We will share our vision with those that are seeking a local homeschool community, and walk them through the application process.

**Year End Showcase** A key component of Watermark's classes is the opportunity for students to show their parents, family, and friends what they've been working on throughout the year. Each class participates in the Showcase in some way! The Musical Theater classes, in addition to performing a small piece for the Showcase, will also have their own program near the end of the spring term.

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**- Additional Documents -**

- Handbook Agreement for Parents & Students
- Code of Conduct Policy
- Non-discrimination Statement
- Physical Privacy & Sexuality Policy
- Statement of Faith

## Welcome!

We are delighted that your family has chosen to join our homeschooling community! In the process of forming relationships, we hope that we are also building a safe community rooted in the truth and love of Jesus Christ as we partner together to inspire our students to live bold lives for Christ and to become lifelong learners. We are honored that you've chosen to be a part of what God is doing through Watermark.

This handbook is a tool to help familiarize you with our program and our specific policies. Please read it carefully and be sure that you understand the guidelines clearly. Please be sure that your children understand what is expected from them, as well.

## Mission

Watermark's mission is to create a compelling place for faith-based homeschool families to grow in community with one another, while providing world-class educational experiences and classes from local businesses and professionals. Our desire is that students develop a passion for learning, a desire for community, and a sense of belonging through faith and the reach of our organization.

## Beliefs

At the core of Watermark is our Christian faith. While most of our classes do not focus on "Christian topics" this program was founded and established with the Christian faith as the root of everything we do. Our teachers are Christians, as is our leadership and our community, and we approach all areas of the program with this in mind.

While we do not require families who attend to adhere to all tenants of our Statement of Faith, we do require that you read them and understand that these tenants determine the worldview through which Watermark and its classes operate. We also require each family to sign a form indicating that you understand and agree not to act in a way that is contrary to the Statement of Faith while attending Watermark classes and events.

## ***Statement of Faith***

The following is our Statement of Faith. While we do not require you to adhere to all tenants of this, we do require that you have read them and understand that these tenants will determine the worldview through which classes and activities will be taught, and we ask that, while attending Watermark classes and events, participants be respectful of this biblical position in behavior, action, speech and dress.

- We believe in the one true God eternally existing in three persons, Father, Son and Holy Spirit. Co-eternal, co-existent and co-equal in deity and power. Worthy of all honor and glory.
- We believe Jesus Christ is the only begotten Son of God. Conceived supernaturally by the Holy Spirit and born of the Virgin Mary. He is fully God and fully man. He was always with God and is God. Having led a sinless life, He offered Himself as a willing sacrifice for our sins. In doing so, His death satisfied the wrath of God, obtaining for us the forgiveness of sins and eternal life. He was raised bodily on the third day and is now seated at the right hand of the Father. There He makes intercession as our high priest and advocate until His personal, visible return.
- We believe that the Holy Spirit is fully God. Co-equal with the Father and Son. He is present in the world, sent to make us aware of our sin and our need for God's grace and forgiveness. At the moment of conversion, the Spirit indwells the Christian in order to be empowered for Christian living and the understanding of spiritual truth. The Holy Spirit gives all believers spiritual gifts, the purpose of which is to serve the church and bring glory to God.

- We believe that salvation is accomplished by the finished work of Jesus Christ on the cross. It is by grace alone, through faith alone, that we, who are spiritually dead and in a sinful state, can be made alive and live eternally by the imputed righteousness of Christ. Having done nothing ourselves to obtain righteousness, but in true repentance are relying solely on the completeness of Christ's substitutionary atonement.
- We believe the scriptures of the Old and New Testaments to be verbally inspired by God and inerrant and infallible in the original text. They are the complete revelation of God's will for the salvation of mankind and the final authority for all Christian faith and life.
- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139:15-16)
- We believe that God created the heavens and the earth, including all life, by direct act in six literal 24 hour days about 6,000 years ago (Gen 1:1; John 1:3; Col 1:16-17)
- We believe 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).
- We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union (Gen. 2:18-25; 1 Cor. 6:18; 7:2-5; Heb. 13:4).
- We believe in the spiritual unity of believers through our common faith in Jesus Christ and that lesser doctrinal differences which may exist should not hinder the cooperation of Christian home educators.

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Watermark's faith, doctrine, practice, policy, and discipline, our principals and board of directors are Watermark's final interpretive authority on the Bible's application for our program.

## Parent Commitments

We are grateful for your family's participation in Watermark! In order to keep Watermark running smoothly, we ask that parents commit to the following:

- **Payments** - Make timely payments for the classes that you've registered for. Students will not be allowed to attend class if there is a tuition balance, unless previous arrangements have been made by Admin.
- **Materials**- Purchase any books and materials needed for class, as indicated on the class supplies list, before the first day of class.
- **Attendance** - Barring illness and family emergencies, please make every effort to be at class each week. Teachers plan lessons and often purchase materials based on the number of students enrolled, so each absence affects this aspect. In addition, classes often reach capacity, so please be considerate of others who may have liked to participate.

- **Timeliness** - Help ensure that your students arrive on time for their classes. Interruptions from students arriving late to class can cause a distraction to both the teacher and other students, so please make every effort to be on time.
- **Drop Off Policy** - A Parent or Guardian must stay on campus throughout the entire time that your child is at Watermark. **This is not a drop-off program. Your family's safety and well-being is Your responsibility.**
- **Supervision and Adherence to Behavior Guidelines**- Supervise your children at all times, and address behavior concerns as they arise. It is imperative that we respect the rules and working environment of the space we have been graciously allowed to use.
- **Accountability for Students** – Please encourage your students to hold themselves accountable for any classroom assignments, and make sure that they are fully prepared to participate in class.
- **Nut Free** – Because of various allergies, Watermark is a nut free campus. Please do not bring snacks or lunches which contain nuts, especially peanuts and peanut butter.
- **Communication** - Regularly check the Watermark ClassTag/SchoolStatus App or Website. This is our primary mode of communication, and it is your responsibility to check it frequently.
- **Service Roles** – We require each family to commit to serving in some capacity at Watermark. At Least Once per semester (Fall & Spring). More information will be provided as the schedule comes out, and you will also have the opportunity to indicate what areas of service you might enjoy during registration. Our hope is that this commitment to serve is a blessing rather than a burden, we greatly appreciate your time!

## Student Commitments and Agreement

Please go over these guidelines with ALL of your students. An agreement to these expectations will help foster the best Watermark experience for everyone involved.

I agree:

- to be honest, courteous, and patient with others. I will use respectful and polite language and be aware of how my words and actions might affect others.
- to respect my peers and their personal space.
- to honor the time and effort of the class leaders and other class members by giving them my attention and respect.
- to treat our meeting place with care and to help clean-up with a positive attitude. • to help clean up in class, after class, and after lunch.
- to remain with my class, unless I obtain permission from my leader to leave, and to be in the appropriate areas at all times, not roaming the building or property.
- that if I pack my own lunch or snack, I will not bring any food that contains nuts or nut butter (due to some children having severe allergies).
- not to bring electronic devices of any kind to class (music, phones, etc.) except when it is requested by the teacher.
- not to bring toys or other things that could be a distraction during class time.
- to respond appropriately to corrections.

*Perfection is not required, but a respectful response to correction is expected.*

I understand that the following conduct will not be allowed while participating in Watermark and will be subject to disciplinary action:

- theft or destruction of property

- physical fighting or other acts of violence
- any form of bullying or verbal abuse

## Registration and Classes

**Registering for Classes** – Registration for classes is available only to currently enrolled families. This is done in stages online through Watermark’s website on a first come, first serve basis, until the class reaches maximum capacity.

*\*\* Class schedules are subject to change, and classes may be canceled at any time. We are unable to guarantee a spot in any class or that a specific class will be held. Our instructors are independent contractors, and their availability may fluctuate. We will make every effort to communicate schedule changes promptly. In the event of a class cancellation, we will provide you with information regarding your options.*

Registration for classes is initially opened in the following order:

1. Leadership/ Admin Team (those who have year-long commitments to Watermark and are responsible for running the group)
2. Teachers (those committing to teach at least one hour or who are filling a position which counts as a teaching commitment)
3. Returning and current Watermark families
4. New Watermark families who have completed the registration process, including their Family Interview.

**Commitment** – When you register for classes, you are registering for and committing to the entire Watermark school year. Please consider your family’s schedule and other commitments when registering for classes, as refunds will not be issued.

**Background Checks** - Successful completion of a background check is mandatory for all participant's families. Failure to pass the background check will result in the individual's disqualification from the program. Additionally, the registration of the individual's family may be denied. If further review is required, the leadership from Watermark will evaluate the information on a case-by-case basis. The acceptance of any individual or family is the sole discretion of the Watermark Leadership.

**Minimum and Maximum Class Sizes** – Each class has a minimum number of students that must be reached. If the minimum number of students is not reached, the class may be canceled and refunds will be issued. Each class also has a maximum number of students allowed. Any students who register after the maximum number will be placed on a waitlist.

**Wait List** - A wait list is generated when more students register for the class than the class maximum number. A student cannot hold a spot on a waiting list while also holding a confirmed spot for another class that meets at the same time. While we do our best to accommodate students on wait lists, we do not guarantee placement for any wait-listed student. In addition, if the family registration payment and class deposit is not received within two weeks of registering for classes, your child will lose their place on the roster and will be placed next on the waiting list until payment has been received. There is no guarantee that a space will be available once the late payment has been received. To ensure your spot is reserved, it is advisable to make your first payment immediately after you register for classes.

**Registration Deadline** – There will be a cut-off date for all class registrations to allow our teachers plenty of time to prepare their lessons and collect class supplies.

*Need Help Registering?* – Instructions on how to register can be found on our website. If you need help, please email us at [www.BeWatermark.com](http://www.BeWatermark.com). You may also email [Info@bewatermark.com](mailto:Info@bewatermark.com) with any specific questions.

## Class Registration Fees and Payment Schedules

*Family Registration Fee* – **The family registration fee is due upon registration and must be paid in full to secure class placement.** You can not register for classes until this is paid. The registration fee is for administrative and overhead costs and is non-refundable.

This is a 1-time per family fee for the currently enrolling school year and allows you enrollment into the weekly in-person classes and all other special activities. If you are unable to enroll in classes due to classes being full prior to your enrollment, a refund of all but the “activities-only” registration fee (currently \$159) of this fee will be issued upon written notification to [info@bewatermark.com](mailto:info@bewatermark.com). This amount (currently \$159) is non-refundable to cover administrative and processing costs and allows family attendance to all activities other than weekly in-person classes. Please know a refund will only be issued if your family is unable to enroll in any classes at Watermark. Enrollment into any or all classes will constitute a binding agreement for the fees associated with the enrolled class and the registration fee will no longer be eligible for refund. Refunds will not be issued after August 1st of the currently enrolling year.

*Class Fees* – All Watermark classes are priced for the year. There are 25 weeks in our school year, with 12 classes in the fall term, 12 classes in the spring term, and 1 prep class for the End of Year Showcase.

***Your fee is non-refundable once you have registered for the class.***

*Payment Information* - All payments for Watermark classes will be made through the Watermark website. You will need to login to access your invoices and view your current balance.

You have two options for payment:

1. Pay your class fees upfront.
2. Make monthly payments.

*Deposits and Holding Your Space in a Class* - **All classes require a deposit. This will hold your spot in the class. See payment grid on the website for schedule.**

*Paying Upfront* – If you choose to pay your class fees all upfront, please do so by the date listed on the website. To pay in full, simply scroll to the bottom of your invoice list and select “Pay All.”

*Payment Plan* – In an attempt to help our families, Watermark also offers a payment plan option. A deposit is still required within two weeks of registering for classes. **A convenience fee of \$10 per class will be added to this payment plan option. Max of \$100 per family.**

*Payment Plan Schedule* – Installment dates will be listed on the website.

*Late Fees* – Watermark depends on timely payments so that we can pay our teachers on time. We

greatly appreciate your promptness in taking care of your monthly payments! Payments are due on the installment date. To encourage prompt payments, a late fee will be applied if payment is not received after the specified grace period. The dates are listed on the website.

Students may not be allowed to attend class until payments have been made, this will be addressed on a case by case basis.

Families who pay late 3 or more times in one school year will no longer be in good-standing with Watermark, and may be denied membership the following year.

**Refund Policy** - As homeschoolers, we enjoy a great deal of flexibility with our educational plans. However, please understand that Watermark leadership has poured countless hours into planning and budgeting for the school year. When you enroll in a class with Watermark, you are making a financial commitment to our program and to the instructor. **Once registration closes, your financial commitment to pay for your registered classes is firm and we are unable to offer any refunds.**

## Facility Guidelines

Watermark classes are currently held at rented/leased facilities. We ask that all parents and students show respect for the property and the staff of these locations.

**Excessive Noise** - Students must refrain from creating disturbances or disruptions to the facility staff. We ask that noise be kept to a minimum, and that students who are not able to manage this on their own be accompanied by a guardian to their classes. *Please note that if a problem or concern arises with the building or staff, parents should approach Watermark leadership rather than the facilities staff.*

**Hallway Etiquette** – Parents are expected to oversee the behavior of their children when they are not actively in class as well as before and after while on campus. No loud yelling or running through the hallways, etc. Keeping hallway noise to a minimum during class times is important for our teachers and students. Please remember that the facilities graciously allow us to use the building while their staff conducts business, so we ask that you please be considerate of their work.

**Restrooms** – For student safety and privacy, boys use boys' restrooms and girls use girls' restrooms, with **only one student permitted per stall**. The sole exception is a parent accompanying their own child/children. If a Watermark Homeschool Enrichment adult escorts multiple students, another adult must accompany them, or the adult must supervise from immediately outside the restroom entrance. Please report any policy violations to staff.

**Building** - Respect and care of the facilities grounds is expected. Please pick up any trash you see, even if it's not yours.

**Staff** – Say hi to the facilities staff when you see them! Parents, please don't allow your students to congregate in front of their offices, as it tends to be distracting.

**Eating** -Students may eat in the designated café area or outside. At the request of the facilities, please do not consume food or drink other than water in the sanctuary/worship center areas.

**Lunch** -A lunch break is included in the schedule. Please be mindful when packing your student's lunch, we do not have use of the fridge. **We are a nut-free Program.**

## Watermark Expectations, Procedures, and Behavior Guidelines

*Attendance* - Watermark expects that class attendance will be a priority. If you have an absence, please contact your student's teacher through the website for any missed classwork.

*Tardiness* – Students and parents should make every effort to be on time to classes. If students are more than 7 minutes late to class, we ask that they refrain from entering so that their late entrance does not interrupt the in-progress class.

*Sign-In Table* – All parents and guests must check in at the check-in table. For safety reasons, please note that the person who signs your children in should also be the person who signs them out, unless another name is assigned. Parents and guardians must stay on campus during classes. Please have a cell phone available or document at check-in where you plan to be so that you can be reached in the event of an emergency.

*Leaving the Premises* - If a situation arises where you cannot be on campus with your students, you may designate (through a private, mutually agreed upon arrangement) another parent to be responsible for any of your children who remain on campus. A form should be signed by both parties and turned in at the Sign-In Table, acknowledging the arrangement.

*Supervision of Children Not Attending Class* – Children who are not attending classes must be supervised at all times by their parents. Please do not allow children to wander the halls or buildings.

*Supplies* – In addition to specific supplies needed for individual classes, which will be listed on that class's description page on the website, the following supplies may be helpful:

- Water bottle
- Lunch if your family will be staying for lunch time (nut free)
- Optional healthy snack (nut free)
- A backpack (not required)
- Pencils
- Paper

Please clearly label supplies, especially backpacks and water bottles.

*Lost and Found* – Lost and Found items will be placed at the Sign-In Table each week. Items will be held for one month before being donated, so please check it regularly.

*Dress* – While Watermark does not have a specific dress code, we want our campus to be a place where young hearts and minds are protected. Therefore, we ask that each teacher, parent, and student dress modestly. To help promote an orderly learning environment, we do ask that the following not be worn: halter tops; netted or see-through tops; tops with midriffs showing; shirts displaying distasteful language or pictures or advertising tobacco, alcohol or controlled substances; short shorts or skirts, or skirts with high slits. We ask that all clothing be appropriate and designated according to the God-given gender the individual was born with.

**Electronic Devices-** Electronic devices are not allowed in class unless required by the teacher. This includes iPods and mp3 players, Kindles, iPads or tablets, cameras, computers, and cell phones. Electronic devices tend to attract others around, and since each family has different policies about media and devices, we encourage these items not to be used during the Watermark day.

### General

- Inappropriate attitudes and foul language are not acceptable. This includes disrespectful attitudes, profanity, vulgar language, coarse jesting, teasing, bullying and demeaning comments. (*Ephesians 4:29 - "Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen."*)
- Intentional actions to cause physical harm will not be tolerated.
- If a situation occurs where a student needs to be removed from a classroom, the teacher's assistant will take the student to the lobby to find his or her parent or guardian.
- All students should address teachers with respect. The teachers will share with their students whether to address him or her by Mr. or Mrs. {first name} or {last name}.

### Drug and Alcohol Policy

To ensure the safety and well-being of our community, Watermark Homeschool Enrichment has a strict zero-tolerance drug and alcohol policy. This policy applies to students and all family members participating in our program.

Prohibited Substances: The use, possession, or distribution of illegal drugs, alcohol, unauthorized prescription medications, or any mind-altering substances is strictly prohibited. This applies on campus, at any Watermark-sponsored activity or event, and off-campus. The only exception is medication legally prescribed to a student by a licensed physician when used in strict accordance with the prescribed directions.

Violations: Any student or family member who is believed to be in violation of this policy, as evidenced by erratic behavior, physical appearance, odor, or other indications, will be immediately removed from campus or the event. Parents/guardians will be contacted and required to pick up the student immediately.

Consequences: Any verified violation of this policy, including a positive drug or alcohol test, will result in the immediate and permanent termination of your family's membership with Watermark Homeschool Enrichment. No refunds for classes or fees will be provided.

### Special Assistance & Accommodations

At this time, we are unable to accommodate students who can not participate in classes unaided or without disruptions. Our class structure may not be suitable for all students with Individualized Education Programs (IEPs), 504 Plans, or other special needs. Please contact us before registering to discuss your specific needs and how we can best support you.

### Right to Terminate Enrollment / At-Will Dismissal Clause

Watermark Homeschool Enrichment reserves the right, in its sole and absolute discretion, to terminate the enrollment of any student or the participation of any family at any time, with or without cause. Reasons for immediate dismissal include, but are not limited to:

- **Behavior and Speech:** Conduct, speech, or digital communication that is disruptive, divisive, or negative; gossiping, venting, or spreading negative conversations within or about the organization; or actions that undermine the authority of leadership or the harmony of the Watermark community.
- **Financial Delinquency:** Failure to meet financial obligations, including late or unpaid tuition, unpaid class fees to business partners, or chronic late payments without prior leadership approval.
- **Operational Non-Compliance:** Failure of parents to fulfill mandatory volunteer or service commitments required to keep the program running efficiently, or repeated failure to adhere to facility use and drop-off/pick-up rules.
- **Safety and Environment:** Behavior by a student or parent that threatens the physical or emotional safety of others, property damage to our host facilities, or a refusal by the student to adhere to classroom discipline policies.
- **Misalignment of Mission:** Actions, behaviors, or public representations that fundamentally conflict with Watermark's Statement of Faith, guidelines, and core community standards.

In the event that leadership deems a family is no longer a mutual fit for any reason, enrollment will be revoked immediately, and any remaining registration fees, supply fees, or tuition will be non-refundable.

## Classroom Expectations

The following is expected of students:

- Completing homework assignments – Classes that will have regular homework assignments will note this on the website so you can be aware of expectations before registering. If you do not desire your students to have homework, you may want to consider other class options.
- Forum - Students and/or parents should check each class's thread in the forum at least weekly for any assignments, updates and information related to the class. The forum is the main means of communication with Watermark families.
- Supplies - Students should bring appropriate supplies to class such as pencils, paper, etc. If specific supplies, such as goggles, colored pencils, specific books, etc., are part of the course, students should bring them to class as communicated by the teacher.
- Tardiness - Students are expected to be on time to class. If a student is habitually late to class, he or she may risk sitting the class out. If students arrive early to a class, they must not disrupt ongoing classes by lingering in the doorway or making noise.
- Bathroom - There is a five-minute transition time between classes. This allows students to take care of any personal/ bathroom needs during that time. Parents, please encourage your students to use the restroom at this time.

## Resolving Conflict

Misunderstandings and personality conflicts are a natural part of a community, and can happen in any group. When conflicts arise, each family is generally responsible for addressing any issues or conflicts between children or families participating in the group. Extending grace to someone may go a long way!

We encourage families to follow the guidelines in Matthew 18:15-20 as a biblical example if you find yourself in a conflict with another member. These guidelines are:

1. If you have been offended, do not gossip to others about the conflict. Go directly to the person/people involved to discuss appropriately.
2. With gentleness and humility, explain what has offended you (1 Corinthians 4:21).
3. Seek resolution. Resolution is achieved when all parties involved reach mutual agreement, understanding, and forgiveness.

4. If you do not believe resolution has been reached, go to a member of the leadership team and explain your situation. We will assist you as we are able!

## Discipline Procedures

Many discipline issues that arise with students can be handled by simply redirecting students or helping them to be aware of their behavior. Sometimes, though, other measures may need to be taken to help students participate in the classroom in a way that does not disrupt others or that is more respectful. Whatever the method, teachers and Watermark leadership aim to treat all children with respect and guide them gently towards their best behavior.

Yelling, humiliating, and physical punishment by any adult is never acceptable at Watermark.

While we seek to extend grace and mercy in our interactions with students, there are situations that arise that need correction and a change in behavior or attitude from our students. This is the sequence of consequences to be implemented, if necessary.

1. First infraction – Verbal warning to the student in private during class
2. Second infraction – Talk with parents and send a written note for record
3. Third infraction – Meeting with the parent, teacher, administration, and possibly a pastor to resolve the conflict
4. Fourth infraction – Parent sits in class with student for two classes
5. Fifth infraction – Removal from class for the remainder of the school year. Please note that no refund will be given.

The purpose of parental intervention is to obtain the parent's assistance in reinforcing that the teacher is in charge in the classroom and the child must follow their rules. The intention is not to embarrass the student or inconvenience the parent, but to convey to the student that the adults are all working as a team to support the child.

This policy is not intended to be implemented for every little infraction or for normal childish behavior, but to address ongoing and/or unrepentant disobedience, attitudes and behaviors that are disrupting the classroom, or threatening the safety of other students, and/or to address students who begin to exhibit a pattern of uncooperative or hostile behavior.

***Bullying and Property Damage*** – Bullying is never acceptable. Students should treat each other with kindness and respect in a way that honors Christ and honors the worth and value of the other person.

If a child engages in bullying or any form of verbal abuse, physical fighting, theft, or willfully destroys property, the child will be subject to disciplinary action that is decided upon by Watermark's leadership.

In the event that a student does damage to property, the family is responsible for repair or replacement value of the damaged item. If physical injury occurs as the result of deliberate aggression, the offending child's parents are responsible for medical bills incurred.

***Communication and Discipline*** - Please note that communication is key for the discipline policy to work well. If you believe your child is struggling with behavior in a class, please talk to the teacher or leadership. We all want to see your student succeed at Watermark and want to work together with you and your family to help that happen.

## Communication

Because we may not see each family every week, we rely on other communication to keep families updated about various Watermark happenings. Watermark participants are expected to read these communications to stay updated. Please make sure that Watermark emails are not going to spam or junk mail folders.

*Communication Platform* - The primary form of communication between members and Watermark teachers or staff is our communication platform app ClassDojo. This app can be downloaded from the app store on any android or iPhone device. You may also access the service Via the website [ClassDojo.com](http://ClassDojo.com)

Once your family registers for classes you will receive an email from ClassDojo inviting you to Join Watermark's "School". All of your students' classes will have a separate page that will be updated throughout the year as well as a number of additional classes such as field trips, middle school/high school outings, and Mom Connect. Please ensure your account is active once you receive this email.

*Other* - Additional information is available on a closed Watermark Facebook group. Please request to join this group once you have registered.

## Health: Allergies, Illness, and Lice Policies

*Nut Free* – Please be aware that Watermark is a nut free campus. Due to some students in attendance who are highly allergic to even the smell of nuts, please DO NOT bring food with nut butter nor made with nut products into the building.

*Snack Sharing* – Because of many varied food allergies and intolerances, for the health and safety of our students, please communicate with your students that they should NOT share snacks or food unless the child's parent is asked.

*Allergies* – Notify teachers if your child has any allergies, especially in a class where food may be served.

*Medication* - If your child requires any medication, please keep it with you and administer as needed during break times between classes.

*Illness* – Thank you for your help in keeping Watermark families healthy by staying home and avoiding group activities if you or your child has exhibited any of the following symptoms within the last 48-hour period:

- Temperature of 100 or higher
- Severe earache
- Vomiting or severe stomach pains
- Red eyes or discharge
- Communicable disease
- Undiagnosed rash

- Severe cough or cold
- Severe sore throat
- Extreme lethargy
- Diarrhea
- Strep Throat (24 hours on medication)
- Colored nasal discharge (Green or yellow runny nose)
- Persistent, productive cough
- Common cold (from onset through a week)
- Skin infections- boils, ringworm, or impetigo
- Hand, Foot, and Mouth
- Croup
- Flu symptoms
- Pinkeye (24 hours on medication)

Please stay home for a minimum of 24 hours after onset of symptoms and/or beginning antibiotics for the treatment of an illness. If your child has been positively diagnosed with a more serious communicable disease, such as pertussis (whooping cough), chicken pox, etc, please contact Watermark leadership. Those who have been in contact with your child will be informed.

*Coughing and Hand Washing* - Please take time to train your children to cover all coughs in the clothing on their arm, rather than with their hand. Also, let them know that they may wash their hands or use available sanitizer as needed (preferably between classes) at Watermark to help prevent the spread of germs.

*Lice* - Please keep any children home who have active lice/nit infestation until the infestation has been cleared and scalp checks for 4 days in a row show no new lice or nits.

## **Field Trips**

If you would like to organize a field trip under the Watermark group name, please communicate this with Watermark leadership. Any trips organized under the Watermark name should be offered to all program participants, unless there are specific age requirements or it is a trip for a particular Watermark class.

As we venture out, it is also our desire that our families conduct themselves in a manner that reflects well on Watermark, the homeschool community at large, and ultimately, in a way that is honoring to the Lord. Please be prompt, courteous, and attentive.

Any trips organized under Watermark's name should adhere to the following:

### *Parent/ Attendee Responsibilities*

- If you sign up for a field trip, please respect the planner by going, unless there are extenuating circumstances.
- Please be responsible for the children you bring. Help them to behave so that all can enjoy the trip. If a child is disrupting a presentation or the environment of the trip and attempts to redirect them aren't working, please remove them from the situation so that s/he doesn't detract from others' experience.
- Please do not bring children outside of the age range indicated. Every effort is made to accommodate babies, toddlers, and strollers; however, some field trips will not be suitable for them.

- Please advise the Field Trip Coordinator as soon as possible if you are unable to attend. Please note that if you have to cancel your spot on a field trip for which you have already paid, you may also forfeit your payment. In most cases, you would be allowed to find someone to take your place, however. (See section on Refunds and Cancellations for more details.)
- Please dress appropriately for the trip.

### *Conduct (T.R.I.P. rules)*

Please review the following rules with your children before each field trip and plan to try to arrive at least 10-15 minutes before your event is scheduled to begin.

**Together:** Use the buddy system and do not venture anywhere alone. Go only where you have permission to go.

**Respect:** Be respectful of your surroundings and the people around you. Listen quietly when an adult/guide is talking (This includes parents as well.). Only touch what you have been told you may touch. No candy or gum. Food/snacks only in designated areas.

**Interested:** Pay attention to your guide and listen well. Think of thoughtful questions and raise your hand to ask them, or wait for an appropriate time.

**Polite:** Use your best manners, and be sure to thank your guide and the field trip organizer when it's over (A note is nice!).

*“Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ.” Philippians 1:27*

### *Refunds and Cancellations*

Due to the fact that many field trips need to be paid in advance and/or have minimum group requirements, a refund is **not** typically possible unless Watermark or the venue cancels the trip. However, in most cases, you can try to fill the spot with another family. If you cannot find anyone, however, please communicate this to the field trip organizer. **Do not attempt to communicate directly with the field trip locations** unless you have been instructed to do so. Watermark works with each company to negotiate the best deal possible for our group and outside communication with them could jeopardize the relationship or possible trip cancellation.

### *Guest Policy*

Watermark is a “closed campus” for the safety and security of everyone on campus. We monitor all families coming in and out of the building that are affiliated with Watermark and all designated adults have been background checked. For this reason, we ask that if you will be bringing anyone that is not a member of your registered family to please notify us prior to their arrival so we have a record of them for safety sake. Also, you will be responsible for this person while they are on campus and should check them in on the “guest” check-in sheet. In some situations additional forms may be required if the person will be attending on a more regular basis. Please contact [Info@bewatermark.com](mailto:Info@bewatermark.com) for more information.

### *Closing Remarks*

Leadership and administrative staff reserve the right to ask any individual or family to leave the premises or discontinue the program if behavior is deemed inappropriate or does not adhere to the guidelines and/or statement of faith that has been expressly agreed upon by each participant of the class day or activities only program. As a participant you agree to adhere to these rules set forth and will do your due diligence to be a part of the community in a beneficial manner. Any and all ill-will, negative

behavior/speech, acts of malice intent, or disruptive speech or deed may be considered as a breach of contract between both parties and may be grounds for dismissal from the program.

If at any time you are asked to leave either temporarily or permanently due to the above-mentioned actions you forfeit any and all fees paid or credits due and will not receive a refund of any kind. As well, all class fees are binding and each family's responsibility upon acceptance into said class and the remaining balance will still be due.

Admin and leadership team reserve the right to update/change/amend these rules/guidelines and any or all of the governing documents at any time without written notice to each participant to better serve the organization and its continuing efforts to improve the organization and governing body.

## **Watermark Homeschool Enrichment**

### **Handbook Agreements for Parents and Students**

**Parents:** Please read the following statements carefully and sign below to indicate your agreement.

I hereby affirm that I have read the Guidelines and Regulations Handbook and discussed its religious beliefs and policies with my student. I certify that I consent to and will submit to all religious beliefs and governing policies of the program, including all applicable policies in the Guidelines and Regulations Handbook.

I understand the standards of the school do not tolerate profanity, obscenity in word or action, dishonor to the Holy Trinity and the Word of God, disrespect to the personnel of the program and other members or students, or continued disobedience to the established policies of the school.

I understand the activities and classes of Watermark Homeschool Enrichment are engaged by mutual consent. I understand that Watermark Homeschool Enrichment reserves the right to terminate any or all activities and classes at any time. I understand that I have the right to withdraw my student[s] from Watermark Homeschool Enrichment at any time. I understand that this Guidelines and Regulations Handbook does not contractually bind Watermark Homeschool Enrichment and is subject to change without notice by decision of Watermark Homeschool Enrichment's governing body. Admission to Watermark Homeschool Enrichment is a privilege, not a right, and admission for one school year does not guarantee automatic admission for future school years.

**Signature of Family/Guardian:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Students in Grades 7-12:** Please read the following statement carefully and sign below to indicate your agreement.

I hereby affirm that I have read the Guidelines and Regulations Handbook. I certify that I consent to, and will submit to, all religious beliefs and governing policies of Watermark Homeschool Enrichment, including all applicable policies in the Guidelines and Regulations Handbook.

I understand that the Guidelines and Regulations Handbook does not contractually bind Watermark Homeschool Enrichment and is subject to change without notice by decision of Watermark Homeschool Enrichment's governing body.

I understand that admission to the school is a privilege, not a right, and that any behavior, either on or off campus, which is not consistent with Watermark Homeschool Enrichment's standards could result in the loss of that privilege.

**Signature of Student:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## **Watermark Homeschool Enrichment Code of Conduct Policy**

**1. Policy Inclusions.** This ministry's code of conduct is rooted in its sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Great Commandments as stated by Jesus Christ (Matt. 22:37-40)

**2. Personal Conduct.** All persons connected with this ministry community (e.g. employees, volunteers, board members, students, parents of students, etc.) shall hereinafter be referred to as ministry community members. All such ministry community members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the ministry, either expressed or implied. The use of common sense, good ethical standards and discretion will guide all who are called into community with the ministry in proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the ministry community. It is expected that all members of our ministry community will conduct themselves in a manner consistent with biblical standards, values, and character.

**3. Rules of Conduct.** In every organization where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the organization. Ministry community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing

unreasonable restrictions on anyone. These rules apply to all community members and in all spaces occupied by the community whether on-campus or at any community event/function/field trip or activity.

Ministry community members are expected to model appropriate behavior and conduct both on and off-campus and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others. Ministry community members are also expected to model appropriate language on and off-campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). Ministry community members shall maintain appropriate attitudes of concern for others. Problems concerning ministry community members' roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, ministry community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our ministry's functions. Ministry community members are expected to operate within their respective roles.

In summary, Christian ethics demand that ministry community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this ministry.

**4. Inappropriate Conduct.** Violation of ministry rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the ministry community. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the ministry community. Set forth below are some examples of misconduct which will not be tolerated by the ministry. This list is not exhaustive and examples are not listed in order of seriousness.

- a. Falsification of personnel and/or student records and information or other ministry records.
- b. Dating, or otherwise becoming romantically involved with, anyone under legal age.
- c. Engaging in any activity which a ministry community member knows, or has reason to know, will adversely affect the mission of the ministry.
- d. Engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman.
- e. Deliberate damage or destruction of any ministry property or property used by the ministry or the property of any ministry community member or property of any outside event/function/field trip or activity the community has facilitated use of.
- f. Engaging in criminal conduct.
- g. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor, teacher, or other ministry leader, or the use of abusive or threatening language toward a supervisor, teacher, or other ministry leader.
- h. Using abusive language at any time on campus.
- i. Failure to notify a supervisor when unable to report to work.
- j. Sleeping on the job.
- k. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth (Gen. 1:27)).
- l. Violation of any safety, health, security or ministry policies, rules or procedures.
- m. Committing a fraudulent act or a breach of trust under any circumstances.
- n. Unlawful harassment including harassment of a sexual nature (with the understanding that this ministry reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).
- o. Engaging in behavior that suggests a willful violation of the religious beliefs and practices of the ministry.

If a ministry community member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of the ministry, the community member should ask an appropriate ministry leader.

By signing below, ministry community member acknowledges an understanding that this ministry only hires staff members who agree to abide by its Code of Conduct which is rooted in its sincerely held religious beliefs and which this ministry believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, ministry community member acknowledges they have read, understood, and agree to abide by this Christian Code of Conduct and that this ministry reserves the right to discipline said community member (up to and including termination from the community) for any action(s) in violation of this Code of Conduct.

This Code of Conduct Policy applies to the Family Representative as well as all family members participating in the ministry community in any capacity. As the Family Representative you agree to hold accountable, or be held accountable for, the conduct of the members in your household.

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Family Representative Signature

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Date

### **Watermark Homeschool Enrichment Non-discrimination Statement**

Subject to the Constitution of the United States and all applicable state and federal laws, Watermark Homeschool Enrichment does not discriminate against applicants or students on the basis of race, color, and national or ethnic origin in its admissions or in the administration of its education policies, programs, or activities. In addition, subject to the Constitution of the United States and all applicable state and federal laws, Watermark Homeschool Enrichment does not discriminate in its employment practices.

## **Watermark Homeschool Enrichment Physical Privacy & Sexuality Policy**

### **I. PURPOSE**

In light of Watermark Homeschool Enrichment's statement of faith, stance on marriage and sexuality, and Guidelines & Regulations 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 Watermark Homeschool Enrichment community of their duties with regard to use of restrooms, locker rooms, showers, and any other Watermark Homeschool Enrichment facilities or sanctioned locations where individuals may be undressed in the presence of others.

### **II. DEFINITIONS**

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

"Member of the Watermark Homeschool Enrichment community" means any Watermark Homeschool Enrichment employee, volunteer, student, parent, or visitor.

### **III. SINCERELY-HELD RELIGIOUS BELIEF ON SEXUALITY**

Watermark Homeschool Enrichment'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.

### **IV. POLICY**

Notwithstanding any other policy, Watermark Homeschool Enrichment's restrooms, locker rooms, and showers designated for one sex shall only be used by members of that sex.

In any other Watermark Homeschool Enrichment facilities or settings where members of the Watermark Homeschool Enrichment community may be undressed in the presence of others (e.g., changing costumes during school theatrical productions), Watermark Homeschool Enrichment shall provide separate, private areas designated for use by members of the Watermark Homeschool Enrichment community based on their sex.

To ensure the safety, privacy, and respectful environment for all students at Watermark Homeschool Enrichment, students are to use restrooms designated for their biological sex only (boys in boys' restrooms, girls in girls' restrooms), and only one student is permitted inside a restroom stall at any given time. The only exception to designated restroom use is when a parent or guardian accompanies their own young child/children. If a Watermark Homeschool Enrichment teacher, assistant, or volunteer is escorting more than one student to the restroom, they must be accompanied by another Watermark Homeschool Enrichment adult, or wait immediately outside the restroom entrance to supervise. Any concerns or violations of this policy should be reported to staff immediately.

Watermark Homeschool Enrichment recognizes there may be instances where members of the Watermark Homeschool Enrichment community experience disparity between their sex and their feelings about their sex. This disparity can motivate them to behave in ways contrary to God's Word and His plan for their lives. Watermark Homeschool Enrichment encourages members of the Watermark Homeschool Enrichment 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.

Watermark Homeschool Enrichment will at all times interact with members of the Watermark Homeschool Enrichment 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 Watermark Homeschool Enrichment 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 Watermark Homeschool Enrichment which is cause for terminating their privilege of membership in the Watermark Homeschool Enrichment community.

To preserve the function and integrity of Watermark Homeschool Enrichment and to provide a biblical role model to members of the Watermark Homeschool Enrichment community and the community-at-large, it is imperative that all members of the Watermark Homeschool Enrichment community agree to and abide by this policy.

#### V. POSTING

Copies of this policy shall be provided to all Watermark Homeschool Enrichment employees, volunteers, students, and parents.

## **Watermark Homeschool Enrichment Statement of Faith**

*The following is our Statement of Faith. While we do not require you to adhere to all tenants of this, we do require that you have read them and understand that these tenants will determine the worldview through which classes and activities will be taught, and we ask that, while attending Watermark classes and events, participants be respectful of this biblical position in behavior, action, speech and dress.*

- We believe in the one true God eternally existing in three persons, Father, Son and Holy Spirit. Co-eternal, co-existent and co-equal in deity and power. Worthy of all honor and glory.
- We believe Jesus Christ is the only begotten Son of God. Conceived supernaturally by the Holy Spirit and born of the Virgin Mary. He is fully God and fully man. He was always with God and is God. Having led a sinless life, He offered Himself as a willing sacrifice for our sins. In doing so, His death satisfied the wrath of God, obtaining for us the forgiveness of sins and eternal life. He was raised bodily on the third day and is now seated at the right hand of the Father. There He makes intercession as our high priest and advocate until His personal, visible return.

- We believe that the Holy Spirit is fully God. Co-equal with the Father and Son. He is present in the world, sent to make us aware of our sin and our need for God's grace and forgiveness. At the moment of conversion, the Spirit indwells the Christian in order to be empowered for Christian living and the understanding of spiritual truth. The Holy Spirit gives all believers spiritual gifts, the purpose of which is to serve the church and bring glory to God.
- We believe that salvation is accomplished by the finished work of Jesus Christ on the cross. It is by grace alone, through faith alone, that we, who are spiritually dead and in a sinful state, can be made alive and live eternally by the imputed righteousness of Christ. Having done nothing ourselves to obtain righteousness, but in true repentance are relying solely on the completeness of Christ's substitutionary atonement.
- We believe the scriptures of the Old and New Testaments to be verbally inspired by God and inerrant and infallible in the original text. They are the complete revelation of God's will for the salvation of mankind and the final authority for all Christian faith and life.
- We believe that all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically or mentally challenged, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life. (Ps. 139:13-15.)
- We believe that God created the heavens and the earth, including all life, by direct act in six literal 24 hour days about 6,000 years ago (Gen 1:1; John 1:3; Col 1:16-17)
- We believe 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).
- We believe that God created marriage to be exclusively the union of one man and one woman, and that intimate sexual activity is to occur exclusively within that union (Gen. 2:18-25; 1 Cor. 6:18; 7:2-5; Heb. 13:4).
- We believe in the spiritual unity of believers through our common faith in Jesus Christ and that lesser doctrinal differences which may exist should not hinder the cooperation of Christian home educators.

This statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the sole and final source of all that we believe. For purposes of Watermark's faith, doctrine, practice, policy, and discipline, our principals and board of directors are Watermark's final interpretive authority on the Bible's application for our program.