



WATERMARK ACADEMICS

3rd - 12th Grade

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: bewatermark.com/academics

General Inquiries: academics@bewatermark.com

Campus Director, Amy Sableski: Amy@bewatermark.com

Academic Meeting Location

Center Pointe Community Church

9580 Curry Ford Rd, Orlando, FL 32825

Important Watermark Events and Meetings

A detailed calendar can be found on our website. Visit 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.

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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 passionate adults. 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, or speak against 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.

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 emails, or Facebook. 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!

Parent Volunteer Requirements

- For Watermark to run smoothly, each family is required to participate in volunteering.
- After registration, please visit the **Parent Volunteer Matrix** located in the Class Schedule section of our website to select your volunteer positions.
- Each family must choose **two dates per year**.
- If you are unable to be at co-op on a Tuesday, please notify the teacher.
- Teachers are not required to fulfill volunteer jobs, but they are highly encouraged to participate when possible.
- Volunteers need to arrive at 8:00am and be prepared to stay until 4:00pm.
- **Childcare is not provided.** Volunteers must arrange off-site childcare for their children who are not enrolled as they are not permitted to accompany during your volunteer shift.
- Please do not plan to arrive late or leave early. If the entire shift is not fulfilled, you may be asked to

select an additional date.

- This is a full-day responsibility and volunteers may not leave campus for lunch.
- Volunteers must wear their Watermark Shirt
- If you are unable to meet the volunteer requirement, a **\$600 opt out fee option** is available.

Please contact the info@bewatermark.com with any questions.

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.

Dates/Schedule

All Watermark classes meet on Tuesdays beginning the second Tuesday of August. We take the Tuesday before Thanksgiving off. Christmas Break begins the Tuesday before Christmas and we return the 2nd Tuesday of January.

Tuesday Middle/High School Class Schedule		Tuesday 3rd-5th Grade Class Schedule	
8:30 - 9:45 am	1st period	9:00 - 9:55 am	1st period
9:50 - 11:05 am	2nd period	10:00 - 10:55 am	2nd period
11:05 - 11:35 am	Lunch	11:00 - 11:55 am	3rd period
11:35 am - 12:50 pm	3rd period	11:55 am - 12:25 pm	Lunch
12:55 - 2:10 pm	4th period	12:25 - 1:20 pm	4th period
2:15 - 3:30 pm	5th period	1:25 - 2:20 pm	5th period

Commitment

Before registering for a year-long class, both students and parents should thoughtfully and prayerfully consider the commitment, requirements, and expectations for successful completion. . 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 participants' families. The first two background checks are included in registration, Any additional background checks will be the financial responsibility of the family. 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. You may also email Info@bewatermark.com with any specific questions.

Class Registration Fees & 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 \$250) of this fee will be issued upon written notification to info@bewatermark.com. This amount (currently \$250) 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 32 weeks in our school year, with 16 classes in the fall term, 16 classes in the spring term.

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 relies on timely tuition payments in order to compensate our teachers promptly. We sincerely appreciate your attention to making monthly payments by the scheduled installment dates.

Payment due dates are listed on our website. A grace period is provided; however, if payment is not received by the end of that grace period, a late fee will be applied. If fees are not paid by the last day of the month in which they are due, a **\$10 late fee** will be added to your account.

Please note that students may not be permitted to attend class until the balance is paid in full. If fees remain unpaid by the 1st of the following month, your student will be asked to pause attendance until the account is brought up-to-date.

(Refer to the Tuition Payment Policy for specific due dates.)

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.

B. DROP/ADD It is our hope that students have a good experience in each of their classes. We ask parents to consider carefully with their children their class selections when registering. Dropping a class is only permitted during the first two weeks of the school year. If a family drops a class after the Drop Period, the family will be charged class fees for that class for the remainder of the school year. You are committing to the class for the entire school year. Many of our teachers require a minimum number of students in order to move forward with a class. If students drop a class, it may create hardship for the teacher. Therefore, please prayerfully consider your decision about registration. The last day to drop a class is the second Tuesday of the fall semester. If a parent drops or adds a class, it is the parent's responsibility to notify the teacher and the Treasurer immediately. Parents are also responsible to drop or add the class on the website. Any tuition and/or supply

fees already paid will be non-refundable and you are committing to pay all remaining tuition for the school year. Please prayerfully consider your decisions regarding each class registration.

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.**

Permission for Treatment, Liability and Release

A copy of the Permission for Treatment and Liability Release Form must be signed and notarized by every family as part of registration. Every family that attends Watermark Academics must have this form on file for each child who will be on campus. You may list all of your children in one form. This form states that you participate in co-op activities at your own risk and that **Center Pointe Community Church, Watermark Academics**, and all the teachers and staff are exempt from any and all liability. Teachers who do not have children enrolled in classes must also sign this form. This form will be included in the membership application process. It must be printed, filled out, notarized, and brought to co-op on Open House night (preferable) or no later than the first day of classes.

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

To help maintain a quiet and safe environment, a hall monitor will be on duty while classes are in session. Students will need to use a hall pass when leaving the classroom. Please remind students to walk and speak quietly in the halls so learning is not disrupted. We appreciate everyone's cooperation and respect for the facility and its staff while we are on campus.

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 Academic 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.

Eating

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

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

Watermark Campus Expectations, Procedures, and Behavior Guidelines

These guidelines are designed to ensure a safe and productive learning environment for all students.

Attendance and Punctuality

Attendance - Watermark prioritizes consistent class attendance. If a student is absent, parents/guardians must contact the student's teacher via the school website to obtain missed classwork. Attendance is recorded every period, and students are expected to be present and on time.

Tardiness - Students and parents are expected to make every effort to arrive at all classes on time. To avoid interrupting in-progress instruction, students arriving more than seven (7) minutes late are asked to refrain from entering the classroom.

Mandatory Co-op Check-in and Pick-up Procedures

Student safety is a top priority during dismissal. All students will exit through a designated area, and will sign in and sign out. Attendance will be taken in each class period.

Students are dismissed at the end of their final class and should be picked up promptly at that time. All students must be picked up no later than 3:40pm. As supervision is limited after dismissal, parents are responsible for ensuring their child is picked up on time. A late pickup fee may apply if pickup occurs after 3:40 PM.

Teen Drivers/Walkers

Teens who have driven themselves to co-op must sign themselves in and out. Riders should not leave with another teen without permission from both parents.

Lunch Time

There are two lunch periods. 3rd - 5th grade lunch is from 11:55 - 12:25. Families are to provide nut-free lunches for their own children.

6th- 12th Grade lunch is from 11:40 - 12:10. Families are to provide nut-free lunches for their own children.

Once students finish lunch, they will be responsible for cleaning up their area prior to leaving the lunch area.

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 student will be staying for lunch time (nut free)
- Optional healthy snack (nut free)
- A backpack (not required)
- Pencils
- Paper
- Class schedule in or attached to backpack (laminated is best)

Please clearly label supplies, especially backpacks and water bottles.

Classes for Credit

Watermark offers select courses that may be applied toward high school credit. Families are responsible for tracking and documenting these credits, keeping samples of student work for portfolios, and meeting any requirements set by their umbrella school or supervising authority. Watermark does not issue official transcripts. While teacher-issued grades reflect classroom performance, parents ultimately determine and finalize their child's official grade.

To receive credit for a course, students must maintain consistent attendance and complete all assigned work. If a class is missed, the student is responsible for contacting the teacher, submitting any missed assignments, obtaining notes, and scheduling make-up quizzes or tests at the teacher's discretion. Final grades will reflect both attendance and the completion of required work.

It is the sole responsibility of the parent/guardian to ensure that courses taken at Watermark meet the specific graduation and high school credit requirements of the State of Florida and/or the family's chosen umbrella school.

Study Hall / Movement Room

Students who are on campus but do not have a scheduled class during a period must report to either **Study Hall**, the **Movement Room** or be picked up by a parent.

Study Hall is a supervised quiet area where students may work independently, read, or wait for their next class or pick-up.

Movement Room is a designated space for students who would like time for physical activity and play.

Watermark has designed this room to help students build more connections with peers, learn through creative play and get the wiggles out. Access to the room is restricted to two class periods per session.

Students are expected to use each space appropriately. If a student is unable to respect the expectations of the Movement Room, they will be redirected to Study Hall. Please be considerate of the classes in session surrounding both Study Hall and the Movement Room.

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 Code

- Students are required to wear a **Watermark shirt/sweatshirt** each co-op day.
- Clothing must be modest, respectful, and appropriately sized. Midriffs, backs, sides, and undergarments must remain covered at all times.
- Shorts, skirts, or additional layers must provide appropriate coverage and should be modest in length.
- Clothing, accessories, or images that are offensive, explicit, or inappropriate are not permitted.
- Students should maintain good personal hygiene and avoid distracting makeup, piercings, clothing, or hairstyles.

If a student does not meet dress code expectations, parents may be called to bring a change of clothes. If that is not possible, appropriate clothing will be provided for the remainder of the day.

Electronic Devices

Students may bring cell phones, tablets, laptops, or gaming devices to co-op **at their own risk**. However: **No electronic devices may be used during class unless a teacher gives permission.**

Cell phones must be **turned off** during class (no texting or silent use).

If a phone is used during class, it will be held and returned at the end of the class period.

Laptops may be used for school-related work only. Wi-Fi is not available for personal use, and any internet content accessed must be appropriate. Parents are responsible for monitoring what their student views online. Content that is acceptable in one family may not be acceptable in another; therefore, inappropriate websites or media (violence, explicit language, etc.) are not permitted. Watermark may restrict or terminate device use if guidelines are not followed.

Devices may be used only in Study Hall, and screens may not be shared with other students.

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 and 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.

Classroom Expectations

The following is expected of students:

- **Homework** - 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. Hall passes will be obtained by the teacher for bathroom breaks during class. There will be a volunteer hall monitor during school hours.

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. With gentleness and humility, explain what has offended you (1 Corinthians 4:21).
2. Seek resolution. Resolution is achieved when all parties involved reach mutual agreement, understanding, and forgiveness.
3. 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!

Conflict / Grievance Procedure

Conflicts or concerns should be addressed following the biblical model found in Matthew 18:15–17. If an issue cannot be resolved privately, it should be brought to the Watermark Director for further guidance and resolution.

Procedure for Teacher Conflicts

Step 1: Communicate with the Teacher

First, address your concern privately and directly with the teacher involved. This initial conversation is essential for understanding the situation from both perspectives and seeking a resolution.

Step 2: Escalate to the Director

If a satisfactory resolution is not reached after communicating directly with the teacher, please schedule a meeting with the Watermark Director. The Director will then step in to mediate the situation and guide the process toward a final resolution.

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.

Parent Partnership & Communication

We value collaboration. Parents may be asked to reinforce expectations at home or support a behavior plan. If a parent believes a disciplinary action was unfair or needs clarification, they may request a follow-up meeting.

Open communication helps us support every student well. If you notice your child struggling, please reach out to their teacher or a member of leadership—we are here to partner with you.

Because we may not see each family every week, staying connected through digital communication is essential. Families are expected to read Watermark updates and ensure our messages are not going to spam.

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

Parents, please do not send any medications with your child. All medications should remain at home. The co-op has a basic First Aid kit available on-site. If your child requires medication during co-op hours, you will be required to come and administer it.

If your child takes prescription medication, please keep it at home whenever possible or plan to administer it personally. If the medication does not need to be taken during co-op hours, please do not bring it.

If your child requires medication to be readily available at all times (such as an inhaler or EpiPen), please meet with the Director at the beginning of the year to make appropriate arrangements.

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
- 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 - All Watermark families must wear a Watermark Shirt.

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.

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 Academics 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 Academics are engaged by mutual consent. I understand that Watermark Academics 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 Academics at any time. I understand that this Guidelines and Regulations Handbook does not contractually bind Watermark Academics and is subject to change without notice by decision of Watermark Academic's governing body. Admission to Watermark Academics 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 6-12: 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 Academics, including all applicable policies in the Guidelines and Regulations Handbook.

I understand that the Guidelines and Regulations Handbook does not contractually bind Watermark Academics and is subject to change without notice by decision of Watermark Academic'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 Academic's standards could result in the loss of that privilege.

Signature of Student & Date:

Watermark Academics 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 members acknowledge 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.

Family Representative Signature & Date:

Watermark Academics Non-Discrimination Statement

Subject to the Constitution of the United States and all applicable state and federal laws, Watermark Academics 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 Academics does not discriminate in its employment practices.

Watermark Academics Physical Privacy & Sexuality Policy

I. PURPOSE

In light of Watermark Academic'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 Academics community of their duties with regard to use of restrooms, locker rooms, showers, and any other Watermark Academics 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 Academics community" means any Watermark Academic employee, volunteer, student, parent, or visitor.

III. SINCERELY-HELD RELIGIOUS BELIEF ON SEXUALITY

Watermark Academic'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 Academics' restrooms, locker rooms, and showers designated for one sex shall only be used by members of that sex.

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

To ensure the safety, privacy, and respectful environment for all students at Watermark Academics, 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 Academics teacher, assistant, or volunteer is escorting more than one student to the restroom, they must be accompanied by another Watermark Academics adult, or wait immediately outside the restroom entrance to supervise. Any concerns or violations of this policy should be reported to staff immediately.

Watermark Academics recognizes there may be instances where members of the Watermark Academics 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 Academics encourages members of the Watermark Academics 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 Academics will at all times interact with members of the Watermark Academics 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 Academics 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 Academics which is cause for terminating their privilege of membership in the Watermark Academics community.

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

V. POSTING

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

Watermark Academics 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.