



323 Christian Co-op

La Vergne, TN 37086

Disciplinary Practices & Consequences

Discipline is a community responsibility, and all teachers and the 323 Co-op Board contribute to maintaining standards for student conduct. However, it is the classroom teacher who plays the most important role in school-wide discipline as students spend most of their time in the classroom.

Teachers make clear their academic and behavioral expectations for their students, and hold them accountable for these expectations using the best practices of classroom management. The relationship the teacher develops with each student is critical for maintaining discipline in the classroom.

Teachers are expected to use their best judgment when working with students. Issues of classroom management for example, socializing in class, tardiness, and disrespect to peers or teachers, may be handled by teachers at their discretion. In such cases where the student has not responded to the teacher's corrective measures, or the student differs upon the justifiability of those corrective measures, the teacher may refer the student to the 323 Co-op Board. If a student commits an infraction or is involved in a disciplinary matter, it is encouraged that they come forward and talk to a teacher, or board member. When a student comes forward, tells the truth, takes accountability, and engages in restorative plans, these actions are considered when deliberating the appropriate consequences. While a voluntary confession in accordance with the truth will not excuse a student from receiving consequences for their behavior, it is the responsible and appropriate course of action that is aligned with our mission and values to act more like Christ.

Infractions

For infractions that occur outside of the classroom, each teacher present is responsible for ensuring that the student is addressed and then refers their observations to the 323 Board.

Any violation of 323 Christian Co-op's expected behavior for students at co-op and during co-op activities is an infraction. Some infractions may be considered more or less significant than others, yet all are still considered unacceptable by members of the 323 Christian Co-op. Examples of infractions include, but are not limited to, the following:

- Disrespect toward persons or property.
- Inappropriate clothing.
- A consistent negative attitude.
- Leaving the building without permission.
- Cutting a class to congregate in the bathrooms.
- Being disruptive in the classroom, assembly, or any other co-op activity.
- Lying, deceit, or any other dishonest behavior.
- Poor sportsmanship.
- Profanity.
- Use of cell phones, computers, or any other electronic devices when not in a class that requires devices.
- Minor cheating or plagiarism.

Significant Infractions

There are certain fundamental practices and expectations at 323 Christian Co-op that, when violated, are considered significant infractions. These infractions are very serious, and may trigger review processes that occur in steps outside our typical practices. For example, if a student is believed to have engaged in a significant infraction, they may be asked to take a leave of absence from specific co-op classes while the situation is reviewed. The following are examples of significant infractions (the list is not all-inclusive):

- Violation of the school's Safety policies.
- Harassment & bullying.
- Consistent incomplete classwork/assignments.
- Verbal, physical or sexual harassment or abuse of a student by a (or) peer(s). This includes interactions that are in person, online or via phone. Posting videos/photos of peers without their consent to do harm is considered harassment.
- Threats or references to school violence, particularly school shootings.
- Pervasive abusive language or abusive language that is aimed at another member of the community.
- Major cheating or plagiarism.
- Willful destruction of property belonging to 323 Christian Co-op and Emmanuel Baptist Church, its personnel, or another student.
- Stealing.
- Possession or use of any kind of weapons on campus.

Possible Consequences for Infractions

It is impossible to list all possible consequences for behavioral infractions. In each individual case, the teacher and parent in collaboration with the 323 Co-op Board considers the individual student and the situation. In all cases, 323 Christian Co-op strives to incorporate transparency, precedents that have been set, and principles of "Restorative Justice" into the decision-making process.

The 323 Co-op Board's objective in any disciplinary action is to provide an opportunity for the student to experience growth, learning, and increased responsibility. Thus, the student who incurs a Disciplinary Warning may take steps to restore their good standing with the whole co-op.

- The 323 Co-op Board may assign mandatory placement for the student to be with their parent during class periods for violations of classroom or co-op practices or expectations.
 - In some cases, it may benefit the student to be separated from their peers and will not be allowed to socialize with other students for the duration of the class, or lunch period.
- Mandatory Community Service
 - Lunch time community service – to be served when the period occurs. This includes, but is not limited to, cleaning of the tables, chairs and floors. This is a time to work on building a Christlike servant heart - "Work unto the Lord".
 - Assisting the parents on co-op lunch-time duties.
- Counseling

In some situations, the 323 Co-op Board may request that the student acquire help through a counselor. Further sessions, including goals, length, and frequency of these meetings are determined by the counselor and parents with a focus on what is best for the student.

Disciplinary Warning

Students will incur a Disciplinary Warning for committing a major infraction or a pattern of minor infractions. A Disciplinary Warning for minor infractions may be assigned by the 323 Co-op Board for a consistent pattern of poor behavior. If a student on Disciplinary Warning incurs an additional behavioral infraction, they will receive a second Disciplinary Warning. Students who receive a second Disciplinary Warning during their time at 323 Christian Co-op may be placed on Disciplinary Probation if their subsequent behavior does not improve. Students who have received their first Disciplinary Warning may be placed on Disciplinary Probation if their subsequent behavior is deemed egregious enough to supersede a second warning.