



Vernon Christian School
Heart for God - Mind for Truth

PARENT HANDBOOK

Elementary Campus
Kindergarten - Grade 6

Secondary Campus
Grade 7 - 12

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INTRODUCTION

Welcome to Vernon Christian School. We are an interdenominational school founded on evangelical Christian beliefs, and focused on providing a wholesome Christian education for Preschool to Gr. 12.

The purpose of this handbook is to acquaint parents and students with our vision, educational philosophy and principles of operation. It is our hope that it will answer some of your initial questions. For further information, please contact our school office (info@vcs.ca), and we will be happy to assist you.

BRIEF HISTORY OF VCS

In 1974 a group of Christian families in the Vernon area were led to act upon the vision given to them by God to establish a school that would provide a Preschool – Gr. 12 Christian Education for their own and future children.

Believing God gives parents the responsibility for educating their children, these parents formed the Vernon Christian School Society. Its objective was to establish a Christian Day School in Vernon whose purpose would be to serve as an educational arm of the Christian home. The vision became reality in 1977 when Vernon Christian School first opened its doors at its present Elementary Campus location. Within ten years the school had grown to a student population of 116 students. In 1989 a Kindergarten program was established at VCS. As the student population grew so did the need for expansion of school facilities. The 1994/1995 school year was celebrated with the opening of a new gymnasium, and in September 1997 the concept of a Middle High School was introduced for Grades 7, 8 and 9. The opening of the Secondary Campus in 2004 completed the vision that started so many years ago!

AFFILIATION

Vernon Christian School is associated with the Society of Christian Schools in B.C. and with Christian Schools International. Our representation to government and society is through the Federation of Independent School Associations.

EDUCATIONAL PHILOSOPHY

The educational philosophy of Vernon Christian School is based on a God-centered view of man and truth as presented in the Bible. Since God created and sustains all things through His Son, Jesus Christ, the universe and all life are dynamically related to God and have the purpose of glorifying Him. This is pointedly true of man who was made in God's image, different in kind from all other creatures, with the unique capacity to know and respond to God personally and voluntarily. Because man is a sinner by nature and choice, he cannot, in this condition, know or honor God in his life. He can do this only by being born again to do God's will.

The authority for education comes both from God's command that children be taught to love God and place Him first in their lives, and from the fact that parents are responsible for the total education and training of their children. At the parents' request, the Christian School, along with the Church, becomes a partner in this education. From this philosophy stem the following principles:

The Bible

That God by His Holy Word reveals Himself and also renews man's understanding of God, of man himself, of his fellow man and of the world; directs man in those relationships including directing parents in the education of their children.

Creation

That God created the world, and that in their education children must learn that the world, its development and history, can be understood only through its relationship to the Triune God who by His providence upholds all things.

Life

That life in its entirety is service to God. We either obey or disobey Him. Education too, must be carried out in obedience to God.

Sin

That sin alienates us from God, our fellow man, our world, the meaning and purpose of life and the wisdom God gives us to educate our children.

Jesus Christ

That Jesus Christ our Savior and Lord, by renewing our hearts through the power of His Spirit makes it possible for us to view the world correctly. Jesus Christ is the Redeemer of man and life and in Him only are we able to rediscover the true meaning of life.

School

That the purpose of Christian schools is to educate children for a life of obedience to Christ and to walk as image bearers and stewards of His creation.

Parents

That the primary responsibility for the education of children rests with the parents, to whom God has entrusted them. Parents may not revoke that responsibility and give it over to the state, but seek to entrust their child's education to Vernon Christian School whose vision is to train a child to have a *heart of God and a mind for the truth.*

Teachers

That Christian teachers giving instruction in Christian Day Schools in cooperation with parents, are responsible to God to give Christian leadership in all aspects of the curriculum and also to give example by their personal conduct.

Educational Freedom

That Christian Schools organized and administered in accordance with lawful standards and requirements as set by the Department of Education of the Province of British Columbia, should be fully recognized in society as free to function according to their principles.

IMPLEMENTATION OF EDUCATIONAL PHILOSOPHY

The philosophy of the Vernon Christian School is embodied in the school's mission statement; it defines the role of the school as educators and enablers of children. It is founded on God as creator and Jesus as redeemer. At the same time the philosophy is implemented through the curriculum with the cooperation of the staff, parents, Vernon Christian School Society, the School Board and Education Committee.

Bible Studies, Devotions, Chapels

Study of God's word in the Bible is the cornerstone of Christian Education. Through it, students are reminded that all true knowledge is and must be Biblically founded. Daily devotions give teachers and students a chance to tell one another of God's faithfulness to them in their own lives and to bring all things to Him in prayer. Chapels give the school community a time to celebrate and share God's goodness in a corporate setting. Chapels at the Elementary Campus follow the Christian calendar. They are held approximately every two weeks and involve much student participation and leadership. At the Secondary Campus chapels are held weekly and as at the Elementary Campus leadership students are very involved in the planning and delivery of chapels.

Curriculum

Vernon Christian School follows the Society of Christian Schools in BC curriculum guidelines. The "Integrated Resource Packages" of the Ministry of Education of BC are being adhered to in as far as they agree with the schools educational philosophy. Materials from Christian School International and other Christian publishers are also used to supplement the different areas of study offered by Vernon Christian School. God's Word is applied to all subjects.

Preschool and the primary years from Kindergarten to Grade 3 welcome children into our community of learners at VCS. They are the foundational years for nurturing an attitude of wonder and delight in learning and for experiencing success in acquiring basic skills. Our curriculum includes prayer and study of

Bible stories, music and art, the enjoyment and reading of literature, phonics and spelling, writing and drama, PE and, science and social studies, math, special multi-age themes, and resource-based learning which integrate classroom study with library skills. Learning is structured so as to have a balance of direct instruction, meaningful practice, exploration of materials and ideas. Students are given daily opportunities to praise God, share, cooperate and serve others. Parents are welcome to be involved in their child's primary classroom. Reporting to parents primary will be anecdotal in nature.

Grades 4, 5 and 6 are the intermediate years in the elementary school program. The same area of studies is explored but learning shifts from the acquisition of "basic skills" to applying those skills to all subject areas at a higher level of thinking. There is also more cooperative group work for the students. At the intermediate level reporting to parents begins to include percentages grades.

The Vernon Christian Secondary school program addresses the needs of students in Grade 7 - 12. The program is divided into two areas, middle school (grades 7 -9) and high school (grades 10 -12). The curriculum is presented from a Christian perspective, and follows the BC Ministry of Education guidelines. Students who graduate from Vernon Christian School receive a BC Dogwood diploma and are fully equipped to apply at university, Bible College, trade school or any other post secondary education path they choose. Evaluation is continuous and formal reporting to parents occurs four times during the academic year.

At Vernon Christian Middle High School the curriculum has been expanded to include unique learning opportunities that go beyond BC Ministry of Education requirements. The use of a variety of technologies is woven into the fabric of learning at the Secondary Campus, both in the computer lab and in the shops.

Service

One of the most important components of the curriculum offered by Vernon Christian School is its focus on service. Service to others gives students a practical way to live out the gospel of salvation. It is how they can show the world that God is alive and real in their lives.

Students from preschool to grade 12 are given opportunities to serve in a manner that is appropriate for their grade level. For example, grade one students have raised funds to purchase farm animals, personal belongings, and food for people in developing countries. Our school has also supported the Operation Christmas Child program. The High School students have served hot lunch to Vernon's homeless and have partnered with the Okanagan Gleaners to produce dried foods for disaster areas around the world. Our service program also includes a Grade 9 mission trip to Mexico that takes place in March.

Leadership

Vernon Christian School is intentional about teaching leadership skills to students at all grade levels. Formal instruction begins in intermediate and continues on

through to grade 12. In intermediate grades students partner with a primary classes in a school “buddy” program. They provide leadership on the playgrounds reducing the need for parent intervention.

At the Secondary level we provide leadership training for all grades. Junior leadership is offered at grades 7 - 9 and senior leadership in grades 10- 12 as part of the High School Bible program. Activities involve organizing school events to raise funds for local and global issues and needs.

Graduate Profile

Vernon Christian School acknowledges that parents have the primary responsibility for educating their children. We walk along side of and support families in educating young people to have *a Heart for God and a Mind for Truth*.

It is the desire of the Vernon Christian School Community to honour God by graduating students who are:

- Striving to nurture, develop and apply their Biblical worldview in all facets of their lives.
- Loving neighbours and socially responsible citizens who display Biblical principles to honour the diversity of all people created in God’s image.
- Honest and effective communicators who are able to access, synthesize, and express their understandings in a variety of ways to a range of audiences.
- Democratic participants who as Canadians and global citizens, love godly justice and mercy, and act in ways that are considerate to the needs of others.
- Creative, innovative, knowledgeable, and skilled active learners who demonstrate high standards of performance and a commitment to lifelong learning.
- Humble servants of God and community contributors who willingly serve others and take the initiative to improve the quality of life for their neighbours, local and global communities.
- Wise decision makers who practice Biblical discernment.
- Collaborative workers who demonstrate courage and strong interpersonal skills.
- Healthy human beings who demonstrate personal spiritual, intellectual, physical, social and emotional well-being.

SCHOOL GOVERNANCE

Introduction

Vernon Christian School operates in accordance with the lawful requirements set by the Ministry of Education of British Columbia and is independent from the local school district. As an independent parent run school, VCS requires a high level of parental involvement in the school's operation.

Community Standards

The Vernon Christian School Society functions as a Christian community where administrators, teachers, staff, board and committee members are called to promote and advance the mission of Vernon Christian School. In order to do so administrators, teachers, staff, board and committee members are expected to adhere to the Standards of Conduct, which the Society has established for itself.

Society

The objective of the Vernon Christian School Society is to operate a Christian Day School in accordance with its educational philosophy. The Society is a non-profit, charitable organization made up of friends, supporters and parents of Vernon Christian School. Society meetings are held a minimum of twice a year, usually in November and June.

Membership in the Society is open to all who agree with the philosophical basis, purpose and character of Vernon Christian School, as outlined in the Constitution and By-Laws.

Society members are urged to make every effort to attend the Society meetings.

School Board

Members of the Society may be elected to the School Board at both the fall and at the Annual General Meeting of the Society in June. Duties of Board members include:

- Appointing, discharging and payment of teachers and the principal.
- Supervision of all monies and the setting of the annual budget.
- Determining the religious and academic curriculum in conjunction with the principal.
- Supervising adherence to the requirements of the Ministry of Education of BC.
- Appointing members to the various committees.

Committees

The duties of the **Education Committee** include:

- Keeping informed about the Christian academic quality and character of the instruction given.
- Considering all matters relating to the educational program and making recommendations to the Board.
- Interviewing possible teachers and recommending suitable candidates to the Board.

The duties of the **Finance Committee** include:

- Supervising the bookkeeping and monitoring expenses and income in comparison to the annual budget.
- Making recommendations to the Board regarding the annual budget.

The duties of the **Capital Development Committee** include:

- Recommending to the Board and carrying out promotional and fundraising initiatives.

The duties of the **Building Committee** include:

- Providing the Board advice about the schools long and short term needs.
- Suggesting specific strategies and solutions to the above needs.
- Overseeing expansion activities when called upon to do so.

The duties of the **Community Relations Committee** include:

- Developing promotional materials for use by the society, to maintain contact with past supporters and alumni of the school and to all interested in Christian Education in the Vernon area.
- Publicizing special activities hosted by the school or society.
- Assisting the Board in maintaining positive public relations with the community, School District #22 and greater Vernon community.

The duties of the **Transportation Committee** include:

- Alerting parents to the transportation options available to them in the Vernon area.

- Pursuing further transportation alternatives for parents in the Vernon Christian School Society.

The duties of the **Maintenance Committee** include:

- Keeping informed about the state of the school property.
- Making recommendations to the Board regarding maintenance, repairs and adequacy of the buildings and school grounds.
- Advising the Board in all matters regarding the school custodial team.

The duties of the **Employment Relations Committee** include:

- Developing and fostering a positive work environment for employees at Vernon Christian School.
- Making suggestions to the Board and staff regarding policies that relate to working conditions, salary, professional development and teacher qualifications.

The **Auxiliary Committee** mandate is consistent with the philosophy and goals of the VCS School Board. Some of their responsibilities include:

- Fundraising for the specific purpose of supplying students with 'the little extras' that are not part of the yearly budget.
- Heightening school awareness and promoting positive school relations.
- Providing a monthly hot lunch program for the EC.

Staffing

The School Board in consultation with the Education Committee and the principal have the responsibility of selecting teachers for the educational staff.

Appointments are made using the following criteria:

- i) Each appointee must be sincerely committed to Jesus Christ as Lord and Savior of their life.
- ii) Each appointee must make an affirmation of the philosophy of the school and agree to support the objectives of Christian education in Vernon Christian School.
- iii) Each appointee must hold a valid British Columbia Teaching Certificate.

Administration

The **Principal(s)** are directly responsible to the School Board. Their duties include:

- i. Ensuring that the educational philosophy is implemented in the daily instruction at both campuses.
- ii. Seeing that the requirements of the Ministry of Education of BC are met.
- iii. Responding to parents' concerns regarding the education of their children.

The **Development Administrator** is directly responsible to the School Board. The duties include:

- i) Promoting and executing the vision of the school.
- ii) Developing and fostering a relationship with society members, corporate donors and others within the Christian community.
- iii) Planning for and executing different fundraising, promotional, and information initiatives within the school and larger community.
- iv) Responding to parents' comments and concerns with respect to public relations, fundraising and general information as required.

The **Business Administrator** is directly responsible to the School Board and the Finance Committee. The duties include:

- i) Maintaining all financial records in relation to the day-to-day operation of the school including tuition payments, accounts payable, payroll, government grant information and receipting.
- ii) Developing annual budget for the Board in consultation with the Finance Committee and the administration.

Procedural Fairness

Vernon Christian School uses the general statement of principles from the Federation of Independent Schools Association document, *Procedural Fairness Best Practice Guidelines for Independent Schools* in order to ensure procedural fairness in the policies and procedures implemented.

Parents

The primary responsibility for the education of children rests with the parents. They in turn delegate part of the academic and spiritual instruction to the teachers during the time the children attend school. Teachers are responsible to God and parents to give Christian leadership in all aspects of school life. A healthy relationship between teachers and parents is vital to ensure the success

of each child's education.

Parents are encouraged and welcome to visit the school and their children's classroom often. The parent/teacher relationship is further strengthened by parents volunteering their help for the various events and activities the school has planned.

Church

Church/Home/School function harmoniously together in providing Christian education. Families are encouraged to be actively involved in a church of their choice. Churches should view the Christian School as an extension of their ministry.

ACADEMIC POLICIES

Vernon Christian School wants students to commit to academic excellence. To that end we will:

- Partner with parents to see students achieve their potential for learning in all of their classes
- Support students' academic needs
- Develop a plan for each student to be able to graduate

Assessing Student Achievement

We believe that the purpose of grading is to communicate to parents, an accurate evaluation of a student's ability to meet the learning outcomes of each course/subject. Therefore, student progress is reported in two **separate** ways:

Grades: a percentage and/or letter-grade, which is a measurement of academic achievement (what a student knows and is able to do in relation to specific learning outcomes)

Behavior: descriptions of the characteristics, actions, and work habits that support achievement

Reporting on Student Progress

Each child is a unique individual. Therefore, the evaluation of students is reflected through both personalized teacher comments and the student's marks.

Report cards are issued four times per year in the grade 7 - 12 and 3 times per year in K - 6, at the end of each term. They report on achievement as well as work-habits and behavior. All evaluations of students are written to indicate learning progress and to encourage further academic growth.

Reports given at primary levels (K - 3) may be more anecdotal in nature. In these early years, children are at many different stages of development. They learn at different rates and in different ways according to their abilities, interests

and opportunities. We know that it is not beneficial to make comparisons between children, so care is taken to evaluate each child in terms of what he/she can do.

It must be recognized that the report card does not present a complete picture of the student's progress. Therefore, in addition to report cards, interim reports (progress updates) will be made as needed via printouts, telephone, email, teacher/parent conferences, etc. The staff will inform parents immediately upon becoming aware of actual or anticipated difficulties. It is our expectation that there will be complete cooperation between teachers and parents in their mutual efforts to help students overcome difficulties, and to help students achieve their academic potential.

Regular Progress Reports for Middle & High school students

Teacher's grade books have been set up to email interim reports directly home to parents. Twice/month, you will be receiving an email copy of your children's assessment record from each teacher, for each subject beginning October 5.

Understanding the reports:

1. Assignment "points"

- **"Inc" (Incomplete)** - if an assignment score is "Inc", it has not yet been submitted by the student and the grade is "pending". This means that no score for the assignment is being included in the overall grade for the course, as the grade is intended to reflect only what the teacher has been able to assess to date. Therefore, while incomplete assignments will not reduce the student's current grade, they are a major area of concern. An incomplete assignment essentially means that the course requirements have not yet been met. So, don't be fooled - a passing or even a high interim "grade" reveals the level at which your child is achieving on **work submitted**, but if "Inc's" are reported in the spreadsheet, there are gaps in the assessment record that must be filled, and the student's work habits are likely in need of attention.
- **"0"** - if an assignment score is "0", this means that a number of steps have been taken by the teacher and Administration to address incomplete work, including Academic Intervention and communication with parents, but that the efforts have ultimately been unsuccessful. The assignment requirements have not been met within a satisfactory time frame. "0" indicates that the assignment will no longer be accepted.

2. "Summative" vs. "Formative"

You may see these terms within the progress reports, either in

reference to an assignment or to an assessment category.

- **SUMMATIVE** refers to all student work that measures achievement and is part of course grades, such as tests, quizzes, assignments, projects, presentations, etc. This is work completed in order to provide the teacher with reliable evidence of the student's learning at the end of instruction and practice. This work **MUST** be complete for the teacher to assign a final grade.
- **FORMATIVE** refers to work that is part of the learning process but is not included in course grades. It is designed as practice to reinforce new concepts or as preparation for classroom activities and summative assessment. It is generally day-to-day homework such as readings, worksheets, chapter or response questions, journals, etc.

Homework

Grades 1 - 3

Homework will be mainly assigned to make up for work missed, or to help individual students strengthen skills. The workload is normally gauged so that the average child will be able to complete assignments during regular school hours. We do encourage parental cooperation to supervise assigned homework, such as memory work, reading practice, etc.

Grades 4 - 6: Intermediate

At this level, good study habits and an increasing amount of responsibility will be developed. Parents are encouraged to take an active interest in the various accomplishments of their children. Praise as well as criticism is necessary for a child's emotional development. Please help children schedule their homework time. We feel school work should be a priority. If homework cannot be completed, parents are asked to send a note of explanation to the teacher. Unfinished or late homework assignments may result in after school detentions and will hinder the student's learning. All writing should be legible and neat.

Grades 7 - 12: Middle High School

It must first and foremost be remembered that homework is an important part of the learning process for Middle and High School students, and is therefore an obligation not an option. It is expected that homework will be completed on time. In order to partner with parents in holding students accountable for their educational responsibilities, the Administration and staff at VCS are committed to providing a daily, supervised homework block. It is the goal of the school to teach positive attitudes towards homework and a good work ethic, as both are important for achieving academic success.

Re-tests / Missed tests

We have committed to continue providing opportunity for Middle High school students to demonstrate new learning and increased achievement in the form of re-tests.

Guidelines:

- Retests or missed tests will be available Thursdays after school in the computer lab
- Students can request a retest by meeting with their teacher.
- Students will be limited to 1 re-write per test.
- Before offering a re-test, the teacher will ensure that the student has expanded their learning (examples: tutorial time, test corrections, completion of a study guide, etc.)
- Teachers will also consider providing alternative re-assessment tools (oral, written, visual, etc. and may consider having students design re-assessment tools)

Teacher Websites

Under the “Campuses” Tab on our website are links to each Secondary Teacher’s website. Here you can find course information and assignment/test due dates, etc.

Academic Intervention (AI)

Purpose: AI is intended to support teachers, Administration and parents in addressing incomplete summative work that teachers have not been able to resolve at a classroom level.

Steps:

1. Teacher-driven support - teachers will initiate support/discipline at the classroom level to ensure that necessary summative evidence of learning is received

examples:

Talk with student (Reason for incomplete? Extension? Consequence?)

Guarantee submission (ex. lunch/after-school DT and hand-in work as is)

Email/phone-call home if necessary

2. If the teacher’s initial steps are ineffective, the student is referred to AI
 - The teacher will inform the student that he/she has been referred to AI
 - Assignment details are reported in an AI electronic file, emailed home daily, which includes prior steps taken by teacher and/or Admin to assist in completion
 - after-school supervision is provided Tuesdays & Thursdays (3:10 - 4:00) to support students who require supervision, computer access or assistance in completing the work.
 - attendance will be expected and reported to parents but not enforced by the school. However, Academic intervention

attendance takes precedence over extra-curricular school activities. Students will be ineligible for school sports practices and games if they have incomplete work for AI.

3. If AI is ineffective, Admin will initiate an academic suspension - (removed from classes for in-school, supervised work)

4. If, after the above steps have been taken, a student has still not succeeded in completing the assignment, the incomplete work will revert to a "0"

Student Recognition and Awards

Formal awards for Intermediate, Middle and High School students are given for Academic Achievement, Athletics, Citizenship and Most Improved Student. Teachers meet in early June to make decisions regarding the recipients of the above awards. The awards are presented at the final chapel of the year at each campus.

We believe that God desires all of us to accept responsibility for the development of our gifts. The Intermediate and Middle High School will honor excellence and hard work in our students in the following way:

Intermediate:

Honor Roll / Work Ethic	A minimum of 3 "A"s and 2 "B"s in the core subjects of Bible, English, Unit Studies, Math, French (except grade 4 where French is not a core subject) plus 6 or more "G's or better". No "N"s.
Work Ethic	6 or more "G's or better". No "N"s.
Honor Roll	A minimum of 3 "A"s and 2 "B"s in the core subjects of Bible, English, Unit Studies, Math, French. No "N"s.
Principal's Award	Outstanding achievement in any area as suggested by the staff in consultation with the Administrative Team.

Secondary:

Honor Roll	Achieving a "B"-average in all courses with no "N's" for Work habits or Attitude & Behavior.
Principal's Award	Achieving an "A" in all courses with no "N's" for Work Habits or Attitude & Behavior

Students obtaining the above recognition will receive a certificate in their report card. Students who maintain a recognition standing for four terms will receive a certificate of merit in June. It is important to acknowledge excellence in effort and achievement by students. It tells students that their labors have not gone unnoticed and encourages them to give their best effort in the future.

DISCIPLINE POLICIES

Introduction

The Administration and Teachers of Vernon Christian School, in cooperation with the parents, will create a positive learning environment through consistent discipline. All parents are required to read, and encourage their children to adhere to the school's Standards of Conduct that have been established for both campuses. Parents and/or students in Grades 4 – 12 are required to sign the Consent Form showing their understanding and agreement to the Standards of Conduct. Corporal punishment is not practiced at Vernon Christian School. Discipline will normally be in the form of additional work, chores, detentions or suspensions.

School Discipline Policy

Student disciplinary concerns are generally dealt with at the classroom level. Teachers will be sensitive to student differences and will notify parents, seeking their involvement early if necessary. If, however, a major disciplinary infraction or a series of minor infractions typifying a belligerent attitude occurs, the student will be sent to the Principal's office. Each campus has developed specific procedures for that campus.

Standards of Conduct

At Vernon Christian School we are committed to walk faithfully with our God and to work together as a community to reflect His light in the world. It is therefore an essential part of education at Vernon Christian School to teach our students to live a life honoring to God by exercising good manners and correcting undesirable behavior.

Bullying and Harassment

Bullying is when someone uses his/her power to hurt or scare others. It does not mean those casual occurrences in the corridor, or the sudden flare-ups that may occasionally occur. Bullying is about a planned assault, be it verbal, physical, psychological, sexual or emotional upon another person. A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more persons. It may be done through actions and words including:

- Direct physical contact such as hitting or shoving
- Verbal assaults such as teasing or name-calling
- Socially isolating or manipulating a student

Harassment refers to behavior, gestures, comments or displayed materials of a seriously racial, religious, gender based or personal matter that is intended to create a hostile or offensive environment for another person or persons.

Harassment and bullying are contrary to our Standards of Conduct and will not be tolerated at VCS. Staff, students and parents are strongly urged to report all incidents to the school administration.

Appeals Procedures

Parents may appeal the decision of the school regarding discipline matters at any stage of the proceedings. Parents must first go to the person directly involved before moving up the normal levels of authority as follows:

- Teacher
- Principal
- Education Committee
- Board

The final level of appeal is the Discipline Committee made up of the Principal, one Teacher and one Education Committee member and two parents.

ATTENDANCE AND PUNCTUALITY

Attendance

Regular attendance at school is an important ingredient for successful performance and achievement. Students are expected to attend school regularly, except when sick, for appointments or as a result of other unavoidable causes. Prolonged and/or frequent absence affects school achievement negatively. In addition it creates extra work for students and teachers. Government grants assigned to the school by the Ministry of Education are done so on the basis of daily attendance.

Late

In order to maximize instructional time and limit disruption to the learning of others, students are expected to arrive for their classes prior to the late bell with the appropriate materials. Each campus has established procedures to address students who are late.

COMMUNICATION BETWEEN SCHOOL AND PARENTS

VCS Website

Our main vehicle for communicating with parents is the school website. It has a calendar that lists important dates and information regarding events current and upcoming that concern the school and community. It also includes information from Administration and the Board. The website is updated on a regular basis.

Email

We encourage the parents, school offices, administration, Board and teachers to use email as the most direct way to communicate with one another.

Reader Board

The reader board is strategically located on the top southeast corner of the secondary campus building. Please take time to read it regularly.

Parents - Teacher Interaction

Your child's teacher is your best source of information regarding his/her achievement, performance and or any other information regarding your child. We suggest they be your first point of contact. If you are dissatisfied with the information or tone of that interaction then you should connect with the campus Principal. For general school information your campus secretary is the person to contact. In order to foster open and clear communication parents are encouraged to discuss any general concern, observation or suggestion for improvement with anyone on staff. We want your input.

Our teachers will communicate with you through formal reports and at parent/teacher interviews. They will also communicate with you via email, the phone and of course in face-to-face conversations.

Parents - School Board Interaction

The School Board meets monthly and highlights important information from it on the school website. The Board also hosts school Society Meetings to keep parents informed about the direction of the school and provide opportunity for input from the society members. Individual Board members will be in contact with parents and are open to discuss any matters concerning the school. They may be contacted directly or through the school offices.

PARENT VOLUNTEERS

Vernon Christian School would not be as vibrant, friendly and successful if it did not have the prayers, involvement and commitment that it receives from its parent community. Parents may become involved in the following ways:

Gifts

Vernon Christian School is a faith operation. Tuition, Government Grants and fees do not cover the total cost of education for the students. Gifts from parents and friends of the school are income tax deductible, and greatly enhance the school program.

Work Bees

From time to time, “work bees” will be called to carry out projects on the school buildings and grounds that are impossible in the regular schedule. Parents who have trade skills may be asked to help with special jobs during the year. Work bees are also a great opportunity to meet other parents and further strengthen the relationships built here at VCS.

School Board and Committees

Each year a number of committees are formed to promote various programs. These volunteers are vital to the operation of VCS. As the need arises, parents will be requested to offer assistance.

In the Classroom

Each teacher is encouraged to have a Parent-Volunteer Coordinator to help the teacher organize various programs in the classroom. Cooperation of parents when asked is much appreciated.

VCS Auxiliary

This school support group sponsors events and activities that serve to further promote and grow community spirit. Some of the events include an annual gift wrap fundraiser, monthly hot lunch days and community BBQ's.

Volunteer Data Base

Each year the school sends out a volunteer questionnaire for parents to fill out. The purpose of the questionnaire is to compile a database for the school to access volunteers whose assistance can give support and in some cases save money on maintenance and repair costs.

SCHOOL LIBRARY

The Library at each campus plays an important role in the lives of students, teachers, parents and society members. Books are carefully chosen to support the philosophy and educational program of the school. Resources for adults, especially for parents, are also available at either campus.

The Teacher-Librarian requests all students, staff and parents to adhere to the following regulations:

- 1) The Library is primarily a place to enjoy reading, study and research.
- 2) Books must be checked out by the Teacher–Librarian, Library Technician or volunteer.
- 3) Please respect the due date.
- 4) Books being returned must be dropped in the return slot and not returned directly to the shelves.
- 5) Treat magazines with care and return them to the magazine holder above the drop-in box. Do not remove pages or pictures from any books or magazines.
- 6) No food or drink is allowed in the Library at any time and the room is to be left neat and orderly.
- 7) The Library is to be used at the designated times or under the control of a teacher.

Each class at the elementary campus is assigned a Library period when books may be checked out or returned. Students with overdue books may not sign out another book from the Library until the overdue book is returned. Books that are lost or badly damaged must be replaced by the student who had the book in their possession. Report cards are not issued until all books are returned or replaced. Parents and Society members are welcome to use Library resources.

GENERAL INFORMATION

Fire & Earthquake Drills

Classes will be oriented in the emergency procedures of the school at the beginning of the year. Students are to treat earthquake drills, fire drills and other emergency procedure practices with seriousness and respect. Parents and visitors to the school are expected to participate in all drills.

Lost and Found

Students are encouraged to take personal belongings home every day. All items left behind are removed from the classrooms, bathrooms and hallways each day and placed in the lost and found box. Articles not claimed will be given to the Upper Room Mission.

Inclement Weather

The teachers will decide when the weather conditions are severe enough for students to stay inside during recess, noon hour or prior to opening of school. If a child has to stay inside for health reasons, a note from the parent is needed. If a child will be staying inside for an extended period of time, a doctor's certificate is required.

Visitors

Parents and others are encouraged to visit our school. However, common courtesy requires that prior arrangements be made with the teacher or principal and that they sign in at the campus office.

First Aid and Accident Procedure

All injuries to students will be brought to the attention of a staff member. If the injury warrants, the designated first aid specialist on staff will be notified person in the school. The homeroom teacher will then fill out an Accident Report Form. Parents will be informed of injuries requiring an Accident Report Form.

Health Information

The Public Health Nurse visits the school regularly and is available for consultation when necessary. Before enrolling in Kindergarten be sure to contact the health nurse at the local Health Unit to ensure that your child has the proper immunizations. The school has information regarding communicable diseases such as chicken pox or mumps, their incubation periods and how long they should be excluded from school.

Kindergarten students receive hearing, vision and dental screening. All grade 6 students receive Hepatitis B shots, and Grade 9 students receive a Diphtheria/Tetanus Booster shot, with the permission of their parents. Other inoculations may be administered but will be done only after parents have been informed and their permission is received.

Students required to take regular medication must leave the medication, carefully labeled, with the homeroom teacher or office. A **Request for Administration of Medication at School Form** must be filled out by the parent, or in some instances, by the child's physician. It must also be signed by the Public Health Nurse and Teacher responsible for administering the medication. **If there are any changes to the amount or type of medication, a parent signature is required to verify the change.** This form is available upon request at the school office. Basic first aid supplies are kept at school, however **the school will not supply any medication to students.**

Snow Sledding

VCS is blessed to have a facility that affords students wonderful opportunities for outdoor winter activities. With these activities, which include sledding, come certain risks. At the beginning of each sledding season staff review sledding safety guidelines with their classes. All students are encouraged to and are responsible for using the hill in a manner that ensures their own safety and the safety of their peers around them. To this end, here are the expectations for all students:

- **helmets** are mandatory when sledding at VCS

- wear appropriate clothing and helmet for comfort
- use sleds that are safe for use (determined by staff)
- use the designated sections of the hill for sledding and returning to the top of the hill (typically demarcated by cones).
- sled/slide down staggered, always maintaining a safe distance between sledders.
- clear away to the sides of the lane once at the bottom of the sliding area.

Students who repeatedly violate these guidelines will not be allowed to sled on the hill for a period of time determined by a staff member.

Textbooks

All necessary textbooks will be provided for students. Students must remember that they are responsible for books issued to them. Defacing books in any way is not allowed.

Field Trips

Educational field trips are taken in conjunction with different units being taught. A Consent Form along with pertinent information about the trip is sent home for each field trip. Parents/guardians must sign and return the form to school in order for their child to go on the field trip. A charge may be assessed for transportation or for admission. Parents may also be asked to help supervise or drive on field trips. ICBC recommends that drivers carry \$3,000,000 of liability insurance. School rules regarding conduct and dress are applicable on field trips.

Insurance

The school carries an accident policy covering students during the school day and school trips. Details of coverage are available from the school office.

Internet Use

The incredible resources of the Internet are provided so that students may utilize it as a research tool to enhance their educational experience while at VCS. To ensure proper respect and instill accountability, students from grades 4 to 12 are asked to sign the Consent Form indicating their agreement and support of the guidelines indicated in the Internet Use Policy Agreement Contract. Students who do not sign the agreement will forfeit their Internet privileges. Students disregarding the guidelines may lose their Internet privileges and face additional disciplinary measures as well.

Supervision

The school offers supervision before and after school as well as during recess and lunch hour. A teacher will be on supervision for the morning recess, a

teacher and parent will be on duty during the lunch hour. A teacher or parent will be on duty for morning supervision that begins at 8:00 a.m. and goes until school starts. After school supervision goes from the end of the school day until 3:20 p.m. During supervision times, the school will be responsible for students in the building and/or on the playground. Other than scheduled extra-curricular activities that extend beyond these times, parents will be responsible for their children. Keeping this in mind, please do not drop your children off before the supervision begins in the morning or pick them up after 3:30 p.m.

Supervision at the Secondary campus coverage also happens at the same times as at the Elementary Campus.

Child Protection Procedures

Vernon Christian School's procedures are consistent with current government legislation.

Student File Disclosure Procedure

In the event that a parent wishes to have access to their child's school files, they must give the school five days advance notice.

Personal Information Privacy Act (PIPA)

Vernon Christian School adheres to the PIPA in regards to all information collected from parents. Please visit the school office if you would like a copy of the Personal Information Privacy Act.

ADMISSIONS INFORMATION

Vernon Christian School is open to people of all backgrounds. It is however, a Christian school that has its roots in evangelical Christianity. All new families interested in enrolling in the school must complete the Student Enrollment Forms and provide additional information requested on that form. An interview with school administration will precede the admission of new students. Parents must consent to support the educational philosophy, policies, Biblical principles and the Vision Statement of VCS.

As part of our admissions policy parents are offered the choice of becoming full or associate members.

Full Membership is reserved for those parents who fully support, agree and adhere to ALL of the Vernon Christian School Society Constitution and Bylaws. A full member is categorized as a person who is a 'born again' Christian' who regularly and faithfully attends a church and is an active part of that church. A full member is entitled to vote at all Society general meetings, may run for and hold a position on the board of directors, sit on or chair a society committee and are encouraged to participate in all school activities.

Associate Membership is for parents who may or may not have made a personal

decision to follow Christ or do not regularly and faithfully attend a church. They do not fully support the items as outlined in the Vernon Christian School Society Constitution and Bylaws and therefore do have some limitations placed on them. An associate member does not have a vote at any general meetings, they may not hold a position on the Board of Directors nor will they be able to 'Chair' a committee. Associate members are encouraged to sit on a committee of their choosing and be an active and integral part of the parent community here at VCS. Associate members are encouraged to participate in all school activities.

Please refer to the membership section of the Vernon Christian School Bylaws for further information.

All parents and students in grades 4 - 12 must signify their support of the school's Standards of Conduct by signing the Consent Form on the admission form.

New students are accepted for a probationary period of three months. Parents will be informed if the period needs to be extended.

Students will only be accepted if the school can meet their educational needs.

If school enrollment is full a wait list will be established. Families on the waiting list will be notified whenever a vacancy arises. Families with students on the wait list must confirm with the school after January 1 if they wish their child(ren) to be considered for enrollment in the following September.

TUITION FEES

The funds needed to provide for the operation of Vernon Christian School are obtained from three main sources:

- 1) Donations from churches, friends, parents and families.
- 2) A government grant per child, which is presently 50% of the operating cost per pupil in the local school district; and
- 3) A tuition fee per family.

The tuition fee is set annually by the School Board and approved by the Society at the Annual meeting. It is the Board's goal to offer an excellent Christian education and at the same time keep the tuition fee as reasonable as possible.

The tuition fee is due on the first of the month. Parents have the option to pay their tuition fee in advance or in 10, 11 or 12 equal monthly installments. The school accepts post-dated cheques or pre-authorized automatic bank debits.

It is expected that parents keep their tuition accounts current. If a family experiences genuine financial difficulties, we will be pleased to help and discuss alternate arrangements; however, we expect that parents inform the school before they fall behind in their financial commitment. It is expected that the school as well as the

parents, maintain a good Christian witness by proper financial management and open dealings with each other.

A non-refundable registration fee is due on March 31 of each year. Payment is due from VCS families when they re-enroll and from new families when they apply for enrollment. This registration fee will be deducted from the following June tuition.

CONCLUSION

We are not able to include every possible situation in this handbook nor are all possible situations covered by our policies. However, the school is committed to addressing all situations through the application of Christian principles. We will attempt to keep parents and students informed of all changes in this manual as well as changes made to our policies. It is our prayer that the Lord will reward our efforts to work together as a Christian community to provide our students with a good academic education, a wholesome Christian view of life, and consistent encouragement to become obedient to Jesus Christ and His Word. God bless you as you join us in this task.

APPENDIX A

**CONSTITUTION
AND
BY-LAWS
OF
VERNON CHRISTIAN SCHOOL SOCIETY**

**A Society incorporated under the
“SOCIETY ACT”**

CONSTITUTION

ARTICLE 1: The name of the Society is “VERNON CHRISTIAN SCHOOL SOCIETY”.

ARTICLE 2: The objects of the Society are:

- a) To pursue the ideal of a Christian Day School in Vernon, British Columbia, to maintain the fundamental unity of the home and school throughout the course of a child’s education and to maintain a high standard of education, both spiritual and intellectual.
- b) To acquire or take by gift, devise, bequest or donation or purchase, or lease, such property both real and personal as may be necessary or appropriate for the Society’s objects, but for no other objects, including the erection of a building or buildings necessary for the Societies’ objects.
- c) To sell, manage, lease, mortgage, dispose of or otherwise deal with the property of the Society.
- d) In all matters connected with the Society, to carry on, on a non-profit basis, and to adopt and maintain by-laws consistent with the charitable and educational purposes of the Society.

ARTICLE 3: The operations of the Society are to be chiefly carried on in the City of Vernon aforesaid.

ARTICLE 4: Vernon Christian School Society Creed:

The basis of the Vernon Christian School Society is the infallible written Word of God, known as the Old and New Testaments. On that basis we affirm the following:

- a) **THE BIBLE:** That God by His Holy Word reveals Himself and also renews man’s understanding of God, of man himself, of his fellow man and of the world; directs man in those relationships, including directing parents in the education of their children.

- b) CREATION: That God created the world, and that in their education children must come to learn that the world, its development and history, can rightly be understood only in its relationship to the Triune God who by His providence upholds all things.
- c) LIFE: That life in its entirety is service to God. We either obey or disobey Him. Education too, must be carried out in obedience to God.
- d) SIN: That sin alienates man in his relationship to God, his fellow man and the world, that it distorts his view of the true meaning and purpose of life and also distorts the education of his children.
- e) JESUS CHRIST: That Jesus Christ our Savior and Lord, by renewing our hearts through the power of His Spirit again makes it possible for us to view the world correctly. Jesus Christ is the Redeemer of man and life and in Him only are we able to rediscover the true meaning of life.
- f) SCHOOL: That the purpose of Christian schools is to educate children for a life of obedience to their calling in the world as image bearers of God and to be stewards in their God-given cultural tasks.
- g) PARENTS: That the primary responsibility for the education of children rests with the parents, to whom God has entrusted them. Parents may not revoke that responsibility and give it over to the state, but seek to discharge this obligation by causing their children to be educated in Christian schools.
- h) TEACHERS: That Christian teachers giving instruction in Christian day schools in cooperation with parents, are responsible to God to give Christian leadership in all aspects of the curriculum and also to give example by their personal conduct.
- i) CHRISTIAN COMMUNITY: That because God's covenant embraces not only parents and children, but also the whole Christian community, it is the obligation not only of the parents, but of the whole Christian community to establish and maintain Christian schools.
- j) EDUCATIONAL FREEDOM: That Christian schools, organized and administered in accordance with lawful standards and requirements as set by the Department of Education of the Province of British Columbia, should be fully recognized in society as free to function according to their principles

ARTICLE 5: Articles 4 and 5 (four and five) are unalterable in accordance with Section 22 (1) of the Society Act.

BY-LAWS

By-laws of the Vernon Christian School Society, a society formed under the provision of the Societies' Act of the Province of British Columbia.

ARTICLE 1: MEMBERSHIP

- a) Membership in the Society shall be open to all who desire children to receive an education in accordance with the requirements of the Department of Education of the Province of British Columbia with Christian Teaching and upbringing in conformity with the principles and standards of the infallible Word of God.
- b) All members shall signify in writing that they will abide by the Constitution and By-laws of the Society.
- c) Associate members are those who in good conscience cannot agree with any or all of the statements contained in the Constitution but have paid their membership fees. Associate members do not have voting rights.
- d) Every member or associate member shall pay an annual membership fee of sixty dollars (\$60.00) Canadian currency. Any member who fails or neglects to pay his annual due shall automatically cease to be a member of the Society. Membership must be paid in advance. New members must pay membership fees in full thirty (30) days prior to the annual meeting.
- e) A member remains in good standing so long as he/she complies with and agrees to Article 1 (a), (b), (d) of the By-laws.

ARTICLE 2: MEETINGS AND VOTING RIGHTS

- a) The Annual General Meeting shall be held during the month of November. A Semi-Annual Membership Meeting shall be held in June.
- b) A notice stating the time and place and date of each meeting shall be mailed to each member at his last known address at least fourteen (14) days prior to the meeting. Twenty-five percent (25%) of the membership personally present shall constitute a quorum for the transaction of business at any General Meeting duly called, but never less than three (3) persons.
- c) All voting shall be in person, no proxies purporting to entitle any person to vote on behalf of any member shall be allowed.
- d) Notwithstanding anything to the contrary in Article 1 (a) of these By-laws, every individual whose annual membership is fully paid up, shall be entitled to a vote, and where husband and wife share a joint membership, this shall entitle each of them to one vote.
- e) The Board of Directors may terminate the membership of any member if seventy-five percent (75%) of the membership at any regular meeting decides that such a member is no longer entitled to the privileges of the Society.

ARTICLE 3: DIRECTORS AND OFFICERS

- a) The administration of the affairs of the Society shall be vested in a Board of not

less than seven (7) Directors, not more than nine (9) Directors. Two (2) Directors shall be elected at the Semi-Annual General Meeting each year except in those years when three (3) Directors are elected in one year. In those years that three (3) Directors are to be elected, two (2) Directors are to be elected at the Semi-Annual Meeting of the Society and one (1) Director at the following Annual Meeting of the Society. The term of office shall be three (3) years.

- b) Any member who is a faithful, professing Christian shall be eligible to hold office as a Director.
- c) Nominations for Directors shall be regularly moved and seconded by members in good standing of the Society.
- d) The Directors shall elect a President, a Vice-President, a Secretary and a Treasurer of the Society from amongst their members at the first meeting of the Board of Directors, which said meeting shall be held within 2 weeks of the General Meeting at which the said Board of Directors was elected.
- e) It shall be the duty of the President to preside at all meetings of the Board and of the Association, and to enforce the provisions of the Constitution. The President is an ex-officio member of all committees and shall be notified of all meetings.
- f) The Vice-President shall assist the President whenever possible in the discharge of his duties. In the absence of the President, the Vice-President shall take his place.
- g) The Secretary shall:
 - conduct the correspondence of the Society
 - issue notices of meetings of the Society and Directors
 - keep minutes of all meetings of the Society and Directors
 - have custody of all records and documents of the Society except those required to be kept by the Treasurer
 - maintain the register of members
- h) The Treasurer shall:
 - keep the financial records, including books of account, necessary to comply with the Society Act, and
 - render financial statements to the Directors and members and others when required.
- i) The members may by special resolution remove a Director before the expiration of his term of office, and may elect a successor to complete the term of office.
- j) In the event of any vacancy in the office of Directors for any reason whatsoever, a Special Meeting shall be called and an election held to fill the vacancy until the next General Meeting, unless the vacancy occurs within sixty (60) days of a regular meeting.

- k) The duties of the Directors shall include:
- The appointing and discharging of teachers
 - The setting of salaries and wages
 - The setting of an annual budget and presenting the budget to the membership at the Semi-Annual Meeting for approval
 - The appointment of a Principal and determining, in conjunction with him, the curriculum, both religious and academic, to be followed
 - Responsibility for the supervision of all monies for the Society
 - The appointment of an auditor/accountant to audit the books before the Annual Meeting
 - The appointment of such committees from the membership as it shall deem necessary to maintain a proper supervision of the school
 - The School's conformation to the requirements of the Department of Education of the Province of British Columbia
- l) A majority of the Board of Directors shall constitute a quorum at all meetings of the Board.
- m) Meetings of the Board of Directors shall be held at the discretion of the President, provided always that the Board should meet at least once every quarter.

ARTICLE 4: FUNDS

- a) All funds of the Society shall be received by the Treasurer or the Secretary Treasurer and deposited by him/her in an account or accounts opened in the name of the Society with one or more of the chartered banks of Canada as shall be approved by the Board, and all disbursements shall be made by cheque.
- b) Subject to paragraph (c), no bills or accounts shall be paid, nor any monies disbursed from any of the aforementioned accounts without the approval of the Board.
- c) The Treasurer shall present all bills and accounts to the Finance Committee at convenient meetings, and no funds shall be disbursed for any purpose without such payment having been regularly moved and seconded at a meeting of the Finance Committee, provided however that a Director must be present at the meeting of the Finance Committee approving the payment.
- d) Should the Secretary or Treasurer or Secretary-Treasurer be absent or unable to perform his/her duties due to incapacity or any other reason, the Board shall make the necessary appointments to fill the positions either temporarily or permanently.
- e) The means by which the purposes and activities of the Society shall be financed are:
- Contributions by members
 - Church collections
 - Pupil tuitions
 - Gifts and donations

- Any other lawful means
- f) Borrowing powers - The Board of Directors may, by Special Resolution, at any General Meeting of the Society, raise or borrow any sum or sums of money for the purpose of this Society either at one meeting or from time to time and at such rate of interest and in such manner or upon security as shall be specified in such resolution.

ARTICLE 5: INSPECTION OF DOCUMENTS

The documents, including accounting records, of the Society are available for inspection by the Directors and members of the Society during normal business hours and upon giving the Board of Directors twenty-one (21) days written notice of such intention to inspect the documents and the reasons therefore, provided always that the Board of Directors may in its sole and absolute discretion refuse a Director or member access to the documents if the reasons for such inspection appear to the Board of Directors to be not conducive to the advancement of the purpose of the Society or appear to the Board of Directors to infringe upon the rights of the members and the Directors. The Board of Directors may delegate its authority to permit inspection of documents.

ARTICLE 6: SIGNING AUTHORITY

- f) The Board of Directors is hereby authorized for and in the name of the Society to draw, accept, sign and make all or any bills of exchange, promissory notes, cheques and orders for payment of money, to pay and receive all monies and to give acquittance for the same and subject to the approval of the membership, to assign and transfer to the bank all or any stocks, bonds and other securities, from time to time to borrow money from a bank, either by overdrawing the account of the Society, or otherwise, and generally for and in the name and on behalf of the said Society to transact with the said bank any business they may deem fit.
- g) The business as per Article 6 (a) above shall be authorized by not less than two (2) executive Directors, one of which shall be the Treasurer and the other shall be either the President or the Vice-President.

ARTICLE 7: GENERAL MEETINGS - ORDER OF BUSINESS

- a) Scripture Reading and Prayer
- b) Calling the Roll
- c) Reading and confirming minutes of previous meeting
- d) Reading Communications
- e) Reports
- f) Election to fill vacancies
- g) Unfinished Business

- h) New Business
- i) Closing Prayer
- j) Adjournment

ARTICLE 8: MOTIONS

Motions may be made in writing or may be made orally from the floor and no debate shall be permitted except on a motion regularly moved and seconded. No member may speak twice on the same motion or speak longer than ten (10) minutes on any one question without leave from the President or Chairman. Questions of order arising at the meeting of the Society not provided for by the By-laws shall be decided by the Chairman, subject to an appeal to the meeting, and majority vote of the members ruling.

ARTICLE 9: COMMITTEES

There shall be four (4) standing committees, (with Director Liaison) known as the Education Committee, the Finance Committee, the Public Relations Committee, and the Building Committee. Each Committee shall appoint from among its members a Chairman.

- a) The Education Committee shall:
 - Consider all matters relative to the educational program and policies of the school and make recommendations concerning the same to the Board of Directors.
 - Investigate the qualifications of the candidates for teaching positions and make recommendations concerning the same to the Board of Directors.
 - Keep itself informed in regard to the scholastic quality and Christian character of the instruction given, the course of study, discipline and equipment, etc., at the school and make recommendations concerning the same to the Board of Directors.
- b) The Finance Committee shall:
 - Make recommendations to the Board of Directors for a budget for each year
 - Investigate and make recommendations to the Board of Directors regarding the raising of funds for the Society
 - Make recommendations to the Board of Directors regarding the payment of tuition for children of parents who are unable to pay the required tuition.
- c) The Public Relations Committee shall:
 - Make recommendations to the Board of Directors for a program of action by means of which the cause of Christian education may be advanced and strengthened.
 - Make necessary arrangements and recommendations for carrying out such programs.

- Work with the committees appointed from the membership of the Society whose duty it shall be to call on parents that are not members of the Society and to visit families moving into the community.

d) The Building Committee shall:

- Investigate and make recommendations to the Board of Directors concerning the proper care, maintenance and adequacy of the building and grounds of the school.
- Make recommendations to the Board of Directors concerning the appointment, work and salary of a custodian.

The Board of Directors may at any meeting create a committee or committees to deal with any special object or objects.

ARTICLE 10: PROPERTY

There shall be no sale purchase or lease of real property by the Directors without the prior approval being given at a General Meeting of the members.

ARTICLE 11: SEAL

A common seal shall be kept in the office of the Secretary or Secretary/Treasurer and shall not be affixed to any document unless by authority of a resolution of the Board of Directors passed at any general meeting thereof, and shall be affixed in the presence of any two (2) of the following: the President of the Board, Vice-President of the Board, or the Secretary of the Board. Such signatories shall sign every instrument to which the seal of the Society is so affixed in their presence.

ARTICLE 12: AMENDMENTS TO THE CONSTITUTION

No additions or alterations or amendments shall be made to the Constitution except by a Special Resolution, notice of which shall be given not less than fourteen (14) days prior to the meeting at which such addition, alteration or amendment is to be considered.

ARTICLE 13: INTERPRETATION

The Board of Directors shall be the sole authority for the interpretation of the By-laws and of the Rules and Regulations made hereunder, and the decision of the Board upon any question of interpretation or upon any matter affecting the Society and not provided for by these By-laws, or by the Rules and Regulations made hereunder, shall be final on the members.

ARTICLE 14: TEACHING STAFF

- a) The Principal and the teachers shall be appointed by the Board after consideration of their qualifications. They shall be appointed for such terms and with such salary and other conditions (except as herein expressly provided) as the Board may determine.

- b) Each member of the teaching staff must give evidence that he/she agrees with the Basis, Article and Educational Creed of the Society and is committed to function in accordance with the same. They must be members of a church whose doctrine is in their teaching and must lead exemplary Christian lives.
- c) All teachers as well as the Board shall abide by the terms of the contract entered into by the parties. The terms of the contract become null and void when either party fails to abide by these terms. The Board has the authority to dismiss a teacher who proves to be unfit for the work because of the fact that the instruction given by such a teacher or his/her personal life conflicts with the basis and creed of the Society. A dismissed teacher may appeal to the Executive Board of the Society of Christian Schools in B.C.
- d) A course of study outlining the work for each grade shall be approved by the Principal and Education Committee in collaboration with the teaching staff. After approval by the Board, such course of study shall govern all instruction in the school.
- e) The school term shall be determined by the Board and such holidays and vacations shall be allowed as decided by the Board.
- f) The Principal as the expert in all school matters shall be an advisory to the Board of Directors.
- g) The substance of this article shall be made part of all the contracts entered into with members of the teaching staff.

ARTICLE 15: REMOVAL OF PUPILS

- a) The Board has the right to refuse to keep or admit in the school any child whose parents are delinquent in their financial obligations to the Society.
- b) The Board has the right to expel from the school any child who does not abide by the rules of the school.

ARTICLE 16: AMENDMENTS TO THE BY-LAWS

The By-laws may be amended by Special Resolution at any Regular Meeting of the Society, provided that two (2) weeks previous notice has been given, stating the proposed change.

ARTICLE 17: DISSOLUTION

In case of dissolution of the Society, the property and monies belonging to the Society as a body shall be donated after liquidation to the Federation of Independent School Associations (FISA) or to Christian Schools International (CSI) or some such Christian educational cause as may be decided by the Society at its meeting called for that purpose in agreement with the intent of this Constitution and in conformity with the laws of the Province of British Columbia in this respect.

ARTICLE 18: LIABILITY OF MEMBERS

No member of the Society shall, in his individual capacity, be personally liable for any debt or liability of the Society.

APPENDIX B

Vernon Christian School

Communities Standards

The Vernon Christian School Society functions as a Christian community and all administrators, teachers, staff, board and committee members are called to promote and advance the vision of Vernon Christian School. In order to do so all administrators, teachers, staff, board and committee members are expected to adhere to the standards of conduct, which the Society holds for itself.

The standards of conduct of the school are found in the constitution and its other constituting documents, policies, employment contracts and various handbooks. This policy is not intended to replace those standards but to restate and to add to them.

Administrators, teachers and staff must, as a term and condition of their employment, support and adhere to the standards of conduct held by the society, wherever such requirements are found. Likewise, the board and committee members shall only hold office if they support and adhere to the same standards of conduct. As these people occupy positions of leadership within the school, these standards must be adhered to in their public and private life and in school related and non-school related activities.

Standards and Responsibilities

Beyond the standards and laws by which all citizens of our country are governed, the Vernon Christian School Society recognizes the final authority of the Biblical Scriptures in all matters of Christian faith and life. The standards of conduct for Vernon Christian School are rooted in the great command of Jesus in Matthew 22:37-40 that we first “Love the Lord your God with all your heart and with all your soul and with all your mind”, and second “Love your neighbour as yourself”. It is these two commandments that set the ultimate standard for all conduct in the Vernon Christian School.

Administrators, teachers, staff, board and committee members show they love the Lord by submitting in all things to Christ’s authority and by devoting themselves to prayer and the reading and study of scripture and through an exemplary Christian walk in speech and acts that is evident both inside and outside of Vernon Christian School.

Administrators, teachers, staff, board and committee members can demonstrate that they love their neighbours, students and all others in the school community by honouring and respecting each person as a reflection of God their Maker and motivating them to develop their unique gifts so that they may better serve others as God has called them to do. Administrators, teachers, staff, board, and committee members ought to be willing to encourage and discipline in a way that demonstrates love.

The following particular standards of conduct of Vernon Christian School Society are important non-exhaustive examples of how administrators, teachers, staff, board and committee members are to function in the school:

- active involvement in a Christian church
- commitment to uphold the covenant of heterosexual marriage
- respect for the human life in all of its stages
- refrain from sexual misconduct such as adultery, sexual relations outside of heterosexual marriage, the use of pornography or other sexually explicit material and the like
- refrain from the abuse of alcohol and drugs
- refrain from criminal activity or serious wrongdoing
- refrain from all slander, gossip and verbal abuse

The standards for employment and leadership for the Vernon Christian School Society can be found in the New Testament books of Timothy and Titus among others.

Vernon Christian Schools is a community. Allegiance to that community is demonstrated through agreement with the school's standards of conduct and through the modeling of conduct that is consistent with those standards. All people involved should understand that their high profile in the Christian community may make it expedient for them to sometimes voluntarily limit certain personal freedoms that may offend others in the community (I Cor. 10:23-24).

Vernon Christian School is a place of diversity and the potential exists for there to be differences in the school regarding whether certain conduct breaches the standards of conduct of the Vernon Christian School Society. In the case of such a difference, which remains unresolved, the board of the Vernon Christian School shall make the final determination around such a matter.

Process

The consequences of breach will be determined on a case-by-case basis in view of the relevant circumstances. The consequences of breach may involve a letter of reprimand, suspension from duties and termination, depending on the nature and seriousness of the breach. For some single instances of breach, such as a serious sexual misconduct, immediate termination may be the consequence. In cases of less serious breach, some form of progressive discipline will be imposed. In all cases of breach, discernment will be exercised to recognize the difference between a single and deeply regretted mistake and a flagrantly disobedient lifestyle, which is not open to correction. In serious cases of breach the board may at its discretion strike an ad hoc committee whose task will be to meet with the person or persons involved. The committee must be represented by both genders and will be composed of a Pastor, board member and parent at large. This committee has no decision-making powers and will report directly to the board in an advisory capacity.

In all cases of breach, disputes pertaining to community standards will be sought to be resolved directly between the parties, failing which the dispute will then be referred to the Mediation and Arbitration Committee of the Society of Christian School of British Columbia (SCSBC) in accordance with its policies and procedures.

This policy of the Vernon Christian School Society is a term and condition of employment, and for holding a leadership position within the Vernon Christian School community.

APPENDIX C

Vernon Christian School

Standards of Conduct

At Vernon Christian School we are committed to walk faithfully with our God and to work together as a community to reflect His light in the world. It is therefore an essential part of the education at V.C.S. to teach our students to live a life honoring to God by exercising good manners and correcting undesirable behavior.

Students are expected to show reverence for God by:

- respecting times of Bible readings, singing of spiritual songs and prayer;
- not using God's name in vain.

Students must honor those God has placed in authority over them by:

- responding quickly and courteously to a teacher's instructions;
- addressing teachers and other staff by their proper title (Mr., Mrs., Miss plus last name);
- treating teacher's desk and property as 'off limits';
- respecting non-student areas such as office, staff-room and supply rooms;
- being in class and ready for instruction by the designated start times at the beginning of the day and after recesses;
- responding respectfully to parents and other adults of the school community.

Students must treat each other the way they wish to be treated by:

- addressing each other respectfully, and not by demeaning 'nicknames';
- being courteous to each other and using phrases such as 'excuse me' and 'thank you';
- apologizing for a wrong doing;
- looking behind them and holding the door if someone is following;
- not running or bumping into anyone in the hallway;
- talking about others in the same manner they wish to be talked about, i.e.: making only complimentary remarks about other's appearance, no gossip;
- not making someone else's life miserable by teasing and 'bugging'.

Students must respect each other's property and school property by:

- asking for permission before using another student's property;
- keeping classrooms, desks, lockers and counters tidy;
- using garbage pails for litter;
- wearing clean indoor shoes inside the building;
- not writing on the buildings, furniture, books or any other school resources.

Students are expected to exercise self-discipline by:

- paying attention to their language and avoiding rude expressions;
- raising their hands when wanting to talk, and not interrupting their teacher or other students;
- completing assignments to the best of their ability and by the date due;
- taking pride in their appearance by being tidy and well groomed at all times;

- dressing modestly and appropriately for the school day.

VCS Dress Code:

At Vernon Christian School we believe that dressing modestly and neatly are important aspects in promoting an orderly and positive learning environment for all students in our school. We believe the school has a communal responsibility to encourage students to present themselves in a godly manner, which also includes appropriate attire for a school setting.

Dress Code Guidelines:

- Midriffs will be covered
- Tops must have sleeves
- Tops must conceal cleavage
- Undergarments are not to be visible
- Skirts and shorts must be of a modest length and fit
- Hats can be worn in school before 8:00 am and after 4:00 pm
- Clothing with words, logos or images of drugs, alcohol, sex, violence, prejudice or profanity are not acceptable.

Parents will be notified at the onset of any concerns regarding their child's attire at school. Administration, parents and students(s) will meet as soon as possible if clarification about the school dress code needs to be discussed.

These standards must be adhered to by the students, and will be actively promoted by the staff of Vernon Christian School. Parents are expected to support the staff by talking to their children about these guidelines and encouraging adherence to them.

If a student does not respond to correction from a teacher, the parents will be informed and must take responsibility for their child's misconduct. Should inappropriate behavior continue, the principal has the authority to suspend a student; the school board has the authority to expel a student.

The following violations will lead to a suspension or expulsion upon the first offense:

- bringing tobacco products, alcoholic beverages or non-prescription drugs to school or school functions for the purpose of using and/or selling them.
- stealing from the school, school personnel, or a student.
- falsely accusing another student of a wrongdoing.
- bodily harm using a weapon or something that could be used as a weapon.
- causing bodily harm, for example, in a fight.
- bringing pornographic material to school for the purpose of showing, displaying or selling.

- sexually explicit inappropriate behavior.

Before a student is expelled, the parent will receive the opportunity for an interview with the principal and member(s) of the school board. It is the school's desire to lead the student to honest repentance, followed by a process of reconciliation.

Please sign the Consent Form to indicate your understanding and agreement of the Standards of Conduct.

APPENDIX D

**Vernon Christian School
Book Review Request Form**

Author:

Title:

Publisher:

Request Made By:

Telephone:

Date:

1. To what in the book do you object? Be specific, cite pages.

2. What do you feel might be the negative impact of the reading of this book?

3. Is there anything good about this book?

4. Did you read the whole of this book? _____

If not, what parts did you read?

5. What do you believe this book communicates?

6. What book of equal quality would you recommend to replace it?

APPENDIX E

Vernon Christian School

Internet Use Policy

Students using technology provided by the school are to display a responsible for appropriate use of and behavior associated with that technology. The school has adopted the following thematic statement regarding all aspects computer education at VCS.

THEMATIC STATEMENT: COMPUTERS

Educating students to be computer literate in a technologically-based society requires them to discern the difference between being in the world, not of the world - knowing that God does not change in their changing environment. As stated in Romans 12:2:

*“Do not conform any longer to the pattern of this world,
but be transformed by the renewing of your mind.
Then you will be able to test and approve what God’s will is -
his good, pleasing, and perfect will.”*

The technological demands of today reflect our ever-changing society. At Vernon Christian School we therefore emphasize that computer technology is a tool, not the focal point of our lives.

Our responsibility is to serve God who is eternal and unchanging. It is therefore necessary for students to exercise discerning capabilities in order to understand God’s world and be equipped with the necessary knowledge and skills to function in a technological society.

“Jesus is the same yesterday and today and forever”.
Hebrews 13:8

All parents and students are asked to sign the Agreement Contract on the next page and return it to the school as soon as possible. Students who have not signed the agreement will not be given Internet privileges. Students disregarding the guidelines listed below may lose their Internet privileges and face additional disciplinary measures as well.

Agreement Contract

Access to use of the Internet is to be regarded a privilege and not a right. The incredible resources of the Internet are provided so that students may utilize it as a research tool to enhance their educational experience while at VCS. To ensure proper respect and instill accountability all students are asked to sign the following contract.

1. I will not use the Internet outside to class time with out proper teacher supervision.
2. I will tell my teacher if I come across any material that concerns me or makes me feel uncomfortable.
3. I will not use the Internet to search for or transmit information that is inappropriate, disrespectful or harmful to others.
4. I will not use any Internet chat lines or join any on line clubs.
5. I will not give out any personal information i.e. Photo, home address, phone number, or other information with out my teachers consent.
6. I will not use the Internet for personal advertising or other personal gain.
7. I will not use the Internet to copy, knowingly or unknowingly, another student's files.
8. I will use the phrase "What would Jesus do?" as a guideline to help me discern positive choices on the Internet.

Please sign the Consent Form to indicate that you have read the Vernon Christian School Internet Guidelines with your child(ren) Grade 4 - 12 and agree to support and abide by them.

APPENDIX F

Vernon Christian School

Child Protection Procedure

All of us - families, communities and service providers share responsibility for the safety and well being of our children. That means we must all work together and, if we suspect that child abuse or neglect is taking place, we must report it to a child welfare worker. Vernon Christian School community acknowledges that the primary responsibility for children's safety and well-being rests with their parents. Where a parent is unwilling or unable to care for a child or protect the child from harm, child welfare workers are authorized to intervene.

As teachers or staff we have opportunities to speak with and observe children's behaviour and may notice changes in them over time. Our role therefore is to be aware of, and alert to, signs of child abuse or neglect. If any one of us has reason to suspect that a child has been, or is likely to be, at risk for abuse or neglect, we have a legal duty to report our concern to a child welfare worker. If a student is in immediate danger, we need to call the police first. Due to our situation in a school setting we have a very important role to play in responding to child abuse or neglect.

The Principal of each Campus will review this policy on an annual basis with teachers and non-teaching staff. The review will include the looking at *The BC Handbook for Action on Child Abuse and Neglect* as well as *Supporting Our students: A guide for Independent School Personal responding to Child Abuse*, a publication of the Independent School Branch.

Staff in-service and Education plan

Staff will review the School's Child Protection Policy at a Principal led workshop to be held during the first week staff is back to school before school begins. The workshop will include the following:

- examining answering any questions staff may have in regards to the school policy and "*Supporting Our Students: A Guide for Independent School Personnel Responding to Child Abuse*" and answering any questions staff may have.
- leading a discussion of "*The BC Handbook for Action on Child Abuse and Neglect*" and the Campus Principal ensuring that each classroom and office has copy of it in an accessible location.

The Campus Principal will, at the time of hiring, inform any staff member who joins the staff partway through the year of the school policy.

Duty to Report: Any person with reason to believe that a child needs protection has a duty to report directly to a child welfare worker. Informing another person (e.g., a colleague or the principal) does not discharge your legal duty to report directly to a child welfare worker.

Protocol for Reporting Child Abuse or Neglect

1. If a person has reasonable grounds to believe a child is the victim of abuse or neglect, they should immediately report the matter, in detail, to the Campus Principal or designate. On receiving a report of child abuse or neglect the Campus Principal will:
 - Affirm the reporter and take the responsibility of notifying the Ministry of Children and Family Development (MCFD) of the incident by calling 250-558-2700. The Campus Principal's report to MCFD shall include the following:
 - i. informing the MCFD who reported and ascertaining if that person must also call MCFD;
 - ii. explaining the situation in detail and provide MCFD all relevant information;
 - iii. inquiring, in the case of an Aboriginal child, if there is a Delegated Aboriginal Child and Family Services Agency in the area that needs to be notified;
 - iv. inquiring as to whether the police need to be informed of the matter;
 - v. Notify the School Board Chairperson on the day of reporting to the MCFD the circumstances of the incident.
 - vi. Co-operate with the authorities in any investigation of child abuse or neglect subject to the Vernon Christian School Privacy Policy.
2. It is the reporter's responsibility to ensure that the Principal has reported the incident to MCFD.
3. The Vernon Christian School has no jurisdiction in regards to investigating matter of child abuse and neglect.
4. The Vernon Christian School should not contact the parents or guardians of the child or the alleged offender unless given leave to by the investigating social worker or police officer. If given, the Campus Principal may contact these persons to provide support and assistance.
5. If representatives of MCFD come to the school as part of their investigation, proper identification must be presented before speaking to a student will be permitted. School personnel will request to be present during any interview with the student.
6. The school should also co-operate with the authorities in any intervention that takes place. The school will make itself available to provide support and assistance to the child, parents or the alleged offender and to direct these persons to a school counselor or other services within the Christian community.

It is expected that campus principal will provide all relevant information to the investigating social worker and/or police officer when reporting a matter subject to the Vernon Christian School Privacy Policy. Aside from this, all information obtained by educators about child abuse and neglect cases, oral and written, is confidential and will only be disclosed to those persons with a legal mandate to investigate the abuse, or to the person or persons who the investigators allow it to be disclosed to.

APPENDIX G

Vernon Christian School

Assessment Guidelines

Grading and Reporting

1. We believe that the purpose of grading is to communicate an accurate evaluation of a student's ability to meet the learning outcomes of each course/subject. Therefore, student progress will be reported in two **separate** ways:
 - a. *Grades*: a percentage and/or letter-grade, which is a measurement of academic achievement (what a student knows and is able to do)
 - b. *Behavior*: descriptions of the characteristics, actions, and work habits that support achievement
2. In order to assign accurate grades, which support learning and encourage student success, teachers should follow these guidelines:
 - a. Individual achievement of learning outcomes should be the only basis for grades. Other student characteristics such as effort, attitude, behavior, work habits, late completion of assignments, absences, etc., should not be factored into grades, but should be treated as behavioral issues, and should be addressed and/or reported separately.
 - b. Grades should only include summative assessments (assessments OF learning), while formative assessments (assessments FOR learning - practice) are marked and recorded, and/or given feedback only to support the learning process, and are not included in grades.
 - c. Grades should always be assigned in reference to specified achievement targets, comparing students' performance against a standard or rubric, rather than against other students in the class (on a curve).
 - d. Grade calculation procedures should be carefully considered, to ensure that the grade each student receives is an accurate and up-to-date measurement of what he/she knows and can do:

Examples:

 - i. emphasizing the most recent summative assessment information
 - ii. basing grades on a "body of evidence" (using the most consistent level of achievement rather than always using the average)
 - iii. exercising professional judgment (discerning and determining, rather than just "calculating" grades)
 - iv. not assigning 0's for missing assessment evidence, but using alternatives such as "I" (incomplete)

- e. Grades should be based on quality assessment methods with evidence properly recorded
 - i. summative and formative assessments should be recorded separately
 - ii. tests, quizzes, projects, etc. should meet the standards for quality assessment (clear targets, clear purpose, appropriate target-method match, appropriate sampling, and avoidance of bias or distortion)
 - f. Students should be provided with a variety of opportunities to demonstrate mastery of learning outcomes, including opportunities to be reassessed to reflect re-taught/re-learned content. Teachers will determine areas where reassessment is possible, and inform students of the conditions that apply (examples: requiring students to make test corrections or provide study notes as evidence of new learning)
 - g. Students should be active participants in the assessment and grading process to ensure that they understand how their grades will be determined, and so that they can communicate meaningfully about their own achievement and progress.
3. Non-completion of essential tasks:
- Some tasks are essential for evidence of learning and must be completed for students to meet the requirements of a course or subject.
 - If such a task has not been completed before the end of a grading period, an “I” (Incomplete/In-progress) will be used on the report card to indicate that course requirements have not been met, and therefore course credits have not been earned. All I’s assigned by teachers will be accompanied with an action plan and timeline.
4. Communicating about student progress:
- We believe that partnership between the school and the home is vital in the growth and education of each student, and therefore recognize the schools’ responsibility to keep parents informed about student progress. Parents can expect timely, understandable, meaningful information about student progress, including work habits, behavior, and academic achievement.
 - Teachers may use a variety of methods to communicate information about student progress:
 - Parent/teacher conferences
 - Report card grades and comments
 - Formal or informal interim reports which may take a number of forms: mark-book print-outs, anecdotal updates or narrative descriptions (letter/email/phone/face-to-face), checklists, or portfolios of various kinds.
 - Test/quiz/project assessment results sent home with students or communicated by email/phone
 - Teachers will communicate learning expectations and assessment criteria to students in clear, easily understandable language, indicating how summative

assessments will be calculated into course grades. Teachers shall discuss classroom assessment practices with students at the beginning of instruction.