



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5500 DISCIPLINE POLICY

Purpose

Entheos Academy believes every student has the right to learn in a safe, supportive environment that fosters self-discipline, good character, and social-emotional skills. This policy balances teaching and guidance with compliance with Utah law, including the protection of student rights.

I. Teaching Self-discipline, Good Character, and Social Skills

- A. Crew Time: Daily structured guidance to reinforce character and social-emotional skills.
- B. Classroom Norms: Collaboratively developed behavioral standards posted in all classrooms.
- C. School-Wide Expectations: Posted and reinforced throughout the school environment.
- D. Systematic Reinforcement: Positive reinforcement for appropriate behavior; structured correction for infractions.
- E. Behavior Data: Regular review to assess effectiveness and guide interventions.

II. Range of Behaviors and Continuum of Procedures

A. Minor Infractions

- 1. Handled by teachers with interventions such as:
 - a) Teacher-student conferences
 - b) Parent communication
 - c) Behavior interventions or reteaching
 - d) Temporary loss of privileges
- 2. Examples include:
 - a) Dress code violations
 - b) Off-task behaviors
 - c) Mild disruptive or disrespectful behavior
 - d) Inappropriate language or actions
 - e) Mistreating property
 - f) Technology violations
 - g) KYFOOTY / PDA violations

- h) Cheating
- i) Lying
- j) Refusal to work
- k) Tardiness
- l) Chewing gum
- m) Horseplay

B. Major Infractions

1. Immediate administrative referral; possible suspension or expulsion.

Examples:

- a) Possession/use of weapons or explosives (53G-8-205(2))
- b) Drugs, alcohol, vaping, tobacco (53G-8-205(2))
- c) Fighting or throwing objects at others (53G-8-205(2))
- d) Theft, vandalism, or criminal activity (53G-8-205(2))
- e) Bullying, hazing, cyberbullying, or retaliation (53G-8-205(1), 53G-8-210)
- f) Hate speech, gang activity (53E-3-509)
- g) Sexual harassment (53G-8-205(2))

C. Habitual Disruptive or Unsafe Behavior (53G-8-207, 53G-8-206)

1. Early interventions by teachers
2. Referral to Student Support Team for behavior interventions
3. Continuous monitoring and adjustments
4. Escalation to suspension, expulsion, or other interventions if behavior persists

III. Property Damage (53G-8-212)

- A. Parents/guardians may be held financially responsible for loss or damage.
- B. If payment is not feasible, a work program may be offered.
- C. Grades and transcripts may be withheld until restitution or work completion.
- D. Normal wear and tear is excluded.

IV. Suspension, Expulsion, and Denial of Admission (53G-8-204, 53G-8-205, 53G-8-206, 53G-8-208)

A. General Procedures

1. Suspension up to 10 days with parent notification; readmission requires meeting with administration.
2. Expulsion required for firearms or serious weapon violations; reviewed by board/committee.

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3. Denial of admission allowed for students expelled from other schools within 12 months.
 4. Custodial parent notified of all actions; noncustodial parent notified upon written request (unless restricted by court order).
 5. A student may be denied readmission if they are still considered a threat to the safety of students/staff, or if they have not met conditions for return.
- B. Grounds for Suspension or Expulsion
1. General Grounds (53G-8-205(1))
 - a) Frequent/flagrant disobedience, defiance, or disruptive behavior, including foul language
 - b) Willful destruction/defacing of property
 - c) Behavior posing immediate/significant threat to others or school operation
 - d) Possession/use of alcohol
 - e) Behavior threatening school, school property, associated persons, or their property
 - f) Possession/use of pornographic material
 2. Serious Violations Requiring Suspension or Expulsion (53G-8-205(2))
 - a) Weapons, explosives, or flammable materials (real or look-alike)
 - b) Actual use of violence or sexual misconduct
 - c) Substantive threats or use of a look-alike weapon
 - d) Sale, control, or distribution of drugs/controlled substances
 - e) Acts involving use/threat of force that would be a felony or class A misdemeanor for adults
 - f) False emergency reports (Subsection 76-9-105.5(2)(b))
 3. Additional Grounds for Suspension or Expulsion
 - a) Unsafe behavior: running away from staff, leaving school grounds (or leaving school group if on Fieldwork/Adventure) without permission, or hiding
 - b) Theft
 - c) Bullying and hazing
 - d) Gang-related attire or activity
 4. Expulsion for Weapons/Explosives (53G-8-205(2)(b))
 - a) Minimum one-year expulsion
 - b) Within 45 days, meeting with Executive Director to determine:
 - (1) Conditions for return (53G-8-203)
 - (2) Probation placement if needed
 - (3) Potential modification of expulsion term, prioritizing safe school environment

V. Alternatives to Suspension or Expulsion (53G-8-207)

- A. Remedial Discipline Plans: Implemented prior to suspension/expulsion for repeated non-violent misbehavior.
- B. In-School Suspension & Parent Participation: Students remain in school or parents attend class under supervision.
- C. Collaboration with State Agencies: Division of Child and Family Services, juvenile court, or other agencies as needed.
- D. Motivation and Incentive Programs: Positive recognition, immediate consequences, and continuous student learning.

VI. Responsibilities for Students Suspended or Expelled (53G-8-208)

- A. Parent Responsibility: Ensure education continues via alternative plan.
- B. Collaboration: Private education, district/charter alternatives, or other options.
- C. Costs: Parent responsible for educational services not provided by school.
- D. Monitoring: Monthly progress updates for students under 16; records maintained.
- E. Students with Disabilities: Comply with IDEA and Section 504; implement alternatives consistent with law.

VII. Emergency Safety Interventions (ESI) – R277-608

- A. Emergency Safety Interventions may only be used when a student presents an immediate danger to self or others, and are never to be used for discipline or convenience. Please refer to the ESI Policy for more information.

VIII. Cooperation with Law Enforcement (53G-8-211)

- A. The school shall immediately report to local law enforcement any activity that may constitute a violation of criminal law, including but not limited to:
 - 1. Possession, control, or use of a firearm or dangerous weapon (76-10-505.5, 53G-8-205)
 - 2. Sale, control, or distribution of a controlled substance or drug paraphernalia (58-37-8, 53G-8-205)
 - 3. Acts of serious violence or substantive threatened violence against students, staff, or school property
- B. School officials shall cooperate fully with law enforcement authorities in their investigation of criminal activities, consistent with student rights and applicable laws (FERPA, IDEA, 504)
- C. The School Director or designee is responsible for coordinating communication with law enforcement and ensuring documentation of all reports made.

IX. Distribution of Policy (53G-8-204(1)(a))

- A. A copy of this policy shall be distributed annually to all students, parents, and school employees.
- B. The policy will be included in the Student and Parent Handbook and posted on the school website.
- C. Students and parents are required to acknowledge receipt of the policy at the beginning of each school year.
- D. Administrators and teachers shall receive annual training on the policy's implementation, including procedures for discipline, due process, and emergency safety interventions

X. Corporal Punishment

- A. Prohibition: Corporal punishment is strictly prohibited at Entheos Academy.
- B. Discipline Alternatives: All discipline must be carried out using positive, restorative, and non-physical measures.

XI. Parent Notification of Specific Incidents

- A. Gang-Related Incidents: Parents/guardians notified promptly for gang-related incidents.
- B. Threats of Self-Harm or Suicide: Parents/guardians notified immediately for suicide or self-harm threats.
- C. Bullying, Hazing, Abuse, or Retaliation: Parents/guardians of involved students notified promptly.
- D. Other Serious Incidents: Parents/guardians may be notified for other incidents threatening safety or well-being.

XII. SafeUT Crisis Line

- A. Purpose: Anonymous reporting of unsafe, violent, criminal, bullying, hazing, abuse, or suicide-related behaviors.
- B. Availability: 24/7 via app, website, or phone.
- C. Staff Response: Administrators respond promptly to ensure student and staff safety.

XIII. Scope of School Conduct

- A. This policy applies to students:
 - 1. In classrooms or instructional spaces
 - 2. On school grounds and property
 - 3. On school-provided transportation or vehicles
 - 4. During school-related activities, trips, or events