



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP



2026-27 Student Handbook

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Entheos Vision

In 2003, a group of parents, teachers, and community leaders in West Jordan began designing an education model for students (grades K-8). With the belief that excellence in education is achieved when students are challenged and encouraged to learn through real life application, this team wanted to create an ideal learning environment for students. After a year of research, long board meetings, and work sessions, they introduced a powerful mission statement and nine values that they believed could redefine education in Utah. A tenth value, family, was added in 2008. The fundamental belief at Entheos is that learning is a choice. Parents and educators can light the fire, create an engaging atmosphere, and provide students with opportunities for real learning and growth. Service and Leadership are key components to helping students reach their full potential. Entheos is a Greek word that means “to be inspired from within,” In fact, the word enthusiasm is derived from the original Greek word “Entheos.” Students learn, excel, and retain the best when they are fully engaged and enthusiastic about the learning process.

Mission Statement

The mission of Entheos is to *inspire* the rising generation to reach the heights of their potential, *ignite* their curiosity to venture into new and challenging learning experiences, and *empower* them to be leaders through service, who are committed to family and community.

Then... they can *achieve* their goals and dreams.

Values

Enthusiasm	We believe that learning is a choice. As we create the atmosphere and inspire the mind, students gain wisdom, understanding, and a love for learning.
Excellence	We believe students and teachers should be challenged, and that they will naturally rise to the high standards expected of them.
Leadership	We believe that through the teaching of sound leadership principles today, students will be empowered to make a difference in their world tomorrow.
Service	We believe service is vital in the development of good leaders. We make service within the classroom, and the community, an integral part of our curriculum.

Respect	We believe all people have value and deserve respect. Our students and staff show proper respect to others, property, and self, by appropriate communication, dress, and actions.
Integrity	We believe in honesty, accountability, and diligence.
Patriotism	We believe that love for country is developed at an early age. We teach and live the principles taught by the founding fathers of the United States of America.
Individuality	We believe each student is unique and gifted. We know each individually and tailor teaching methods to fit individual needs.
Adventure	We believe outdoor adventure helps participants learn teamwork, courage, craftsmanship, perseverance, and compassion while discovering they can accomplish more than they imagined.
Family	We believe the family is the basic social structure for rearing children. Schools are designed to serve the family and society. We intend policies and education that support and strengthen families. When there is a conflict of schedule or curriculum, the family comes first.

Board of Trustees

The Entheos Board of Trustees is a nonprofit group of parents and community members who oversee the school as a public charter authorized by the Utah State Board of Education. Entheos operates independently of local school districts.

Board meetings are held regularly, open to the public, and include time for public comment. The Board values input from families and carefully considers feedback when making decisions. By law, only items listed on a publicly posted agenda (at least 24 hours in advance) may be discussed or voted on.

Meeting details and minutes are available on the Entheos website and posted at the school. Parents are encouraged to attend meetings. Input may be shared by contacting a board member, submitting written comments, or attending a meeting.

Volunteering/Parents Crews (PCO)

At Entheos, families are an essential part of our Crew. When parents are involved, our school community is stronger and students thrive. We encourage each family to contribute 30 volunteer hours per school year.

The **Parent Crew Organization (PCO)** provides a wide range of meaningful and flexible opportunities to get involved—there truly is a place for everyone.

We are committed to ensuring every family feels welcome, known, and valued. Your time, talents, and presence make a difference, and we invite you to be an active part of the Entheos community. Please reach out to the front office for more information.

Entheos Adventure Trips

Middle school students at Entheos Academy participate in our free Adventure Program, where students see, touch, and experience the curriculum in real-world settings, making state standards come alive.

Each adventure blends hands-on projects, discussions, and exploration with our core values—excellence, perseverance, enthusiasm, respect, and leadership. Using Expeditionary Learning principles like responsibility, reflection, service, and connection to nature, students grow academically, socially, and personally.

Past trips include documenting ancient rock art in Cedar City, surveying tourism in Moab, and studying fossils and art at Dinosaur National Monument. Trips are fully supervised with trained adults, keeping student-to-adult ratios at 6:1 or lower for safety and guidance.

School Visits

Parents are encouraged to visit the school frequently and take an active role in the education of their children. Parents are welcome at the school at any time. All visitors must check in at the office upon entering the building.

The Executive Director and Administration, reserve the right to deny individuals the right to volunteer if

1. Prospective volunteer's abilities are not in accord with District needs.
2. The Administration believes that attendance of the individual poses a safety concern for the students/school personnel.
3. The Administration believes that the behavior of the individual may disrupt the learning experience of the children.

Service Learning

Our school uses a team-based, hands-on approach to Service Learning, where students connect classroom learning with meaningful service projects in the community.

Each grade takes part in at least one major Service Learning opportunity—like kindergarteners making quilts for Primary Children's Hospital, 4th graders creating trail markers for the Jordan River Trail, or 8th graders raising over \$55,000 for the Huntsman Cancer Foundation.

Every year, we celebrate these efforts at our Celebration of Service, bringing together students, families, and community members to honor the positive impact our students make.

Expeditionary Learning Overview

Enteos educators use a model of experiential and innovative teaching referred to as Expeditionary Learning. Learning Expeditions and modules are designed to take experiential learning to its highest level. They are long-term, in-depth investigations of a theme that engage students through compelling topics, authentic projects, fieldwork, and service.

Using this approach to education creates curiosity and enthusiasm. Students develop courage to accomplish more than they first thought possible by embarking into adventurous tasks that require self-discipline, critical thinking, perseverance, imagination, and quality work. Students gain knowledge and problem-solving skills as they participate in real world learning situations and create products for authentic audiences.

Expeditionary Learning Design Principles

Expeditionary Learning is built on ten design principles that reflect the model's thinking about teaching, learning, and the culture of schools.

- The Primacy of Self-Discovery
- The Having of Wonderful Ideas
- The Responsibility for Learning
- Empathy and Caring
- Success and Failure
- Collaboration and Competition
- Diversity and Inclusion
- The Natural World
- Solitude and Reflection
- Service and Compassion

Methods of Assessment

We believe assessments help students learn, not just measure them. We emphasize performance-based tasks that let students apply knowledge, solve problems, and showcase their learning. Progress is tracked through Student Portfolios and Student-Led Conferences.

We also use traditional assessments—teacher-created tests, Acadience Reading/Math, and state-required RISE tests—to monitor growth in reading, writing, math, and science. These occur at the start, middle, and end of the year, with additional checks for students who need extra support.

Compass

Compass is a web-based system that allows parents and guardians to view and pay student lunch accounts and school fees. Access Compass at student.entheosacademy.org.

If you do not have a Guardian account, select “New Account” and follow the prompts. After creating your account, use the “Student Management” screen to link your student(s) using their student ID number, date of birth, and PIN number. If you have not received the PIN by email, please contact the school office.

Mastery Connect

Entheos Academy uses **standards-based grading**, so progress reports show how students are mastering the Utah Core Standards rather than traditional letter grades. Students are assessed on a **four-point scale**:

- **Beginning (B):** Limited understanding of the standard.
- **Developing (D):** Some progress, approaching proficiency.
- **Accomplished (A):** Proficient and skilled mastery of the standard.
- **Exemplary (E):** In-depth understanding and goes beyond proficiency.

We use **Mastery Connect** to track and share student progress in real time. Parents can view color-coded dashboards to see strengths, challenges, and growth as it happens.

Parent Resources:

Mastery Connect Parent Login Overview:

<https://vimeo.com/103560915>

Mastery Connect Entheos Parent Video:

<https://www.youtube.com/watch?v=Y5BQHClr7NE>

Program Overview

- **Curriculum:** In addition to EL Education Modules and Ready Math, the elementary program will utilize iReady Reading Program, Acadience, 95 Phonics (K-3), Ready Math, and when possible, a nationally normed formative assessment program. These programs will assist staff in helping our students develop a sound foundation in reading, writing, and mathematics.
- **Community-Based Curriculum/Discovery:** At Entheos, we believe every student is gifted, and the Discovery Program is designed to help students recognize and utilize those gifts. A concerted effort will be made to engage students in their community, through service and otherwise, as well as to utilize community resources to help students identify their talents, develop their skills, and expand their interests.
- **Middle School Adventure:** Our 6-8 grade Adventure Program supports the EL Education model. The outdoor adventure trips will support the curriculum that is being taught in the expeditions or intensives. They also provide students with an opportunity to learn teamwork, perseverance and provide them with an opportunity to discover that they can accomplish more than they imagined.

Title 1

Parents Right to Know/Right to Review Teacher Qualifications

As a parent of a student at Entheos Academy, you have the right to know the professional qualifications of the classroom teachers who instruct your child. Federal law allows you to ask for certain information about your child's classroom teachers and requires us to give you this information in a timely manner if you ask for it. Specifically, you have the right to ask for the following information about each of your child's classroom teachers:

- Whether the Utah State Office of Education has licensed or qualified the teacher for the grades and subjects he or she teaches.
- Whether the Utah State Office of Education has decided that the teacher can teach in a classroom without being licensed or qualified under state regulations because of special circumstances.
- The teacher's college major; whether the teacher has any advanced degrees and, if so, the subject of the degrees.
- Whether any teachers' aides or similar paraprofessionals provide services to your child and, if they do, their qualifications.

If you would like to receive any of this information, please call 801-417-5444

Title 1 Parent and Family Engagement Policy

Because our school receives Title I funding, we are required to develop and implement a Parent and Family Engagement Policy that supports meaningful collaboration between families and the school. Title I emphasizes the importance of family involvement in improving student achievement, and this policy outlines how we will communicate with, support, and partner with families throughout the school year.

You may find our entire Parent and Family Engagement Policy on our website.

The School-Parent Compact is a Title I requirement that outlines how the school, families, and students will work together to support student learning and academic success. It explains the shared responsibilities of each group in helping students meet academic goals.

Entheos Academy Parent-School Compact

AS A PARENT, I WILL:

Take the initiative to:

- Volunteer time to benefit my student and the school
- Understand what my student is learning, through active communication with my student and his or her teacher(s).
- Follow up at home with teaching and modeling school values and Habits of a Scholar.
- Provide an environment at home that encourages successful continuation of learning and completion of homework.
- Attend Student Led Conferences, Celebrations of Learning, and other Entheos events.
- Become an active partner with teachers and school in helping my student achieve their highest potential.
- Show proper respect to others, property and self by appropriate communication, dress and actions whenever visiting, volunteering or attending any school activities.
- Help my student attend school, on time, regularly to ensure consistency of learning.

AS A SCHOOL, WE WILL:

- Engage students through quality lessons and active learning activities.
- Provide an environment that is both emotionally and physically safe.
- Be receptive to parent questions and suggestions.
- Show professional level respect to others, property, and self by appropriate communication, dress, and actions.

- Be an active partner with parents/guardians in helping students achieve their highest academic potential and become good citizens to their communities.
- Communicate in a timely manner with parents/guardians about all aspects of student learning including praise, struggles. And upcoming work and after school events.
- Provide a variety of ways for families to volunteer both in and out of the classroom.
- Provide opportunities for students to have access to functional computers/equipment on a regular basis.
- Continuously provide high quality, relevant Professional Development, coaching, and evaluations for teacher and staff to ensure students are receiving innovative instruction.

Daily Schedule

Regular Day: 8:25-3:20

Early Release Day: 8:25-1:40

Meal Program

Entheos will serve Breakfast and Lunch. Our goal is to provide healthier meals than the typical school menu. Lunch will cost \$2.00 for grades K through 8. Breakfast will be served at no charge for all students. Extra milk and juice is \$0.50 per carton. Entheos participates in the Federal Food Program. Please remember to complete a new application yearly for free/reduced priced meals. These forms provide additional funding for the school. Lunch money can be checked online through Compass. Please make payments in the form of cash or check in the lunch payment box located at the front office. Payments can also be made via card through the front office.

Meal Charge Policy

Families are encouraged to prepay for meals via cash, check or credit card in the office. Free/reduced meal applications are available anytime. Meal balances can be tracked through the Compass portal using a family account system.

Students are always provided meals regardless of balance and are not informed of account status or eligibility. Extra a la carte items are restricted if the account is negative.

Parents are notified of negative balances through daily emails, followed by escalating notices (email and mail). Accounts over 90 days past due may be sent to collections with prior notice.

Full policy: Please visit the school website for complete details.

The charges will be as followed:
Lunch: Students \$2.00, Adult \$3.80
Breakfast: Students \$0.00, Visitor \$2.80
A la carte milk and juice: \$0.50

School Closing: Weather

Entheos will close at the discretion of the director. Please check the school's Facebook page, Bloomz and your email. Also, listen to the radio station KSL 1160 and/or watch Channel 5 morning news for school closure announcements.

Student Supplies

At registration you will receive a list of recommended school supplies that each student will need for the upcoming school year. These items are not required. Notice: the items on the list will be used during the regular school day. They may be brought from home on a voluntary basis, otherwise, they will be furnished by the school.

Middle School Fees

Fees for all 6th-8th graders will be \$0.00 for the 2026-27 school year.

Discovery Donation

A one-time donation of \$35.00 per student per year is suggested to help cover the cost of the Discovery classes for the year for Kindergarten through 8th grade.

After School Program Fees

There are no fees for activities during the school day.

Entheos Fundraising Philosophy

The Entheos Founding Committee and Board of Trustees oppose the "fundraising sales" approach used in many schools. They often encourage students and parents to collect money from friends and family for things like cookie dough, chocolate, wrapping paper, etc. In reality, only a small percentage actually gets back to the school.

We are also encouraging parents to participate in quiet fundraising programs. Boxtops and Smiths Inspiring Donations can be collected and donated online. This is something that does not require very much time and will help our school earn money for our great programs.

Fieldwork Donations

There may be occasional requests for donations associated with fieldwork. Teachers will be in constant communication with parents regarding fieldwork and adventure trips. Also, teachers may use donorschoose.org for donations. **Please be sure to bring all cash or check donations to the office and it will be applied to the correct teacher budget.**

Birthday Treats and Classroom Celebrations

Our goal is not to cut out all treats, but to make sure they are eaten in moderation and do not become the focus of parties or celebrations. The focus should be on fun, not food. We encourage parents in providing healthy snacks, whenever possible. You may also choose to bring in non- food items to give to each child on your child's birthday. Please remember, for safety concerns, all snacks must be prepackaged and store-bought only to hand out in the classroom.

Damaged School Property

Parents may be held responsible for the cost of repairing or replacing school property that is damaged due to loss, neglect, or deliberate actions. This includes items such as library books, technology, furniture, and vandalized areas.

Immunization Requirement

In compliance with State law and in consideration of the safety of all students, immunizations must be kept current. A ten-day notice will be given when an updated immunization is needed. Failure to comply will result in exclusion from school. An immunization exemption may be obtained from the Utah Health Department. Remember 7th graders need Tdap and meningococcal vaccinations prior to 7th grade.

Labeling

Please label all clothing, lunch bags, and backpacks. This makes it possible for lost items to be returned to their owner. All items left in the lost and found will be donated to charity throughout the school year.

Entheos Academy is not responsible for any lost, stolen, or damaged items brought or worn to school regardless of how the damage or loss occurred.

Drop Off-AM

Drop students off between **7:50-8:25 AM**. Pull forward as much as possible in the loading zone. Only allow students to leave the vehicle when you are fully stopped in an unloading zone. **Do not drop off/pick up students in the red fire land.** Students arriving after 8:30 AM are tardy and must be signed in at the office by an adult.

Pick Up-PM

Your carpool will be assigned a family number at registration. Have this number clearly visible in your window. Numbers are entered into the system to alert teachers which students to send out. Pull all the way forward, load your students, and depart safely. Carpools should arrive no earlier than **3:10 PM**. All students must be picked up by **3:45 PM** unless participating in a sanctioned after-school program.

Carpool Safety Reminders:

- Only load/unload in designated zones. Do not leave your car unattended in loading zones; park in the lot if you need to exit your vehicle
- Refrain from using cell phones while maneuvering through parking lots.
- **Do not turn left onto 7200 West** during morning drop-off and afternoon pick-up, as it backs up traffic and creates a safety hazard.
- Do not pick up or drop off in the neighborhood east of the school.
- Follow the directions of staff, volunteers, and safety crews with courtesy.

Recommendations for Home Support

Literacy:

- Read with or to your child every night. This continues to be important as children get older; it builds comprehension, models the importance of reading, and allows for the enjoyment of more sophisticated texts.
- Read the same book as your child. You can both check copies out at the library. Make time for book talks throughout your reading and at the end.
- Have a household library or collection of books, both fiction and nonfiction.
- Entheos Academy believes in the use of living books and narration. A living book is:
 - Written by an author who took special interest in the subject.

- The facts are presented in story form.
- They are well written literature that present noble thought.
- Students of all ages can learn how to narrate.
- Narration can be done orally, accomplished through writing, and even by drawing pictures. Students listen to or read a section of text and then tell back, in their own words, what happened in an orderly, descriptive manner. They begin with a small amount of text at a time and gradually increase to larger sections. This tool can be used individually, or as a group. Parents might ask guiding questions to help students improve at this practice. Narration is a great tool for comprehension and retention. It naturally develops students' writing skills especially when they've been exposed to living books.
- Let your child see you reading!
- Buy children's magazines for your child.
- Give books as gifts.
- Use reading as a reward!
- Visit the library frequently.
- Encourage and support curiosity. Encourage children to question and then try to find answers together through research or scientific investigation.
- Track student's progress in Mastery Connect.
- Contact teachers early about concerns.

Arts & Humanities:

- Take children to see dance performances (professional and amateur). Ask them what they observed and discuss the style, emotion, and movements.
- Play different music and allow the children to explore with movement.
- Take children to museums and art shows.
- Establish a small art center at home. Keep a variety of materials handy for children to use when creating: different types of paper, yarn, glue, crayons, paint, beads, markers, etc.
- When the arts are included in home and family life, children (and whole families) become more expressive, imaginative, intuitive, and tolerant.

Physical Education:

- When physical fitness and health are included in the everyday life of the family, they help students to be more expressive, energetic, and tolerant of others.
- Parents should try to find time during the week to join in some type of physical activity with their child. This provides the child with a great model for a healthy life.

- Walking is one of the best forms of exercise for children and adults.
- Parents can model and promote increased endurance in children by choosing to walk to nearby destinations instead of driving.
- Set physical goals with your children, like running a ½ mile in a certain amount of time.
- Parents should introduce their children to all types of team and individual sports.
- Check out a book at the library that has hiking trails in or around the Salt Lake area. Even the youngest child can enjoy a simple hike. Discuss the world around you as you walk.

Dress Code Policy

A key element of our dress code is for students to take pride in their appearance. In support of this concept, necessary emphasis will be placed on students' grooming, hygiene, and attire. The dress code is in place to encourage our students to respect themselves and their peers, while working in a professional learning environment.

The purpose of the Dress Code policy at Entheos is to improve the learning environment by:

- Ensuring clothing is modest and non-offensive.
- Reducing peer pressure and emphasis on brand name clothing.
- Minimizing health and safety concerns.
- Helping to teach children respect in the way they dress, which influences the way they act.

TOPS: Shirts

- Polo style shirt, button down, or full folding turtleneck.
- Shirts must be long enough to be tucked in, and sleeves must cover the shoulders and under the arm.
- Solid Maroon, Navy or White in color.
- No printing or graphics, and logos must be smaller than a quarter.
- Clean and in good condition (not torn, cut, holey, or purposely frayed).
- Cannot be sheer or otherwise revealing.
- Any undershirts may be worn under the collared shirt as long as they are consistent with the solid dress code colors and have no visible patterns or printing.

ADDITIONAL LAYERS:

- Non-hooded, solid maroon, navy or white layers may be worn over collared shirts in class, including:
 - Sweaters
 - Sweatshirts without pockets

- Vests
- Jackets
- No printing or graphics, and logos must be smaller than a quarter unless it is an item purchased or provided through the school with an Entheos logo or graphic.
- Clean and in good condition (not torn, cut, holey, or purposely frayed).

BOTTOMS: Students may wear any solid tan, navy, or maroon pants, Capri, shorts, or skirt that:

1. Is made of chino, twill, corduroy, dress pant quality material (not denim, nylon, sweatshirt, leather, knit, velour, or vinyl material).
2. Reach the middle of the knee or longer.
3. Clean and in good condition (not torn, cut, holey, or purposely frayed).
4. Not revealing. Pants must be worn around the hips or above with no underclothing visible.

DRESSES: Girls may wear any solid maroon, navy, tan, or white dress that:

1. Has a collar.
2. Goes to the middle of the knee or longer.
3. Has sleeves that cover the shoulders and under the arm.
4. Is not denim, nylon, sweatshirt, leather, or vinyl material.
5. Is not sheer or otherwise revealing.
6. Clean and in good condition (not torn, cut, holey, or purposely frayed).

SHOES: Students must wear shoes that can be used for everyday use.

- All shoes must have a strap or some kind of back on the shoe so that it doesn't slip off the feet.
- Students may not wear:
 - shoes with wheels
 - slippers
 - flip-flops
 - Shoes that distract from learning.

Students will need a pair of sturdy hiking or walking shoes for outside excursions. It is possible that a specific type of shoe will be needed for a specific activity. If so, notification will be given in advance.

HAIR: Hair colors will be in the natural hair color range.

ACCESSORIES:

- Body piercing will be limited to one pair of conservative earrings.
- No chains may be worn other than around the neck or wrist and must be unobtrusive.
- One conservative bracelet per arm.

- One conservative necklace.
- Other jewelry may not be excessive or distract from the learning environment.
- Tattoos must be covered and unseen at all times.
- Tights must be solid white or blue.
- Long stockings and socks must be a solid non-distracting color.
- Belts must be conservative and of one solid color.
- Backpacks, purses and bags should be conservative and non-distracting.
- No gloves, full or fingerless.
- Students may not wear costume accessories or novelty items that create distraction or disrupt the learning environment. This includes, but is not limited to, animal ears, tails, or other costume-style headwear or attachments.

Dress Code items not specifically covered but considered inappropriate or contrary to the purpose of the Dress Code Policy are subject to review and interpretation by the Board or the Administrators in charge of executing the Dress Code Policy. Compliance is mandatory with no opt-out policy other than stated below and consequences for violation will be enforced.

Dress Code Exemptions may be granted by the Executive Director or Board of Directors based on:

1. Religious beliefs
2. Special circumstances.

The school will help with the acquisition of the required dress code items by:

1. Facilitating the gathering and distribution of used items.
2. Helping with the funding of dress code items for economically disadvantaged students through scholarship or work programs.
3. Other programs to make dress code items available.

CONSEQUENCES FOR VIOLATION OF THE DRESS CODE POLICY:

If a teacher or administrator determines that a student has come to school inappropriately attired in accordance with the Dress Code Policy, the student will be sent to the administrator responsible for enforcing the Dress Code Policy to determine whether the student is in violation. If the administrator determines that the student has violated the Dress Code Policy then:

1. Parents will be called to bring proper clothing and the student will remain in the office until clothing arrives.

2. Perpetual violation of the Dress Code Policy will be handled on an individual basis according to the nature of the violation and may result in expulsion from Entheos.
3. The student/parent may appeal decisions to the Executive Director
4. The student or parent of the student may appeal decisions made to the Board of Trustees for final decision.

Attendance

Students are expected to attend all scheduled school days unless absent for a valid, excused reason. Families should plan vacations around the school calendar and notify the school promptly of unavoidable absences. Students and parents are responsible for completing missed assignments.

EXCUSED ABSENCES

- Absences are excused when reported by a parent/guardian within 10 school days and include:
 - Illness
 - Medical, dental, therapy, or counseling appointments
 - Family death
 - IEP/504 accommodations
 - Approved family emergencies or educational absences at the School Director's discretion
- Documentation may be requested.

UNEXCUSED ABSENCES

- Absences are unexcused if:
 - No reason is provided
 - The reason does not meet excused absence criteria
 - The absence is due to an unapproved vacation/travel
 - The student refuses to attend school
- Unexcused absences may result in truancy notices under Utah law.

ATTENDANCE INTERVENTION

After 5 unexcused absences, the school will contact families to review attendance, offer supports and interventions, and encourage corrective action. Required truancy or compulsory education notices will be issued in accordance with Utah law.

WITHDRAWAL FOR NONCOMPLIANCE

Students absent for 10 consecutive school days without an approved exception may be withdrawn from enrollment. Re-enrollment is subject to

the school's enrollment process and space availability. Withdrawal does not stop truancy proceedings.

Tardies

Entheos Academy is committed to providing a positive, focused learning environment. Students learn best when they arrive on time and prepared for the school day. Tardiness disrupts instruction and negatively impacts student learning. A student is considered tardy when they arrive late to school or class after the scheduled start time.

EXCUSED TARDIES

- Tardies may be excused for reasons such as medical appointments, family emergencies, or other extenuating circumstances as reported by a parent or guardian.

EXCESSIVE TARDIES

- Tardies without a valid excuse are considered behavior infractions.
- While initially addressed by the classroom teacher, if tardiness becomes frequent or excessive, school administration will work with the student and family to identify causes and provide support, and determine consequences.
- Administrative responses may include parent conferences, loss of school privileges or activities, or other school-based interventions.
- Students are responsible for contacting their teachers and completing any work missed due to a tardy.

Check-out

If a child is checking out, a parent/guardian must sign the appropriate sheet in the office, with proper identification. School personnel must make personal contact with the parent/guardian before the child can leave. A child will not be released from school to anyone but the legal guardian or designated adult by the parent/guardian on the emergency form

Student Rights/Responsibilities

All Students of Entheos will be required to sign a student contract. The student's Parents, Teacher, and the Director will also sign that student's contract.

ENTHEOS POSITIVE BEHAVIOR SYSTEM

Purpose of Our Positive Behavior System

- Create a safe environment free from unwarranted disruptions.
- Support every student in learning self-discipline, strong character, and social-emotional skills.
- Reward positive choices while addressing poor decisions with consistent and fair consequences.
- Align with EL Education practices by fostering belonging, character, and high achievement.

Recognition & Rewards

We celebrate positive behavior daily, weekly, and annually.

Daily & Weekly Recognition

- **Director's 200 Club (Elementary, Grades K-5)** – tickets for Excellence, Service, Leadership → daily, weekly, and ultimate group rewards.
- **Bloomz Store (Middle School, Grades 6-8)** – tickets earned for positive behavior and exemplifying school Values → prizes or privileges.

Annual Recognition

- **Academic Growth Awards** – for reaching typical or stretch growth goals.
- **Citizenship Awards** – for exemplifying school values and attendance.

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

A. In every area of education if students lack skills, we teach them. We believe the same should be true for student behavior. At Entheos Academy we will provide supports to students by expressly teaching these skills through every interaction, but specifically through:

1. **Crew:** Entheos Academy believes that strong, positive relationships are the foundation of teaching these elements, and this is daily reinforced and actively cultivated through the structure of "Crew". Every student belongs to a Crew and has a Crew teacher. Crew time launches every day at Entheos.
2. **Norms:** Written standards for student behavior expectations are posted in every classroom. These are referred to as "norms" and are typically developed in a collaborative process between the teacher and students.
3. **School Expectations:** In every main area of the school, there are clear behavior expectations posted.

4. **Systematic Reinforcement:** Entheos has systematic methods for reinforcement of expected behaviors and a uniform path of correction when necessary.
5. **Behavior Data:** Entheos Academy regularly analyzes behavior data to gauge effectiveness and target resources as needed.

II. Range of Behaviors and Continuum of Procedures

A. Entheos Academy provides a continuum of supportive interventions and corrective action depending on the level of behavior.

1. Minor infractions are usually handled by teachers in classrooms. Chronic or excessive minor infractions can become major infractions, and result in office referrals to school administration. Minor infractions may result in phone calls home, parent-teacher meetings, behavior intervention strategies, and/or loss of privileges. The following may be considered minor infractions:

- a) Dress code violations
- b) Off task behaviors
- c) Mild disruptive or disrespectful behavior
- d) Inappropriate language and actions
- e) Mistreating property
- f) Technology violations
- g) KYHFOOTY/PDA violation
- h) Cheating
- i) Lying
- j) Refusal to work
- k) Tardies
- l) Chewing gum
- m) Horseplay leads to out of school suspension or expulsion.

Behavior Sequence Protocol:

1. **Verbal reminder/redirection.**
2. **First warning** (option for a short break).
3. **Second warning/seat change** (buddy classroom if needed).
4. **Reflection Sheet** completed by student; teacher logs the incident.
5. **Parent contact** to inform and support behavior correction.
6. **Office referral** → parent/teacher/admin conference.

Middle School Student Code of Conduct

As a middle school member of the Entheos Crew, we believe that you have the maturity and capacity to exhibit good character and behavior at school. We know that each of you want to feel physically and emotionally safe at Entheos. In addition, every one of you has the right to learn in an

environment that is free from unnecessary disruption. Everyone's rights are also everyone's responsibility. Therefore, it is very important that each student in our middle school agree to support our Crew by upholding these standards.

To show that you will strive to live by these standards at school please read every line, check each box, and sign your name at the bottom.

As a student I will:

- Strive to live by the school values.
- I will do my best to fully participate in lessons and learning activities.
- Obey the directions of my administrators, teachers, and other people in authority at school.
- Talk to my teachers and my parents/guardians about my learning and my challenges, so that they can help me achieve my potential.
- Adhere to school standards to help make a physically and emotionally safe environment including:
 - Following Dress code.
 - Using appropriate language.
 - Treating school property with respect.
 - Using technology appropriately (no mobile phone use during school hours)
 - Telling the truth.
 - Not chewing gum at school.
 - No food in hallways, classrooms or outside.
 - Not cheating.
 - Not engaging in physically rough play.
 - Not engage in bullying, hazing, cyberbullying, or retaliation.
 - Staying away from gang activity.
 - Not discriminating or using hate language.
 - Staying away from drugs, tobacco, vaping, and alcohol.
 - Never bringing anything dangerous to school or making threats.
 - Not being physically aggressive such as fighting or throwing things.
 - Arriving at my classes prepared and on time when it is in my power to do so.
 - Helping keep the learning environment clean.
- Follow norms that are set in my classrooms with my teachers.
- Report any serious safety or behavior concerns of which I am aware to a teacher, administrator or parent so that I help them keep our environment physically and emotionally safe.

2. Major infractions include:

- a) Safe school violations including possession of weapons or flammable materials, assault, threats to kill/harm.
- b) Drug, alcohol, tobacco, vaping, violations.
- c) Physical aggression including fighting, or throwing things at a person.
- d) Any criminal action occurring at school such as vandalism, fire setting, possession or use of combustibles, pornography, forgery, theft.
- e) Chronic or excessive abusive language, truancy, tardies, or noncompliance.
- f) Bullying, hazing, cyber bullying, retaliation, deliberately making a false report.
- g) Gang activity.
- h) Discrimination/hate language.

III. Prohibited Conduct and Related Discipline

A. Serious violation that threaten or harms the school, school property, a person connected with the school, or property associated with a person connected with the school is forbidden regardless of where it occurs:

1. A student WILL be removed from school for at least 1 year for a serious violation involving the following:

- a) A real weapon
- b) Explosive or flammable material
- c) Actual or threatened use of a look alike weapon with intent to intimidate or cause disruption.

2. A student WILL be removed from school for the following:

a) Possession, control, actual or threatened use of a real weapon, explosive, noxious, or flammable material.

b) The sale, possession, or distribution of drugs, controlled substances, imitation controlled substances, or drug paraphernalia, including vaping devices/substances.

c) Use or threatening to use serious force, including acts which if committed by an adult would be a felony or class A misdemeanor.

3. A student MAY be removed from the school for the following:

a) Physical aggression including fighting, throwing things, spitting etc.

b) Willful disobedience/defying authority.

c) Serious or habitual disruption.

d) Foul, profane, vulgar, or abusive language.

e) Defacing or destroying school property.

f) Unsafe behavior such as running away from a person in authority, leaving the school or hiding.

g) Theft.

h) Bullying and hazing.

i) Inappropriate exposure of body parts.

j) Sexual or other harassment.

k) Gang related attire or activity.

4. The school discipline policy applies to dealing with students in classrooms, on school grounds, on school vehicles, or in connection with school related activities, trips, or events.
5. The type and length of discipline is based on factors such as previous violations, severity of conduct, and other relevant educational concerns.
6. When appropriate, students will be referred to the Student Support Team who will collaboratively design and implement personalized behavior supports.
7. If damage or loss of school property occurs, payment for the damage or lost property is expected.
8. A student may be detained after regular school hours related to a major safety concern or behavior violation, and parents shall be notified prior to the detaining of the student wherever possible.
9. If any illegal substances or items are confiscated such as vaping devices, a school administrator will dispose of, destroy, or turn over item substance/item to law enforcement, under the direction and guidance of law enforcement.
10. A student may be denied admission to Entheos Academy on the basis of having been expelled from any school during the preceding 12 months.

Electronic Device Policy

Electronic devices include such devices as beepers, pagers, cell phones with or without picture-taking capacity, mobile communication devices, hands-free devices (ex: bluetooth, smartwatches), electronic readers, personal computers/Chromebooks, and gaming devices.

Use of Electronic Devices: Electronic devices may NOT be used during the school day, during school-sponsored activities, or transportation.

- Exceptions may be made only in writing through the assigned school administrator for specific and documented medical reasons, unusual family situations, or specifically designated periods.
- If students are found in possession of a prohibited electronic device, the device can be confiscated. Students will also be subject to school discipline.
- Students/parents are also on notice that confiscated electronic devices are subject to search by school administrators.

Consequence for Violation of Policy: Parents and students are expected to be familiar with and to act consistent with the policy at all times.

- After a first and second confiscation, the student can retrieve an electronic device from the office at the end of the school day.

- After a third or more confiscation, an electronic device can only be retrieved by the student's parent or guardian through making an appointment with a school administrator.
- The school is not responsible for lost, theft, or security of confiscated devices.

Confiscated Electronic Devices

- Only school personnel may confiscate student electronic devices and will deliver them to the front office for retrieval by students/parents/guardians.
- If there is "reasonable suspicion" to search an electronic device, the device will be turned over to an administrator for searching. Such a search may include a review of text messages, photo files, social media, and recent, missed, or dialed calls.
- Administrators may search an electronic device if the device is found by an employee for the limited purpose of determining the device's owner.
- Schools will make a good-faith effort to notify the parent(s) that the electronic device is in the school's possession. Parents will be expected to retrieve confiscated devices within seven school days.

Other Provisions

- Picture taking or recording by students with a personal device (or a school device without teacher/administrator permission), is strictly forbidden in school or at a school activity. Picture taking or recording by students is always forbidden in private areas, such as locker rooms, counseling sessions, washrooms, or dressing areas.
- If devices are borrowed or taken and misused by non-owners, device owners are jointly responsible for the misuse or policy violation(s).
- A student's penalties for violation(s) of an electronic device policy provision may vary depending upon the intentional nature of the violation, other disciplinary actions the student may have received, and specific circumstances of the violation.

Bullying and Hazing Policy

Entheos Academy is committed to providing a safe, respectful, and supportive learning environment. Bullying, cyber-bullying, hazing, abusive conduct, retaliation, and false reports are strictly prohibited. This policy fulfills Utah Code §53G-9-601 to 607 and R277-613, and is reviewed annually with input from parents, students, staff, and community stakeholders.

Policy

Prohibited Conduct

I. No student, employee, or volunteer may engage in

- A. Bullying, cyber-bullying, hazing, abusive conduct, or retaliation
- B. Sharing or distributing recordings of incidents for harmful purposes
- C. Making false reports

Reporting

- I. Anyone (student, parent, staff, volunteer) may report concerns in person, in writing, or anonymously.
- II. Reports will be documented promptly.
- III. Anonymous reports will be investigated but cannot be the sole basis for discipline.
- IV. Employees: Any employee who experiences abusive conduct may file a grievance under this policy.

Investigation

- I. Begins within 10 school days of a report.
- II. Investigators must be trained in lawful, confidential investigations.
- III. All interviews and evidence (notes, texts, devices, video, etc.) will be handled confidentially to the extent allowed by law.
- IV. Parents of involved students are notified at the start and conclusion of an investigation, including appeal options.
- V. If evidence suggests a civil rights violation, it will be referred appropriately.
- VI. Law enforcement will be notified when criminal behavior is suspected.

Response to Recordings (§53G-9-605(3)(e))

- I. If a student shares recordings of bullying, hazing, or abusive conduct:
 - A. The school will secure and preserve the digital content as possible (including confiscation of devices as needed).
 - B. Students will be interviewed to determine intent and impact.
 - C. Victims who share recordings to seek help will not be disciplined.
 - D. Bystanders or perpetrators who share to harm others may face consequences.
 - E. Actions will be documented in writing.

Action Plans (§53G-9-605(3)(h)-(i))

- I. When an incident is verified, administrators will create a written Action Plan:

- A. Victim Support: Safety measures, accommodations, decreased exposure to aggressor, access to resources, preservation of educational placement.
- B. Perpetrator Accountability: Root cause assessment, tailored consequences, supportive measures, possible emergency removal (only when safety requires; “emergency” = imminent threat of harm), and right to appeal consequences.
- C. Parent Communication:
 - 1. Initial notification promptly after verification.
 - 2. Ongoing updates at least every two weeks.
 - 3. Final closure report when resolved.

4. Records of all communications maintained.

D. Optional Restorative Practices: May be offered with parental consent.

E. Plans are monitored and reviewed for effectiveness until closure.

Suicide-Related Provisions (§53G-9-604)

I. If a student threatens suicide, parents are notified immediately.

II. Parents are provided with suicide prevention materials and guidance on reducing access to lethal means.

III. At parent request, the school will share resources and recommendations.

IV. At student request, records of bullying will be provided and expunged upon graduation.

Retaliation Prohibited

I. Retaliation against anyone who reports or participates in an investigation is strictly prohibited. The school will assist students and parents in reporting subsequent retaliation.

Training & Prevention

I. Training provided to students, staff, volunteers, and coaches on:

A. Bullying, hazing, cyber-bullying, abusive conduct, retaliation, and false reporting.

B. Differences between bullying and discrimination/civil rights violations. C. Impact on protected classes and free speech boundaries.

D. Suicide prevention, respectful school culture, and safe technology use.

E. Prohibitions and consequences for student athletes.

II. Frequency: Before participation in activities, to all new hires/volunteers within one year, and at least once every three years for all staff.

III. Oversight: The LEA designates the School Directors to supervise training, oversee action plans, monitor parent communications, act as liaison with USBE, and assess unsafe school locations for added supervision.

Record & Documentation

I. Parent notification, action plan implementation, and training records are maintained.

II. Signed statements of policy receipt are required annually from students, parents, and employees.

III. Policy is posted on the LEA website and included in student and employee handbooks.

Annual Reporting

I. Each year, the LEA will provide to the USBE:

A. Copy of board-approved policy

B. Proof of signed acknowledgments

C. Proof of staff training

D. Demographic data on bullying incidents

Policy Review

I. This policy is reviewed annually with input from students, parents, staff, and community stakeholders and updated as needed.

Entheos Academy Asbestos Statement:

The Asbestos Hazard Emergency Response Act (AHERA) requires schools to ensure that workers and building occupants or their legal guardians are informed at least once each school year about inspections, response actions, and other activities related to asbestos in the school. General Information on Asbestos.

Asbestos is a naturally occurring fibrous mineral that is mined from the earth, and added to certain products including building materials such as floor tiles, piping insulation, plaster, or other building substrates. It was widely used in building materials in the past for its superior insulation properties, fireproofing properties, and the ability it has to strengthen and add longevity to building substrates. Inhalation of asbestos fibers has been shown to have serious health risk such as Asbestosis, Lung Cancer, and Mesothelioma. These diseases can be a consequence of asbestos exposure, however, symptoms may take many years to develop. It should be noted that building occupants are only at risk to asbestos exposure when building materials containing asbestos are distributed or damaged. When materials that contain asbestos are intact, the asbestos fibers remain dormant in the substrate. Damage or disturbance to these materials can cause a release of asbestos fibers that can lead to exposure. For this reason, the condition and locations of known or assumed asbestos containing materials is checked periodically to ensure appropriate responses to actions to any damage or disturbance to building materials thought to constrain asbestos. **Currently there are no known materials containing asbestos in any of our campus buildings.**

Asbestos Management Plan

This constitutes the written Asbestos Management Plan documentations, inspections and surveillance activities, known and presumed asbestos containing materials in the building. Records of asbestos-related building material disturbances and response activities, and post response documentation as required by the state of Utah.

The Asbestos Management Plan is located in the policy section of the school's website and is available for review by parents, legal guardians, and teachers and other school personnel, representatives of EPA, representatives of the State, and the public. By Federal and Utah State Regulation Entheos Academy is required to inform parents, teachers and employees of our asbestos policy which states, "At the beginning of each school year we will notify parents, teachers, and employees of the

availability of the management plan.” “Our facilities have been certified to be asbestos free.”

If you have any questions or concerns, please contact Ms. Esther Blackwell at esther.blackwell@entheosacademy.org or call 801-417-5444

ENTHEOS ACADEMY DISTRICT CALENDAR

2026-2027

Kearns Campus 801.417.5444
Magna Campus 801.250.5233

August 26						
Su	M	Tu	W	Th	F	Sa
						1

2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

entheosacademy.org

Regular Day 8:25 am - 3:20 pm
Early Release 8:25 am -1:40 pm
Kindergarten Half Day 8:25 -12:00

September 26						
Su	M	Tu	W	Th	F	Sa
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27	28	29	30			

0 Early Release

School Closed/NS

No School - Teacher Contract Day

First Day of Class

Last Day of Class

Aug. 12 - New Teachers

Aug. 13 -18 ALL Teachers

Aug.19 - First Day of School

Sept. 7 - Labor Day/NS

Oct. 6 - Student Led Conference - 1/2 day

Oct. 7 - Student Led Conference/NS

Oct. 8 - 9 - Fall Break/NS

Oct. 12 - Teacher PD/NS

Nov. 13 - End of Trimester

Nov. 16 - Teacher Report & Prep Day/NS

Nov. 23 - Teacher PD/NS

Nov. 24 to Nov. 27 - Thanksgiving Break/NS

Dec. 21 to Jan. 1 - Winter Break/NS

Jan. 4 - Teacher Prep/ PD Day/NS

Jan. 18 - MLK/NS

Feb. 11 - Parent Teacher Conf. - 1/2 day

Feb. 12 - Parent-Teacher Conferences/NS

Feb. 15 - President's Day/NS

Mar. 5 - End of 2nd Trimester

Mar. 8 - Teacher Report & Prep Day/NS

Apr. 5-9 Spring Break/NS

May 13 - Student Led Conference - 1/2 day

May 31 - Memorial Day/NS

- June 2 - Last Day of School/End of Term

June 3,4 ,7, 8 - Reporting & EOY PD

October 26

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November 26

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December 26

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January 27

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February 27

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March 27

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April 27

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May 27

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23	24	25	26	27	28	29
30	31					

Chronic Absence: 18 absences (10% of the school year)

Warning Signs: 10 to 17 absences

Satisfactory Attendance: 9 or fewer absences