



Parent Handbook  
A.D. 2025-2026

## ***Table of Contents***

I. Philosophy and Governance.....	3
1. Who We Are.....	4
2. Our Vision Statement.....	4
3. Our Name.....	4
4. Our Logo.....	5
5. Statement of Faith.....	5
6. Sexual Ethics Policy.....	6
7. Agreement with Statement of Faith & Sexual Ethics Policy.....	7
8. Governance.....	7
9. School Personnel for 2025-2026.....	7
II. Educational Program.....	9
1. 2025-2026 Curriculum Offerings by Grade.....	9
2. Homework Guidelines.....	12
3. Late Assignments.....	13
4. Extensions for Sickness/Planned Absences.....	13
5. Elementary Grading.....	14
6. Secondary Grading.....	14
7. High School Graduation Requirements.....	14
8. Transfer Credit.....	15
9. Learning Challenges & Curriculum Modifications.....	15
10. Use of Artificial Intelligence (AI).....	15
III. Parent Involvement, Communication, Student Conduct.....	16
1. Helping Your Grammar Stage Student.....	16
2. Transition to the Logic Stage.....	16
3. Independence in the Rhetoric Stage.....	17
4. Necessity of Parent Assistance.....	17
5. Parental Involvement at School.....	17
6. Field Trip Chaperones.....	19
7. Parent-Teacher Meetings & Communication.....	19
8. Communication Method.....	19
9. Communication with Students.....	20
10. Classroom Behavior Standard.....	20
11. Secondary Code of Conduct.....	21
12. Classroom Discipline Summary.....	21
13. Elementary Discipline Process.....	21
14. Secondary Discipline Process.....	22

15. Board Discipline Policy.....	23
IV. Administrative Details.....	26
1. Enrollment Process & Non-Discrimination Policy.....	26
2. Declining Re-Enrollment & Probationary Enrollment.....	26
3. Tuition and Fees.....	26
4. Fundraising and Scholarships.....	28
5. Schedule and Calendar.....	28
6. Friday Assemblies.....	29
7. Holidays.....	29
8. School Closures.....	31
9. Attendance.....	31
10. School Absences.....	31
11. Health and Medicine Policy.....	32
12. Immunization Policy.....	32
13. Food at School.....	33
14. Personal Belongings/Electronic Devices Guidelines.....	33
15. Romantic Relationships and PDA.....	33
V. Dress Code.....	34
1. Dress Code Philosophy.....	34
2. Elementary Boys (K-6th).....	35
3. Elementary Girls (K-6th).....	36
4. Secondary Boys (7th-11th).....	36
5. Secondary Girls (7th-11th).....	37
6. Seniors (12th).....	39
7. Choir Performance.....	40
8. Dance Dress Code.....	40
9. Athletic Dress Code.....	41
VI. Building, Bathroom, and Safety Policies.....	42
1. Security Policies.....	42
2. Classroom Cleanup.....	42
3. Building Usage Outside School Hours and Extra-Curricular Policies.....	42
4. Bathroom Policy.....	43
5. Mandatory Reporting Policy.....	43
6. Contact Information.....	43

# I. Philosophy and Governance

## 1. Who We Are

Paideia's purpose is to assist parents in providing a vigorous and joyful education for the glory of God and the love of the Church.

## 2. Our Vision Statement

Paideia exists to serve Christ's body, the Church, by training Christian children to live their lives as acts of worship. Our goal is to assist Christian parents in their responsibility to bring up their children in the nurture and admonition of the Lord, and at the same time, to provide rewarding employment for the Christian teachers and staff who make this possible.

We intend our school to be a place where students delight in Creation, practice joyful fellowship, and cultivate a love for knowledge; a place where students learn to appreciate beauty as much as understand truth; and a place where they build their characters as diligently as they sharpen their minds. We aim to give our students a worldview shaped by the Word of God, a strong work ethic to help them stand before kings, and a full-orbed education that will prepare them to take dominion for Christ.

## 3. Our Name

**Paideia** comes from the Greek word for "instruction" or "nurture" or "training." Ephesians 6:4 says: "And you, fathers, do not provoke your children to wrath, but bring them up in the training [*paideia*] and admonition of the Lord." 2 Timothy 3:16 says: "All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction [*paideia*] in righteousness." The *paideia* of the Lord is what we want to cultivate in our students.

**Classical** refers to the traditional approach to education, an approach common before the twentieth century that was cultivated by the church, grounded in piety, and governed by theology. Classical education uses the historic curriculum and teaching methods of the seven liberal arts (grammar, logic, rhetoric, arithmetic, geometry, astronomy, and music) in order to form men and women characterized by wisdom, virtue, and eloquence.

Classical also refers to the educational insights that Dorothy Sayers made in her essay "The Lost Tools of Learning." She observed that students tend to learn in stages that correspond to the subject matter of the first three liberal arts (grammar, logic, and rhetoric).

In the **Grammar** stage (elementary), students like to sing, chant, and recite. They like to learn the "facts" or the "grammar" of various subjects such as history, science, geography, math, and music. At Paideia we

like to refer to the Grammar stage as the *Musical* stage. It is the stage where students wonder at Creation, delight in imitation, and learn through literature and narrative.

In the **Logic** stage (junior high), students like to find out how all those facts fit together. They like to synthesize, analyze, and argue, identifying fallacies and presenting logical arguments.

In the **Rhetoric** stage (high school), students like to present themselves with polish. They like to write and speak with eloquence, using their words to persuade, to instruct, and to delight. These three stages of learning, as identified by Sayers, are another aspect of Classical education.

**Christian** refers, of course, to the fact that we are followers of Christ. Our curriculum and teaching places especial emphasis on reading and knowing the Bible and in responding to God through song and prayer. Everything taught at Paideia will be seen through the lens of God's Word. Paideia is a non-denominational school, accepting students from Christian families who affirm our Statement of Faith.

#### 4. Our Logo



The “P” superimposed on an “X” in our logo is the Greek Chi-Rho symbol, the first two letters of the Greek word for “Christ.” It was a commonly used Christian symbol in the first few centuries of the Church and is still used today by certain branches of the Church. By using the Chi-Rho in our logo, we mean to symbolize that all our instruction [*paideia*] is founded on Christ, the One in whom all things hold together.

#### 5. Statement of Faith

We *believe* the Bible to be the only inerrant Word of God. It is our only ultimate and infallible authority for faith and practice.

We *believe* that there is one God, eternally existent in three Persons; Father, Son and Holy Spirit. He is omnipotent, that is, He is all-powerful. He is omnipresent, that is, He is present throughout all Creation but not limited by it. He is omniscient, that is, nothing is hidden from His sight. In all things He is limited by nothing other than His own nature and character.

We *believe* the God we serve is holy, righteous, good, severe, loving and full of mercy. He created the heavens and earth, and everything in them, in the space of six days, and all very good. He is the Creator, Sustainer, and Governor of everything that has been made.

We *believe* in the true deity and full humanity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father and in His personal return in power and glory.

We *believe* in the full deity of the Holy Spirit, acknowledging Him together with the Father and the Son in the works of creation and redemption.

We *believe* that because of Adam's sin all mankind is in rebellion against God. For the salvation of such lost and sinful men, regeneration by the Holy Spirit is absolutely necessary.

We *believe* that salvation is by grace through faith alone, and that faith without works is dead.

We *believe* in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.

We *believe* in the resurrection of both the saved and lost; those who are saved to the resurrection of life, and those who are lost to the resurrection of damnation.

We *believe* in the spiritual unity of all believers in our Lord Jesus Christ.

## **6. Sexual Ethics Policy**

Because Paideia exists to serve Christ's body, the Church, by training Christian children to live their lives as acts of worship and to assist Christian parents in their responsibility to bring up their children in the nurture and admonition of the Lord, every action we take must be governed by the standard of God's Word, the Bible (as understood and interpreted by the Paideia Board of Directors).

We believe and teach that God wonderfully and immutably creates each person as male or female. These two distinct complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one biological sex is a rejection of the image of God within that person. We believe and teach that the term marriage has only one meaning, the uniting of one man and one woman in a single exclusive union as is delineated in Scripture (Gen. 2:18-25). We believe and teach that God intends sexual intimacy to occur only between a man and woman who are married to each other (I Cor. 6:18, 7:2-5; Heb. 13:14). We believe and teach that God has commanded that no intimate sexual activity be engaged in outside of marriage.

We believe and teach that any form of sexual immorality including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography is sinful and offensive to God (Matt. 15:18-20; I Cor 6:9-10).

We believe that in order to preserve the function and integrity of Paideia and to provide biblical role models to families and students, it is imperative that all persons employed by Paideia in any capacity, all persons who serve as volunteers, all parents who enroll their children, and all students enrolled at Paideia agree to and abide by this statement on marriage, gender, and sexuality (Matt 5:16; Phil 2:14-16; I Thess 5:22).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; I Cor. 6:9-11).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of Paideia.

## **7. Agreement with Statement of Faith & Sexual Ethics Policy**

Paideia is a discipleship school, and we require parents/guardians of enrolled students to affirm our statement of faith and our sexual ethics and live in accordance with them. Parents/guardians are required to sign these documents to indicate their agreement with them.

In the event that one parent does not affirm the statement of faith or sexual ethics policy but the other parent does, Paideia may decide on a case-by-case basis to enroll the student based on the agreement of one parent. Parents/guardians who do not sign their agreement with the statement of faith or sexual ethics policy will not be allowed to volunteer in the classroom or for transportation of children other than their own; however, they are welcome to attend any school events open to the public.

## **8. Governance**

Paideia was established in 2013 by several Oregon City families committed to Christian education for their children. The current Board consists of Job Cacka, Matt Dau, Kate Singleton, David Spears, and Mike True. The Chair of the Board is Matt Dau.

## **9. School Personnel for 2025-2026**

### **ADMINISTRATION**

\*Head of School: David Spears (503.939.0386)

\*Secondary Principal: Rose Spears (360.601.1376)

\*Elementary Principal: Lisa Poindexter (503.732.4991)

\*Executive Assistant/Office Manager: Brenda Kulbe

\*Executive Assistant/Bookkeeping/Testing Coordinator: Alice Barnard

Secondary Administrative Assistant: Katee Corpron (Mon, Thu, Fri)

Secondary Administrative Assistant: Ali Tertin (Tue, Wed)

Events Coordinator: TBD

Athletic Director: Joanna Caselli

## **ELEMENTARY TEACHERS**

\*Kindergarten: Amy Hayes  
\*First Grade: Jayna Heath  
\*Second Grade: Sharon True  
\*Third Grade: Beth Anne Cacka  
\*Fourth Grade: Lisa Ballard  
\*Fifth Grade: Caity Gentle  
\*Sixth Grade: Sarah Billings  
\*Sixth Grade Sub (1st Quarter): Carolyn Van Houten  
Elementary Music: Brooke Bubna  
Elementary/Secondary Art: Kerri Wallen  
Elementary 4th/5th Latin: Alice Barnard  
\*Elementary 6th Latin: Jillian Gattey  
Elementary PreAlgebra: Bethany Tuttle  
Elementary TA: Caitlin Cummings  
Elementary TA: Bonnie Von Wald  
Elementary TA: Joanna Caselli  
Elementary TA/Library Assistant: Stefanie Stern  
Elementary Theater/Theater Producer: Ana Dau  
Elementary Music Accompanist: Julie Greene

## **SECONDARY TEACHERS**

\*Sarah Ashworth: Advanced Mathematics, Statistics, 11th Chemistry, 12th Physics  
\*Davey Billings: 9th Greek 1, 10th Greek 2, 11th Spanish 1, 12th Spanish 2, Sec. Theater, House Coord.  
Joseph Forster: Junior High Music, High School Music  
\*Jillian Gattey: 7th Latin, 8th Latin, 9th Rhetoric, 10th Rhetoric  
Julie Greene: Music TA/Accompanist  
\*Ashley Lockhart: 7th Lit&LA, 7th History, 8th Lit&LA, 8th History, 9th/10th Health&Nutrition  
Lelia Mann: Geometry  
\*Alissa Mullen: Math Lab, Algebra 1, 8th Earth Sci, 7th Life Sci, 9th/10th Astronomy  
Jon Roberts: 7th Bible, 12th Apologetics  
Lauren Shearer: 9th Bible, 10th Bible, 11th Church History  
\*Rose Spears: 11th Rhetoric: Junior Thesis  
Ali Tertin: PreAlgebra, Algebra 2  
\*Joshua Wilder: 10th/11th Great Books: Medieval; 12th Great Books: Modern; 8th Bible  
\*Elsha Winsor: 7th Logic, 8th Logic, 9th Great Books: American, 9th Logic, 12th Rhetoric: Senior Thesis

An asterisk (\*) denotes a full time employee.



## II. Educational Program

Paideia is offering grades K-12<sup>th</sup> for the 2025-2026 school year. Below is a summary of our school program.

### 1. 2025-2026 Curriculum Offerings by Grade

#### ***Kindergarten***

**Bible:** *The Biggest Story*, Bible Walkthrough

**History & Geography:** Community Helpers, U.S. Presidents, Continents & Oceans

**Language Arts:** *Italic Handwriting, Level A* (Getty-Dubay), *All About Reading* phonograms and spelling lists, easy readers, picture book and chapter book read alouds

**Math:** *Right Start Math, Level A*

**Science:** Weather & Human Body

**Music:** Hymn of the Month; Folk songs

**Art:** Drawing, Painting

#### ***First Grade***

**Bible:** *ESV Family Illustrated Bible* – Old Testament; *New City Catechism*

**History & Geography:** Explorers and Pilgrims; U.S. Presidents; U.S. State Names

**Language Arts:** *Italic Handwriting, Book B* (Getty-Dubay), *Spell to Write & Read* phonograms and spelling lists, quality children's literature for read alouds and reading circles

**Math:** *Math-U-See Alpha* + Supplementary Materials

**Science:** Ocean Life & Biomes

**Music:** Hymn of the Month; Folk songs; Solfege syllables and basic rhythm

**Art:** Drawing, Painting

#### ***Second Grade***

**Bible:** *ESV Family Illustrated Bible* – New Testament; *New City Catechism*

**History & Geography:** American Revolution; U.S. Presidents; U.S. State Locations; Canadian Provinces

**Language Arts:** *Italic Handwriting, Book C* (Getty-Dubay), *Spell to Write & Read* phonograms and spelling lists, quality children's literature for read alouds, reading circles, and books-of-the-month

**Math:** *Math-U-See Beta*

**Science:** Earth Science & Astronomy

**Music:** Hymn of the Month; Folk songs; Solfege syllables and basic rhythm

**Art:** Drawing, Painting

#### ***Third Grade***

**Bible:** *Genesis-Ruth*; *New City Catechism*

**History & Geography:** Lewis and Clark & Oregon Trail; U.S. Presidents; U.S. States & Capitals; South/Central America

**Language Arts:** *Italic Handwriting, Book D* (Getty-Dubay), *Spell to Write & Read* phonograms and spelling lists, quality children's literature for read alouds, reading circles and books-of-the-month, paragraph writing, grammar and punctuation

**Math:** *Math-U-See Gamma*

**Science:** Birds and Insects (Apologia)

**Music:** Hymn of the Month; Folk songs; Solfege syllables and basic rhythm

**Art:** Drawing, Painting

## ***Fourth Grade***

**Bible:** *I Samuel-Nehemiah; New City Catechism*

**History & Geography:** *Mystery of History 1: Ancient World*; African Countries

**Language Arts:** *Italic Handwriting, Book E* (Getty-Dubay), *Spell to Write & Read* phonograms and spelling lists, *IEW Fix It! Grammar* and stylistic techniques for composition; narratives and essays; classic children's literature for books-of-the-month

**Foreign Language:** *Paideia Latina, Level A*

**Math:** *Math-U-See Delta*

**Science:** Land Animals (Apologia)

**Music:** Hymn of the Month; Folk songs; Folk dancing; Solfege syllables and basic rhythm; Parts Singing

**Art:** Drawing, Painting

## ***Fifth Grade***

**Bible:** *Matthew, Mark, Luke, John; New City Catechism*

**History & Geography:** *Mystery of History 2: Middle Ages*; European Countries and Capitals

**Language Arts:** *Italic Handwriting, Book F* (Getty-Dubay); *IEW Fix It! Grammar* and stylistic techniques; narratives and essays; classic children's literature for books-of-the-month

**Foreign Language:** *Paideia Latina, Level B*

**Math:** *Math-U-See Epsilon*

**Science:** Botany (Apologia)

**Music:** Hymn of the Month; Folk songs; Folk dancing; Solfege syllables and basic rhythm; Parts Singing

**Art:** Drawing, Painting

## ***Sixth Grade***

**Bible:** *Luke, Acts, James; New City Catechism*

**History & Geography:** *Mystery of History 3: Renaissance & Reformation*; Asian & South Pacific Countries

**Language Arts:** *Italic Handwriting, Book G* (Getty-Dubay), *Grammar Revolution*, quality literature for at-home reading, *IEW stylistic techniques; narratives, essays, and chreias*

**Foreign Language:** *Lingua Latina (part 1)*

**Math:** *Math-U-See Zeta*

**Science:** Cartography, Astronomy; *Beginning Chemistry and Physics* (Apologia)

**Music:** Hymn of the Month; Folk songs; Folk dancing; Solfege syllables and basic rhythm; Parts Singing  
**Art:** Drawing, Painting

### ***Seventh Grade***

**Bible:** Old Testament Survey, Part 1: Historical Books (teacher-created materials)  
**History & Geography:** American History (Memoria Press)  
**Lit & Language Arts:** Adventure literature (*Treasure Island*, *Scarlet Pimpernel*, *Around the World in 80 Days*, etc.); Grammar; Poetry; Composition  
**Foreign Language:** *Lingua Latina* (part 2)  
**Math:** Math-U-See Pre-Algebra + additional Algebra concepts  
**Logic (1 semester):** *Art of Argument: Informal Fallacies* (Classical Academic Press)  
**Science (1 semester):** Life Science (*Apologia General Science*)  
**Music:** Choir and Theory  
**Art:** Drawing, Painting

### ***Eighth Grade***

**Bible:** Old Testament Survey, Part 2: Prophets, Poetry, and Wisdom Literature (teacher-created materials)  
**Global Studies:** History Survey and World Geography, *Streams of Civilization 1*  
**Lit & Language Arts:** European literature (*Pilgrim's Progress*, *Frankenstein*, *Count of Monte Cristo*, etc.); Grammar; Poetry; Composition  
**Foreign Language:** *Lingua Latina* (part 2)  
**Math:** Math-U-See Algebra 1  
**Logic (1 semester):** *Introductory Logic* (Logos Press)  
**Science (1 semester):** Earth Science (*Apologia General Science*)  
**Music:** Choir and Theory  
**Art:** Drawing, Painting

### ***Ninth Grade***

**Bible:** New Testament Survey (teacher-created materials)  
**Logic/Rhetoric 1:** *Intermediate Logic* (Logos Press); Classical Speech Format  
**Great Books - American:** American historical primary sources and literature (*Autobiography of Benjamin Franklin*, *U.S. Constitution*, *To Kill a Mockingbird*, etc.)  
**Foreign Language:** Biblical Greek 1 (Croy)  
**Math:** *Math-U-See Geometry*  
**Science:** Astronomy (*Signs and Seasons*); Health & Nutrition  
**Music:** Choir and Theory

### ***Tenth Grade***

**Bible:** Bible Study Tools (Bethlehem Seminary, et al.)  
**Rhetoric 2:** Principles of Rhetoric (teacher-created materials)

**Great Books - Medieval:** Medieval historical primary sources and literature (*Beowulf*, *Inferno*, *Paradise Lost*, etc.)

**Foreign Language:** Biblical Greek 2 (Croy; I John)

**Math:** *Math-U-See Algebra 2*

**Science:** Astronomy (*Signs and Seasons*); Health & Nutrition

**Music:** Choir and Theory

### ***Eleventh Grade***

**Bible:** Church History (*Confessions*, *Bondage of the Will*, *Surprised by Joy*, etc.)

**Rhetoric 3:** Junior Thesis

**Great Books - Medieval:** Medieval historical primary sources and literature (*Beowulf*, *Inferno*, *Paradise Lost*, etc.)

**Foreign Language:** Spanish 1

**Math:** *Math-U-See Pre-Calculus + Supplementary Materials*

**Science:** Chemistry (Bob Jones)

**Music:** Choir and Theory

### ***Twelfth Grade***

**Bible:** Apologetics with C.S. Lewis

**Rhetoric 4:** Senior Thesis

**Great Books - Modern:** Modern historical primary sources and literature (*Hamlet*, *Pride & Prejudice*, *Communist Manifesto*, *Crime and Punishment*, *The Great Gatsby*, etc.)

**Foreign Language:** Spanish 2

**Math:** Math-U-See Calculus (optional)

**Science:** Physics (Apologia)

**Music:** Choir and Theory

## **2. Homework Guidelines**

Since Paideia's classes only last for half the day, students will be completing work at home in order to fulfill a full academic workload. **We think of Paideia as a school with two campuses: one at the school building, one at your kitchen table.** Students (and parents!) should expect approximately this amount of homework *daily*:

- Kindergarten: 20 minutes
- First Grade: 1-1.5 hours
- Second-Third Grade: 1.5-2 hours
- Fourth-Sixth Grade: 2-2.5 hours
- Seventh-Eighth Grade: 3 hours
- Ninth-Twelfth Grade: 3.5 hours

Students with learning challenges who are below grade level in math and/or reading should expect to spend more than the average time on at-home work.

### 3. Late Assignments

In elementary, most assignments are due on Friday. If a student is missing work, the student may turn it in the following Friday for a late penalty of one grade letter. After the following Friday, the work will not be accepted and will receive a “U.”

In secondary, late assignments must be turned in the following class day for that class for a 10% late penalty. After that, the work will not be accepted and will receive a zero. This zero is, oftentimes, a kindness to the student as it allows the student to move on afresh to the new work without a pile of old work weighing him down.

### 4. Extensions for Sickness/Planned Absences

**SICKNESS.** In elementary, parents of absent sick students should message the teacher (in addition to messaging Brenda Kulbe about attendance) on the day they are sick requesting any needed work. Depending on the number of days missing, the teacher will coordinate with the parent about whether student work and tests will be due that week or the following Friday.

In secondary, absent sick students must message teachers **on the day they are sick** to let them know that they are home due to illness. If the student is too ill to message teachers, the parent may do so.

On the day of the secondary student’s return to school, the student should message teachers requesting a sickness extension for their assignments and tests equal to the number of days that they were sick. **If the student does not message the teacher, the teacher is not obligated to give an extension.**

**PLANNED ABSENCES.** The learning that happens in the classroom cannot be fully made up or replicated simply by doing a homework assignment at home. For this reason, Paideia discourages any planned absences during scheduled school hours as they will impact the student’s learning and the classroom as a whole. Paideia grades in-class work as well as at-home work, and some assignments cannot be made up.

Paideia requests parents to schedule doctor visits, vacations, etc. outside of school hours and school days. However, for unavoidable absences, elementary parents or secondary students should contact teachers ahead of time to see what work can be made up and what work will not be able to be made up.

## 5. Elementary Grading

In elementary (Grades K-6), teachers will create a grade report each quarter (every 8-9 weeks) using the following guidelines:

- E = Excellent (exceeds goals OR fully completes work for completion grade)
- P = Praiseworthy (meets goals)
- S = Satisfactory (making progress and will likely reach goals)
- N = Needs Improvement (not enough progress to reach goal)
- U = Unsatisfactory (not making progress)

## 6. Secondary Grading

Students in secondary classes (Grades 7-12) will receive grades with the standard letter grade system. Art and music classes will still receive the E, P, S, N, U markings. Students in high school level classes will also receive a transcript showing their GPA for each credit received.

<u>%</u>	<u>Grade</u>	<u>Grade Point</u>
100-93	A	4.0
92.9-90	A-	3.7
89.9-87	B+	3.3
86.9-83	B	3.0
82.9-80	B-	2.7
79.9-77	C+	2.3
76.9-73	C	2.0
72.9-70	C-	1.7
69.9-0	F	0.0

## 7. High School Graduation Requirements

Paideia requires the following credits for graduation and the awarding of a high school diploma.

- Bible - 4 credits
- Math - 4 credits (with Advanced Mathematics level or higher completed)
- Logic/Rhetoric - 4 credits
- Great Books (History and Literature) - 6 credits
- Science – 4 credits
- Foreign Language – 4 credits
- Music, Fine Arts, Aesthetics – 2 credits
- Physical Education – 1 credit (documented at home)

TOTAL: 29 credits

## **8. Transfer Credit**

Students transferring into Paideia during high school should meet with the secondary principal to see what previously taken credits are equivalent and transferrable.

## **9. Learning Challenges & Curriculum Modifications**

Paideia desires to receive students with learning challenges as long as we have the resources to adequately support that student *and* as long as the parent is also willing to work with the school to provide extra support for the student.

Students with learning challenges are dealt with on a case-by-case basis, and curriculum modifications are decided upon collaboratively by the campus principal, teacher, and parent. In normal circumstances, curriculum will not be modified without a documented learning challenge, and in cases where the learning challenge can be remediated, the parent is expected to seek extra-curricular remediation.

In cases where the curriculum expectations for high school classes were modified, the student will receive a modified high school diploma.

## **10. Use of Artificial Intelligence (AI)**

Paideia holds that technological tools should not be used by students until they have mastered a skill in an analogue format. For example, students should master pencil and paper handwriting before moving to typing on a computer. Students should master arithmetic facts before moving to use of a calculator. Because all of our K-12th education is concerned with improvement and mastery of the written word, quantitative reasoning, and the intellectual virtues, students are not allowed to use generative AI for any assignments. The use of generative AI will be considered the same as plagiarism of an existing source.

### III. Parent Involvement, Communication, Student Conduct

#### 1. Helping Your Grammar Stage Student

Students in the Grammar stage (K-6<sup>th</sup>) will receive a Homework Assignment Sheet (HAS) each week with checkboxes for learning tasks to complete at home Monday through Thursday. The parent signs the HAS form each week to acknowledge that their child has actually completed the tasks that are checked off on the form. It is important to train students from the earliest years in school to be faithful in completing their at-home work and to provide help and accountability for them as you are disciplining them in diligence.

Students in kindergarten and first grade will need extensive parent involvement to complete their at-home learning tasks. While students in second and third grade *may* transition to reading their literature assignments on their own, if your child is not yet a fluent reader, it is best practice to continue having your child read out loud to you. Many of the “drill” subjects on the HAS form (geography, math facts, spelling) are best done *with the parent* in these lower elementary years.

As students move into upper elementary, they can frequently complete many of their at-home learning tasks on their own; however, parents should provide accountability to ensure that work is done and done well. Here are some ways to reinforce quality work habits with upper elementary students after they tell you they’ve finished their at-home work for the day:

- “Say your memory piece out loud to me.”
- “Show me your penmanship page...this line is too sloppy. Erase it and do it again.”
- “What were two things that happened in your literature reading?”
- “Who were some of the people in your history chapter? What did they do?”
- “How did you practice your spelling? Can you spell your two hardest words for me?”

#### 2. Transition to the Logic Stage

Moving from the Grammar stage to the Logic stage (6<sup>th</sup> to 7<sup>th</sup> grade) is an exciting time for students. This is a time of transition as students learn to master a new way of learning. One of the long-term goals of Classical education is to form an adult, not merely to educate a child, and to this end, in the secondary grades the student is held more accountable for his own self-management.

What this means practically is that secondary students no longer have a Homework Assignment Sheet. They will receive assignments in class and learn how to write their assignments down in an assignment book and take ownership of their at-home work and quiz preparation.

In addition to memorizing facts, students will be required to analyze, synthesize, and apply them. Students will also be introduced to logical argument—the art and science of reasoning well. They will



learn how to disagree and debate respectfully. Teachers will encourage students to cultivate the intellectual virtues of honesty, fair-mindedness, curiosity, carefulness, courage, tenacity, and humility.

Parents often need to assist students with this transition from the Grammar stage to the Logic stage. Some good ways to help your Logic level student are:

- “When is this due? Let’s check your planner and see what you wrote down.”
- “Let’s check your assignments on ClassReach to make sure you didn’t miss writing things down in your planner.”
- “How are you going to pace your work and split it up onto different days so that you don’t have to cram everything the night before it’s due?”
- “If you’re not sure what to do on this assignment, you should ask the teacher. Let’s get onto your ClassReach account, and I’ll help you write a respectful email. No, I won’t write it myself. The email needs to come from you.”

### **3. Independence in the Rhetoric Stage**

The usual pattern with our high school students is to complete their at-home work independently, diligently, and faithfully, without prodding or compulsion from their parents. By high school, students should be taking full ownership of their work. There are certainly cases where students may need writing tutoring or chemistry help from parents or another adult (and knowing when to ask for help is a sign of maturity!), but ideally, high school students should manage their own time and workload.

### **4. Necessity of Parent Assistance**

When parents do not assist their students in the at-home portion of schoolwork, students have difficulty succeeding at school. If parents are not able to assist their student with setting aside time and space for afternoon schoolwork, holding students accountable for completion of work, and providing (or obtaining) needed homework support, the Paideia model of education may not work for the family. We encourage parents to count the cost in pursuing this style of hybrid education and plan their day and resources accordingly. Continued failure to complete the at-home portion of schoolwork may be grounds for disenrollment.

### **5. Parental Involvement at School**

Because Paideia sees it as our job to *assist* parents in the responsibility to bring up their children in the nurture and admonition of the Lord, we place a high importance on parental involvement, both in the classroom and with after-school homework.

**Classroom Helpers** - We are especially in need of parents as helpers in the classroom (K-3<sup>rd</sup>) and for grading support (4<sup>th</sup>-12<sup>th</sup>). A parent/guardian from each family must commit to helping out at the school for either two hours each week or four hours every other week during school hours (approximately 70 hours during the school year). To keep distractions to a minimum, we ask that parents do not bring any other non-enrolled children with them during their time slot.

If a parent misses a scheduled volunteer day due to being out of town or ill, we will add them to the “sub” list to fill in for another parent later in the year and make up those hours. If more than 2 scheduled volunteer slots are missed and not made up during the course of the school year, Paideia may bill you up to \$20 an hour for those missed volunteer times.

Here are some important things to keep in mind as you are volunteering in the classroom:

- We are thankful for you! Parent volunteers are an essential part of our classroom, and we couldn't do it without you!
- The best volunteers do what they're told and do more than they're told. Teachers love it when volunteers jump in and help out with tasks that they see need to be done. As long as the volunteer isn't trying to take over the class, showing initiative is much appreciated.
- Reliability is key. Teachers are counting on you! If you are ill or out of town for a scheduled volunteer time, please try to trade with someone, and if that doesn't work, let admin know so they can try to fill the slot.
- Volunteers should be “present” in the classroom with the kids and while monitoring recess. We understand that emergencies do come up, but try to avoid scrolling your phone, answering emails, etc., and focus on assisting with classroom tasks or proactively enforcing kindness and camaraderie at recess.
- Be professional. Consider your attire and appearance and how it helps support the learning environment. Avoid workout clothing, distracting accessories, etc.
- Be discreet. Volunteers are privy to student grades and other confidential information. Be careful not to share information the student or parents wouldn't want you to.
- Be supportive. Treat students in a positive and encouraging manner that builds them up. If a discipline matter comes up, report it to the teacher and let the teacher take the lead on dealing with the issue.
- Pay attention to details. It's important for us to get the grading right, even if it takes a little longer.
- Know and maintain safe boundaries. One of our rules for K-3rd is that a staff member must escort students to the central bathroom. Parent volunteers are not allowed to do this. Parent volunteers should also not be left alone with a student for one-on-one instruction. This protects both the student and the volunteer.
- Have fun! Volunteering in the classroom is a great way to get to know teachers, students, and other parents at the school. It's also a great way to better understand your child's curriculum and classroom expectations.

Parents will be contacted about scheduling their time slot prior to the start of school. If work commitments, etc. make volunteering during school hours impossible, there is also an opt-out fee as a second-best option (see section on Tuition and Fees). ***All parents who will be volunteering at the school must submit to a background check.***

## 6. Field Trip Chaperones

We rely on parent drivers for transportation to field trips. ***All parents/guardians who will be driving for field trips must submit to a background check.*** Field trip drivers are responsible for their own car insurance.

## 7. Parent-Teacher Meetings & Communication

Paideia holds parent-teacher conferences in October. *Ad hoc* conferences can also be arranged at the request of either the teacher or the parents at any time during the academic year.

Staying in communication with your child's teacher is an important part of your child's growth and success. ***Please respond promptly to messages about your child, even if it is just a short "read receipt" email to let the teacher know that you've seen the message.*** Continued failure to communicate with teachers and admin may be grounds for disenrollment.

## 8. Communication Method

Paideia has an on-line grading and messaging system called ClassReach. Parents will receive a login and will be able to access the school calendar, see their student's progress reports, and message teachers. We recommend that when you set up your account on ClassReach you adjust your settings so that messages on ClassReach are forwarded to your personal email. This will ensure that you do not miss any important communications from admin or your child's teacher.

Students in 7<sup>th</sup> grade and above will also receive a ClassReach account. Parents are copied on all messages sent to their students. Please help your junior high child communicate wisely and respectfully on this new tool.

For non-urgent messages, please use the messaging system on Class Reach to reach admin or your child's teacher. Please remember that teachers can rarely check their messages right before school starts or during the school day. For urgent communication (i.e. a message that needs to be delivered during that school day), please contact the Paideia admin phone line 503.974.4711 for elementary or 971.236.1034.

Please respect teachers' responsibilities and lives outside of school by avoiding texting their personal phones or messaging them on social media about school-related matters.

Besides ClassReach, we also have a few other on-line venues for keeping abreast of school news.

**Paideia Classical Christian School Website:** <http://paideiaclassicalchristian.com>

**Paideia Weekly Email Newsletter**

**Paideia Facebook Page:** <https://www.facebook.com/PaideiaClassicalChristian>

**Paideia Facebook Parents' Group** - *This group has privacy settings, so please ask to join and the administrator will add you.* <https://www.facebook.com/groups/469858883075837/>

## 9. Communication with Students

Teachers and staff members should not ask to friend/follow students on sites such as Facebook, Twitter, or Instagram, nor should they accept requests from students to friend/follow them. Teachers should not blur the distinction between teacher and friend in their interactions with students on social media.

Teachers and staff may not send private messages to students on a social media forum, via email, or via text. Any phone calls or messaging should be related to travel logistics (e.g. cross country meets, choir trip), and whenever possible, parents should be copied on messaging. All ClassReach messages to a student are automatically copied to the parent, and in general, ClassReach should be the only communication medium with a student.

***In cases where high school students share writing assignments with the teacher on a program like Google Docs, we require that the student "share" the assignment with both the parent's email address and the teacher's email address.***

Teachers who have a relationship outside of school with a particular student (e.g. student is a nephew, student is in your youth group at church) may coordinate with the student's parents to have more latitude, as is necessary and proper.

## 10. Classroom Behavior Standard

At Paideia we desire to create a classroom where students honor God, their teachers, and each other in their pursuit of wisdom, eloquence, and godliness. Teachers are charged with building a classroom culture that embodies these characteristics.

We expect students to be teachable, cheerful, kind, and obedient. This should be expressed in their speech and demeanor. We do not allow:

- Complaining and sulking
- Disrespect to the teacher
- Unkind words or actions toward fellow students
- Non-participation
- Careless or sloppy work

## 11. Secondary Code of Conduct

Secondary students at Paideia are required to sign their agreement to the Secondary Code of Conduct.

*With God being my helper, I will strive to be...*

**Honest** in all my speech and academic pursuits, for the devil is the father of lies.

**Kind**, tenderhearted, and forgiving to others, even as Christ has forgiven me.

**Respectful** to authority and willing to receive correction, for he who hates reproof is stupid.

**Pure** in word and deed, putting away all filthy speech and immoral conduct.

**Diligent** in my work, for he who is faithful in little will be given authority in much.

While the school is not directly involved in discipleship outside the school environment, students are whole persons whose behavior should be consistent inside and outside of school. Honesty, kindness, respect, purity, and diligence are expected from our secondary students both inside and outside the classroom (including in on-line forums). Conduct unbecoming to a student may be grounds for disenrollment.

## 12. Classroom Discipline Summary

At Paideia, we ask students to discipline their actions for the purpose of godliness. When a student is disciplined at Paideia for misbehavior or sin, our goal is never to get the student “into trouble,” but instead, to get the student “out of trouble.” We base our discipline on the Gospel truths of repentance, confession, forgiveness, and restored relationships.

## 13. Elementary Discipline Process

Elementary students who misbehave at school may receive a yellow or red note. Yellow notes are for minor infractions of school rules. Red notes are for repeated infractions of school rules or flagrant offenses (hitting, swearing, etc.). Parents are asked to review all discipline notes, whether yellow or red, with their child at home and provide appropriate reinforcement of correction. Notes sent home will state

what infractions caused the problem and whether the student did something to improve the situation. These physical notes will be followed up with a ClassReach message. Parents should sign all discipline notes and return them the following day so that the teacher can be sure the parents heard about what happened.

Some common infractions of school rules are:

- Blurting (speaking out rather than raising a hand during teaching time or silent work time)
- Foolish speech (bad language, bathroom talk, etc.)
- Unkindness towards another student
- Disobedience or delayed obedience
- Complaining
- Breaking other school or classroom rules (e.g. no running during indoor recess)

Infractions that will cause students to **go immediately to “red”** are:

- Direct/Defiant Disobedience
- Flagrant Disrespect
- Coarse Language
- Physical Harm (hitting, spitting, kicking, shoving, biting, etc.)
- Endangering Others
- Cheating or Lying

If a student receives multiple red notes or a continued pattern of yellow notes, the Elementary Principal or head of school may call the parents to discuss the infractions and brainstorm strategies to improve the student’s behavior. If the student’s behavior does not improve, the Elementary Principal may enforce a suspension or the head of school may take steps toward disenrollment or expulsion. Further clarification of the process can be found below in the discipline policy created by the Board of Directors.

## 14. Secondary Discipline Process

In secondary classrooms, the student-teacher relationship should mature with the natural maturation of the student. In cases where the student fails to behave in a manner conducive to an orderly classroom, the teacher should offer a gentle admonishment to the student. If the problem continues, the teacher should excuse the student from the classroom and speak to him privately to exhort him to better behavior. If a student is sent out of class, the teacher should send a message on ClassReach to the parent explaining the issue.

If a student continues in the same behavior after being sent out of class and exhorted, the teacher should send the student to the principal or head of school for further exhortation. In some instances, students should be sent immediately to the principal or head of school (for direct disobedience or disrespect, foul language, cheating, lying, endangering others, violence). If the student’s behavior does not improve, the Secondary Principal may enforce a suspension or the head of school may take steps

toward disenrollment or expulsion. Further clarification of the process can be found below in the discipline policy created by the Board of Directors.

## 15. Board Discipline Policy

Students and teachers both should conduct themselves in a manner that displays Christian love and respect both in school and when involved in extracurricular activities. Students are expected to show honor and respect to their teachers as they would to their own parents.

When students disrupt school activities, violate the rights of others, or present actual or threatened danger to persons or property, they may be subject to discipline. The ultimate purpose of all discipline at Paideia is never punishment, shame, or revenge. Instead, the end goal of any disciplinary activity ought to be forgiveness, restored relationships, and the resumption of an orderly educational environment in the classroom.

**A. Classroom Rules:** The Parent Handbook lists behaviors which are not acceptable in the classroom. If students engage in one of these behaviors the following process will be followed:

1. For a first-time infraction, a student's name will be moved to the yellow light and a yellow note sent home to parents describing what the infraction was and whether the student changed his/her behavior.
2. If that behavior continues, the student's name will be moved to the red light and a red note will be sent home. Additionally, that student must either visit the head of school's office or, if the head of school is not available, must sit outside the classroom in the hall until the teacher feels that the student is ready to re-join the class without being disruptive.
3. Parents must sign any discipline notes sent home and return them the following day so that teachers can be sure they are aware of the problem.
4. If a student is repeatedly sent home with red notes, the teacher and/or head of school may call a conference with the parents to address the situation.

**B. Dismissal:** If a student is being very disruptive, violent, or continually uncooperative the head of school may immediately send that student home for the rest of the day by calling their parent or guardian.

**C. Suspension:** Suspension is the removal of a student from the school environment for one or more complete school days. The head of school, for serious misconduct or repeated infractions of school rules, policies or the law, may impose this suspension.

In cases of serious misconduct, including but not limited to actual or threatened violence to persons or property, the head of school may impose this suspension effective immediately and arrange for the student to vacate school grounds as soon as is reasonable.

In cases of repeated infractions of school rules, the head of school will provide clear warning that continued behavior could lead to suspension before the suspension is imposed. In all cases, incidents and their disciplinary response will be documented and presented to the student and parents in a timely manner following a suspension.

Suspended students will be allowed to present a defense to the School Board, to explain the circumstances of the action in question, or to attempt to prove innocence. In the event of serious infraction, the student will remain suspended pending a hearing with the School Board to determine whether the child will remain suspended or be expelled. This meeting will be held at such time as Board members are reasonably able to assemble. The decision of the School Board is final.

The offenses resulting in any type of suspension will be determined by the head of school, but are not limited to: repetitive or flagrant disobedience, misbehavior or misconduct; excessive disruption of classroom procedures; use of obscene or vulgar language (written, verbal, or gestured); cheating; plagiarism; disrespect toward staff; intimidation; stealing; physical harm to others; or activating a false alarm.

*Following any suspension, before returning to class, the child and parent will meet with the head of school.*

**D. Expulsion:** Expulsion is the indefinite removal of a student from the school environment, which includes, but is not limited to, classes and activities. Only the School Board may remove a student from the school environment in this manner. Students may be expelled for serious misconduct and violations of school policies, rules, or the law.

When a student is recommended by the head of school for expulsion to the School Board, the student and his/her parents will be provided with:

1. Notice of the reasons for the proposed expulsion.
2. A written report on the facts.
3. An opportunity to present a defense against the charges on the student's behalf.

The results of the School Board's decision as well as the justification for it will be provided to the student and his/her parents.

**E. Physical Restraint:** In the event physical restraint becomes necessary, an employee must consider the following factors:

1. The size and the physical and mental condition of the student.
2. The nature of the student's behavior or misconduct provoking the use of physical force.
3. What is used in applying the restraint.
4. The extent and nature of resulting injury to the student, if any.



**5. The motivation of the employee using physical restraint.**

The student's parents will be given an explanation of the reasons for the restraint.

Violent, destructive, and seriously disruptive behavior will result in immediate removal from class or other activity in which the student is involved. The head of school will investigate the incident, talk with parents, child, and teacher, and determine what additional action, if any, is necessary.

## **IV. Administrative Details**

### **1. Enrollment Process & Non-Discrimination Policy**

Parents interested in enrolling their students at Paideia should submit an enrollment application form along with a registration fee. Once Paideia accepts the student for enrollment, the registration fee (which is used for buying books and supplies) is non-refundable. In cases where the student is not accepted, the registration fee will be refunded.

Parents interested in applying for a scholarship should submit a scholarship application form in addition to the enrollment application form. Paideia awards scholarship on a needs-basis, concurrent with funds available in the Generosity Fund. Scholarship money is usually allocated at the end of May, and we encourage all scholarship applications to be submitted by May 1 for the following school year.

The parents of new families will be asked to attend an interview with the head of school. The child will be tested in language arts and math to ensure he or she is being enrolled in the appropriate grade. Following these meetings, an email will be sent confirming or denying enrollment.

Paideia Classical Christian School, in her commitment to the gracious God of the Scriptures who rules over all peoples and nations, admits students of any race, color, and national or ethnic origin to all the rights, privileges, programs, and activities available to students at the school, and does not discriminate on the basis of race in the administration of its educational policies, admissions policies, and athletic or other school-administered programs.

### **2. Declining Re-Enrollment & Probationary Enrollment**

Paideia reserves the right to decline re-enrollment for a subsequent school year based on academic performance, completion of at-home work, character deficiencies, poor attendance, lack of communication, rejection of the faith, or other circumstances that make it untenable for the school and family to work together in partnership.

In some cases, students may be admitted for the following school year on a probationary basis.

### **3. Tuition and Fees**

**REGISTRATION FEE.** A non-refundable enrollment application fee is required for both new and returning students. This fee is used to purchase books and supplies. The 2025-2026 enrollment application fee for grades K-6th is \$150 during the months of February through April. The fee increases to \$200 on May 1.

The fee for grades 7th-12th is \$275 during the months of February through April. The fee increases to \$350 on May 1.

**TUITION.** Tuition for grades K-6th for the 2025-2026 school year has been set at \$4,440. This tuition can be paid in full by July 1, 2025 or broken into 12 monthly payments of \$375 (which totals \$4,500) beginning July 15, 2025 and ending June 15, 2026. Families who register after July 15 can contact the school to discuss an alternate monthly payment plan.

Tuition for grades 7th-12th for the 2025-2026 school year has been set at \$5,110. This tuition can be paid in full by July 1, 2025 or broken into 12 monthly payments of \$430 (which totals \$5,160) beginning July 15, 2025 and ending June 15, 2026. Families who register after July 15 can contact the school to discuss an alternate monthly payment plan.

Monthly payers will set up an account on Blackbaud Tuition and will be given a variety of payment options. **This Blackbaud account charges an annual convenience fee of \$30 per family for setup, and late tuition payments will incur a \$20 late fee from Blackbaud.** Depending on your payment method, there may also be some additional transaction fees.

**DELINQUENT TUITION.** From time to time, families become delinquent in paying their tuition and fees.

This is a burden to the school and makes it difficult to pay salaries and other expenses. Therefore,

1. For any account that is past due, the school office or a tuition processing company will send a notice/statement to the family.
2. For any account that becomes sixty days past due, the school office will personally contact the family (in addition to the notices from the tuition collection company) and will include this policy. The family will be directed to contact the school office to set up a course of action for repayment.
3. In the event the account becomes ninety days past due, the school office will send a final notice letter. If no progress is made within five business days, the family will be notified that their child(ren) will not be allowed enrollment for the next semester until their account is paid in full.
4. The board may, at its discretion, adjust this policy due to hardship or other considerations.

**VOLUNTEERING OPT-OUT FEE.** Paideia's philosophy of education requires parent involvement, and one parent from each family is expected to volunteer at the school for two hours each week or four hours bi-weekly during school hours. In situations where work commitments, etc. make this impossible, we have an opt-out fee as a second-best option. **The volunteering opt-out fee is \$1200 per year** (payable in 10 monthly payments of \$120, September-June). If neither volunteering nor the opt-out fee is a viable option for your family, please contact us about a scholarship to cover the opt-out fee.

**LATE PICK-UP FEE.** We encourage parents to pick up their students promptly when school lets out. **If a student is picked up more than 15 minutes after school lets out, parents may incur a \$10 late pick-up fee for each block of 15 minutes that the parent is late.**

**FIELD TRIP FEES.** Elementary students will go on a variety of field trips throughout the year, typically three each year (with more in kindergarten). The office will bill a field trip fee for each elementary student of \$30, using parents' normal billing method.

Secondary students typically go on one field trip a year. This will be billed individually at the time of the field trip using parent's normal billing method.

**HIGH SCHOOL PROTOCOL FEE.** High school students will attend a yearly protocol event in the spring (typically a formal dinner and a cultural experience). **The usual fee for this is \$50 a student.**

**EARLY WITHDRAWAL FEE.** Families who wish to withdraw their enrolled student prior to the end of the school year should submit their withdrawal request in writing to the school. If requested, tuition refunds will be on a prorated basis based on the number of school days left. In normal circumstances, **each student withdrawn after July 15 will be assessed a \$200 Early Withdrawal Fee.**

#### **4. Fundraising and Scholarships**

Like most private schools, Paideia supplements its resources with fundraising. ***Fundraising goes toward future school growth.*** We ask parents to participate to the best of their ability in our fundraising efforts. Please check the website for updates on current and future fundraisers.

Paideia also has a Generosity Fund for families in need of tuition assistance. Families interested in applying for a scholarship should submit applications prior to May 1 as funds are generally allocated at the beginning of June for the next school year. This Generosity Fund contains money donated by individuals specifically for the purpose of providing tuition assistance. If you are interested in making a tax-deductible donation to our scholarship fund, please contact the school or use our school website to donate.

#### **5. Schedule and Calendar**

**DAILY SCHEDULE.** Our elementary campus meets 8am – 12:15pm and our secondary campus meets 8:10am – 12:25pm, Monday through Friday. Although classes are only half day, students should expect to have work assigned to be completed at home that will make their academic workload the same as that of a full day school. In the elementary grades, homework will generally not be assigned for Friday afternoons.

The half day class schedule at Paideia provides a unique learning environment with many benefits. With students spending a little over four hours at school, they have the opportunity to be more focused during those hours. Younger students, still developing character traits like obedience and respectfulness, have time for these to be instilled by their parents at home as well as by their teachers at school. As students grow older, the necessity of completing some of their studies at home will allow them to develop self-discipline, responsibility, and independent learning skills. In addition to this, the half day class schedule allows for more flexibility for scheduling extra-curricular activities such as private music lessons and athletics.

### **YEARLY CALENDAR (2025-2026)**

Sept. 2 (Tue) – First Day of School  
 Oct. 13 (Mon) – Teacher In-Service Day (No School, Prep for PT Conferences)  
 Nov. 10 (Mon) – Elem. Teacher In-Service Day (No School for Elementary)  
 Nov. 11 (Tue) – Veterans Day (No School)  
 Nov. 24-28 (Mon-Fri) – Thanksgiving Break (No School)  
 Dec. 15-Jan 2 – Christmas Break (No School)  
 Jan. 19 (Mon) – Martin Luther King, Jr. Day (No School)  
 Jan. 28 (Wed) - Teacher In-Service Day (No School)  
 Feb. 16 (Mon) – Presidents’ Day (No School)  
 Mar. 23-27 (Mon-Fri) – Spring Break (No School)  
 Apr. 2 (Thu) - Elem. Teacher In-Service Day (No School for Elementary)  
 Apr. 3 (Fri) - Good Friday (No School)  
 Apr. 6 (Mon) - Easter Monday (No School)  
 May 25 (Mon) – Memorial Day (No School)  
 June 5 (Fri) – Last Day of School

## **6. Friday Assemblies**

On Fridays at 8:00am we normally hold an all-school assembly. Classes or individual students will occasionally perform songs or memory work for the whole school. Parents are encouraged to stop in and watch the assembly when they come to drop off their students on Friday mornings. To mark our assemblies as special events, every Friday will be a “dress-up day.” Please look at the Dress Code requirements to see which items are part of the “dress-up” uniform.

On Fridays, our secondary students (7<sup>th</sup>-12<sup>th</sup>) will begin the day at 8:00am at the elementary campus for Assembly and then be shuttled over to the secondary campus.

## **7. Holidays**

Paideia celebrates the following holidays at school

- Reformation Day – October 31 or nearest weekday

- Thanksgiving – Friday before Thanksgiving Break
- St. Nicholas Day/Christmas
- Valentine's Day
- Good Friday/Easter
- Ascension Day (Thursday)

**REFORMATION DAY.** On this holiday (commonly known as Halloween), students will be allowed to dress up in costumes instead of wearing their normal school uniforms. Instead of celebrating the day as the usual “trick-or-treat” Halloween, Paideia will be celebrating it as Reformation Day. At school that day, the teachers will be talking about the story of Martin Luther—how he questioned the Roman Catholic Church’s doctrine of salvation by works, how he taught that salvation was by grace alone, and how he posted the 95 Theses on the church door in Wittenberg on October 31, 1517 (which led to many Protestant churches now celebrating October 31 as Reformation Day).

Students are encouraged to celebrate the day by dressing in costume. Costumes should not be ghoulish in nature. Although some scholars believe that the practice of dressing up as witches, devils, etc. on All Hallows’ Eve in the medieval period was actually a way of mocking the powers of darkness that Christ has defeated, we do not believe that this is the current intent of such costumes in our culture. Therefore, we ask students to refrain from these kinds of costumes.

We encourage students (and parents) to be intentional about choosing their costumes. If students dress up as a historical character (e.g. Moses, Queen Esther, George Washington), a fictional character (e.g. Cinderella, Superman), or an occupation (e.g. cowboy, farmer, baker) they should choose someone who is a **positive role model**, someone who makes God's world a better place. If they choose to dress up as an animal or object (pumpkin, butterfly, robot), they should think about how that thing reflects God's glory in creation. At the Kindergarten level, this can be as simple as, “I want to be Batman because he fights the bad guys and saves people” or “I want to be a ballerina because their dancing is beautiful and makes people happy.”

The majority of costumes should fit into the categories above. The goal is not to make this more difficult for families, but simply to provide an opportunity for students to "take every thought captive to make it obedient to Christ." (2 Cor 10:5) Students who do not wish to wear a costume should wear their usual school uniform.

**VALENTINE’S DAY.** Parents, if they wish, may allow their students to pass out friendship Valentines. If you decide to let your students pass out Valentines, this would be a good time to talk to them about how to include fellow students (instead of being cliquish) and how to avoid singling out a particular student with a Valentine. If parents want to bring in treats for the class, they should contact the classroom teacher ahead of time.

## 8. School Closures

**In the event of inclement weather, Paideia will follow the Gladstone Public School District's closures.** When wintry weather occurs, parents are encouraged to check the news stations to determine if school will be closed. If school is canceled due to inclement weather, Paideia will also send out a message via ClassReach and text alerting parents.

**If more than five school closures occur during September-May, the head of school may choose to add school days at the end of the school year** to ensure that students are able to meet learning goals for the year.

## 9. Attendance

In general, Paideia expects students to attend all scheduled school days. The learning that happens in community in the classroom cannot truly be replicated or replaced by doing a "make-up" packet later. At the same time, we realize that sickness and family matters may occasionally cause a student to miss a school day.

If a student is absent for an inordinate amount of school days in the school year, the principal or head of school may call a meeting with the parents to discuss reasons for non-attendance. If the student has more than 15 absences within one quarter, the student may receive an incomplete grade for the quarter. If a student misses 40 class days during the entire school year, the student may be required to repeat the grade level.

**While some work is able to be made up at home, some assignments done in class may not be made up and students who are absent will receive a zero for those assignments.**

## 10. School Absences

***Paideia expects to receive notice if students will be missing any scheduled class days.*** Attendance records are kept by the school office, so the school office must be notified *by the parent* via ClassReach or the school phone number by the start of the school day in the case of an absence, whether the absence is due to sickness, vacation, or something else. The office should also be notified if there is a late arrival or early pickup needed.

Send ClassReach Notifications to: Brenda Kulbe (elementary); Secondary Admin (secondary)

Phone Numbers: 503.974.4711 (elementary); 971.236.1034 (secondary)

Along with notifying the school office, ***parents or students should also communicate with the teacher regarding missed work.*** When an elementary student (K-6<sup>th</sup>) misses class, either for a planned or

unplanned absence, it is the *parent's* responsibility to find out about homework or make-up work from the teacher. When a secondary student (7<sup>th</sup>-12<sup>th</sup>) misses class, it is the *student's* responsibility to find out about homework or make-up work. Please message the teacher through ClassReach.

Paideia discourages any planned absences during scheduled school hours as they will impact the student's learning and the classroom as a whole. Paideia grades in-class work as well as at-home work, and some assignments cannot be made up.

Paideia requests parents to schedule doctor visits, vacations, etc. outside of school hours and school days. However, for unavoidable absences, elementary parents or secondary students should contact teachers ahead of time to see what work can be made up and what work will not be able to be made up.

## 11. Health and Medicine Policy

Students should be kept home from classes if:

- Fever, diarrhea, or vomiting within last 24 hours
- Severe coughing or runny nose
- Other symptoms of contagious disease
- Head lice nits or bugs present on head

Students with residual cold symptoms or seasonal allergies may still attend class. If a student exhibits contagious symptoms during the school day or his health prohibits him from focusing during class, a staff member will call the student's parents to come pick him up early.

Paideia has a first aid kit for minor cuts and scrapes, but staff does not administer medicine during the school day. If elementary parents wish their student to take medication during the school day, the parent needs to send a ClassReach message to Brenda Kulbe, the classroom teacher, and the campus principal. Medication should be kept in the office for elementary students. If secondary parents wish their student to take medication during the school day, it is up to the parents' discretion.

If a student has an epi-pen for known allergies, the parent must message Brenda Kulbe, the classroom teacher, and the campus principal and make a plan for storing the epi-pen in the classroom or office.

## 12. Immunization Policy

Per state requirements, parents enrolling their students in Paideia are required to provide immunization records. If students are not fully immunized, parents should include a medical or non-medical exemption form. In the event of an outbreak of a vaccine-preventable disease, per state requirements non-vaccinated students will be required to remain home from school for a set period of time.



### 13. Food at School

In general, students are welcome to bring a personal snack to school to eat during designated times. If a member of the class has severe allergies (e.g. nuts), certain items may be restricted in that classroom or for school events. Elementary students may not share snacks with classmates. Elementary students should not bring in any beverages besides water for school.

If an elementary parent would like to bring in birthday treats to share, the teacher must be notified ahead of time. Students at the secondary campus may not bring in class treats to share without advance permission from the teacher.

***Gum is not permitted at either campus.***

### 14. Personal Belongings/Electronic Devices Guidelines

Paideia students may not bring to school the following: electronic devices, toys, games, candy/gum, and any additional items restricted by the teacher. If a permitted personal item (e.g. jewelry, hair accessories) becomes a distraction in class, the teacher may ask the student to put it away in their backpack.

Elementary students may not have a phone or smart watch at school unless they receive express permission from the principal. If a phone or smart watch is brought to school, it will be turned in to the office for the day.

Secondary students whose parents wish them to have a cell phone may not use the cell phone during school hours (including breaks) except with a teacher or staff member's permission. **Phones must be checked in with secondary admin at the beginning of the school day and can be retrieved at the end of the day.**

Phones should not be used during extra-curricular activities. If phones are in use during extra-curriculars, they may be confiscated by the coach or teacher.

Secondary students should check with their teacher if they desire to use a laptop during class.

### 15. Romantic Relationships and PDA

While it is the responsibility of parents to discern when their children are of age to enter romantic relationships, Paideia is a place of work for students. Romantic speech and public displays of affection (PDA) are out of place for students. Handholding and other romantic touch are not permitted. Students should be encouraged to interact as a group at school without romantically singling out another student.

The prohibition of romantic PDA includes all times the student is on school grounds or is participating in an extra-curricular class or a school event.

In general, students should keep themselves to themselves and avoid overly physical displays of touching and handholding with their friends, including friends of the same sex.

## V. Dress Code

### 1. Dress Code Philosophy

The Paideia dress code is designed to set students apart as students, young people who treat their vocation with gratitude and respect. Just as an athlete wears the uniform of his team or a doctor wears the uniform of his profession, a student wears the uniform of his vocation.

The school's goal is to set a dress code that (1) creates an atmosphere conducive to diligent study, (2) teaches the student to look appealing, (3) affirms the God-ordained differences between men and women, (4) is reasonable for parents to obtain, and (5) is easy for teachers and staff to enforce. If you have questions about any details not clarified here, we encourage you to ask a teacher or the head of school.

To mark our assemblies as special events, every Friday will be a "dress-up day," with students wearing their best uniforms. Please consult the list below to see what items are appropriate for Dress-Up Days.

Because secondary students (grades 7th-12th) are learning to take ownership and responsibility, it is a disservice to them to allow them to break dress code without consequences. **If secondary students arrive to school without the proper dress code items, they will be sent to the office to call home to ask for those items to be dropped off. After the first infraction, secondary students will not be allowed to attend class until they are in the correct dress code attire and will remain in the office and marked absent until they are in the appropriate dress code apparel.** This includes ties (boys and girls on Fridays) and belts (boys on Fridays) and the correct shoes.

Although our modern culture continues to blur the distinction between the sexes, Paideia believes and teaches that God wonderfully and immutably creates each person as male or female. These two distinct complementary genders together reflect the image and nature of God. Male and female students should present themselves in a manner that affirms the way God created them.

Parents should train their children to not only wear the appropriate dress code items, but also to wear them well. The general principle is not, "What can I get away with?" but instead, "How can I honor the school, my teachers, and my fellow students with my clothing?" Teaching your children how to press their white button-down is a gift of respect the child can give to others.

Parents are not required to purchase dress code items from a specific brand except for blazers (9th-11th), ties (7th-11th), and Paideia-logo sweatshirts, sweaters, vests, etc. (K-11th). These items must be French Toast or Land's End brand. We have a page set up to purchase through French Toast. We also have a page set up to purchase through Land's End.

Please write your name clearly inside each uniform piece, especially in sweaters and blazers. It is impossible for us to tell who owns the sweater hung over the fence unless your name is written in it.

## 2. Elementary Boys (K-6th)

Normal Uniform (Monday – Thursday)	
Uniform Item	Clarifications
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, or jeans.
Navy or Khaki Shorts (Sept. & Apr.-Jun.)	Uniform-style, woven fabric; <b>no</b> corduroy shorts, cargo shorts, knit shorts, or jean shorts.
Navy, Light Blue, or White Polo	Short-sleeve or long-sleeve; pique or performance fabric; tucking in polo is optional.
Paideia-logo Sweatshirt, Sweater, or Vest <a href="#">French Toast Quarter Zip Sweatshirt</a> w/LOGO <a href="#">French Toast V-Neck Cardigan</a> w/LOGO <a href="#">French Toast V-Neck Sweater Vest</a> w/LOGO <a href="#">Land's End Fleece Zip-Up</a> w/LOGO	All sweaters, etc. worn at school must have Paideia logo. No non-Paideia hoodies, etc. to be worn at school. Blazers are reserved for high school students and should <b>not</b> be worn by younger grades. Sweaters/sweatshirts/fleeces must have a polo underneath.
Dress-Up Uniform (Friday)	
Uniform Item	Clarifications
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, or jeans.
Navy or Khaki Shorts (Sept. & Apr.-Jun.)	Uniform-style, woven fabric; <b>no</b> corduroy shorts, cargo shorts, knit shorts, or jean shorts.
White Button-down Dress Shirt or Oxford	Short-sleeve or long-sleeve; must be tucked in; <b>no</b> light blue button-down shirts.
Paideia-logo Sweatshirt, Sweater, or Vest	All sweaters, etc. worn at school must have Paideia logo. No non-Paideia hoodies, etc. to be worn at school. Blazers are reserved for high school students and should <b>not</b> be worn by younger grades.
Belt (optional)	Solid color, black or brown. No patterns or characters.
Navy Tie (optional) <a href="#">French Toast Navy Tie</a>	Solid color (Navy only). Standard tie; <b>no</b> bow ties.
Accessories & General Appearance (Mon-Fri)	
White, Navy, or Black socks (required)	White, Navy, or Black solid color; <b>no</b> patterns or characters.
Shoes (required)	Closed-toed, conservative; <b>no</b> lights, wheels, ostentatious display; <b>no</b> sandals, Crocs-style shoes, etc.
Hair	Neat and tidy, cut short enough to be out of eyes and off of ears and collar; <b>no</b> ponytails, man-buns, etc. Hats are not part of uniform and in general should not be worn in building.
Miscellaneous	<b>No</b> piercings, nail polish, makeup, or feminine jewelry. Underwear should be concealed by outer clothing. All clothing should be modest, well-fitting, clean, and free from holes, stains, and unpleasant odors.

### 3. Elementary Girls (K-6th)

Normal Uniform (Monday – Thursday)	
Uniform Item	Clarifications
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, jeggings-style pants, or jeans.
Navy or Khaki Skirt	Uniform-style, woven fabric; knee-length or longer; lower elementary students (K-3 <sup>rd</sup> ) must wear undershorts, tights, or leggings beneath skirt.
Navy or Khaki Jumper Recommended (or similar): <a href="#">French Toast V-Neck Pleated Jumper</a> <a href="#">French Toast Double-Buckle Tab Jumper</a> <a href="#">French Toast Round Neck Jumper</a>	Uniform-style, woven fabric; knee-length or longer; lower elementary students (K-3 <sup>rd</sup> ) must wear undershorts, tights, or leggings beneath jumper.
Navy, Light Blue, Light Pink, or White Polo Dress	Must be knee-length or longer ( <i>these tend to run short and rarely fit the length requirement for medium to tall students</i> )
Navy, Light Blue, Light Pink, or White Polo	Short-sleeve or long-sleeve; pique or performance fabric; tucking in polo is optional.
Paideia-logo Sweatshirt, Sweater, or Vest <a href="#">French Toast Quarter Zip Sweatshirt</a> w/LOGO <a href="#">French Toast Crew Neck Cardigan</a> w/LOGO <a href="#">French Toast V-Neck Sweater Vest</a> w/LOGO <a href="#">Land's End Fleece Zip-Up</a> w/LOGO	All sweaters, etc. worn at school must have Paideia logo. No non-Paideia hoodies, etc. to be worn at school. Blazers are reserved for high school students and should <b>not</b> be worn by younger grades. Sweaters/sweatshirts/fleeces must have a polo underneath.
Dress-Up Uniform (Friday)	
Navy or Khaki Skirt	Uniform-style, woven fabric; knee-length or longer; lower elementary students (K-3 <sup>rd</sup> ) must wear undershorts, tights, or leggings beneath skirt.
Navy or Khaki Jumper	Uniform-style, woven fabric; knee-length or longer. Lower elementary students (K-3 <sup>rd</sup> ) must wear undershorts, tights, or leggings beneath jumper.
White Button-down Dress Shirt, Blouse, or Oxford	Short-sleeve or long-sleeve; <b>no</b> light blue or light pink shirts; shirt should be separate piece from jumper (no “twofer” mock shirt/jumpers); shirt must be tucked in with skirt.
Paideia-logo Sweatshirt, Sweater, or Vest	All sweaters, etc. worn at school must have Paideia logo. No non-Paideia hoodies, etc. to be worn at school. Blazers are reserved for high school students and should <b>not</b> be worn by younger grades.
Accessories & General Appearance (Mon-Fri)	
White, Navy, or Black socks, leggings, and tights	Solid color White, Navy, or Black; <b>no</b> patterns or characters. No pants worn beneath dresses.
Shoes (required)	Closed-toed, conservative; <b>no</b> lights, wheels, high heels, ostentatious display; <b>no</b> sandals, Crocs-style shoes, etc. Tennis shoes and boots are permitted.
Hair	Neat and tidy, out of eyes, feminine in appearance. Hats are not part of uniform and in general should not be worn in building.
Miscellaneous	No piercings except earrings. Non-ostentatious jewelry permitted. Underwear, including bra straps and camisoles, should be concealed by outer clothing. Bras should be worn if students have begun to go through puberty. All clothing should be well-fitting, clean, and free from holes, stains, and unpleasant odors.

#### 4. Secondary Boys (7th-11th)

Normal Uniform (Monday – Thursday)	
Uniform Item	Clarifications
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, or jeans.
Navy or Khaki Shorts (Sept. & Apr.-Jun.)	Uniform-style, woven fabric; <b>no</b> corduroy shorts, cargo shorts, knit shorts, or jean shorts.
Navy, Light Blue, or White Polo	Short-sleeve or long-sleeve; pique or performance fabric; tucking in polo is optional.
Paideia-logo Sweatshirt, Sweater, or Vest <a href="#">French Toast Quarter Zip Sweatshirt</a> w/LOGO <a href="#">French Toast V-Neck Cardigan</a> w/LOGO <a href="#">French Toast V-Neck Sweater Vest</a> w/LOGO <a href="#">Land's End Fleece Zip-Up</a> w/LOGO	All sweaters, etc. worn on campus must have Paideia logo. Coats should be hung at door. Blazers are reserved for high school students and should not be worn by younger grades. Sweaters/sweatshirts/fleeces must have a polo underneath.
Shoes (required)	Closed-toed, conservative; <b>no</b> lights, wheels, ostentatious display; <b>no</b> sandals, Crocs-style shoes, rubber boots, etc. Colors permitted Mon-Thu, but note that all shoes worn with Dress-Up Uniform must be solid color Black, Brown, or Navy (see below)
Dress-Up Uniform (Friday)	
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, or jeans; <b>no</b> shorts for dress-up.
White Button-down Dress Shirt or Oxford	Short-sleeve or long-sleeve; must be tucked in; <b>no</b> light blue button-down shirts.
Paideia-logo Sweatshirt, Sweater, or Vest	All sweaters, etc. worn on campus must have Paideia logo. Coats should be hung at door.
Navy Blazer (required for 9th-11th grade) <a href="#">French Toast School Blazer</a> <a href="#">Land's End School Blazer</a>	Must be from one of preferred vendors. Blazers are reserved for high school students and should not be worn by younger grades.
Belt (required for 7th-11th)	Solid color, black or brown; <b>no</b> patterns or characters.
Navy Tie (required for 7th-11th) <a href="#">Land's End School Tie</a>	Solid color. Standard tie length; <b>no</b> bow tie.
Black, Brown, or Navy Shoes	Dress shoes preferred; however, students may also wear solid color Black, Brown, or Navy tennis shoes. (Tan/Beige is not considered to be Brown.) Soles/laces must also be dark.
Accessories & General Appearance (Mon-Fri)	
White, Navy, or Black Socks (required)	Solid color; <b>no</b> patterns or characters.
Short Hair	Neat and tidy, cut short enough to be out of eyes and off of ears and collar; <b>no</b> ponytails, man-buns, etc.; facial hair permitted as long as it is well-groomed. Hats are not part of uniform and in general should not be worn in building.
Miscellaneous	<b>No</b> piercings, nail polish, makeup, or feminine jewelry. Underwear should be concealed by outer clothing. All clothing should be modest, well-fitting, clean, and free from holes, stains, and unpleasant odors.

## 5. Secondary Girls (7th-11th)

Normal Uniform (Monday – Thursday)	
Uniform Item	Clarifications
Navy or Khaki Pants	Uniform-style, woven fabric; <b>no</b> corduroys, cargo pants, knit pants, jeggings-style pants, or jeans.
Navy or Khaki Skirt	Uniform-style, woven fabric; knee-length or longer.
Navy or Khaki Jumper Recommended: <a href="#">French Toast V-Neck Pleated Jumper</a>	Uniform-style, woven fabric; knee-length or longer.
Navy, Light Blue, Light Pink, or White Polo	Short-sleeve or long-sleeve; pique or performance fabric; tucking in polo is optional.
Paideia-logo Sweatshirt, Sweater, or Vest <a href="#">French Toast Quarter Zip Sweatshirt</a> w/LOGO <a href="#">French Toast Crew Neck Cardigan</a> w/LOGO <a href="#">French Toast V-Neck Sweater Vest</a> w/LOGO <a href="#">Land's End Fleece Zip-Up</a> w/LOGO	All sweaters, etc. worn on campus must have Paideia logo. Coats should be hung at door. Blazers are reserved for high school students and should not be worn by younger grades. Sweaters/sweatshirts/fleeces must have a polo underneath.
Shoes (required)	Closed-toed, conservative; <b>no</b> lights, wheels, ostentatious display; <b>no</b> sandals, Crocs-style shoes, rubber boots etc. Tennis shoes and dress boots are permitted. Colors permitted Mon-Thu, but note that all shoes worn with Dress-Up Uniform must be solid color Black, Brown, or Navy (see below)
Dress-Up Uniform (Friday)	
Uniform Item	Clarifications
Navy or Khaki Skirt	Uniform-style, woven fabric; knee-length or longer.
Navy or Khaki Jumper	Uniform-style, woven fabric; knee-length or longer.
White Button-down Dress Shirt, Blouse, or Oxford	Short-sleeve or long-sleeve; <b>no</b> light blue or light pink button-down shirts; must be tucked in.
Paideia-logo Sweatshirt, Sweater, or Vest	All sweaters, etc. worn on campus must have Paideia logo. Coats should be hung at door.
Navy Blazer (required for 9th-11th grade) <a href="#">French Toast School Blazer</a> <a href="#">Land's End School Blazer</a>	Must be from one of preferred vendors. Blazers are reserved for high school students and should not be worn by younger grades.
Navy Cross-Tie (required for 7th-11th) <a href="#">French Toast Cross-Tie</a> <a href="#">Land's End Cross-Tie</a>	Solid color. Standard tie length; <b>no</b> bow tie.
Black, Brown, or Navy Shoes	Closed-toed dress shoes preferred; however, students may also wear solid color Black, Brown, or Navy tennis shoes or boots. (Tan/Beige is not considered to be Brown.) Soles/laces must also be dark.
Accessories & General Appearance (Mon-Fri)	
White, Navy, or Black socks, leggings, and tights	Solid color White, Navy, or Black; <b>no</b> patterns or characters. No pants worn beneath dresses.
Hair	Neat and tidy, out of eyes, feminine in appearance. Hats are not part of uniform and in general should not be worn in building.
Miscellaneous	No piercings except earrings. Non-ostentatious jewelry permitted. Underwear, including bra straps and camisoles, should be concealed by outer clothing. Bras should be worn underneath clothing. All clothing should be well-fitting, clean, and free from holes, stains, and unpleasant odors.

## 6. Seniors (12th)

Normal Uniform (Mon–Thu)	Dress-Up Uniform (Friday)
<p>As our seniors grow into adulthood, they have the privilege of wearing the same dress code to school as our teachers. We encourage them to look to the teachers as a model for appropriate, professional clothing that shows respect for the learning environment.</p> <p>Teacher and Staff Dress Code:</p> <ul style="list-style-type: none"> <li>● Wear professional attire that models temperance and good taste.</li> <li>● Dress pants preferred. Other styles of pants allowed, but they must be “dressed up” with a dressier top/accessories. No jeans (this includes jeans in other colors). Refrain from casual tops like graphic tees and flannel shirts.</li> <li>● Modesty and appropriateness are key considerations. No leggings in lieu of pants. No pants/skirts that cling very tightly to the body. No low-cut outfits that reveal cleavage.</li> <li>● Hair should be in the spectrum of natural hues (e.g. no blue hair).</li> <li>● Piercings for women should be minimal and non-distracting to the students. No piercings for men.</li> <li>● Footwear should be comfortable but not detract from the professionalism of the outfit.</li> <li>● Teachers and (seniors) should always keep in mind that they are modeling to students how to dress professionally and respectfully.</li> </ul>	<p>Fridays are “dress-up days” for staff as well as students. Male teachers should wear either a tie or a jacket (or both!). Female teachers should elevate their style on Fridays as well with items like a blazer, dress, cardigan, etc. Seniors should follow suit.</p> <p>Please note that for choir performances, seniors will be asked to match the rest of the choir, so don’t get rid of that 11th grade high school uniform yet!</p>

## 7. Choir Performance

<b>Christmas Program</b>
K-12 <sup>th</sup> Girls may wear Christmas dresses in the palate of White, Green, Red, Black, or Gold. Please ensure that dresses are knee-length or longer. If student does not desire to wear a Christmas dress, she may wear her dress-up uniform.
K-8 <sup>th</sup> Boys should wear their dress-up uniform. Christmas ties and hats permitted.
High School Boys: 9 <sup>th</sup> -12 <sup>th</sup> boys wear black pants, white button-down shirt. Black belt. Black dress shoes. (School will provide black bow tie.)
<b>Choir Festivals &amp; Spring Program</b>
Girls: K-8 <sup>th</sup> wear dress-up uniform.
Boys: K-8 <sup>th</sup> wear dress-up uniform.
High School Girls: 9 <sup>th</sup> -12 <sup>th</sup> wear ankle-length, modest black dress (short or long sleeves required; <b>no</b> sleeveless). Black dress shoes.
High School Boys: 9 <sup>th</sup> -12 <sup>th</sup> wear black pants, white button-down shirt. Black belt. Black dress shoes. (School will provide black bow tie.)

## 8. Dance Dress Code

Girls: Skirt and top, or dress. Skirt must hit the knee. Must wear shorts underneath. <b>No</b> spaghetti straps, backless dresses, exposed midriffs, or low cut necklines. Wear shoes that are good for vigorous dancing (flats or tennis shoes, not high heels).
Boys: Collared shirt (polo or button down) and khakis, slacks, or dress pants. <b>No</b> jeans. Wear shoes that are good for vigorous dancing.



## 9. Athletic Dress Code

This dress code applies to secondary athletic field trips, secondary athletic house competitions, and any athletic extra-curriculars whether elementary or secondary.

- All athletic wear should provide sufficient coverage in the full range of motion/activity.
- Clothing should be in good condition and should not have excessive holes, frays, or tears.
- Shirts: Shirts are required at all times. Shirts must cover the lower back and midriff when sitting or standing. Halter tops, strapless tops, spaghetti strap tops, see-through tops, and underwear worn as outerwear are not permitted. Necklines should be no lower than an imaginary line that crosses the chest from upper armpit to upper armpit, armpit holes may not be excessively large.
- Pants and shorts: All pants and shorts are to be worn at the natural waist. Pants must not sag and underwear should not be visible. Shorts should be approximately fingertip length or longer in front and back.
- Leggings: Leggings/jeggings/bike shorts must be covered by loose-fitting shorts.
- Clothing messaging: Clothing may not refer to alcohol, alcohol-related establishments, tobacco, drugs, anti-religious messages, sexual innuendo, or violent images.

## **VI. Building, Bathroom, and Safety Policies**

### **1. Security Policies**

Paideia maintains a closed campus. Ground level exterior school doors should be closed and locked during school hours.

At elementary, tardy students must check in at the office and receive a pass if they arrive after the front doors close.

At secondary, all exterior doors should be locked. Only teachers or staff are allowed to open doors to admit people. Tardy students must be noted in the office before student goes to class.

### **2. Classroom Cleanup**

Classrooms should generally be kept in a tidy condition (nothing left on tables, floor clear of papers, etc.) at the end of each school day.

To develop responsibility among our secondary students, chores will be assigned throughout the year to keep the campus clean. Parents should be aware that there will be times where their student will need to stay late for cleaning. The student will be made aware of assigned cleaning ahead of time.

### **3. Building Usage Outside School Hours and Extra-Curricular Policies**

In general, the school buildings are closed to students and families after pick-up line has ended. If a student or family would like to stay afterwards for a specific reason, they can request this from the campus principal. If a student or family stays afterwards at the school campus, then school rules still apply to that student and family. The student or family should also do their part to fully clean up after themselves and make sure the building is locked and secure.

Students who are not enrolled in extra-curriculars are not allowed to be at the school building (or any buildings or areas rented/secured by Paideia) without parental supervision and responsibility. This means that siblings of students who are enrolled in extra-curriculars may not be left at the school campus, practice, or event unless the parent is actively supervising the non-enrolled child. While we realize this requires more effort on the part of parents, Paideia does not have the staffing and resources to maintain an extra-curricular program while providing supervision and childcare for students not enrolled in that program. This includes theater, cross-country, basketball, and any other extra-curriculars or events.

## **4. Bathroom Policy**

Students K-3rd should be escorted to the central bathrooms (or use classroom bathrooms) if the need arises for them to use the restroom while class is in session in between scheduled bathroom breaks. Staff and teachers are the only ones allowed to escort students to the bathroom. If an extra staff member is not available in the classroom to escort students, admin may be called on to assist. A teacher may leave a classroom of students in the charge of a parent volunteer while the teacher escorts a student to the bathrooms.

Students 4<sup>th</sup> grade and above may be excused to go to the bathroom without an escort; however, only one student from each class should be excused at a time, and other students will need to wait to use the restroom until that student returns.

## **5. Mandatory Reporting Policy**

Paideia has zero tolerance for abuse in school programs and activities. It is the responsibility of every faculty and staff member at Paideia to act in the best interest of each child in every school program.

In the event that faculty or staff members observe any inappropriate behaviors (i.e. policy violations, neglectful supervision, etc.) or suspected abuse ( physical, emotional, or sexual) it is their responsibility to immediately report the information to campus principal or the head of school. Per Oregon law, all school employees who suspect or witness abuse must also report this to the state. The number to call is 855-503-7233.

## **6. Contact Information**

**Elementary Campus & Main Office | 503.974.4711**

**[office@paideiaclassicalchristian.com](mailto:office@paideiaclassicalchristian.com) | ClassReach: Brenda Kulbe**

New Life Church  
6125 Caldwell Rd.  
Gladstone, OR 97027

**Secondary Campus | 971.236.1034 | ClassReach: Secondary Admin**

Clackamas Park Friends Church  
8120 SE Thiessen Rd.  
Oak Grove, OR 97267

### **Mailing Address**

Paideia Classical Christian School  
PO Box 676  
Gladstone, OR 97027