

Standards of Ethical Conduct Jacksonville Christian Academy

1. Our school values each child's worth. Therefore, we intend to give them a balanced Christian Education. We will assist individuals to accept and progress Christian teaching in a positive way that can be applied to their everyday situations. Essential to the achievement of this goal is the freedom to learn and to teach.

2. Jacksonville Christian Academy recognizes that it cannot meet the educational needs of all children. It is a school offering a high quality of Christian training, but it is not designed to be a correctional institution for problems arising beyond those usually encountered in average school children. While we love delinquent and emotionally unstable children, the school is not equipped to meet their needs. Some children do not adjust to a disciplined academic environment, so they find excuses to criticize the policies and decisions of staff and administration. In such cases, the school reserves the right to have full discretion in disciplining the child making such criticisms. This school will not use corporal punishment (or paddling). If a child behaves in such a way as to be uncontrollable, the parent/guardian of that child will be called in to administer correction. If the child does not respond favorably to this method of correction, he/she will be expelled from school and will not be allowed to return.

Jacksonville Christian Academy Educational Objectives

- ◆ To ensure that each child has come to a saving knowledge of Jesus Christ, achieves a higher level of Christian maturity, attains a deeper commitment, and becomes a more effective witness for the Lord.

- ◆ To emphasize the individuality of the child, and to assist each child in properly responding to himself and others.

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- ◆ To develop self-confidence, individual God-given talents, and abilities in creativity, goal-setting, academic learning, and the principles of success.

- ◆ To promote self-discipline by training students to be relevant, consistent, appreciative, responsible, and thorough in attitude, character, and actions.

- ◆ To assist each child in seeking his purpose for life's service and necessary preparation for eternity through emphasis on Biblical relevance.

- ◆ To assist each individual in overcoming any inadequate educational background which is necessary for continuous and successful learning experiences.

- ◆ To encourage success and minimize failure by offering academic excellence in bite-size achievable goals; inspiring achievement by reward of privileges; teaching to set goals, thereby learning the daily satisfaction which comes from accomplishment; and learning to take responsibility for living.

- ◆ To provide quality learning opportunities in the basic subjects of English, Math, Science and Social Studies, supportive instruction in the Bible, and related instruction in Art, Music, and Physical Education.
- ◆ To place the child on a level in the curriculum where he/she can satisfactorily perform. The degree of reward realized in God's economy is based on an equation combining ability and performance. The proper placement in a subject area assures improved performance based on ability.
- ◆ To help each child to learn how to live to honor the Lord by meeting daily responsibilities with which God has entrusted him/her.

3. Concern for the student requires that our instructional personnel:

- a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
- b. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
- c. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
- d. Shall not intentionally violate or deny a student's legal rights.
- e. Shall not harass or discriminate against any student based on race, sex, age, national or ethnic origin, political beliefs, unique needs, or social and family background, and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
- f. Shall not exploit a relationship with a student for personal gain or advantage. Shall keep in confidence personally identifiable information obtained in the course of professional service unless disclosure serves professional purposes or is required by law.

4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:

- a. Shall maintain honesty in all professional dealings.
- b. Shall not on the basis of race, sex, age, national or ethnic origin, political beliefs, marital status, unique needs, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.

c. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities, or with the orderly processes of education, or which create a hostile, intimidating, abusive, offensive, or oppressive environment; and further; shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

e. Shall not make malicious or intentionally false statements about a colleague.

Reporting for Child Abuse, Abandonment, or Neglect

All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug, and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favor. Reports of misconduct of employees should be made to Kelsey Wells (904-783-2818). Reports of misconduct committed by administrators should be made to John Hopkins (904-783-2818).

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dct.state.fl.us/abuse/report/>.

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services.

Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in the school office.

Signs of Physical Abuse

The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse

The child may have torn, stained, or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect

The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse

Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Liability Protections

1. An employer who discloses information about a former or current employee of Jacksonville Christian Academy to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former employer or Jacksonville Christian Academy was knowingly false or violated any civil right of the former or current employee protected under chapter 760.

2. (a.) Any person, school official or Jacksonville Christian Academy participating in good faith in any act authorized or required by this chapter or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.

(b.) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.

3. (a) No employee or volunteer of Jacksonville Christian Academy may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.

(b.) Any employee or volunteer of Jacksonville Christian Academy making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period shall establish a rebuttable presumption that such action was retaliatory.

4. Confidentiality agreements are prohibited with instructional personnel or any school administrators, of Jacksonville Christian Academy, who are dismissed, terminated, or resign in lieu or termination due to misconduct that affects the health, safety, or welfare of a student.