

# Parent Handbook 2023-2024



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# Table of Contents

<b>History</b>	<b>3</b>
<b>Mission</b>	<b>4</b>
<b>The Harambee Declaration</b>	<b>5</b>
<b>Character Essentials</b>	<b>6</b>
<b>Statement of Faith</b>	<b>7</b>
<b>Daily Schedule</b>	<b>9</b>
<b>Breakfast &amp; Lunch</b>	<b>11</b>
<b>Attendance Policies</b>	<b>13</b>
<b>Events</b>	<b>15</b>
<b>Curriculum</b>	<b>17</b>
<b>Academic Assessment</b>	<b>18</b>
<b>Special Needs</b>	<b>20</b>
<b>Retention</b>	<b>21</b>
<b>Homework &amp; After School Program</b>	<b>22</b>
<b>Transportation</b>	<b>23</b>
<b>Student Code of Conduct</b>	<b>25</b>
<b>Computers &amp; Electronic Devices</b>	<b>31</b>
<b>School Counseling Program</b>	<b>33</b>
<b>Parent Involvement</b>	<b>35</b>
<b>Tuition &amp; Financial Aid</b>	<b>37</b>
<b>Health &amp; Safety</b>	<b>40</b>
<b>Student Uniform Dress Code</b>	<b>42</b>
<b>Non-Discriminatory Policy</b>	<b>45</b>



# History

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Harambee Christian School began as a program of Urban Concern. The work of Urban Concern began in the South Linden community in 1991 as a ministry of Dwell Community Church. Prior to the opening of the school, Urban Concern provided several services and programs, but the need for a quality educational opportunity continually surfaced.

In response to this great need, Harambee Christian School opened in the fall of 1998 in a leased laundromat space at 1474 Cleveland Avenue with fourteen kindergarten students and a teacher / principal, Alex Steinman, M.Ed. As the school grew by one grade each year up through fifth grade, the logistics became more challenging. Classrooms and office space were located in residential homes, some of which were several blocks away from the laundromat.

In 2007, Dwell Community Church and many other generous foundations and individual donors helped to raise support for the newly constructed Harambee Community Center at 1000 Bonham Avenue.

Today, Harambee Christian School serves approximately 160 students in preschool, elementary and middle school.

The term *Harambee* is Swahili, an East African language. The word means **“come together and move it forward”** and is the official motto of Kenya. The word is featured on the Kenyan coat of arms (pictured). John Perkins, a Christian leader and African-American social activist, adopted the term for his work in Southern California. Harambee Christian School, in turn, borrowed the term from Dr. Perkins.





# Mission

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The mission of Harambee Christian School is:

## **To help inner city youth overcome challenges and thrive in the body of Christ**

Education plays a key role in equipping young people to overcome the challenges in their lives. Harambee Christian School provides a program of academic excellence and biblical truth and values in a loving environment.

Our vision is that Harambee graduates will graduate from high school and pursue college and careers that provide for their own needs and the needs of their future families. Even more importantly, our vision is that the students that graduate from Harambee will enjoy a lifelong relationship with Jesus Christ in the context of his church, the body of Christ.



# The Harambee Declaration

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## **WE CAN...**

WE CAN grow in love for God and others.

WE CAN learn, especially from our mistakes.

WE CAN accomplish great things that will make a difference forever.

## **BECAUSE WE ARE...**

WE ARE made in God's image, in an amazing and wonderful way.

WE ARE God's children, totally loved by him.

WE ARE God's masterpiece, and he has a special plan for our lives.

## **SO WE WILL.**

WE WILL dream & hope.

WE WILL courageously do what is right, unafraid of Satan or people or mistakes.

WE WILL be compassionate servant-leaders, following the example of Jesus.

"Harambee" is an African word. It means "come together and move it forward," which is what we are trying to do in our community.

**HARAMBEE! HARAMBEE! HARAMBEE!**



# Character Essentials

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## 1. Humility

- shows respect for others, especially authority
- follows directions
- allows accomplishments to speak for themselves, but celebrates the successes of others
- acknowledges and takes responsibility for mistakes and imperfections

## 2. Grit

- controls impulses
- resists distraction and remains focused on the discussion or task at hand
- refuses to quit in the face of discouragement
- finishes what he or she has started

## 3. Faith

- prays individually and corporately
- takes scary or uncomfortable steps of faith in response to God's truth
- takes an active interest in spiritual topics

## 4. Integrity

- tells the truth
- choices are guided by principles rather than by what is easy or popular
- trustworthy in friendships and with responsibilities

## 5. Zest

- contributes positive to class and school culture
- curious and eager to explore new things
- actively participates with energy and enthusiasm
- exercises a sense of humor

## 6. Hope

- thinks about and plans for the future
- sets and works toward goals
- demonstrates belief that hard work is important to long-term success
- gets over frustrations and setbacks quickly

## 7. Love

- able to place the needs of others first
- a peacemaker that helps restore relationships
- forgives and forbears with those who offend
- shows kindness and generosity
- treats all people with dignity and worth

## 8. Gratitude

- expresses thankfulness, rather than entitlement, for what he or she is given
- appreciates the blessings of God and others



# Statement of Faith

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While Harambee enrolls students from families who may not have belief in the Christian faith, the school does explicitly teach biblical truth. We consider a number of biblical doctrines to be central to our faith and vital to the integrity of all aspects of our ministry. We affirm significant historic creeds of the church, such as the Apostles Creed and the Nicene Creed.

## **The Bible**

The Bible is the inspired word of God. The 66 books which constitute the Bible are entirely reliable and truthful, and the Bible stands as the central authority over our lives, our faith and the direction of our church. We are committed to standard formulations of biblical inspiration such as the “Chicago Statement on Biblical Inerrancy.” (2 Timothy 3:16; Matthew 5:18)

## **The Trinity**

Three persons eternally share the Divine Nature. The Bible refers to these persons as the Father, the Son, and the Holy Spirit. God is both self-existent and personal. (John 14:10, 26; 15:26)

## **Jesus Christ**

Jesus Christ, the Son, is fully God and fully human. He lived a sinless life, died for the sins of humankind, was resurrected bodily on the third day, ascended into heaven and is coming again as King and Judge. Jesus Christ is the only provision that God has given for people to be reconciled to Him. Jesus’ life on earth also serves as the model for the Christian life. (John 14:6; Acts 4:12)

## **Holy Spirit**

The Holy Spirit is God. He indwells us at the moment we place our faith in Christ. He empowers us to live an effective Christian life by affirming our salvation, encouraging us and giving us the strength to live a life that is pleasing to God and personally fulfilling. The Holy Spirit also endows each believer with a unique spiritual ability to serve the church and the world. (John 14:16; Ephesians 1: 1 9-20; 1 Corinthians 12)

## **Salvation**

Salvation is reconciliation with God through the atoning work of Jesus Christ. God offers us salvation by His grace alone and we receive it as a gift through personal faith in the finished Work of Jesus Christ. This right standing before God must be received and cannot be earned. God freely offers salvation to all people, and our salvation is secure. (Ephesians 2:8,9; Romans 8:38,39; Ephesians 1: 1 3; 2:4)

## **Humanity**

Human beings are created in the image of God. As such, we are unique among all of God's creation. Through the abuse of our God-given free will, we have turned against God and this has resulted in spiritual death for all humankind. Humanity lives in a state of alienation and profound need which can only be satisfied by reconciliation with God through Christ. Without this reconciliation, all people stand under God's righteous judgment. Humanity, although fallen, maintains the image of God and is, therefore, still dignified and unique. God continues to love us and reach out to us, even though we are hostile to Him. Believers in Jesus Christ receive a new nature that becomes the foundation for a process of transformation. (John 3:16; 2 Corinthians 5:17)

## **The Church**

The church is composed of all those throughout history who place saving faith in Jesus Christ. The church is not an institution, but a people. God wants all Christians to live out their spiritual lives in a corporate context. This context of Christian love relationships is a crucial feature of our witness for Christ as it reflects God's character to the world. The church is God's chosen instrument through which the message of salvation is spread to all people. This mission is the central purpose for the church. We are to carry the good news locally and worldwide and demonstrate the gospel by relevant social action. (John 13:34, 35; 1 Corinthians 12:12-26; Matthew 28:19)

## **Satan**

Satan is the personal, spiritual adversary of God and God's followers. Satan actively opposes the work of the church and the spiritual vitality of Christians. We therefore take seriously, but in a balanced way, the reality of personal, spiritual opposition. Satan is doomed to final defeat and judgment when Christ returns. (Ephesians 6:12; Revelation 20)

## **Second Coming**

This age will conclude with the personal, bodily return of Christ. At that time, He will complete God's plan to re-establish His just and righteous rule over all humanity. (Matthew 24:29-31; Revelation 20)

## **The Afterlife**

At the final judgment, God will assign all people their eternal destinies-either life or judgment. Those who have responded to Jesus Christ with saving faith will receive the eternal life they have already been promised (John 5:24), while others will live under eternal judgment. Therefore, because eternal issues are at stake, there is an urgency to communicate the gospel. (Matthew 25:46; 2 Thessalonians 1:5-10)





# Daily Schedule

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## **Doors Open - 8:30 AM**

Parents are responsible to ensure that children enter the building safely. The school will not be responsible for the supervision or safety of students who are dropped off at school before 8:30 AM or who have not entered the building after 8:30 AM.

Bus riders who are dropped off before 8:30 AM will remain outside unless the windchill temperature drops below 20 degrees.

## **Breakfast - 8:30 - 8:45 AM**

Breakfast is served in classrooms (Grades K-3) and the gymnasium (Grades 4-8). Students who wish to eat breakfast must arrive no later than 8:40 AM to ensure breakfast service. Students who are not eating breakfast should arrive between 8:45 - 9:00 AM.

## **School Day Begins - 9:00 AM**

Students that arrive between 9:00 AM and 10:00 AM are considered Tardy. Students that arrive after 10:00 AM are considered Absent for one half day.

## **Lunch Periods**

11:30 - 12:15 : Grades K-3

12:15 - 1:00 : Grades 4-8

## **End of School Day**

The school day ends at 3:30 PM. Students that are not in the After School Program must be picked up no later than 3:45 PM or else incur a Late Pick Up Fee of \$1.00 per minute after 3:45 PM.

## **After School Program - 3:30 - 5:30 PM**

The After School Program is for students in grades K-5 who have been accepted into the program. See the ASP Parent Handbook for current policies and procedures for student pick up.

## **Extracurricular Activities**

Various extracurricular activities are scheduled at various times throughout the school year. It is important that parents pick their students up at the scheduled end time of these activities.



# Breakfast & Lunch

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Harambee participates in the Federal Breakfast & Lunch Programs.

Parents may apply to receive free or reduced price lunches and breakfasts through the National School Lunch Program. Parents who do not qualify for free or reduced price meals may choose to pay full price.

Parents can make preemptive payments to their account to cover the cost of meals. If a student accumulates unpaid charges, the student may continue to eat school meals and the guardian will be charged retroactively at the end of each month. Any student who has an overdue balance by the end of the school year in May will be charged a late fee and could lose their reenrollment eligibility.

Students may also choose to pack a nutritious lunch. Students do not have access to a microwave oven for heating food. Also, red and blue dyed drinks are not permitted in the lunch room, since they stain the tables and floors. Students are not permitted to share food.

All meals are nutritious according to federal standards and are catered by Arlene's Cuisine.

Sack lunches will be available on scheduled Early Release days for students to take home.

## NSLP Non Discrimination Statement

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English.

Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform

the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

- 1. mail:**  
U.S. Department of Agriculture  
Office of the Assistant Secretary for Civil Rights  
1400 Independence Avenue, SW  
Washington, D.C. 20250-9410; or
- 2. fax:**  
(833) 256-1665 or (202) 690-7442; or
- 3. email:**  
[Program.Intake@usda.gov](mailto:Program.Intake@usda.gov)

This institution is an equal opportunity provider.



# Attendance Policies

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There is a direct correlation between school attendance and academic success. Parents are requested to minimize absences and tardiness for reasons other than illness.

Please review the following attendance policies.

- An **excused** absence or tardy is due to personal illness, death of a relative, or family emergency.
- An **unexcused** absence or tardy is for a reason not acceptable to the school, such as oversleeping.
- Students who have more than six unexcused absences or who have missed more than 10% of school days in a school year are considered **excessively truant**.
- Students who have more than ten unexcused tardies or who have been tardy more than 10% of school days in a school year are considered **excessively tardy**.
- **EdChoice students that have 20 or more unexcused absences per school year will forfeit their scholarships, according to Ohio law.**
- **A student absent more than 20 days of school (excused or unexcused) per school year will be a candidate for retention and/or withdrawal.**
- **Students that are chronically absent or tardy from July through January will lose their priority status for re-enrollment the following school year. These students will apply during the open enrollment period.**
- Phone calls, emails, and voicemails are acceptable means to notify the office of an absence or tardy. However, the State of Ohio requires a written note (by hand or email) for all EdChoice students who are absent.
- Students who ride the bus will not be considered tardy if they are late to school on account of the bus.
- A written doctor's excuse is required for absences exceeding three consecutive days, five per quarter or ten per school year.
- For written excuses by email, please send to Ms. Kymari Robinson at [robinsonk@harambeechristian.org](mailto:robinsonk@harambeechristian.org).
- The school office needs an excuse for **every day** a child is absent.
- Students who arrive late to school are considered unexcused tardy unless the parent contacts the school by phone or in writing with a legitimate excuse.
- Students may not receive credit for work missed during an unexcused absence.
- Students that arrive between 9:00 AM and 10:00 AM are considered Tardy.
- Students that arrive after 10:00 AM or who leave school before 2:30 PM are considered Absent for one half day.
- **The school administration may contact Franklin County authorities to report parents whose children are excessively absent or tardy.**

**Make Up Work:** It is the student's responsibility to make up missed homework and class work after an excused absence. Students are expected to take the initiative to seek out each teacher to determine missed assignments and due dates. If an absence is unexcused, the student may not receive academic credit for work missed.

**Anticipated Extended Absences:** Parents must notify the school principal prior to taking a child out of school for a family vacation or other planned absence. A ten (10) day notification is desired in order that parents, teachers, and student can plan together to ensure the student will not fall behind in his work. Although teachers will assist the student who misses school because of a planned absence, it remains the student's responsibility to obtain assignments and class notes, complete homework, and make up any tests or quizzes. A vacation during school may have an adverse impact on a student's academic achievement. We strongly recommend family vacations be taken during regular school breaks. We encourage parents to arrange planned absences only when alternative options are unavailable. **For the purpose of the EdChoice scholarship, the Ohio Department of Education does not consider vacation an excused absence.**

**Student Illness:** A student will not be admitted to school unless his/her body temperature is below 100 degrees, without medication, for twenty four hours. Students with communicable diseases will be allowed to return to school only after complying with regulations issued by the *State Department of Health*.



# Events

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Harambee benefits from a relatively small enrollment of students and families which allows for close knit community. The goal of the events listed below is to build community and communication between home and school.

## **Open House & Family Picnic August**

This event is recommended for all parents. It is an opportunity for parents to learn more about Harambee, to meet their child's teacher and to understand classroom routines. Childcare for ages 5 and older is available for parents who need it. In addition, everyone is welcome to share a cookout meal together.

## **Parent Conferences Fall & Spring**

Parent communication should take place frequently throughout the school year. Parent conferences are an opportunity for parent and teacher to review your child's progress systematically. Parents and teachers should also feel free to schedule conferences outside of the regular conference weeks as needed.

## **Family Christmas Party December**

The Family Christmas Party is an annual celebration of the birth of Jesus Christ. Students perform, and the entire Harambee community of parents, students and staff share a meal together.

## **Teacher & Staff Appreciation May**

Harambee Teachers work extremely hard, and they persevere in love throughout the school year. Toward the end of the year, parents at Harambee organize Teacher Appreciation Day to acknowledge the love and diligence of the teaching staff. Students also make cards and show their appreciation.

## **End of Year Celebration Last Day of School**

On the last day of school, students enjoy a cookout and fun games & activities to celebrate a year of academic, character, and spiritual growth.

**The Gathering**  
**Various Fridays @ 2:30 PM**

The Gathering is a school-wide assembly for the purpose of school unity, casting vision, giving instruction, and recognizing student achievement. The Gathering is also a forum for students to share their gifts, skills and knowledge with one another. All students and staff attend the Gathering. Parents are welcome.

**Student Birthdays**

Parents are welcome to provide a treat to celebrate the birthday of their children. Treats are to be served at 3:00 PM. Please notify your child's teacher in advance.





# Curriculum

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HCS strives to lay a strong academic foundation for every student, particularly in language arts and mathematics, but also in the content areas of science, history, Bible, art, music, physical education and technology. The goals of our curriculum include:

- alignment with state and national standards
- differentiated instruction to meet the individual needs of students, whether remedial or enrichment
- engaging students and inspiring a love for learning

Below is a list of curricula that the school current utilizes to help students reach their academic potential.

**Language Arts: Superkids (K-1) & Amplify CKLA / ELA (Grades 2-8)**

**Mathematics: Eureka Math<sup>2</sup>**

**History: Core Knowledge History & Geography (Grades K-5) & Glencoe (Grades 6-8)**

**Science: Amplify Science**

**Bible: DeepRoots Bible Curriculum (Grades K-5)**

**Visual Art**

**Physical Education**

**General Music (Grades K-5) / Band & Choir (Grades 6-8)**

*Middle School students elect to enroll in either visual art, band or choir.*

**Level Up (Grades 6-8)**

*A course for middle school students to gain experience in non-academic areas that enrich their lives and prepare them for the future.*



# Academic Assessment

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## **Academic Honesty**

One of the Harambee Character Essentials is Integrity. A school community must value academic honesty and expect its students to abide by that value. All work turned in by students must be their own work and must reflect the student's true ability. Teachers report all suspected cases of cheating, plagiarism, or dishonesty to the school principal. Students should expect to redo the work and receive a lower grade or a zero.

## **Grades**

Assessment provides important feedback to students, teachers and parents about whether and how a student is progressing academically. Each curriculum has frequent assessment built in to ensure that students are learning the objectives in the curriculum.

Students receive academic and conduct grades each quarter. Student grades summarize the body of work that the student has performed and achieved during the academic period.

## **Honor Roll**

In order to make the quarterly Honor Roll, a student must meet the following criteria:

- Grades 3-5: Student must earn all A's and B's.
- Grades 6-8: Student must earn a 3.3 Grade Point Average.

## **NWEA MAP Assessment**

All students at Harambee take the NWEA Measures of Academic Progress (MAP) Assessment three times each school year - August, December and May. The MAP Assessment measures student performance and growth in reading, language, math and science. The test results also show how well students are performing compared to other students their age around the United States.

## **Ohio's State Tests**

Harambee students also take the proficiency tests provided by the state of Ohio.

Third Graders take the Ohio reading assessment in the late Spring. Students that score below the required score on the reading assessment by law must be retained in Third Grade, according to the [Third Grade Guarantee](#).



# Special Needs

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As a private school with limited resources, Harambee cannot provide a special education program at this time. Therefore, for students who struggle significantly due to a learning disability or behavioral/emotional issues, the school may request or require a parent to seek evaluation through the Special Education Department at Columbus City Schools.

If a guidance professional diagnoses an enrolled student as having a specific learning disability or emotional/behavioral difficulties that the school is not equipped to address, the student may no longer meet the admission requirements, and the building principal may require parents to withdraw the student.

If a health professional diagnoses an enrolled student as having severe physical needs that the school cannot meet, the student may no longer meet admission requirements, and the building principal may require the parents to withdraw the student.

Any student demonstrating significant weakness in a core subject the year after retention will be assumed to have academic needs requiring more assistance than can be offered at Harambee. The building principal may require the parents to withdraw the student.



# Retention

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In some cases, a student's teacher and administrator may recommend or require that a student repeat his or her grade level. There are a number of factors that we take into consideration when determining whether retention is in the best interest of the student, including academic skills and achievement, the student's age & size, the student's skill level and motivation, and other social factors. Academic factors may include the following:

- Any student demonstrating significant weakness in Reading and/or Math may be considered a candidate for retention.
- Any student scoring below the 30th percentile the MAP tests may be considered a retention candidate.
- Any student consistently achieving 1's or 2's (in Grades K-2) or D's and F's (in Grades 3-8) in core academic subjects may be considered for retention.
- Students in Grade 3 that score below the state standard for the Ohio Reading Assessment will be required by law to be retained in Third Grade.

A decision regarding retention will involve a process of consultation between the parent(s), teacher, and administrator, but the principal makes the final decision regarding whether to promote or retain a student.

In some instances, the administrator may determine that it is in the best interest of the student and the school that the retained student attends a different school, including when there is not space available due to a full incoming class.



# Homework & After School Program

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## **Homework**

Except for rare exceptions, students have homework each night Monday through Thursday. Students may or may not have homework assigned over the weekend.

The amount of time that each homework assignment takes will vary depending on the student. Please let your child's teacher know if he or she is spending an average of more than one hour per night on homework.

## **The After School Program**

Harambee Christian School provides an After School Program (ASP) for students in Grades K-5 at no cost to parents. The hours of the ASP are 3:30-5:30 (Monday - Friday). Parents may apply for enrollment in the ASP at the school office. Enrollment is limited.

The ASP exists primarily to assist students with homework. Students in the ASP also have the opportunity for academic enrichment and other extracurricular activities.

In order for students to be permitted to participate in the ASP, they must commit to maintain a quiet work environment and be diligent to take advantage of the help that they receive. A child's enrollment may be revoked due to continual behavior issues. We will make the parent aware of disruptive behavior prior to interruption of enrollment.

To ensure that ASP students have adequate time to complete their homework, we ask that parents pick up their children after 5:00 PM. Students must be picked up no later than 5:30 or else incur a late pick up fee.



# Transportation

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## **Transportation Application**

According to law, students that live more than two miles from Harambee Christian School and within the Columbus City School district qualify for either bus transportation OR financial reimbursement.

Parents may apply for transportation to and from school through Columbus City Schools during the application window in the spring prior to the start of the following school year. Please carefully review the forms from Columbus City Schools for important deadlines. Failure to submit forms on time could result in forfeiting bus transportation or reimbursement.

## **Bus Rules**

Students are expected to follow the safety guidelines on all buses. See [“Riding the School Bus Safely”](#).

Bus drivers are authorized by Columbus City Schools to submit formal bus safety reports. In some cases, Columbus City Schools Transportation may assign consequences to students that are not meeting expectations for conduct and safety.

Harambee administration also retains the right to discipline students for behavior on the school bus.

The first report will result in a letter home and an appropriate demerit amount at school.

A second report will result in parent contact and a possible 1 to 3 day suspension from riding the bus.

A third report (and beyond) will result in parent contact and a possible suspension of riding privileges for a period of time ranging from 10 days to the entire school year.

Ultimately, Harambee administration has the authority to revoke bus privileges immediately if behavior is deemed excessively inappropriate.

## **Bus Procedures**

If your child rides the bus and you do not want him or her to take the bus on a given day, please contact the school by phone before 3:00 PM. The school office must be notified by a parent and not the student.

The driver will not pick up or deliver students to a place other than the regular bus stop at their home or school. If other pick up or delivery locations are needed, please fill out the Special Transportation Request form, which must be approved by the Transportation Director at Columbus City Schools.

Columbus Schools will eliminate the bus stop for any student that neglects to ride the bus for 10 consecutive days.

**If your child rides the bus and does not arrive at his or her bus stop, immediately contact the school and Columbus Schools Transportation Services at (614) 365-5074.**





# Student Code of Conduct

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The Harambee staff seeks to create a healthy, safe environment that maximizes learning and hard work, and where students develop positive relationships with staff and other students. We strive to build a school culture of joy and rigor.

Parents indicate their acceptance of the school's code of conduct by enrolling their children at Harambee. Student discipline is the joint responsibility of teachers, school administrators and parents. Parents who choose not to cooperate with the school's code of conduct and its policies jeopardize their child's enrollment at Harambee.

## **The Goal of Discipline**

The Harambee staff subscribes to the biblical position on student discipline as a Christian school. The Bible emphasizes that parents and other authorities should invest relationally in children. Such investment must involve correction motivated by love. The Bible also clearly teaches that it is possible to abuse one's authority or be ineffective in training a child due to excessive rules and consequences that disrupt the relationship between child and adult and do more harm than good to the child.

The goal of discipline at Harambee is twofold: the character development of each student, so that he or she is prepared for life, and the physical and emotional safety of the school, so that classrooms are conducive to teaching and learning.

## **Discipline Strategies**

The staff at Harambee employs the following strategies in training students and maintaining a healthy school environment.

### *1. Build trusting relationship with students.*

Trusting relationships are the basis for the character growth and development that take place in the lives of Harambee students. To go beyond compliance toward an internalized value system, students must grow to trust the authority figures in their lives. The staff at Harambee is committed to doing our part to establish strong bonds of trust with students. We seek to interact with students in ways that meet their basic needs for inclusion, control, affection and competency. We find every opportunity to communicate in word and deed that our students are loved and accepted, regardless of their poor choices. When a student needs correction, we strive to administer consequences with empathy, rather than with anger, disgust or lecturing. We seek to avoid unnecessary power struggles.

### *2. Empower students to solve their own problems.*

Another way to ensure that students internalize character values that come through corrective discipline is to ensure that they own and solve their own problems. A fundamental understanding is that the problem belongs to the student, and they are responsible for solving or correcting the problem. The role of the adult is to come alongside the child to help him or her to resolve whatever issues they have created. We commonly ask questions like “What do you plan to do about that? How do you intend to solve that problem?”

Empowering students is especially relevant when they have conflicts with one another. Staff have a responsibility to keep students safe. We want students to report physical or verbal bullying that is taking place. However, sometimes students assume that adults are responsible for solving all of their problems with others. This manifests as ‘tattling’. Our goal is to train students to talk in a healthy way with each other before they solicit the help of an adult.

### *3. Involve parents through communication and cooperation.*

The staff at Harambee recognizes that God has ordained the parent’s voice to be most significant in the child’s life. Our goal is to partner with parents for the good of the child. Therefore, we seek to communicate frequently and establish a working, trusting relationship. Teachers and administrators seek to contact parents to report positive choices the student makes and to seek assistance when the child isn’t responding to disciplinary action at school. It is imperative that parents are responsive to communication from the school.

### *4. Celebrate and reward positive choices.*

To maintain a culture of joy and encourage students to make good choices, we celebrate and incentivize when students grow in their character and choose healthy behaviors. Each classroom teacher has his or her own strategies for acknowledging and rewarding positive behavior. There are also a few school-wide strategies in place.

Harambee has a school economy where students earn credits, called Harambee Cash, for certain choices that reflect the Character Essentials or other positive behaviors. Staff electronically credits the students throughout the day, and students receive a paycheck at the end of the week. Students can spend their Cash to purchase various items in the school store or save up for a fun outing.

Students are recognized as Daily Thrivers and Thrivers of the Week. Daily Thrivers are students selected from a pool of students that earn 5 Character Essential credits the previous day. These students receive a shout out over the PA system. Thrivers of the Week are selected by each classroom teacher and celebrated at the Gathering assembly.

### *5. Enforce negative consequences for poor choices.*

Consequences are intended to be corrective and should correspond to the nature of the infraction. It is impossible to outline every behavior and consequence. Consequences include verbal warnings, loss of Harambee Cash (also known as demerits), and removal of privileges, and assignment of duties. Other behaviors are more serious and require more substantial consequences, including out-of-school suspension.

## **Behaviors**

Here are some examples of negative behaviors and their corresponding demerits:

### Level 1 - Minor - 3 demerits

- Temper Tantrum
- Unwilling to Cooperate
- Lying
- Misuse or Destruction of Property
- Minor Physical Harm
- Minor Verbal Harm
- Playing in the Bathroom

### Level 2 - Major - 6 demerits

- Cheating
- Play Fighting
- Disrespectful Words or Actions
- Extended Temper Tantrum
- Leaving Designated Area
- Major Destruction of Property
- Major Verbal Harm
- Overt or Repeated Defiance
- Inappropriate Language or Gestures

### Level 3 - Severe - 12 demerits

- Fighting, Instigating or Major Physical Harm
- Theft
- Inappropriate Touch or Behavior
- Bullying & Harassment
- Leaving School Property
- Vandalism

The list below describes additional severe behaviors that may result in more serious consequences.

- Possession or use of illegal substances, weapons, or materials
- Gross disrespect or insubordination toward staff, including mocking, blatant refusal to comply or follow directions, walking away, etc.
- Acts of violence, fighting or unwanted physical contact with intent to harm
- Sexually inappropriate behavior, including language, gestures, sexting, touching, or the violation of bathroom privacy
- Abusive or profane language, including making a verbal or physical threat
- Inappropriate internet use
- Any form of bullying or harassment, including cyber-bullying, verbal or physical intimidation, including threats to harm
- Disregard for school policies and procedures

**NOTE:** The Student Code of Conduct applies to any act that damages the quality of the educational environment, whether the act occurs on or off campus, including online.

### **Consequences**

- Parent Contact
- Recess Detention
- Middle School Lunch Detention
- Out-of-School Suspension
- Suspended Privileges:
  - Assigned Lunch Seat
  - Assigned Behavior Reflection
  - Ineligibility for Sports & Extracurriculars
  - No Gathering Privilege
  - Specials Class Suspension

#### *Daily*

- 3 demerits in one day may result in a parent contact and/or a recess detention
- 6 demerits in one day results in a referral to the office with appropriate consequences assigned
- 9 demerits or more in one day result in suspended privileges and/or out-of-school suspension

#### *Chronic*

- 2 occurrences of suspended privilege incidents in a four-week period result in an out-of-school suspension
- 2 out-of-school suspensions or 4 suspended privilege incidents in one-quarter result in a behavior contract and intervention plan, as well as a parent meeting

- Behavior Probation: Behavior contracts place the student on probation. Behavior contracts may require mandatory counseling or evaluation. If a student violates the terms of the contract, he or she may be permanently dismissed from Harambee Christian School.
- Emergency Removal: If a student's presence in school poses a continuing danger to persons or property or an ongoing disruption of the academic process, then the administrators may determine to have the student removed from the classroom and school premises. Parents or guardians will be notified, and the principal will assign a suspension period or may recommend permanent dismissal.
- Permanent Dismissal: In certain instances, due to the serious nature of the infraction and to maintain a safe and quality learning environment, the administration may recommend a student to the school board for permanent dismissal from Harambee. The decision to permanently dismiss a student belongs to the school board.

While the above is an effort to delineate the disciplinary process, the administration reserves the right to exercise discretion in its application. Circumstances, a student's best interest, and the well-being of the entire student body must be weighed when considering disciplinary action. Effective disciplinary interventions require that the school possess a measure of flexibility in potential responses to student behavior.

### **Parent Contact**

School teachers or administrators may contact a student's parent to quell persistent minor offenses before they escalate. Staff will report to the parent what is happening with the child at school and then allow the parent to speak to the child in the hope of redirecting him or her toward positive choices.

A parent may also receive notification of major behavioral infractions that the child may have committed to be informed of a consequence or to receive notification to pick up the child at school if he or she is dismissed for the remainder of the school day.

It is imperative that the school has accurate up-to-date contact information for parents and emergency contacts and that parents are responsive to phone calls, text messages and email messages from the school.

### **The Right of Appeal of Student Dismissal**

The parent or guardian may appeal the school board's decision to dismiss his or her student from Harambee by submitting in writing a notice of appeal to the school board (or its designee) within 10 days of the school's formal written notice of

dismissal to the parent or guardian. The written notice of appeal should include a request to meet with the board as well as the parent's case for why the dismissal should be overturned. Failure to submit an appeal in the manner described above waives any right to appeal the dismissal. Only the child's parent or guardian is permitted to attend the appeal meeting. The school board's decision after the appeal hearing is final.

### **Statement on Human Dignity and Identity**

Xenos Christian Schools places a high value on the dignity of all human beings because God does. We agree with the teaching of the Bible in Genesis 1:27 (and reinforced by Jesus in Matthew 19:4-5): "God created mankind in his own image, in the image of God he created them; male and female he created them." With this in mind, we expect all students and staff to respect the dignity of others and refrain from acts of harassment, intimidation, and bullying. We expect students and staff to recognize and honor the distinctive value, ethnicity, and biological sex God has created in each person from birth.

### **Bullying**

Harambee recognizes that all students have the right to a safe, secure academic environment. Everyone in the school community has the right to be free from the threat of harassment, intimidation, or bullying. Students should also feel safe reporting incidents of bullying to staff members without fear of retaliation. School staff takes seriously any words or actions that fit the description of bullying in the [Bullying Prevention Resource Manual](#).

In order to maintain a safe, secure learning and work environment it is essential that members of the school community adhere to the [Bullying Prevention Resource Manual](#).

### **School Property**

The appearance of classrooms, school grounds, and hallways reflects upon the entire school, especially students. All waste paper should be placed in trash cans or recycling boxes. Marking or marring doors, walls, floors, lockers, desks, or other school property is not allowed. Students caught defacing school property will be subject to disciplinary action and parents will be held liable.

Students must reimburse the school for school-owned property (such as lockers, textbooks, or library books) they have damaged or not returned by the end of the school year.



# Computers & Electronic Devices

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## **Computers**

Harambee has desktop and Chromebook computers, as well as iPads, available for students to use. All students must agree to abide by the *Acceptable Use Policy for Computer Resources*. Any student who chooses to misuse a computer and/or violate the terms of the *Acceptable Use* agreement is in jeopardy of losing his or her right to use school computers and may incur a monetary charge.

## **Cell Phones & Other Electronic Devices**

Electronic devices such as cell phones, electronic games, and video and digital cameras serve to distract from the purpose of learning and are not permitted to be used by students during school hours without the explicit permission of a classroom teacher.

Electronic devices must be locked in lockers once inside the building. Electronic devices may not be used to access inappropriate content on school grounds, including during after school hours. Devices outside of lockers during the day (without permission) will be confiscated and returned only to a student's parent or guardian at school principal's discretion. Students are also not permitted to take photos or videos at school without consent from staff.

The school is not responsible for the loss of any such devices.

## **Acceptable Use Policy for Computer Resources**

Harambee has made a substantial investment in our computer and network resources. In order to be good stewards of these resources we adopted the following guidelines.

Students have access to the computer and Internet for the following:

- School related assignments and assessments
- Using software/programs assigned by the teacher to supplement classroom materials
- Internet research
- School related PowerPoint assignments

## Guidelines

- All computer use must be for specific educational purposes that have been assigned by a teacher.
- Internet searches must be for specific projects assigned by a teacher.
- Accessing games, gambling, pornography or non-school activity related sites are prohibited.
- Changing computer settings and downloading software is prohibited.
- Students/parents must pay for damages or labor resulting from the improper use of computer resources.
- Failure to observe the above guidelines may result in temporary or permanent loss of computer privileges.
- The school network has a filter in place to block and monitor access to inappropriate sites. All attempts to access these sites are logged by the Information Services Department and reported to the building principal.





# School Counseling Program

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Harambee offers a Comprehensive School Counseling Program for all students and grade levels at no cost to families. The program is structured to follow the ASCA National Model as outlined by the American School Counselor Association (ACSA).

A comprehensive school counseling program addresses three domains of student development:

- Academic
- College/Career
- Social/Emotional

At Harambee, student development in these areas is viewed through the lens of their overarching spiritual development.

## **Direct Student Services**

The three main avenues by which the school counselor supports student growth is through classroom lessons, small group counseling, and individual counseling.

### Classroom lessons

All students receive counseling program curriculum via classroom lessons. The school counselor visits every classroom regularly to teach lessons that promote social-emotional, academic, and college/career development. Topics include understanding and managing emotions, self-control, growth mindset, building and maintaining friendships, conflict resolution, study skills, and career exploration, among others.

### Small Group Counseling

The school counselor provides small group counseling as needed to support identified students who share similar needs. Topics may include: new student transition, friendship, emotion regulation, family changes, grief, and leadership development. Groups will become available according to need and counselor availability.

### Individual Counseling

School counselors can provide short-term counseling that focuses on supporting immediate concerns, emotional needs, and skill building. Students, teachers, and

caregivers may request individual meetings for check-ins or short-term counseling. The duration of short-term counseling is typically between three and eight sessions. If a student requires additional support, the school counselor will provide referrals for outside counseling. The school counselor seeks to connect and collaborate with outside mental health providers and continues to be accessible to students for check-in meetings.

### **Indirect Student Services**

Counselors collaborate with and provide consultation for other school staff, teachers, parents/guardians, outside mental health providers, and community partners to support student growth.

### **Confidentiality and Limits to Confidentiality**

*Adapted from ASCA, 2016*

“The counseling relationship between students and their school counselor requires an atmosphere of trust and confidence. Students must trust the school counselor to be able to enter into a meaningful and honest dialogue with the school counselor (Iyer & Baxter-MacGregor, 2010). However, students should be informed that exceptions to confidentiality exist in which school counselors must inform others of information they obtained in the counseling relationship to prevent serious and foreseeable harm to students themselves or others and if it is legally required.

School counselors recognize their primary obligation regarding confidentiality is to the student but balance that obligation with an understanding of the family or guardians’ legal and inherent rights to be the guiding voice in their children’s lives (ASCA, 2016).”

School counselors work within the context of community, and seek to engage all stakeholders including families, school staff, and other significant relationships to support students. The utmost care is taken to protect sensitive information while also ensuring students receive the support they need across environments. Counselors discuss limits to confidentiality with students as a part of their role in protecting their safety and wellbeing.

#### References

American School Counselor Association. (2016). Ethical standards for school counselors. Retrieved from <https://www.schoolcounselor.org/asca/media/asca/Ethics/EthicalStandards2016.pdf>

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The School Counselor and Confidentiality. (n.d.). Retrieved July 14, 2021, from <https://www.schoolcounselor.org/Standards-Positions/Position-Statements/ASCA-Position-Statements/The-School-Counselor-and-Confidentiality>



# Parent Involvement

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For students to excel to their full potential academically, socially and spiritually requires the involvement and support of parents.

## **The Role of the Staff**

The staff at Harambee is committed to building trusting relationships with parents through frequent, professional and caring communication. Communication can take place through notes, phone calls, text messages, emails or meetings. Parent Teacher Conferences are scheduled twice per year, but we hope to maintain regular contact throughout the school year.

Duane Gray is the Student & Family Affairs Coordinator. He is available to provide or reference resources and programs for parents.

## **The Role of the Parent**

Below are a few ways that parents can stay involved in the education of their children at Harambee:

- **CHECK YOUR CHILD'S BACKPACK DAILY:** Typically, students bring home a variety of papers each night - homework, graded assignments, and memos from the school or teacher.
- **VOLUNTEER:** We encourage you to volunteer your time at the school. A list of current volunteer needs is available at <https://harambeechristian.org/volunteer>.
- **SCHOOL - HOME COMMUNICATION:**
  - Communication is vital to maintaining a healthy school community. Harambee encourages communication among parents, teachers, and students. For general school questions, please contact the office. For questions or concerns in a particular class, please contact the teacher. If a matter involves issues beyond the classroom, please contact the Student & Family Engagement Coordinator or the Building Principal.
  - It is imperative that the school has current and accurate contact information for parents and emergency contacts. Please inform the school if your phone number, address, or email address changes.
  - The school office is open before and after school from 8:30 AM until 5:00 PM. Calls after normal work hours will be picked up by our answering

system. If it becomes necessary to reach your child during the day, please contact the office first and the receptionist will assist you.

- The school office periodically calls or emails pertinent school information via FACTS Parent Alert. If you are not already receiving these messages, please contact the school office.
- Parent-teacher conferences are scheduled twice during the school year (see calendar for dates). Please take advantage of these times to meet with your child's teachers to discuss progress and/or concerns.
- Parents or teachers may request after school meetings as necessary. Report cards are sent home quarterly. Parents also have access to FACTS SIS for tracking their student's academic progress throughout the quarter. For instructions on how to setup a parent account to access your child's grades, please contact the school office.
- We understand that concerns may arise. If you do have a concern of any nature, please know that we want to hear your concerns. We do ask that you address your concerns to the appropriate person or people.



# Tuition & Financial Aid

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Harambee Christian School is a private nonpublic school, chartered by the state of Ohio. Most private schools are funded primarily through tuition payments collected from the parents of the students. Annual tuition at Harambee is \$9500, an overwhelming amount for parents without the resources to pay for a private school education.

The majority of Harambee students live in the South Linden community or other lower-income communities - where educational opportunities are often limited. Our goal is that financial resources will not be a barrier for any family desiring a high-quality, private education for their child.

There are two scholarship opportunities for families who need financial assistance.

## **1. The Ohio EdChoice Scholarship Program**

Harambee participates in the Ohio Educational Choice (EdChoice) Scholarship Program. The program provides a limited number of scholarships to students who attend persistently under-performing public schools and/or who qualify as low-income. The scholarship, sometimes called a voucher, provides state funding to attend a participating private school.

The following types of students are eligible to apply for the scholarship.

- Students currently attending an EdChoice-designated public school
- Students attending a school in their resident district that will be assigned to an EdChoice-designated public school in the upcoming school year
- Students currently attending a charter or community school whose home school is an EdChoice-designated school
- Incoming Kindergarten students who will be assigned to an EdChoice-designated public school
- Incoming K-2 students who are not assigned to an EdChoice-designated public school but whose family income qualifies for the EdChoice Expansion Voucher.

A list of EdChoice-designated public schools is available on the EdChoice website - <http://edchoice.ohio.gov>.

You will not be able to renew your child's scholarship if:

- a. Your family has \*moved to another city school district and your new neighborhood public school is not a designated EdChoice school,

- b. Your child fails to take each state achievement test required for his/her grade level,
- c. Your child has more than twenty unexcused absences during the school year, or
- d. You fail to complete the renewal process.

\* If your child has received an EdChoice Expansion Scholarship, you must maintain Ohio residency and verify your income annually.

EdChoice Check Endorsement Policy: From the first announcement via FACTS Parent Alert and Posted Signs, parents have two weeks to endorse the check. Failure to endorse within two weeks will result in student not permitted to return to school.

## **2. The Dwell Community Church Scholarship Program**

Thanks to the contributions of many individuals, churches and organizations, the Dwell Community Church Scholarship Program offers both full and partial scholarships to subsidize tuition for Harambee students.

Whether a parent receives a full or partial scholarship depends on the financial need of the family and the choice of the parent. Families who wish to apply for a scholarship must submit a financial aid application.

### *Full Scholarship*

Families who qualify for substantial financial aid may choose to accept a full scholarship. These families do not pay any tuition. Instead they make a commitment to volunteer at the school, the after school program, or another related activity for at least 2 hours per month. The school tracks the volunteer time. Harambee charges tuition to parents who do not fulfill their volunteer commitment each month.

### *Partial Scholarship*

Families who do not qualify for a full scholarship or who are not willing or able to volunteer may accept a partial scholarship. Harambee determines partial scholarship awards on the basis of financial need.

## **Monthly Tuition Policy**

Tuition payments are due on the first day of the month. The school assesses a \$20 late fee if an account has unpaid tuition on the fifteenth of the month and a \$25 fee if a payment is returned for non-sufficient funds. If two consecutive tuition payments remain due on the first day of the month, the student will not be permitted to attend school until the prior month's tuition is paid. Student records, including quarterly report cards, may also be held until tuition is paid in full.

Parents are encouraged to promptly notify the school office if their financial situation changes.



# Health & Safety

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## **Medication**

Any medication, food supplement, modified diet, or fluoride supplement, that are to be administered at the school, must have written instructions of a licensed physician (or dentist) for each medication, food supplement, modified diet, or fluoride supplement. Forms for authorization and instructions are available in the school office. All medication, food supplement, modified diet, or fluoride supplement is to be kept in a secure place and administered by the office staff or school nurse only. Each time the medication, food supplement, modified diet, or fluoride supplement is administered a written record or log is made and kept for one year.

School administration may deem that a student diagnosed with ADHD or other conditions that affect the child's ability to learn be required to take prescribed medication prior to coming to school. In such cases, the school will notify the parent that the child is not permitted to come to school without taking his or her medication in advance. Repeated failure to administer the medication and sending the child to school could result in the child's removal from Harambee, especially when the child is unable to learn and/or creates problems for other children without his or her medication (see the Special Needs Policy).

School policy is to administer over-the-counter medications in rare cases and with parental consent as indicated on the student registration and/or over the phone.

## **School Closings**

In case of severe weather, Harambee will close. We will notify parents via FACTS Parent Alert when emergency closings occur. Local TV and radio stations will also announce school closures for weather related or other emergencies.

## **School Security**

The main entrance is locked and visitors are buzzed in during periods of low traffic—primarily between the hours of 9:00 AM and 3:00 PM.

Harambee has an Emergency Operations Plan approved by the Department of Education and Homeland Security located in the school office with specific instructions on responding to various emergency situations.

## **Signing In and Out of School**



Students and parents are required to follow the procedure of signing in or out during school hours. If a student arrives after 9:00 AM or leaves before 3:30 PM, he or she must be signed in or out in the office by a parent or guardian. If a student will be leaving class during the school day for an appointment, he or she should provide the teacher with a note from a parent at the beginning of class. The teacher will dismiss the student at the designated time to meet the parent in the school office.

### **Visitors**

For the purpose of security, all visitors to the school must first report to the main office, sign in and receive an identification badge. **Parents who wish to observe a class must schedule with the teacher and/or Building Principal beforehand.** Student visitors (including friends of current students) must have permission from the administration to visit during school hours.



# Student Uniform Dress Code

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## **Rationale**

Harambee students are required to comply with the school uniform dress code.

There are several reasons for having a uniform dress code.

- Uniforms are often less expensive for families than street clothes.
- Uniforms promote a sense of solidarity and belonging instead of competitiveness and comparison.
- Uniforms help set a tone for learning and working hard instead of merely playing.
- Harambee parents strongly support having a uniform policy.

## **Uniform Dress Code**

### **POLOS, SWEATERS & SWEATSHIRTS - REVISED FOR 2023-2024**

- Students may wear short or long-sleeved polos that are navy, white or light blue. Students may wear generic polos without a logo or polos with the Harambee logo purchased at School Closet. No other logos are permitted.
- Students may wear white, short-sleeved undershirts beneath their polos. Other undergarments are prohibited.
- Students may wear navy or grey knit sweaters over their polos. Students may wear sweaters without a logo or sweaters with the Harambee logo purchased at School Closet. Students are not permitted to wear coats or other outerwear during class.
- Alternatively, students may wear Harambee Gear purchased either at School Closet or at the school, including t-shirts and sweatshirts.
- Students are not permitted to wear t-shirts or polos over sweatshirts.

### **PANTS & SHORTS**

- Bottoms are available at School Closet, but may be purchased anywhere.
- All pants and shorts must be plain khaki or navy, traditional uniform-style pants or shorts. Shorts must be Bermuda length.
- Cargo pockets, designer details or scrunch bottoms / waistbands are not permitted.
- All pants and shorts must be worn with a plain solid brown or black belt.

### **SKIRTS & JUMPERS**

- Girls may wear khaki or navy jumpers and skirts / skorts.
- All skirts and dresses must be worn with shorts underneath or solid color leggings or tights. Patterned leggings, tights and jeans are not permitted. Skorts do not require shorts or leggings.
- All skirts, dresses and jumpers must be fingertip length.

## **FOOTWEAR**

- Closed-toe shoes only. Opened-toe shoes and sandals are not permitted. Traditional Crocs brand shoes are permitted as long as they are closed-toe.
- Students are required to wear tennis shoes on their assigned gym day. Middle school students only are permitted to change into athletic clothing before their gym class.
- Students are permitted to wear winter boots during inclement weather.

## **OTHER**

- No logos are permitted on clothing except the Harambee logo.
- Students may not wear hats or bandanas. Headbands and cultural or religious head coverings are permitted. Bandanas of any form are not permitted.
- Students are not permitted to wear dangling or hoop earrings, choker necklaces or makeup, including colored lip gloss.
- Students must remain in uniform during recess.
- Girls are permitted to carry a small purse.
- Non-uniform clothing items must be stored in lockers.

## **No Uniform Days**

**Birthdays:** Students may choose not to wear a uniform on their birthday. If a student's birthday falls on a weekend or in the summer, he or she may coordinate with his or her classroom teacher to determine a No Uniform day to celebrate.

**Thriver of the Week:** Students who are celebrated as Thriver of the Week will receive written notification that they do not need to be in uniform one day the following week, typically the Friday following the Gathering.

**Field Trips:** It is up to the teacher's discretion whether or not students will wear uniforms on any given field trip.

**"Harambee Cash" Purchase:** Students may purchase No Uniform Days with their Bling. No Uniform Days are available on Fridays. Students must have the No Uniform Day card with the date on their person to show to their teachers as they enter class.

The dress code for No Uniform Days includes the following:

revised April 06, 2023

- No hats
- No opened toed shoes
- No low cut shirts
- No short skirts or shorts - must be fingertip length
- No ripped jeans
- No spaghetti straps - must be at least two-fingers wide
- No sagging
- No dangling earrings or makeup
- Leggings may not be worn as pants.

### **Where to Purchase Uniforms**

Affordable uniform bottoms are available at the following stores:

- Target
- Old Navy
- Walmart
- Marshall's
- TJ Maxx
- Roses
- Shopper's World
- Thrift Stores

Charity Newsies provides vouchers for school uniforms that can be used to purchase uniform tops & bottoms from School Closet.

### **Non-Compliance Policy**

Students who do not come to school wearing proper attire will be asked to call a parent to bring the clothes they need to be in uniform.

Other consequences, including demerits, lunch detention, in-school suspension and out-of-school suspension, will be considered and discussed for students who repeatedly come to school without the proper attire.

### **Lost and Found**

Students who lose items should check the school lost-and-found box. Check with the school office to determine the location. Small items such as jewelry or watches are kept in the school office.



# Non-Discriminatory Policy

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The governing board of Harambee Christian School located at 1000 Bonham Ave. has adopted the following racial nondiscriminatory policies.

Harambee Christian School recruits and admits students of any race, color, gender or ethnic origin to all its rights, privileges, programs and activities. In addition, the school will not discriminate on the basis of race, color, gender or ethnic origin in the administration of its education programs and athletics/extracurricular activities. Furthermore, the school is not intended to be an alternative to court or administrative agency ordered, or public school district initiated desegregation.

Harambee Christian School will not discriminate on the basis of race, color, gender or ethnic origin in the hiring of its certified or non-certified personnel.