



First Baptist Academy
2024-2025
Middle School & High School
Student Handbook

**First Baptist Academy
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A WORD FROM THE PRINCIPAL

Welcome to another exciting school year at First Baptist Academy! FBA is a ministry of The First Baptist Church of Dallas. First Baptist Academy has assembled a faculty and staff who are committed to the Lord Jesus Christ and understand the role of a distinctively Christian school in support of our families, representative churches, and the larger community. We desire to partner with you in training children in the way they should go, so that when they are old, they will not depart from it (Proverbs 22:6).

This Handbook is one representation of our desire to work in partnership with families to accomplish this goal. It is intended to be as comprehensive as possible while remaining a practical and user-friendly communication tool and source of information.

Every school has its own “culture and community.” One of the most important aspects of this Handbook is the degree to which it describes the culture and community of FBA. The Handbook outlines what families can expect from the school and what the school must expect of FBA students and families in order for these two entities to work in partnership with each other. For this reason alone, I cannot encourage you strongly enough to read the Handbook in its entirety.

Of greatest importance, however, is the degree to which the Handbook underscores who we are in Christ, as a school. Our Statement of Faith, our History, our Mission and Philosophy, and our Standards ideally form the basis for every policy, practice, and procedure in our school.

No handbook, even one as thorough as ours, can cover every detail that may need to be known by every family in every situation through the course of a school year. While we will make every effort to avoid judgment calls and the use of discretionary authority, we know that when we must, the Handbook still provides a biblical basis for decisions we must make and actions we must take.

We sincerely thank you for the privilege of working in partnership with you for the education of your children. We take great joy in committing ourselves to providing an environment wherein the Mission Statement can become a reality in the lives of all our students.

Jonathan Seabourn
Secondary Principal
First Baptist Academy

ABOUT FIRST BAPTIST ACADEMY

HISTORY

In 1944, Dr. W.A. Criswell, pastor of First Baptist Church, Dallas, began praying for a school where God's Word would be taught and applied to change the lives of young people. On September 5, 1972, the Academy began classes in the CEB Building at FBC with 127 students in kindergarten through seventh grade. Later, grades eight through twelve were added. In 1977, the secondary school was moved to the Easterwood Building and then, in 1981, to the eleventh floor of the Spurgeon Harris Building in downtown Dallas. In 1998, the Middle School was moved from the CEB and Burt Buildings to occupy the 10th floor of the Spurgeon Harris Building. In the summer of 2010, the PK-5th grades were relocated to the 1st and 8th floors of the Spurgeon Harris Building, making the entire school in one location. The land for the Saints Athletic Complex was acquired in 1996. In the fall of 2016, First Baptist Academy broke ground on the new FBA Educational Building at the athletic complex. The new building opened in the Fall of 2017 where it is currently fulfilling its mission to change the lives of young people for Christ.

MISSION STATEMENT

First Baptist Academy provides a Christ-centered, biblically integrated, college preparatory education to develop the next generation of Christian servant leaders for the glory of God.

THE ACADEMY CREST

The shield containing the emblem of the torch of faith and truth are the primary objectives of Christian education. The French fleur-de-lis symbolizes Christ as the Lily of the Valley—through whom passes the only path to true knowledge. Christian education is the key by which minds are opened to the great classical works and the athletic shoe and laurel branch indicate a commitment to educating the whole person. Finally the sword represents Scripture as “the sword of the Spirit.”

NON-DISCRIMINATION POLICY

First Baptist Academy admits students of any race, color, national and ethnic

origin to all the rights, privileges, programs, and activities generally made available to students at the school. FBA does not discriminate on the basis of race, color, national, and ethnic origin in the administration of its educational and admissions policies, scholarship programs, or athletic and other school-administered programs.

ACCREDITATION

FBA is accredited by Cognia (formerly AdvancedEd, and the Accreditation Commission of Texas Association of Baptist Schools (ACTABS).

ACADEMIC INFORMATION

ACADEMIC ACHIEVEMENT AND CURRICULUM

First Baptist Academy offers a college preparatory curriculum. Although our program will help prepare serious students to compete academically in public and private universities in Texas and throughout the United States, it does not guarantee that our graduates will gain admission into any college or university he or she desires. College preparatory simply means that upon graduation our students will have enough credits to enter most colleges and universities. It also means that our curriculum is recognized as rigorous enough to meet the requirements of most colleges and universities.

As a Christian school, First Baptist Academy hires only Christian teachers. As a school, we recognize that all truth is God's truth, meaning that God is the source of all truth. Consequently, we strive to integrate the truth of Scripture in the classroom while acknowledging that we are an academic institution and not a Sunday school.

In order to take full advantage of the curriculum we offer, students must be self-motivated, self-disciplined, and have a desire to learn. Parents can assist their students by providing encouragement and a quiet atmosphere in the home that is conducive to study in the evenings and on weekends. It is our belief that educating young people requires cooperation among the students, parents, and teachers.

If a student is withdrawn from FBA for academic reasons, he or she may reapply for enrollment after the student has attended another accredited school for at least one semester and has not received a grade lower than 70 in any class while completing a full academic load.

COLLEGE AND ACADEMIC GUIDANCE COUNSELING

First Baptist Academy provides a college and academic counselor for the benefit of students and families. Students with questions regarding academic credits, class schedules, college admission tests, and colleges are encouraged to contact the counselor.

The counselor provides information to families regarding the admission process into colleges and universities. In addition, the counselor distributes college information, coordinates visits to the campus by college representatives, administers the college day, and is available for individual counseling regarding colleges and universities.

The college counselor will also assist students in selecting a major course of study for college and provide career counseling, if needed.

STANDARDIZED TESTING

Students in 7th grade take the Stanford test, similar to what is used in Elementary grades. Students in 8th grade take the PSAT 8.

All 9th, 10th, and 11th grade students take the PSAT in the fall. The PSAT test fees are paid for by the Academy and administered at the campus on a scheduled date.

11th and 12th grade students take the ACT test. FBA administers the ACT during the Fall and Spring semesters each year.

Students desiring to take the SAT can request testing information from the Counselor. FBA does not administer the SAT test.

GRADUATION REQUIREMENTS

Total credits required to graduate are 28 including:

- 4 credits in Bible
- 4 credits in English
- 4 credits in Math (must include: Algebra I, Geometry, and Algebra II)
- 4 credits in Science (must include Biology, Chemistry and Physics)
- 4 credits in Social Studies (World Geography, World History, US History, and Government/Economics)
- 1 credit in Fine Arts
- 2 credits in World Language (in the same language)
- 1 credit in College/ACT Prep
- 2 credits in Electives
- 1 credit in Physical Education

Additional graduation requirements:

- In the senior year, students must take a full schedule of classes (seven), including English, Bible, Social Studies, Math, and Science.
- Students must take math each year in High School.
- In order to graduate from First Baptist Academy, students are required to complete their entire senior year at FBA. Administrative discretion may allow this requirement to be waived.
- High School students must complete a total of 50 hours of community service per school year.

COMMUNITY SERVICE HOURS

Community Service of 50 hours per year is required of all students in grades 9-12. Community Service of 35 hours per year is required of all students in grades 7-8. FBA service days will give students an opportunity to accrue service hours by participating in FBA On-Mission days. Four On-Mission days are scheduled each year and participation is required for all students.

Service may be performed at any time after the end of the 8th grade year for it to count towards graduation requirements. All service must be completed by May 1st of the senior year.

Services performed at the following entities qualify for service hours:

- First Baptist Academy – Any FBA Service Days, the Mentor/Mentee Program, and other FBA designated opportunities.

- Outside organizations include community organizations, churches, nursing homes, or non-profit entities.
- Service performed for individuals must be under the supervision of a church or nonprofit organization.

Services performed for the following entities do not qualify:

- Student council membership and related responsibilities.
- Service performed for relatives or personal friends
- Services performed in connection with the Eagle Scout merit badge in the Boy Scouts.

If in doubt about qualifying service, check with the school to make sure it qualifies. All service activities must be performed without pay or expectation of compensation.

Service hours must be reported using the Community Service Hour form obtained either on the website or in the office. The following information regarding service must be provided:

- Date (including day, month and year)
- Organization of persons whom you served (include addresses, telephone numbers and contact person)
- Signature of a representative of the organization served
- Description of services provided

Service hours will be monitored and compiled by FBA staff. A report of a student's service hours will be available on RenWeb.

PE REQUIREMENTS

Physical education graduation requirements of 1 credit may be met through school sponsored athletics, PE classes, or cheerleading.

Students may receive PE credit for non-school sponsored athletic activities with prior approval from the Counselor or Principal. To count for credit, these activities need to be organized and supervised. In order to obtain credit, students need to pick up a PE Requirement Form from the office and have the activity sponsor/coach sign the form certifying the student's participation.

GENERAL CLASS SCHEDULES

The following are typical schedules. Actual schedules may vary. All students are required to have a schedule approved by the administration.

9th Grade

English I
Bible 9
World Geography
Geometry or Algebra I
Biology
World Language, Elective or Band
Elective

10th Grade

English II
Bible 10
World History
Algebra II or Geometry
Chemistry
World Language
Elective

11th Grade

English III
Bible 11
American History
Pre-Calculus or Algebra II
Anatomy
World Language or Elective
College/ACT Prep

12th Grade

English IV
Bible 12
Government/Economics
AP Calculus or College Algebra
Physics
Personal Finance/Hot Topics
Elective

SCHEDULING AND CHANGING CLASSES

Scheduling for an Honors, AP, or Dual Credit class requires departmental approval. If a teacher has concerns about a student's capability to pass an Honors, AP, or Dual Credit course, a conference will be scheduled with the parents.

Schedule changes may occasionally be made to balance a teacher's class load. The deadline to add or drop a class must occur on or before the end of the first three (3) weeks of the first quarter, schedule permitting.

Students wishing to add or withdraw from a course must complete a form indicating approvals from the counselor, the principal, the affected classroom teacher(s), and parents.

Block Schedule

MIDDLE SCHOOL			HIGH SCHOOL	
7:00 - 8:00	In-Season sports practice			
8:00 - 8:50	Athletics/Chapel (Thurs)		8:00 - 8:50	Daily Block 1 / Advisory/Chapel (Thurs)
8:55 - 10:15	1 st Period A/B		8:55 - 10:15	1 st Period A/B
10:20 - 11:40	2 nd Period A/B		10:20 - 11:40	2 nd Period A/B
11:45 - 12:15	Lunch		11:45 - 12:45	Athletics/Study Hall
12:20 - 1:20	Middle School Rotation		12:50 - 1:20	Lunch
1:25 - 2:45	3 rd Period A/B		1:25 - 2:45	3 rd Period A/B
2:50 - 3:40	Advisory		2:50 - 3:40	Daily Block 2/Advisory
			3:45 -	In-Season sports practice

GRADE POINT AVERAGES/CLASS RANKING

Grade point averages will be computed at the end of the sophomore and junior years and after both semesters of the senior year. A student's cumulative grade point average is weighted for Honors, AP, and Dual Credit classes. Grades in Athletics and Office Aide classes are not included for purposes of determining GPA. A student's GPA determines class rank. Individual class rank will be reported to colleges on the student's transcript only if the student ranks in the top 10%.

To receive a class ranking, a student must have completed at least 3 full, consecutive semesters at FBA. The valedictorian and the salutatorian are the students having the highest and the second highest class ranking, respectively, and who satisfy the requirements listed below. In order to be recognized as either valedictorian or salutatorian, a student must

- have attended FBA High School for at least 3 complete school years;
- have a full schedule of classes all four years of high school; and
- be recommended by Administration. Factors that Administration will consider in recommending a student for valedictorian or salutatorian include, but are not limited to, excessive absences, excessive tardies, disciplinary infractions, modeling Christian character, and overall school involvement.

All Seniors ranked in the top ten percent of the class will be recognized at graduation.

GRADING SCALE

A	90-100
B	80-89
C	70-79
F	69 and below

WEIGHTED GRADES

FBA gives additional weight to grades in Honors, AP, and Dual Credit classes in computing grade point averages for class ranking and National Honor Society. Honors classes receive eight additional points. AP and Dual Credit classes receive ten additional points. The weighted grades are reflected on transcripts but not on report cards.

HOMEWORK

Homework is an integral part of the school program. Each teacher is at liberty to give homework to aid students to advance in their studies.

Homework completion is the responsibility of the student. In order to accomplish this task, the student must learn to plan and budget the necessary study time. It is the student's responsibility to seek additional clarification and assistance from the teacher as soon as the need is realized. Completion of homework is a critical support area for parent involvement. Some students need frequent monitoring in this area.

The average amount of homework time per day for each grade level is listed

below.

7th – 8th	=	up to 1 hour
9th – 10th	=	up to 1.5 hours
11th – 12th	=	up to 2 hours

LATE WORK

Assignments are considered late if they are not turned in by the assigned time on the due date.

7th – 8th grades:

Due Day:	Full credit
Second Day:	30 percent reduction
Third Day:	No credit

9th – 12th grades:

Due Day:	Full credit
Second Day:	No credit

SEMESTER EXAMINATIONS

Most academic courses give a comprehensive semester examination or an equivalent comprehensive evaluation at the end of each semester. A separate grade for the semester examination will appear on the report card. Semester examinations count for 20% of the semester average. Middle School classes receiving high school credit are included in the semester examinations.

Students taking AP classes are expected to take the AP exam. Taking an AP exam, however, does not automatically exempt students from taking a semester examination.

Any student that is absent for a semester exam will be required to present a doctor's note in order to make up the exam. Those students who have been placed on academic or disciplinary probation are ineligible for exemption.

Seniors may be exempt from a final exam in the spring based on the following:

Grade Average	Maximum number of absences, excused or unexcused, based on a full year course	Maximum number of absences, excused or unexcused, based on a semester course
90 or above	8	4

Note: Seniors who are exempt from any finals may want to take them for GPA or scholarship reasons. Exam scores will be added only if it increases the overall grade. Students will not be penalized if the exam score lowers the overall grade.

ACADEMIC PROBATION

Academic probation is designed to give notice to both students and parents that the student's enrollment at FBA is in jeopardy because of a lack of academic achievement. Students are placed on academic probation by the recommendation of the Academic Review Committee consisting of faculty and administrators.

- Students earning two or more failing grades for a semester may be placed on academic probation for the subsequent semester.
- Parents will be notified by phone, letter, or on RenWeb regarding their student's probation.
- After the end of the probationary semester the principal (with advice from the Academic Review Committee) will review the student's performance in order to determine his or her status at FBA. In most cases, students who fail two or more classes while on probation will be asked to leave the school. Students who fail no more than one class while on probation may also remain on probation at the discretion of the administration.
- Students who fail one or more classes for the year must complete credit recovery for those courses before entering the next grade.

REPORT CARDS AND PROGRESS REPORTS

The school year is divided into two semesters and four quarters. Each quarter consists of a nine-week grading period. The initial posting of grades will be at the end of the first three weeks of the first quarter. After that, grades will be available online via RenWeb.

Teachers are available throughout the year to conference with parents either in person, by telephone, or email regarding a student's academic status. If a student is failing a particular class, a parent/teacher conference is highly recommended.

Students receiving an "I" (incomplete) at the end of a quarter grading period have ten school days to complete the missing work, at the discretion of the teacher for extenuating circumstances. The general policy is explained in the section titled "Late Work." It is the student's responsibility to complete all incomplete work in a timely manner.

TUTORING AND EXTRA ACADEMIC HELP

Teachers are available to provide extra help to students immediately before or after school during their normal working hours by appointment.

This assistance is without pay and should not be confused with outside tutoring for pay. Teachers at FBA are prohibited from providing academic tutoring for pay to current FBA students during the school year.

SUMMER SCHOOL/CORRESPONDENCE COURSES/CREDIT RECOVERY

The student must receive administrative approval before taking any course for credit. Other conditions concerning summer school and correspondence courses are as follows:

- Courses repeated through summer school and/or correspondence courses are designated on the transcript.
- Correspondence courses must be taken through an accredited program and must be approved by the Principal and the Counselor prior to enrollment.
- Grades earned in non-FBA summer school programs and/or correspondence courses are not computed in a student's grade point

average.

EXTRACURRICULAR ACTIVITIES / ATHLETICS

Numerous extracurricular activities are available for students in the high school. These opportunities take the form of athletic teams, band, clubs, special events, school musicals, and other desired activities. While extracurricular activities are important, they do not supersede academics or behavior in importance.

ATHLETICS

The activities of the athletic department are a part of First Baptist Academy's total educational program of challenging all students to attain their potential in mind, emotion, body and spirit. All participants are expected to maintain the same Biblical standards that are required during the school day. The standards of conduct apply to practices, games, and all other times that a student represents or is enrolled at First Baptist Academy.

All students represent FBA at sporting events, whether on the field or in the stands. Consequently, the conduct of FBA students always needs to reflect Christian sportsmanship toward the opposing team and the officials.

All high school sports are governed by the rules of the Texas Association of Private and Parochial Schools (TAPPS).

ELIGIBILITY

The purpose of the FBA eligibility policy is to ensure proper eligibility status of all extracurricular activities. This policy is also designed to provide motivation and accountability to students, as well as to enhance our system of academic support. FBA strongly desires to help our students maintain eligibility status for athletics and extracurricular involvement.

Eligibility to participate in athletics is determined as follows:

- Students must have been enrolled in ninth grade not more than three years prior to the current academic year.
- Students must be enrolled as a full-time student at the Academy.
- Students failing two or more subjects (a grade below 70) at the 4 ½ week

period will be placed on athletic probationary status. This serves as a notice to a student that his/her eligibility is in danger. The athletic probationary period will continue until the end of the quarter.

- An athletic probationary student may practice in his/her particular sport and may participate in athletic competitions but is strongly encouraged to pass their subjects.
- At the end of the nine weeks, grades will be checked and, if a student is failing two or more subjects, the student will become ineligible to participate in athletics for two weeks following the report.
- At the end of two weeks of ineligibility, grades will be checked and, if a student is failing two or more subjects, he or she will remain ineligible for a one-week period. This process will continue until the student has regained eligibility or the end of the quarter is reached.

An ineligible student:

- May practice with the team but may not participate in any games or competitions.
- May not leave school early to travel with the team or suit-out for competitions.
- Any exceptions or extenuating circumstances to this policy are solely up to Administrative discretion.

ACADEMIC COMPETITIONS

FBA High School students compete in TAPPS athletic, academic, and fine arts competitions. Middle School students compete in other sanctioned competitions.

CLUBS

Clubs provide students with opportunities for enrichment and fellowship. Students are encouraged to participate in any club offered.

NATIONAL HONOR SOCIETY

The W.A. Criswell Chapter of the National Honor Society was established in grades 10-12 to recognize students who have consistently demonstrated excellence in the areas of scholarship, leadership, service, and Christian witness. Membership is extended only to students who demonstrate strengths in all four areas. To be eligible for NHS, students must have been at FBA for a minimum of

three semesters and have an overall GPA of 90 or above.

STUDENT COUNCIL

Student council at FBA serves as an extension of classroom instruction in training Christian leaders for the future. The student council serves as a liaison between the students and the administration in the areas of academic, social, physical and spiritual concerns, and assists in managing the co-curricular program for the Academy.

There will be a total of ten class representatives – two from each grade level 9-11, and four from the senior class. The top two senior vote recipients will be designated as Student Body President and Vice-President.

ATTENDANCE / TARDIES

In order to receive the full benefit of an education, a student must attend class. Students who miss class also miss out on first-hand instruction from the teacher and class discussion. It is impossible to make up for missing this personal interaction and education suffers. Regular and punctual attendance is the greatest single factor in school success. Students with good attendance are more apt to achieve higher grades, enjoy school, and learn the responsibility necessary for independence and success later in life. Parents are encouraged to make sure their students are faithful in attending school.

SCHOOL DAY

School begins at 8:00am and dismisses at 3:40pm.

Students arriving on campus before 8:00am must go to the second floor atrium. Students arriving for morning athletics should report to the field house.

Students must leave the education building by 4:00 pm unless they are under planned supervision from a teacher or an administrator. Students may be in the classrooms only when a teacher is present.

Unless they are involved in FBA after-school activities, high school students are not supervised by FBA staff after school dismissal at 3:40pm. Middle school students are supervised from 3:40 pm - 4:00 pm in the Atrium or classrooms. After

this time, students are dismissed from FBA supervision.

It is the responsibility of parents to know where their students are after school. First Baptist Academy, First Baptist Church and their employees are not liable for students waiting for rides home after classes have concluded for the day.

TARDIES

Students who arrive late to class cause a disruption to that class and miss valuable instruction.

- The first bell will ring at 7:50am and the tardy bell will ring at 8:00 am. Students arriving at school after the second bell rings will be considered tardy.
- Students tardy to a first period class must report to the Administrative office to sign in and pick up a tardy slip in order to enter class.
- Students will be counted absent if they are more than 20 (twenty) minutes tardy to class for A/B periods and 10 (ten) minutes for Daily Block or Advisory.

Three unexcused tardies will result in one detention.

ATTENDANCE REQUIRED FOR CREDIT

FBA accreditation standards require students in grades 1-12 to attend 90 percent of class time in order to receive credit and a final grade. The 90 percent rule applies to most absences, including excused absences.

The average school year is 180 days. Students can only miss **18 days** of school or 18 days of a specific class (or 9 days for semester classes).

When students accumulate 6 days of excused or unexcused absences, an email will be sent to the parents notifying them of the school's concern. If the student's attendance continues to accrue absences to a total of 12 days, the parents will receive another email notification requesting a meeting with the attendance committee. This will be an ad hoc committee of the Principal and at least two other Administrators or teachers. If the student accrues additional 5 absences totaling 18, the parents will receive another email scheduling another meeting to discuss the student's credit for the year.

Excused absences will require verification from the appropriate doctor, dentist,

agency, college visited, etc. Parents must notify the appropriate attendance office within 48 hours (excluding weekends) if their child is absent from school. Absences will be considered unexcused until the appropriate documentation has been provided to the school's administration. All work missed during an unexcused absence will receive a grade of 0.

School sponsored absences incurred when students miss class because of participation in school field trips, musical performances, athletic events, service days, or other school-related activities will be considered excused and not be counted towards the student's total absences. Teachers and administrators will be provided with a list of students participating in such activities. Assignments are to be completed and turned in prior to a school sponsored trip unless otherwise specified by a teacher. Administrators may refuse a student the right to participate if academic, behavioral and attendance expectations are not being met.

Family vacations during school time are strongly discouraged, as they are counted towards total student absences which may exceed the specified limit. Vacations should be planned for times when school is not in session. Parents are encouraged to follow the school approved calendar for scheduled breaks. Parents may request approval for special absences, a maximum of five days for such events such as a family and/or educational trip but only at the discretion of the administration. Special absences will not be granted during achievement testing or semester and final exams. Special Absence forms are available in the office and should be completed at least one week prior to the absence.

EXCUSED ABSENCES

Absences may be excused for the following reasons:

- Personal illness (after 3 consecutive days of being ill, a doctor's note is required in order for the absence to be excused)
- Illness or death in the family
- Medical appointments which could not be scheduled after school or during holidays (these require a signed note from the physician's office)
- Parent requested absences (SEE SPECIAL ABSENCES)

All other absences are considered unexcused.

UNEXCUSED ABSENCES

An absence without permission is unexcused and considered truancy in the state of Texas.

- Assignments due during the missed class will receive a zero; tests given during the missed class will also receive a zero. Students with unexcused absences may be subject to discipline.
- Out-of-school suspensions are considered unexcused.
- Each unexcused absence to a class may result in one detention.

PROCEDURES RELATING TO ABSENCES FROM CLASS AND REPORTING ABSENCES

The parent or guardian should call the Secondary School Office on the day of the absence between 8:00am and 10:00am. If a phone call is not received, the office will attempt to contact the parent or guardian to verify the absence. Please make sure the school office has current contact information. If we do not hear from the parent or guardian within three (3) days of the absence, by email, telephone or note, the absence will be counted as unexcused.

EXTENDED ILLNESS

Extended illness (more than three (3) consecutive days) requires a note from the doctor for absences to be excused.

EARLY DISMISSAL & CHECKOUT PROCEDURE

FBA strives to provide a safe school environment for students and families, as well as meet standards for attendance and participation in school. Processes such as checkout procedures for early dismissals are part of meeting attendance requirements and promoting safety and security for our students.

Students leaving campus during school hours must check out with the Secondary School Office:

- Admin: Elaine Stone
- Assistant Principal: Sarah Maldonado
- Principal: Jonathan Seabourn

The Secondary School Office is located in the main office of the Rogers Building on the first floor. FBA Security Desk personnel and School Nurse will not check out

Secondary students. Entrance to FBA campus by correspondence with the Security Desk does not constitute notice of student checkout. The Secondary School Office will verify that permission has been granted for the student to leave and enter the corresponding attendance code and information.

- Requests for early dismissals should be made to the Secondary School Office by 10:00 am. Students can only be released if the Secondary School Office receives notice by a parent phone call or email.
- Students returning to campus must check in at the Secondary School Office immediately upon return to FBA. This is needed for all periods, including lunch or athletics. Students will be given a pass to return to class.

Reasons for Early Dismissal

Families are strongly encouraged to minimize absences from school to help promote academic progress and limit disruptions. Please refer to the attendance requirements section for further information.

As much as possible, appointments should be scheduled outside of school hours. When this is not possible, early dismissals are for emergencies or medical/dental appointments.

MAKE-UP WORK/TESTS

It is the student's responsibility to secure make-up work for time missed from school for excused absences. Students with unexcused absences will not be allowed to make up work. Any missed assignments will result in zeroes.

For work assigned during the absence, students are allowed the same number of school days to make up assignments as the number of days he or she was absent. For example, if a student missed one class, then he or she needs to turn in the assignment the next time the class meets. Students should contact teachers to obtain missed assignments. Many assignments are posted in Google Classroom or Renweb.

For work or tests assigned before the absence, students must be prepared to

turn in the work or take the test on the day he/she returns to class. *(Please note that it is strongly suggested that the student complete the work before they leave for a special or planned absence).*

EXTRA CREDIT

Students occasionally ask for extra work in order to improve grades. Extra work is not permitted for the purpose of improving grades. Teachers may, at their discretion, allow the class to repeat an assignment or do an assignment in a different format in order to replace a low grade. Teachers can occasionally offer bonus points on tests and assignments at their discretion. These options must be completed within a short time of the original assignment. This is not permissible at the end of the semester as an effort to improve a low grade in a subject.

MINISTRY ACTIVITIES

First Baptist Academy offers the following programs to help our students to develop leadership skills and spiritual maturity:

- Bible Studies – FBA staff occasionally lead Bible and leadership studies designed to teach and encourage students to become Christian leaders and more like Christ.
- Chapel – Weekly chapel services are times of worship and teaching for the entire student body. Local youth pastors, Christian leaders, and Academy students work together to help achieve our spiritual goals for First Baptist Academy. Student participation is encouraged through prayer, song and personal testimonies.
- 8th Grade Retreat – 8th grade students take a retreat in April. The purpose of the retreat is to build class cohesion and prepare 8th grade students for high school. Many aspects for high school are introduced such as: expectations, selecting classes, and college-preparation. Students will also participate in Bible studies and devotions during the retreat that will target spiritual development as they prepare to enter high school.
- Senior Retreat – The senior class takes a class retreat at the end of their junior year. The purposes of the retreat are to build class cohesiveness with one another and to grow spiritually. Retreats are excellent times for seniors to reflect upon God's creation and His will for their lives.

- Bible Classes – Our Bible classes are designed so that the student will gain a broad understanding of Scripture and its application to life. It is our goal to teach our students to think independently on life issues while recognizing the input of fellow believers, the Holy Spirit and God's Word. It is the hope of FBA that our students, upon leaving high school and entering college, will be able to clearly and concisely articulate their faith and theology to students and professors. Most importantly, it is our desire for every student to develop a passion for the Lord Jesus Christ and a love for others.
- Mentor-Mentee Program – Secondary students are partnered with Elementary students each year by administration. Mentors write notes of encouragement to mentees, partner with them for some service activities, and help them during the school year.

HEALTH CARE

ILLNESS OR INJURY WHILE AT SCHOOL

The school staff will administer minor first aid. The Emergency Medical Services of the Dallas Fire Department will be called in the event of a serious injury or illness. Parents are required to submit a signed Authorization for Emergency Care form which lists phone numbers for the physician and hospital preference in the event that the parents cannot be reached. This authorization must be kept current. If any changes occur during the school year notification must be given to the school office immediately.

If a student comes to the office complaining of illness, he or she may go home with permission from a school administrator. Parents will be notified when students are sent home.

A student with a fever above 100 degrees or who has vomited will be sent home. The student may not return to school until he/she has been fever-free for at least 48 hours or there has been no more vomiting for at least 48 hours.

A student may have to be sent home with a rash or eye infection if there is a question of contagion. The student may return to school when a physician states the student is no longer contagious, or when symptoms disappear. If the rash is chicken pox, the student may return to school when he/she has been fever-free

for at least 48 hours and all scabs are dry.

Students should not be sent to school with a communicable disease.

Covid protocols may change during the school year. Please see the current Covid addendum.

IMMUNIZATIONS

Students must provide the school with a record of all immunizations as required by the current Texas Department of Health, Education, and Welfare laws. This includes immunizations for diphtheria, whooping cough, tetanus, polio, measles, mumps, hepatitis B, chicken pox, and rubella. In addition, all required boosters must be current. Immunization records will be checked twice yearly, and notices will be mailed for necessary updates as needed. New students will be provisionally enrolled with thirty days allowed for records to be received from their previous school. Students failing to acquire the needed immunizations will be removed from the classroom until the office obtains verification.

MEDICATION

Occasionally students are required to take medicine during the school day. Following are the procedures relating to medicine:

- Medication is to be kept in the nurse's office, not with the student.
- Prescription medication must be sent in the original container.
- Parents must provide the school with written instructions regarding the administration of medication. Instructions should include the name of the medication, the dosage, the frequency of administration, the duration, and any other special instructions.
- Only topical and oral medications will be dispensed. The school nurse will not administer injections.
- Students are responsible for coming at the proper time to the nurse's office for medicine. The school cannot be responsible for notifying a student who fails to report to the clinic at a required time to take prescribed medication.
- Please assist the school by asking your doctor for medications which would not have to be administered during the school day whenever possible.

HONOR CODE AND DISCIPLINE POLICY

The Honor Code at First Baptist Academy is a covenant among members of our school community based upon a love for God and a love for one another. The Honor Code consists of the set of standards by which we covenant in order to foster a Christian community that reflects respect, Biblical morality, individual self-discipline, and good citizenship. The Honor Code also serves as the means by which we hold one another accountable.

First Baptist Academy reserves the right to discipline, suspend, or expel a student who engages in gross misconduct that reflects negatively on the reputation of First Baptist Academy. This gross misconduct standard is left to the sole discretion of school officials and includes, but is not limited to, hazing, vandalism, or other damage to property, use or possession of illegal drugs and/or alcohol, illegal possession or use of weapons or firearms, assault, forgery, counterfeiting, theft, tampering with documents, arson, inappropriate material posted on websites and social media, engaging in behavior attributed to a sexually immoral or alternative lifestyle, and all other misbehavior deemed by school officials to constitute gross misconduct.

The Honor Code is binding upon FBA students for as long they are a part of our community whether they are on or off campus, or whether school is in or out of session.

HONOR CODE STATEMENT

All First Baptist Academy students in grades 7 through 12 are required to adhere to the Honor Code statement as a condition of enrollment in First Baptist Academy. Breaking the rules of the Honor Code is considered a violation of the covenant with First Baptist Academy and the student body.

In addition, parents of First Baptist Academy students are required to support the Honor Code and the faculty and staff as they attempt to enforce the Honor Code. The statement is as follows:

I understand that First Baptist Academy takes an open stand for the Lord Jesus Christ and encourages students to grow in the grace and knowledge of the Lord. I also understand that enrollment at First Baptist Academy constitutes a

pledge to live by the standards of this Code which have been established for my own good and for the good of the entire school community. I further understand that if I violate any of the Code's stipulations, I bring upon myself the disciplinary actions prescribed by the Academy.

DISCIPLINE POLICY

Discipline should be viewed as “discipling” a student to emulate the character of Christ. The purpose of discipline is to train the students to respond to God's discipline and His purposes immediately, completely, and with a right heart attitude.

While the discipline of the student is ultimately the parents' responsibility, parents and teachers must fully cooperate with one another. The disciplinary policies of First Baptist Academy have been designed to promote order and responsible behavior on the part of each student, as well as an atmosphere conducive to learning. Students are trained to understand the importance of respecting authority and submitting to those in authority over them.

When students are admitted to FBA, the students become identified with the school, and the school is judged by the students' conduct. FBA expects student behavior to demonstrate respect for and obedience to the established Honor Code while on campus or at any school related activity. As FBA seeks to produce responsible citizens and ambassadors for Christ, it is expected that the students' conduct will reflect favorably on the students and on the school at all times, on and off campus. Therefore, the authority of the school with respect to student conduct must extend to any occurrence that reflects adversely on the good name or reputation of FBA.

Regarding implementation of the school's discipline policy, the parent will be contacted, as well as appropriate law enforcement according to the situation and discretion of Administration. Both parents are expected to attend all disciplinary conferences with the Principal and/or Head of School.

Whenever parents have a concern with a decision concerning their student, the following chain-of-command should be followed in making an appeal.

First Step: Classroom teacher
Second Step: Secondary Principal

Third Step: Head of School
Fourth Step: School Board (a written letter of appeal must be mailed to the Head of School and Board Chair ten (10) days prior to the next regularly scheduled School Board meeting.)

NOTE: Parents are an integral part of our school and their presence is always welcome. When parents are on the school campus or chaperoning an event or field trip, their presence and “extra eyes” are helpful to teachers. However, anytime a discipline issue arises, it is the teacher and the administration’s responsibility to take corrective action. A warning from a parent is encouraged; however, if the student does not respond, then a teacher, Secondary Principal, or Head of School should be notified immediately. A parent should never grab or verbally reprimand a student. A parent should never take a student aside to counsel or talk with him about his behavior or relationships with other students.

ADMINISTRATIVE DISCIPLINE PROCEDURES

Discipline Referrals will be given at the discretion of the teachers, staff, and Administrators in order to maintain a learning environment that is secure and free from disruption. A referral can result in a warning, detention, or other consequence.

Detentions will affect a student’s ability to participate in school privileges and programs at various levels and, ultimately, in the school at all. The goal of the process is to provide secure, recognizable boundaries for all students, to ensure consistent discipline by the teachers and staff and to assist the school administration in tracking student behavior.

REFERRALS

Referrals are reported by a staff member regarding a student infraction (no belt, excessive talking etc.) to the Principals via email. The Principal then uses the “Honor Code Categories and Consequences” section of the Discipline Plan to assign consequences such as a specific number of detentions.

The Principal may or may not call the student in for a conference depending upon the nature or frequency of the infraction. One copy of the form (with the infraction noted and with consequences assigned) is delivered to the student. One copy is e-mailed home to the parents via RenWeb.

DETENTIONS

Teachers and staff members write referrals, but it is the Principal who assigns detentions or other consequences.

Students who receive a detention will serve it during the designated time and location, and must wear chapel uniform dress for the full day they serve a detention.

A detention is served the day following the day it is issued unless otherwise specified. Multiple detentions are served consecutive days until all are fulfilled. Students who delay serving detentions will be subject to additional consequences.

INFORMAL APPEAL PROCEDURE

This is carried out by the students themselves and is simply a conversation with the Secondary Principal regarding the number of detentions assigned or a conversation with the staff member who wrote the referral regarding why it was written or the nature of the infraction. The rule of thumb to remember is that teachers write referrals; the Secondary Principal assigns consequences. A referral in and of itself is not necessarily a consequence.

Occasionally, although rare, there are mitigating circumstances that can be grounds for reducing the consequences, but students should not expect that regularly appealing consequences will result in dismissal of the referral or reduction in detentions.

FORMAL APPEAL PROCEDURE

If there is a question as to what happened or why the referral was written, the parents must contact the teacher or staff member for clarification.

If there is a question regarding consequences (the number of detentions assigned and why) the parents must contact the Secondary Principal for clarification.

Parents may set up a conference with the teacher through the school office. Please do not call the teacher at home or try to conference while the teacher is in the classroom, lunchroom, or in the hallway.

If, after meeting with the teacher, the parent does not feel the question has been resolved, then, and only then, will a meeting be set up with the parent and the Secondary Principal.

If, after that meeting, the parent does not feel that the question has been resolved, then a meeting will be set up with the parent, teacher, and the Principal. The previous meetings must have been held to reach this level.

TYPES OF CONSEQUENCES

WARNINGS

Warnings can be given at the Principal's discretion. The following is a general guideline:

- 7th – 8th grades - up to three per semester
- 9th – 10th grades - up to two per semester
- 11th – 12th grades - up to one per semester

OUT OF SCHOOL SUSPENSION (OSS)

OSS (Out of School Suspension) will be given at the Principal's discretion, as he/she deems necessary. The OSS may be any duration from one to five days depending on the severity of the offense. OSS will be treated as an unexcused absence in regard to class work. A student may only receive four (4) days of OSS during a school year. Upon the fifth day of OSS, the student will be placed on administrative leave and go to a disciplinary review.

EXPULSION (REMOVAL FROM FBA)

See Status Review Committee

LOSS OF PRIVILEGES

FBA has high expectations from the students who make up our school family. With few exceptions our students work hard and represent our school very well. Therefore, one distinctive of FBA is our desire to provide our students with opportunities (privileges) that enhance morale.

1. Students who have **one or more** “outstanding detentions” (detentions

they have not yet served) are automatically ineligible to participate in the following school privileges and opportunities until all assigned detentions have been served:

- Spirit Dress Days
- Off-Campus Lunch (Seniors Only)

2. Students who accrue **ten year-to-date detentions** are automatically ineligible to participate in the following school privileges and opportunities until all assigned detentions have been served:

- Spirit Dress Days
- Off-Campus Lunch (Seniors Only)
- Retreats

3. Students who accrue **twenty year-to-date detentions** are automatically ineligible to participate in the following school privileges and opportunities until all assigned detentions have been served:

- Spirit Dress Days
- Off-Campus Lunch (Seniors Only)
- Retreats
- Participation in Athletic/Academic/Fine Arts Competitions and/or Performances
- Jr./Sr. Banquet
- Induction into NHS

4. Students who accrue **thirty year-to-date detentions** are automatically ineligible to participate in the following school privileges and opportunities until all assigned detentions have been served:

- Spirit Dress Days
- Off-Campus Lunch (Seniors Only)
- Retreats
- Participation in Athletic, Academic, or Fine Arts Competition/Performance
- Jr./Sr. Banquet
- Induction into NHS
- Grade level trips
- Attendance at extra-curricular activities and events (in which the student is not a participant).

5. Students who accrue **forty year-to-date detentions** are automatically ineligible to participate in any activity listed as a “school privilege” for the

remainder of the school year and will be placed on Administrative Leave until the Status Review Committee convenes to determine their eligibility to continue at FBA for the remainder of the school year. If allowed to remain, said students are still automatically ineligible to enroll for the succeeding school year (pending the recommendation of the review committee at the student's Annual Status Review in the summer).

HONOR CODE CATEGORIES AND CONSEQUENCES

The following offenses represent violations of the Honor Code of First Baptist Academy. Infractions are listed by their category and number of detentions to be assigned. The list of categories and consequences is not intended, nor can it be, all-inclusive of every standard of expected behavior. The administration has discretionary authority to administer referrals for infractions not listed as deemed appropriate or necessary. The principal has discretionary authority to call for a Status Review Committee regardless of the number of detentions accumulated if an infraction has occurred or been repeated that in and of itself is grounds for removal from school.

LEVEL 1: A referral from this level results in one (1) detention.

1. Dress code violation
2. Talking in class without permission or excessive talking
3. Sleeping in class
4. Three unexcused or undocumented tardies
5. One unexcused absence to any class
6. Use of cell phone/electronics devices in class without permission
7. Use of ear buds or headphones in a classroom or the hallway
8. Failure to bring needed classroom materials
9. Chewing gum in class
10. Rude or discourteous behavior to another student
11. Failure to "Sign Out" when leaving early
12. Littering
13. Exercising a privilege for which the student is not eligible
14. Use of unauthorized parking areas or spaces
15. Disorderly Conduct (horseplay, rough-housing, excessive noise, running in the buildings, throwing small objects, paper wads, etc.)
16. Failure to leave campus in a timely fashion when not scheduled for class or engaged in supervised activity

17. Failure to report to authorized “before school” and “after school” locations
18. Addressing staff informally
19. Failure to follow rules established by individual teachers for their classroom
20. Minor public display of affection (holding hands, etc.)
21. Administration's Discretionary Issue

LEVEL 2: A referral from this level results in up to three (3) detentions.

1. Not serving detention(s) in outlined time frame.
2. Second & Third cell phone/electronics infraction.
3. Skipping class.
4. Disrupting the classroom (two or more requests to stop talking during one period, taking other actions that delay, interrupt, or distract from instruction or assigned class activity)
5. Refusal or delaying to follow a staff member's correction and/or direction

LEVEL 3: A referral from this level results in up to five (5) detentions.

1. Physical harassment of another student
2. Leaving campus without permission
3. Contributing to an unsafe school environment by reckless/careless actions
4. Public display of affection
5. Sacrilegious/irreverent actions or references
6. Administration's Discretionary Issue

LEVEL 4: A referral from this level results in up to ten (10) detentions.

1. Cheating/Plagiarism
2. Hazing, bullying, or carrying out practical jokes and pranks on other students.
3. Lying
4. Forgery
5. Fighting
6. Verbal or physical harassment of another student
7. Profanity or vulgarity
8. Threatening another student
9. Minor vandalism, damage or alteration to school property
10. Carrying or possessing any object construed as a possible weapon, but not listed as such in the state penal code
11. Disrespect or discourteous behavior to, or regarding, an adult authority

12. Reckless/careless driving
13. Administration's Discretionary Issue

LEVEL 5: Any of the offenses below will result in up to twenty (20) detentions and immediate placement of the student on Administrative Leave.

A Status Review Committee will be convened to determine the student's eligibility to return to classes at FBA. Actions that violate local, state, or Federal laws may be reported to local law enforcement authorities as needed. No allowance may be given by administration on the following:

1. Possessing, providing for others, or using, any tobacco products on or off campus, at school or non-school related activities, school or non-school hours/days. This includes the use of e-cigarettes, juuls, vaping, and any related products.
2. Possessing, providing for others, or being under the influence of alcohol, inhalants, or other illegal substances, on or off campus, school or non-school related activities, school or non-school hours/days.
3. Sharing with others or abuse of prescription and non-prescription (over-the-counter) medications and substances.
4. Theft of individual or school property
5. Major vandalism, damage, or alteration to school property
6. Possession of, accessing of, or providing for others, pornographic material in any format
7. Injury to another person by a purposeful act
8. Carrying or possessing any object identified as a weapon in the state penal code.
9. Sexual harassment, either verbal or physical
10. Commission of a felony on or off campus, school or non-school related activities
11. Participation in a bomb threat
12. Threatening an adult authority
13. Profanity directed towards, or about, an adult authority
14. Participation in pre-marital sexual relations, homosexual acts, or gross sexual immorality
15. Administration's Discretionary Issue.

PLAGIARISM/CHEATING

Plagiarism is the act of passing off another's work as your own. In other words, plagiarism occurs when a student uses someone else's ideas without giving due

credit. Plagiarism includes:

- Copying or receiving answers from other students
- Sharing or giving answers to other students
- Not citing references when facts or ideas are used in written work
- Using passages word for word in a paper without acknowledging the source

Any incident of plagiarism or cheating will be addressed by the classroom teacher and the principal. The student may receive a zero on the assignment and the discipline policy will be enforced. Habitual plagiarism or cheating will result in expulsion.

ELECTRONIC DEVICES

“Away for the Day” is FBA’s guidelines for cell phones and other electronic devices, including, but not limited to: cell phones, iPods, iPads, personal computers, smart watches, game systems/consoles, earbuds, AirPods, headphones, etc.

FBA asks that parents do not call students on their cell phones during the school day. In the case of an emergency, parents should call the office and the student will be paged as needed.

Social Networking Platforms - Students are representing Christ and FBA whether they are on or off campus. This includes the usage of websites and other communication services including, but not limited to, Facebook, Instagram, Twitter, TikTok, Snapchat, etc. The discipline policies outlined in this Handbook will be enforced and may be done so without additional warnings either verbally or in writing.

Cell phones/electronic devices (devices as listed above) and all functions within these devices (i.e. cameras and all other applications) are prohibited in the following areas unless expressly permitted by a staff member for educational purposes: Classrooms, Science Labs, Restrooms, and Physical Education and Athletics Areas.

Classroom

Upon entering a classroom or any of the other prohibited areas, cell phones/electronic devices must be made undetectable (no audible tone, vibration, flashing lights, etc.) and stored in the designated hanging organizer. Connected devices such as smart watches, air pods, etc. should be stored out of sight in the student's backpack. If these items remain connected and are used during class, this constitutes using the cell phone/electronic device and appropriate disciplinary action will be enforced.

First Infraction – device will be confiscated for the day and held in the Principal's office. Teacher will ask student to place device(s) in a plastic bag and label with the student's name. The student may retrieve the device(s) at the end of the day after a meeting/conversation with the Principal. A detention will be issued to the student.

Second Infraction – device will be confiscated for the day and held in the Principal's office. Teacher will ask student to place device(s) in a plastic bag and label with the student's name. A parent/guardian for the student must retrieve the device(s) at the end of the day after a meeting/conversation with the Principal. The device(s) will be held until picked up by a parent/guardian. Three detentions will be issued to the student.

Third Infraction -- device will be confiscated for the day and held in the Principal's office. Teacher will ask student to place device(s) in a plastic bag and label with the student's name. A parent/guardian for the student must retrieve the device(s) at the end of the day after a meeting/conversation with the Principal. The device(s) will be held until picked up by a parent/guardian. The student loses the privilege of having a cell phone/device in their possession during school hours for 1 week. If bringing a cell phone/device on campus, the student must check it in with the Principal before Daily Block and can pick it up at the end of the day. Three detentions will be issued to the student.

Fourth Infraction – device(s) will be confiscated for the day and held in the Principal's office. Teacher will ask student to place device(s) in a plastic bag and label with the student's name. A status review will be scheduled with parents/guardians and the student. The device(s) will be held until the time of the status review.

OTHER POLICIES

Any items which would detract from the spiritual and academic mission of the Academy or which have the potential for significant disruption or distraction are forbidden on campus including fireworks, matches, lighters, inappropriate reading material, music, movies, ipods, etc.

First Baptist Academy reserves to itself the ownership of all storage areas. Students have permission to use lockers when provided, but under no circumstance does FBA relinquish ownership of any storage area. Consequently, FBA reserves the right to search lockers or any storage area.

FBA reserves the right to search a student or his property including vehicles driven to school or to school-sponsored activities if there is reasonable suspicion to believe a student has in his possession forbidden items such as weapons, alcohol, illicit drugs, frequently abused medications, pornography, tobacco products, or stolen property.

STATUS REVIEWS

QUARTERLY STATUS REVIEW

At the end of each quarter grading period middle and high school students who find themselves in one or more of the following categories will be subject to a quarterly status review:

- students who have received a failing grade in any subject for that quarter
- students who have absences equaling 10% or more of the school days for the quarter
- students who have unserved detentions
- ten (10) or more detentions for the quarter

STATUS REVIEW PROCESS

Initial Review:

This review is carried out by the Secondary Principal and is automatic for any student who falls into one or more of the categories outlined above. The Secondary Principal will examine the academic/behavioral/attendance record of all students on the review list for that quarter and determine if any action needs to be taken. The Secondary Principal has discretionary authority to decide that, beyond an informal conversation with the student, no administrative action is warranted and may therefore terminate the review

process. The Secondary Principal may decide that the student and family is best served by taking administrative action and will therefore initiate the second level of the status review.

Student\Family Consultation:

In this stage of the process, the student, one or more of the parents, and the Secondary Principal meet together to discuss the reasons for the status review (behavioral/attendance/academic) and how the situation can be remedied for the future. The Secondary Principal has the discretionary authority to decide that no further action is warranted and may terminate the review process and, indeed, this is the goal of the consultation. Alternatively, the principal has discretionary authority to exercise other options:

- Additional consequences from the Secondary Discipline Plan
- Status Review

The Secondary Principal may decide that the needs of First Baptist Academy are best served by taking more serious administrative action and will therefore inform the parents regarding the initiation of this third level of the status review.

Status Review Committee:

If the status review reaches this stage in the process, it is to determine whether or not First Baptist Academy is still the appropriate placement for the student in question. The Secondary Principal has discretionary authority to call for a Status Review if an infraction has occurred that in and of itself is grounds for removal from school.

A Status Review Committee of FBA administration* (no less than three, plus the Principal) will review the student's academic/behavioral/attendance record for the current and previous, if any, grading period(s). The student and parents will be invited to address the committee review and state what they believe to be compelling reason to allow their student to continue at FBA. The family will be excused and the committee will then begin deliberations leading to a recommendation to the Secondary Principal regarding the student's continued enrollment at FBA.

Upon review, the Status Review Committee may recommend that no further action is required and that the Secondary Principal should terminate the status review process. Alternatively, the committee may recommend that the Secondary Principal exercise additional options from the second stage of the

process. Finally, the committee may recommend that the student be removed from FBA. The Secondary Principal is not bound by the Status Review Committee's recommendation, but would only set it aside in the rarest of cases. If the recommendation is for removal from school, the parents may appeal that decision to the Head of School at FBA. The Head of School will make the final decision.

* In the event that the student being reviewed is the child of a faculty/staff member, the committee will be composed of school board members so as to minimize conflict of interest and to maximize impartiality.

Appeal Process:

Should the parents choose to appeal the decision of the Head of School, he will form an ad hoc committee of School Board members (no less than three plus the Head of School) which will review the Secondary Principal's recommendation and the student's academic/behavioral/attendance record for the current and previous, if any, grading period(s). The student and parents will again be invited to address the committee and state what they believe to be compelling reason to allow their student to continue at FBA. The family will be excused and the committee will then begin deliberations leading to a recommendation to the Head of School regarding the student's continued enrollment at FBA.

The Head of School is bound by the ad hoc committee's recommendation and there is no appeal beyond this level.

ANNUAL STATUS REVIEW

At the end of each school year, students who find themselves in the following categories will have their re-enrollment (or promotion/retention) status placed on hold pending an annual status review:

- students who have absences from any class (excused or unexcused) for more than 10% of the calendar school days for that year
- students who must attend summer school prior to re-enrollment
- students who have failed one or more courses or subjects and are not eligible to return due to probationary status
- students who have unserved detentions
- students who have earned 20 or more detentions for the year

- students who, from the Principal's perspective, have multiple visits to the Principal's office, over the course of the year, for infractions considered by the Principal to be serious

At this point, the student is questionable for enrollment for the next year. All such students will undergo an Annual Status Review to determine if there is any compelling reason to set aside questions and restore the student to eligible status.

Often, a student will have issues that are questionable, but do not rise in and of themselves, to the level of automatic ineligibility. FBA reserves the right to conduct an annual status review for any student, if, in the judgment of the Secondary Principal, the student's academic, behavioral, or attendance record warrants such a review.

Appeal Process:

An ad hoc committee of FBA School Board members (no less than three, plus the Secondary Principal and the Head of School) will review the student's academic/behavioral/attendance record for the year and for the totality of the student's time at FBA. The student and the parents will be invited to address the committee and give what they believe to be compelling reason to remain at FBA. The family will be excused and the committee will then begin deliberations resulting in a recommendation to the Head of School regarding the student's status.

Upon review, the committee may recommend that the student be declared eligible for re-enrollment with probation or to declare the student ineligible to return.

The Head of School is bound by the ad hoc committee's recommendation and there is no appeal beyond this level.

Please note: FBA reserves the right to refuse re-enrollment to the school to any student who does not meet eligibility requirements. FBA reserves the right to refuse re-enrollment for any student when, in the judgment of the Administration, that re-enrollment would not be in the best interest of FBA, its students, or faculty. Previous attendance does not guarantee re-enrollment.

PROBATION

The Status Review Committee reserves the right to place a student on probationary status for academic, behavioral and/or attendance issues. Both the length and stipulations of the probation will be set by the committee.

UNIFORM DRESS CODE

STUDENT DRESS

Reasons First Baptist Academy requires students to wear uniforms:

- Clothing is often a reflection of values and economic means. The intention is so that students reflect the values of FBA as a Christian school, not the values promoted by a society that finds expression in fashions and fads.
- Appearance affects the behavior of students. Clothing which is distracting can negatively impact performance in the classroom. Uniforms, by their nature, instill discipline that ultimately manifests itself in a person's character and his or her work.
- Uniforms set the tone for the community of students. It is our desire that the secondary school community at FBA is one that advances the concepts of self-control, diligence, and serious academic achievement. FBA believes that a student body in uniform helps create that kind of atmosphere.

UNIFORM SUPPLIER

The supplier for uniforms is Land's End. Land's End has a copy of the FBA dress code and policy at the store. Shirts, pants, shorts, skirts, ties, and sweaters must be purchased online. All uniforms must come from Land's End. Accessories including shoes, belts and socks do not have to be purchased from Land's End. There are also gently used uniform items available in the school office.

Saints Fan Shop apparel may only be worn on Spirit Dress days.

MIDDLE AND HIGH SCHOOL DRESS CODE

Young Men

Shirts

- Land's End white button shirt (long or short sleeved)
- Red or navy Land's End polo shirt

- Seniors may wear the official senior class T-shirt on designated days only
- T-shirts, if worn under uniform shirts, must be plain white or matching color to the uniform shirt.
- Shirts must be properly tucked in at the waist
- Shirts must be buttoned except at the collar
- Shirts must be buttoned at the collar when wearing a tie

Pants

- Land's End khaki pants
- Pants may not be slit at the hem and must be worn around the waist with a belt.

Shorts

- Land's End khaki walking shorts
- Shorts must be worn around the waist with a belt.

Belts

- Solid black or brown belt must be worn with uniform pants or shorts

Socks

- Solid blue, black, or white socks must be worn.

Shoes

- Rubber soled athletic or tennis shoes, dress shoes, or Sperry-like shoes
- Cowboy boots may be worn with Khaki pants Monday-Wednesday and with blue jeans on Fridays (Dress shoes are required for Chapel). Cowboy boots cannot be worn with shorts.
- Footwear not allowed: Flip-flops, house shoes, athletic sandals, crocs, or other inappropriate footwear.

Sweaters and Jackets

- Land's End sweater vest
- Land's End navy ¼ zip fleece.
- Land's End jacket.

Chapel dress

- Land's End khaki pants (pressed or ironed) worn with belt.
- Land's End pressed white button-shirt (short or long-sleeve) buttoned at the neck.

- Academy tie (ties must be pulled tight to the collar).
- Land's End navy sweater vest (optional).
- Dress or Sperry-like shoes only, predominately black or brown in color (no athletic/canvas shoes).

Other outer garments must be stored in the students' athletic bags while students are on campus during school hours.

Personal appearance and accessories

- Hair style must be in good taste as determined by the Principal. Hair must be combed and well-groomed in accordance with the following: hair is to be out of the face and not longer than the collar.. "Tucked behind the ears," "ponytails," and "manbuns" are not acceptable. "Mohawks," styles that shave a portion of the scalp or other styles considered "extreme" by the Administration are not allowed.
- A student whose hair is not in compliance will be given one (1) school day to comply with standards before discipline occurs.
- Young men must be clean-shaven. Sideburns should not extend below the ear lobes.
- Earrings, ear studs, "dog collars," or excessive necklaces should not be worn on campus or at any school related event.
- Hats may not be worn in the buildings.
- No visible body piercing, facial jewelry, or tattoos.
- Final determination regarding the acceptability and appropriateness of haircuts, styles and accessories rests with the Administration.

Young Women

Shirts

- Land's End white button blouse (long or short sleeved).
- Red or navy Land's End polo shirt.
- T-shirts, if worn under uniform shirts, must be plain white or matching color to the uniform shirt
- Button shirts and polo shirts must be properly tucked in at the waist.
- Shirts must be buttoned except at the collar.

Vests

- Land's End navy sweater (vest or long sleeve).

Pants and Shorts

- FBA Land's End khaki pants and shorts can be worn with a tucked in shirt and belt.

Skirts

- FBA Land's End plaid skirt
- To be worn no shorter than three inches above the crease in the back of the knee.
- Skirts must be zipped and buttoned and cannot be rolled.
- Sweatpants and wind pants may not be worn under the FBA skirt.

Socks and hose

- Solid blue, black or white socks or footed tights must be worn at all times.
- If wearing footless leggings, solid socks need to cover the bottom of the cut-off leggings
- Socks that extend above the knee are not permitted.

Shoes

- Black and white saddle-oxfords, athletic shoes, dress shoes, or Sperry-like shoes may be worn. Black, white or blue Keds may also be worn.
- Cowboy boots can be worn with khaki pants Monday-Wednesday or with blue jeans on Fridays. Cowboy boots cannot be worn with shorts, skirts, or on chapel days.
- Other black and brown boots can be worn but must not extend past mid-shin or have heels higher than 1 inch. No boots can be worn on chapel days.
- Footwear not allowed: Flip-flops, house shoes, athletic sandals, uggs, crocs, or other inappropriate footwear.

Sweaters and Jackets

- Land's End sweater vest
- Land's End navy ¼ zip pullover fleece.
- Land's End jackets and coats.

Chapel dress

- Land's End plaid skirt
- Land's End pressed white button shirt (short or long-sleeve)
- Land's End navy sweater (vest or long sleeve).

- Dress, saddle oxfords or Sperry-like shoes predominantly black or brown in color may be worn (no athletic shoes).

Outer garments that are not official FBA clothing are not to be worn. Those garments must be stored while students are on campus during school hours.

Personal appearance and accessories

- Hairstyle must be in good taste as determined by Administration. Hair may not be dyed with colors other than natural hair colors.
- Accessories must not be distracting or ostentatious as determined by the Administration. No scarves may be worn with school uniforms.
- Hats may not be worn during the school day.
- No visible body piercing, facial jewelry, or tattoos.

FBA SPIRIT DAYS

FBA Spirit Days are reserved as a reward for students that faithfully adhere to the student dress code. Spirit day dress consists of the following:

- Only blue jeans or approved uniform bottoms are acceptable.
- Absolutely no frayed, tattered jeans or jeans with holes in them.
- FBA Spirit t-shirts, sweatshirts, polo shirts, or other FBA attire are acceptable.
- Saints Club apparel.
- Athletic shoes or boots only. No flip-flops, crocs, backless shoes, house shoes, sandals of any kind, or other inappropriate footwear allowed.

FBA Spirit Day is a privilege and not a right. It is up to each student to keep or lose this privilege. Not following the guidelines will result in the loss of the privilege.

DRESS CODE VIOLATIONS

- Students will be held responsible for complying with the dress code of FBA.
- Uniform items that are too small, too tight, too short, too large, defaced or torn (including removal of waistbands and belt loops), are not in compliance with the FBA dress code and must be replaced.
- Non-uniform Land's End dress items will be confiscated and returned at a later date.
- Students in violation of school dress policies are subject to the discipline policies.

- Final decisions regarding discipline and compliance with the dress code are the responsibility of the principal.

GENERAL INFORMATION

ABUSE POLICY

FBA is legally required to report any allegation of child abuse to the proper governmental authority of the State of Texas where FBA has cause to believe that a student's physical or mental health or welfare has been or may be further adversely affected by abuse or neglect.

CHANGE OF ADDRESS

Change of address, telephone number, or email should be reported to the Secondary School office as soon as the change is made. It is important that the office records contain the correct information at all times.

COOPERATION WITH THE SCHOOL

As stated in the contract of enrollment, FBA believes that a positive and constructive working relationship between the Academy and a student's parents/guardian is essential to the accomplishment of the school's mission. FBA accordingly reserves the right to terminate or not renew a student's enrollment contract if the school reasonably concludes that the actions of a parent or guardian make such a positive and constructive relationship impossible or otherwise seriously interfere with the Academy's accomplishment of its mission.

FUND RAISING

All proposed fund raising activities by student organizations or parent support organizations must be submitted to your school principal for approval before implementation.

HELPING STUDENTS HANDLE SCHOOL CONCERNS

The following is the standard procedures for handling student concerns:

- The student must first approach the teacher regarding the concern. Going to the teacher first is crucial for the students to learn how to handle their problems in scriptural and mature ways.

- If a student believes that the issue has not been resolved, then the student and his/her parent may approach the teacher in question.
- If the issue is still unresolved, the parties should meet with the department head.
- If the issue is unresolved after meeting with the department head, either the student or parent may make an appointment with the Principal. The Principal will meet with the parent, student, and teacher to resolve the matter.
- The final course of appeal may be made to the Headmaster who will have the responsibility of making a final decision. Parents who take concerns to the Board of Trustees will always be referred back to the Headmaster since the Board makes policy decisions, not academic or operational decisions.

As a Christian school, it is essential that concerns, complaints, and conflicts are handled in a Biblical way by using the Matthew 18 principle. Matthew 18:15 says, "If a brother sins against you, go to him privately and confront him with his fault." By following this verse, young people are taught how to scripturally resolve conflicts as well as how to solve problems with integrity.

LEARNING LAB AND TEST CENTER (LLTC)

The Learning Lab and Test Center (LLTC) is offered for students who prove to have difficulties performing in the classroom due to deficiencies in academic or organizational skills. The purpose of the center is to provide students a study skills class with a focus on specific written language and math skills. Students are also able to take tests, and quizzes at the discretion of the LLTC staff, in the lab with limited extended time. This program is to enrich and support what the student is already doing in the classroom.

Note: In order to be eligible for LLTC, a student must have a diagnosed mild to moderate learning disability/difference, a classroom teacher recommendation, and/or evaluation by the Learning Lab Committee. Motivation and parental involvement are also important to the success of students and are considered for placement. There is an additional cost for enrollment in the LLTC Program and contracts will be signed annually.

LUNCHES

Lunches may be purchased daily from our meal provider, Guess Who's Coming

to Dinner. Menu choices include a different hot or cold option each day, and an additional option of a healthy snack. Advanced lunch ordering is not required and daily payments are made through the Titan School Solutions account you will set up prior to the school year. Upon enrollment, administration will send you detailed instructions for how to create an account. The account website is https://login.drxsoft.com/DRX/online/ol_login.php. The school ID for FBA is: **gwcdfba**

Students may also bring lunches from home. Students are expected to help keep the lunchroom clean. Food should not be taken out of the lunchroom except by permission. Students are to remain in the lunchroom unless given permission by the teachers on duty. Only seniors may leave campus for lunch with written permission on file.

MUSIC GUIDELINES

The following guidelines apply to music selection and playing for all classes, courses, programs, and activities formally under the umbrella of FBA:

- No music with questionable lyrics. Some examples of “questionable lyrics” include those that are suggestive of sexual immorality, glamorize the use of alcohol or drugs, contain profanity, or fixate on the occult.
- No songs by performers with a questionable lifestyle or reputation.
- Any exception to the guidelines above must have the prior approval of the supervising administrator.

The operative principle: Music should be selected which would give no one cause to question the choice of music or the performer. When in doubt, seek counsel. Do not act expecting to receive forgiveness for questionable discernment.

PARENT-TEACHER FELLOWSHIP

The Parent/Teacher Fellowship is organized for the purpose of creating a closer relationship between the home and the school, strengthening the parents' realization of their biblical responsibilities, and encouraging cooperation with the teachers in the education of their children. Programs are planned around issues that are relevant to parents and students. Meeting dates are announced during the year.

SCHOOL CLOSING BECAUSE OF INCLEMENT WEATHER

In the event that school will be closed due to hazardous traveling conditions, the announcement will be broadcast by 6:00 a.m. via RenWeb Parent Alert, the FBA Facebook page, and the FBA website.

TEXTBOOKS

Most high school textbooks are purchased by the student. Students are expected to bring textbooks on class days unless directed otherwise by the teacher. It is suggested that students write their names in the textbook. This assists with the annual Book Exchange and in the event the textbook is lost or misplaced.

Students will be held responsible for textbooks issued to them by FBA.

- Students should make the teachers aware of any damages to the books at the time they are issued.
- Fees will be charged for any damages (including writing) to the textbooks that occur during the school year and will be the responsibility of the student to whom the book was assigned.
- A replacement fee will be charged for lost books.

VALUABLES

Students are strongly cautioned against bringing valuables to school. Students do not normally need large sums of cash or jewelry on campus and students should never leave purses or valuables on a shelf, in the hallways, or in a restroom. First Baptist Academy is not responsible for personal items that are lost, damaged, or stolen.

VISITORS AND STUDENTS LEAVING CAMPUS

FBA is a closed campus. Therefore, visitors must check in at the security desk upon arrival.

- Once on campus, students are expected to remain on school property during the school day.
- Students leaving campus without permission are subject to discipline and will be considered unexcused from classes they miss.
- Senior students are allowed to leave campus only during their lunch period

and only if a permission slip is on file in the Secondary School office. All other students must remain on campus during lunch.

- Parents are encouraged to participate in school as opportunities arise. All visitors must receive permission in advance.
- FBA graduates may visit during lunch if office approval is granted in advance.
- Students from other schools are not allowed on campus. However, prospective students may go to the Admissions Office in order to receive permission to visit the High School. After permission is granted, these students must then report to the High School Office to obtain a visitor's pass. Prospective students may visit classes for a morning or afternoon (including lunchtime).

FIRST BAPTIST ACADEMY ALMA MATER

First Baptist Academy, to thee we are true,

In our hearts lies a memory of the love we
have for you,

To God we give the glory for the spirit in
our school,

You've carried us to victory - we hail you Red and Blue.