

**AMITY REGIONAL SCHOOL DISTRICT NO. 5  
PUBLIC SCHOOLS**

**MISSION-GOALS-OBJECTIVES**

**SERIES 0000**

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## **Mission-Goals-Objectives**

### **Mission and Functions**

#### **Statement of Purpose**

Amity Regional School District No. 5 believes that education is a cooperative effort shared by the school, family, and community. We believe a creative and challenging academic program, strong support services, and varied opportunities in the Arts and Athletics will best serve our students. We encourage students to acquire knowledge and to think critically as they seek to achieve their potential. The Amity Schools challenge students to become active lifelong learners and literate, caring, creative, and effective world citizens. We seek to instill a sense of personal integrity in a climate of mutual respect and strive to provide a physically safe and emotionally healthful environment.

Reference: Amity Regional Senior High School Student/Parent Handbook, 2004-05, p.2

## Mission-Goals-Objectives

### Code of Ethics

This Code of Ethics is based upon "Standards of Leadership for Members of Boards of Education" recommended by the CAFE Board of Directors in 1977:

1. I will, as an agent of the state, uphold all laws, rules, regulations, and court orders pertaining to public schools. I will strive to bring any needed change only through legal and ethical procedures.
2. I will work to help my community understand the importance of proper support for public education, whether it be in providing adequate finance, optimum facilities, staffing and resources, or better educational programs for children.
3. I will strive to ensure that the community is fully and accurately informed about our schools, and will try to interpret community aspirations to the school staff.
4. I will recognize that my responsibility is not to "run the schools" through administration, but together with my fellow Board members, to see that they are well run through effective policies.
5. I will confine my Board action to policy-making, planning and appraisal.
6. I will recognize that authority rests only with the whole Board assembled in public meeting, and will make no personal promises or take any private action which may compromise the Board.
7. I will acknowledge that the Board represents the entire school community, and will refuse to surrender my independent judgment to special interests or partisan political groups. I will never use my position on the Board for personal gain.
8. I will hold confidential all matters pertaining to schools, which, if disclosed, might needlessly injure individuals or the schools.
9. I will insist that all school business transactions be open and ethical.
10. I will strive to appoint the best professional leader available when a vacancy exists in the chief administrative position.
11. I will strive to appoint the best trained technical and professional personnel available, upon recommendation of the Superintendent.
12. I will support and protect school personnel in the proper performance of their duties. I will strive to ensure that all personnel have not only the requisite responsibilities, but the necessary authority to perform effectively.
13. I will refer all complaints through the proper "chain of command" within the system, and will act on such complaints at public meetings only when administrative solutions fail.

Policy adopted:

May 9, 2005

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## **Mission - Goals - Objectives**

### **School District Legal Status**

The United States Constitution leaves to the individual states the responsibility for public education. The Constitution of the State of Connecticut requires the Legislature to establish and maintain a system of free public schools open to all children of the State. To carry out this mandate, the Legislature has provided for a State Board of Education with broad powers for the general supervision and control of the educational interests of the State.

The unit of local school management and control is the Board. State statutes designate the regional school district as a school district and, thus, the geographical limits and boundaries of the towns of Bethany, Orange and Woodbridge are also the territorial limits and boundaries of the Regional School District No. 5.

Legal Reference: United States Constitution, Tenth Amendment

Connecticut State Constitution, Art. VIII, Sec. 1

Connecticut General Statutes

10-1 et seq.i

10-240 et seq.

Policy adopted: May 9, 2005

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## **Mission - Goals - Objectives**

### **District Mission**

The mission of the Amity Regional School District No. 5 is to enable every Amity student to become a life-long learner and a literate, caring, creative, and effective world citizen.

Policy adopted:

May 9, 2005

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## **Mission-Goals-Objectives**

### **District Goals for Student Accomplishment**

#### **Expectations for Student Performance**

The achievement of our mission will be realized when our students can demonstrate the following:

#### **Academic Expectations**

Amity's academic expectations are based on the following State of Connecticut documents: Connecticut Common Core of Learning; Connecticut Common Core of Teaching. All Amity students will:

1. Read effectively in all curricular areas.
2. Write effectively in all curricular areas.
3. Speak fluently, listen, and view effectively.
4. Solve problems of quantification in pertinent curricular areas.
5. Solve problems, reason, and think creatively in all curricular areas.
6. Be technologically proficient and literate in all curricular areas.

#### **Social/Personal Expectations**

All Amity students will:

1. Demonstrate behavior that reflects the values of mutual respect, altruism, compassion, and tolerance.
2. Be aware of the relationship between rights and responsibilities, and acceptance of responsibility for their own actions.
3. Understand the importance of physical fitness, personal well-being, and participation in social activities.
4. Develop an ability to use constructive strategies for problem-solving and conflict resolution.
5. Recognize social and civic obligations and the value of service to the community.
6. Gain knowledge of personal strengths, weaknesses, talents, and interest to explore and identify personal goals and career options.
7. Demonstrates mutual respect.

## Mission-Goals-Objectives

### District Goals for Student Accomplishment (continued)

#### Expectations For School Performance

In order for students to achieve these expectations Amity will:

1. Provide an atmosphere of open communication and respect among all members of the school community.
2. Provide opportunity for staff to review curriculum, explore innovative approaches, and plan new courses and programs.
3. Encourage and facilitate interdisciplinary activities and team teaching.
4. Provide staff development necessary for improvement of teaching, learning, and school operation.
5. Acquire, implement, and integrate appropriate new technologies within the total school program.
6. Incorporate varied activities and assessments that reflect curricular goals and the learning styles of students.
7. Provide each student with a program which supports the students' individual needs and future plans.
8. Provide an atmosphere which promotes and supports the arts.
9. Encourage participation in the wide variety of school activities and services.
10. Recognize accomplishments and contributions of students and staff.
11. Provide a safe and healthful education environment.

#### Expectations for School Operations

1. Effective administration (See Series 2000);
2. Efficient businesslike funds management and desirable non-instructional support services (see Series 3000);
3. Instructional and support staffs of high quality (see Series 4000);
4. Exemplary student personnel services for all who are enrolled as students in the school system (see Series 5000);
5. Effective Board of Education leadership (see Series 9000).

References: Amity Regional Senior High School Student/Parent Handbook, 2004-05, p.2

## **Mission - Goals - Objectives**

### **Policies for Amity Regional Schools**

The Board of Education shall maintain a manual of policies as the base for the governance of the school system. The policies must at all times be in compliance with applicable law.

All of the Board of Education's policies, additionally, shall have their sources in the Board-adopted Mission (0100), Goals and Objectives (0200, 0210, 0220) pertaining both to student learning and school system operations.

The Board of Education views its policies as aids to and direction for decision making and will, to the best of its abilities, make all its actions consistent with those policies.



## Mission Goals Objectives

### Affirmative Action Plan/Nondiscrimination

The President and the Congress of the United States and the State of Connecticut have enacted laws and issued directives affirming their intent to protect and grant equal opportunity to all employees and students. Also, the Federal Government and the State of Connecticut have enacted and enforced laws regarding the equality of employment and equality of opportunity in education.

Therefore, the Amity Regional Board of Education reaffirms its policy to ensure equal educational opportunity for all. The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, marital status or age of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board of Education also reaffirms its policy to ensure equal employment opportunity for persons and to prohibit discrimination in employment because of race, color, religion, sex, sexual orientation, national origin, disability, marital status, age, past history of mental disorder (except when such condition may adversely affect the safety of students), mental retardation, pregnancy, or physical disability (including but not limited to blindness) except in the case of bona fide occupational qualification or need. Sexual harassment shall not be used to influence employment decisions, nor shall decisions be influenced, affected or determined on the basis of membership in or holding of office in an employee association or union. An intensive affirmative action program shall be an integral part of every aspect of employment, not limited to but including promotion, demotion or transfer, recruitment or recruitment advertising, layoff or termination, rates of pay, or other forms of compensation including fringe benefits, employment selection or selection for training and apprenticeships, promotion, or tenure.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

These statements shall be made available to all present and future employees and students.

## Mission Goals Objectives

### Affirmative Action Plan/Nondiscrimination

#### Cross References in Manual

Policies and regulations in this manual will reflect directly or indirectly equal opportunity for all employees and students, where applicable. Some specific cross references are as follows:

3324.1	Contracts
4111	Recruitment and Selection
4111.1/4211.1	Affirmative Action (Recruitment and Selection)
5145.4	Nondiscrimination (Students)
5145.5	Student Grievance Procedures
6121	Nondiscrimination (Instruction)
6145.1	Intramural Competition
6145.2	Interscholastic Competition
6161	Equipment, Books and Materials: Provision/Selection
6180	Evaluation of the Instructional Program

#### Affirmative Action Officer

The Board of Education authorizes the Superintendent of Schools to designate an Affirmative Action Officer who shall be responsible for the implementation of the Affirmative Action Plan.

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.

Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.

Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49,  
29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed.  
Reg. 5512 (January 19, 2001)

*Meritor Savings Bank. FSB v. Vinson*, 477 U.S. 57 (1986)  
*Faragher v. City of Boca Raton*, No. 97-282 (U.S. Supreme Court, June  
26,1998)

*Gebbs v. Lago Vista Indiana School District*, No. 99-1866, (U.S. Supreme  
Court, June 26,1998)

*Davis v. Monro County Board of Education*, No. 97-843, (U.S. Supreme  
Court, May 24, 1999.)

Policy adopted:

February 11, 2015

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## Mission Goals Objectives

### Affirmative Action Plan/Nondiscrimination

20 U.S.C. 7905 (Boy Scouts of America Equal Access Act contained in No Child Left Behind Act of 2001)

The Vietnam Era Veteran's Readjustment Act of 1974, as amended, 38 U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

Public Law 111-256

Meacham v. Knolls Atomic Power Laboratory 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

Federal Express Corporation v. Holowecki 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

Kentucky Retirement Systems v. EEOC 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

Sprint/United Management Co. v. Mendelsohn 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation")

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

REPORT FORM FOR COMPLAINTS OF DISCRIMINATION

Complainant: \_\_\_\_\_  
Home Address: \_\_\_\_\_  
Home Phone: \_\_\_\_\_  
School building: \_\_\_\_\_  
Date of Alleged Incident(s): \_\_\_\_\_

Alleged harassment was based on: (Check all that apply.)

- |  |                                     |  |   |
|--|-------------------------------------|--|---|
| <input type="checkbox"/> Race            | <input type="checkbox"/> Color      | <input type="checkbox"/> National Origin | <input type="checkbox"/> Marital Status     |
| <input type="checkbox"/> Gender Identity | <input type="checkbox"/> Disability | <input type="checkbox"/> Religion        | <input type="checkbox"/> Sexual Orientation |
| <input type="checkbox"/> Ancestry        | <input type="checkbox"/> Age        |  |   |

Name of person you believe violated the District's nondiscrimination policy:  
\_\_\_\_\_

If the alleged discrimination was directed against another person, identify the other person:  
\_\_\_\_\_

Describe the incident as clearly as possible, including any verbal statements (i.e., threats, derogatory remarks, demands, etc.) and any actions or activities. Attach additional pages if necessary:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

When and where incident occurred: \_\_\_\_\_

List any witnesses who were present: \_\_\_\_\_  
\_\_\_\_\_

This complaint is based on my honest belief that \_\_\_\_\_ has discriminated against me or another person. I certify that the information provided in this complaint is true, correct and complete to the best of my knowledge.

\_\_\_\_\_  
Complainant's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Received By

\_\_\_\_\_  
Date

## Mission-Goals-Objectives

### Grievance Procedure for Section 504, Title IX, and Title VII Regulations

The Superintendent of Schools or his/her designee has been designated as the Compliance Officer. In compliance with regulations of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and the Civil Rights Act of 1987, the Amity Board of Education adopts the following Equal Employment Opportunity and Equal Educational Opportunity Policies. The following procedures will be followed in dealing with all complaints alleging discrimination under any section of the above-mentioned acts.

- Level I:** The complainant shall discuss the alleged discriminatory act or practice with the Equity/Title IX Officer or the individual's immediate supervisor. If satisfaction cannot be achieved at this level, the complainant should follow the procedures outlined in Level II.
- Level II:** The complainant shall, within forty calendar days of the alleged incident, refer the complaint to the Equity/Title IX Officer. Within five working days, a conference must be held. The Superintendent shall be notified of this meeting. Five working days following the conference, the complaint should be resolved to the satisfaction of both parties. The Board will be apprised by the Superintendent of any grievance reaching Level II.
- Level III:** If the complainant is not satisfied with the resolution reached at Level II, he/she must notify the Superintendent, in writing, in a timely fashion. The Superintendent must hold a hearing within two working days and within five working days of the hearing resolve the complaint or refer the matter to the Board of Education for consideration.
- Level IV:** The Board of Education, Superintendent and the Equity Officer shall proceed in accordance with appropriate state statutes.

Regulation approved:

May 9, 2005

AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut

## **Mission – Goals – Objectives**

### **Nondiscrimination**

#### **Commitment to Religious Neutrality (Prayer in the Schools)**

Notwithstanding anything which may inadvertently still appear in policy, the Board of Education understands that administration and staff must recognize the First Amendment religious rights of students. The Board further recognizes that the United States Constitution's First Amendment imposes two equally important obligations on public schools.

First, schools must not forbid students acting on their own from expressing their personal religious views or beliefs. Second, schools may not endorse religious activity or doctrine and students may not coerce participation in religious activity.

Schools must give students the same rights to engage in religious activity and discussion, as they engage in other comparable activity. Generally, this means that students may pray in a non-disruptive manner during the school day when they are not engaged in school activity and instruction, subject to the same rules as apply to other speech.

(cf. 1140 - Distribution of Materials to and by Students)  
(cf. 4118.21 – Academic Freedom)  
(cf. 6115 – Religious Ceremonies)  
(cf. 6115.1 – Religious Observances and Displays)  
(cf. 6115.11 – Graduation Exercises – Prayer)  
(cf. 6141.2 – Separation of Church and State)  
(cf. 6141.21 – Religion in the Public Schools)  
(cf. 6144 – Controversial Issues)  
(cf. 6144.1 – Exemption from Instruction)  
(cf. 6145 – Extra-Class Activities)  
(cf. 6162.51 – Student Surveys)  
(cf. 6145.3 – Distribution of Printed Matter, Freedom of School Press; Publications)  
(cf. 9030.1 – Religious Guidelines)

Legal Reference: Connecticut General Statutes  
10-16a Silent meditation.  
10-15c Discrimination in public schools prohibited.  
*Lee v. Weisman*, 112 S. Ct. 2649 (1992).  
*Jones v. Clear Creek Independent School District*, 977 F. 2d 963 (5th Cir. 1992).  
*Harris v. Joint School District*, 41 F.3d 447 (9<sup>th</sup> Cir., 1994).  
*American Civil Liberties Union of NJ v. Black Horse Pike Regional Board of Education*, 84 F.3d 1471 (3<sup>rd</sup> Cir., 1996).  
20 U.S.C. 7904 (No Child Left Behind Act of 2001)

Policy adopted: May 9, 2005 AMITY REGIONAL SCHOOL DISTRICT NO. 5  
Woodbridge, Connecticut