

- Pull over to a safe place to send or receive a call or to complete any task that might distract attention from the road.

Violations

Violations of this policy may lead to disciplinary action –

Including denial of use of school vehicles and district cell phones and up to and including termination. Certain violations are punishable by law. Any fines or penalties incurred shall be the responsibility of the employee.

(Allowance for an emergency: Device may be used if school administrator, law enforcement and/or medical assistance is needed.)

1st Offense - Suspension - 1 Day
2nd Offense - Suspension - 2 Days
3rd Offense - Discharge

Employees must sign a Statement of Acknowledgement

Please read and sign the Statement of Acknowledgement and return it to your supervisor. If you have any questions regarding this policy, please contact your supervisor.

I am aware of the policy prohibiting distracted driving while operating a district vehicle or a personal vehicle in the course of my responsibilities and duties with the district. I fully understand the terms of this policy and agree to abide by them.

Employee Signature _____ Date _____

Employee Name (printed) _____

SOCIAL NETWORKING WEBSITES

Access of social networking websites for individual use during school hours is prohibited. Employees, faculty and staff should not give social networking website passwords to students.

All employees, faculty and staff of this school district who participate in social networking websites shall not post any data, documents, photos or inappropriate information on any website or application that might result in a disruption of classroom activity. This determination will be made by the Superintendent.

Fraternization via the internet between employees, faculty or staff and students is prohibited and violation of any of these policies may result in disciplinary action, up to and including termination.

Nothing in this policy prohibits employees, faculty, staff or students from the use of educational websites, since educational sites are used solely for educational purposes.

Grading System – HSD Policy – IHA

The established grading system is to communicate to parents a periodic evaluation summarizing significant factors of the student’s adjustment in the total education program. The grading system is based upon student achievement and performance, bearing in mind that any system incorporates both subjective and objective considerations in student evaluation.

Objectives

1. To motivate students to exert their best efforts in the learning process
2. To provide a uniform technique for converting numerical values to letter grades
3. To monitor each student’s progress

Grading System – HSD Policy IHA

To evaluate student performance for the purposes of promotion, retention, or alternative programs. The following numerical values shall be used in determining letter grades.

KINDERGARTEN	ELEMENTARY	MIDDLE & HIGH SCHOOL
<i>Ex: U = Unsatisfactory progress</i>	<i>A (Excellent) Ex: 90-100</i>	<i>A (Excellent) Ex: 90-100</i>
<i>Ex: N = Needs Improvement</i>	<i>B (Above Average) Ex: 80-89</i>	<i>B (Above Average) Ex: 80-89</i>
<i>Ex: S = Satisfactory</i>	<i>C (Average) Ex: 70-79</i>	<i>C (Average) Ex: 70-79</i>
<i>Ex: M = Mastery</i>	<i>D (Below Average) Ex: 60-69</i>	<i>D (Below Average) Ex: 60-69</i>
	<i>F (Failure) Ex: 59 and below</i>	<i>F (Failure) Ex: 59 and below</i>

*No numerical grades are given for students in Kindergarten. Multiple criteria will be utilized to determine promotion/retention for Kindergarten students.

No student shall receive a grade of less than 50 in any subject.

Grading Changes

1. No school board member, school superintendent, assistant superintendent, principal, guidance counselor, other teachers, coaches, or other administrative staff members of the school or the central staff of a local school board shall attempt, directly or indirectly, to change, alter, or otherwise affect the grade received by a student from his teacher