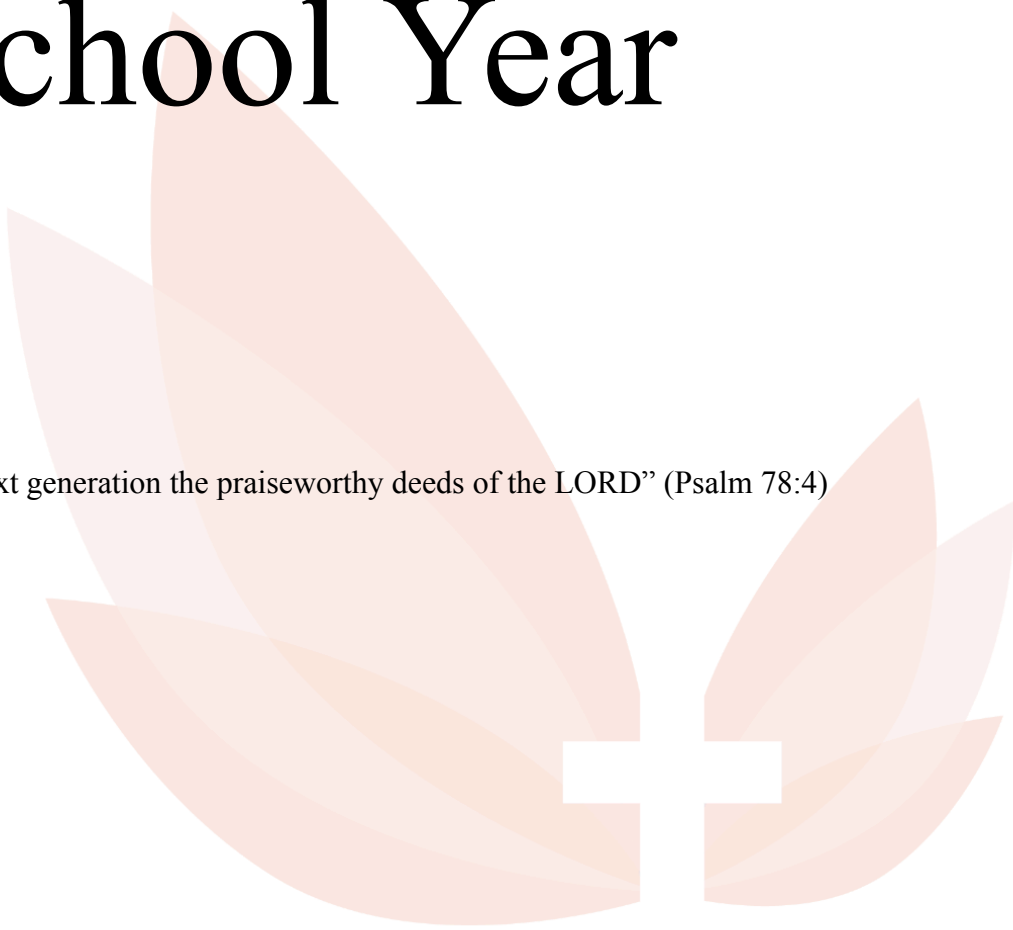


Family Handbook 2026-2027 School Year

“We will tell the next generation the praiseworthy deeds of the LORD” (Psalm 78:4)





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Welcome Letter

Dear SLS Families,

Greetings and welcome back for our 2026-2027 school year. Siloah Lutheran School uses the student and parent handbook to ensure consistency and transparency throughout our school. SLS will always maintain high behavior expectations for both students and parents and high academic expectations for students.

This handbook is a valuable resource that contains updated information about

- Curricular and co-curricular activities
- Policies and procedures
- Administrative guidelines
- Various forms for the withholding of certain student information
- Student Academics

SLS handbook should only bring clarity and consistency to how discipline issues are approached and addressed within the school by administration and teachers. The handbook outlines the behavior expectations for students and provides general guidelines used by building administration to address violations of the Student Code of Classroom & School Conduct. You will notice that SLS is working to utilize a more proactive and restorative approach to student discipline and best practices to restore any harm students might cause to each other or themselves.

Students and parents are expected to review the handbook and become familiar with its contents. Both parents and students are expected to indicate their agreement with the information laid out in the handbook when completing the online enrollment process and sign the parent & student agreement form during orientation. .

Thank you for your continued support in our efforts to provide a high quality education for our students. Your partnership is critical in maintaining the rich tradition of educational excellence at Siloah Lutheran School.

Blessings,

Principal Knox

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Siloah Lutheran School Directory

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Purpose of the School Handbook

The policies and procedures under which Siloah Lutheran School operates are derived from Christian principles and are in place to create an orderly learning environment. The purpose of this handbook is to share those practices and procedures; however, recording every practice and procedure that guides our operation is impossible, and the application of these practices and procedures can vary depending on circumstances.

Who We Are

Siloah Lutheran School is in the heart of Milwaukee's Franklin Heights neighborhood. This area spans Capitol Drive to Burleigh Street and Twentieth Street to the historic A.O. Smith industrial corridor. Since opening our doors in 1962, we have been committed to serving families in this community with excellence in Christ-centered education. In 2004, God blessed us with a school expansion, allowing us to serve even more students in the 53206 zip code and beyond. We continue to strive to be a beacon of light and hope rooted in faith, love, and academic growth.

Siloah serves students in grades K4 through 8th grade. We proudly participate in the Milwaukee Parental Choice Program, allowing qualifying families to attend tuition-free.

Our school is led by a qualified, mission-driven team of teachers and staff who reflect the diversity of the students we serve. Many of our staff members are Siloah alumni or faithful members of Siloah Lutheran Church. Their ties to the school and church fuel a deep passion for ministry, mentoring, and academic excellence. Together, we are committed to preparing students spiritually, academically, and socially for lives of Christian leadership and purpose.

Forever Family. Forever Home.

Core Beliefs

At Siloah Lutheran School, we believe that the Old and New Testaments of the Holy Scriptures are the inspired Word of God. They proclaim that Jesus Christ, God's Son, earned the forgiveness of sins for all humankind through His perfect life, sacrificial death, and victorious resurrection. The Bible is our authoritative guide for Christian living and is central to all we teach. We integrate a Scriptural point of view into every subject, modeling God's love in our relationships and instruction.

We are committed to nurturing the whole child academically, emotionally, physically, and spiritually. We believe each student is a unique creation of God, gifted with purpose and potential. Through innovative academics and a spiritually grounded foundation, we equip students to live with wisdom, strength, and faith.

"All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work."

Timothy 3:16–17 (ESV)

In keeping with both the bible passage and the above statement, the staff at Siloah Lutheran School has prepared a set of Core Beliefs. This set of Core Beliefs will serve as our guide for dealing with student discipline. If you notice us dealing in ways that are inconsistent with this set of Core Beliefs, please bring it to our attention.

- We believe that every attempt should be made to maintain the dignity of both the adult and the student.
- We believe that students should be guided and expected to solve problems they create without making problems for anyone else.
- We believe that students should be allowed to make decisions and live with the results, whether the consequences are good or bad.
- We believe that misbehavior should be handled with natural consequences instead of punishments whenever possible.
- We believe that students should have the opportunity to tell their side of the story (due process hearing) when consequences appear to be unfair.
- We believe that misbehavior should be viewed as an opportunity for individual problem solving and preparation for the real world as opposed to a personal attack on the school or staff.
- We believe that it is best if a student does most of the thinking.



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Mission Statement

We will provide a high-quality, culturally relevant, student-focused education rooted in God's Word. Through innovative academics and a spiritually grounded foundation; we will equip students to live with wisdom, strength, and faith. Committed to nurturing the whole child academically, emotionally, physically, and spiritually.

Our mission as a Christian school is to

- Support our SLS families in raising their children to love and seek their Lord
- We will share with our unchurched families and community the need to seek a relationship with our Savior and the blessing of salvation to come

Vision Statement

We envision a Christ-centered learning community where students and families are equipped with the full armor of God, standing strong like Trojans in faith, truth, and purpose. Education is a shared journey, rooted in strong partnerships between school and home. Through a spiritually grounded, high-quality education, we nurture academic excellence and character formation through the Siloah 6 Character Traits: Self-control, Integrity, Love, Optimism, Ambition, and Honor.

Siloah 6 Virtues

Self-control

We control our emotions and behavior in spite of what others may do or say to make us upset.

But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, self-control. Against such there is no law.

Galatians 5:22

Integrity

We behave in a good and decent manner at all times, whether someone is watching us or not.

Judge me, O Lord, according to my righteousness, and according to my integrity within me.

Psalms 7:8

Love

We show God that we love Him by treating others with respect and kindness.

And so we know and rely on the love God has for us. God is love. Whoever lives in love lives in God, and God in them

1 John 4:16

Optimism

We know that no matter how bad things may seem, God gives us hope that things will get better.

Persecuted, but not forsaken; cast down, but not destroyed.

2 Corinthians 4:9,10

Ambition

We use all our gifts and talents to the best of our ability and never give a half-hearted effort.

But earnestly desire the best gifts.

1 Corinthians 12:31

Honor

We will be true to our word, honest, courageous, and helpful to others.

A man's pride will bring him low, but the humble spirit will retain honor.

Proverbs 29:23



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School Hours

Doors open/Breakfast 7:30 AM

K4–8 8:00 AM to 3:15 PM Monday through Friday

All students who are not participating in aftercare will not be admitted to aftercare in the event parents do not arrive on time. All parents are expected to have their child picked up on time. In the event an emergency arises and pickup is not able to take place at the dismissal time, parents are expected to contact the main office.

Before Care and After Care

Siloah Lutheran School makes available a before-school care program for children in grades K4–8, to provide daily assistance to the parents of our school who are in need of supervised care for their child(ren). All parents will need to have a signed and dated contract on file. The following are the hours for the before- and after-school care program:

Morning Hours: 7:00 AM to 7:30 AM

Afternoon Hours: 3:30 PM to 5:00 PM

BILLING Card on File Charged Daily

Any charges incurred in a school week (Monday through Friday) for before or after care will be charged to the card on file the following Monday by 10 AM. A credit or debit card must be on file in the school office in order for your child to utilize before or after care. If Monday is a non-school day or holiday, then the card on file will be charged the first day back after that Monday. An email receipt will be sent to you for your records after the transaction is processed. If the charge fails/declines, you will be notified via phone and a letter will be sent home. Your child(ren) will not be permitted to participate in care again until the charges are paid. ***All account information will be kept confidential and used solely for the purpose outlined here.***

COST

The hours for before school care are **7:00 a.m. to 7:30 a.m. at a cost of \$3.00 per day per student**. The hours for after school care are **3:30 p.m. to 5:00 p.m. at a cost of \$5.00 per day per student**. **A 5-minute grace period is provided after 5 pm. Any student picked up after 5:05 p.m. will incur a \$15 late fee, which will be automatically added to your account and charged along with any other before/after care fees for the week.**

Change in Address and Phone Number

Parents are asked to notify the school office immediately when addresses or phone numbers are changed throughout the school year. The ability to make contact with parents and guardians, sometimes in an urgent way, is critical to serving students most effectively.

General Policy on Admission

Students are admitted into Siloah Lutheran School with a clear understanding that both students and parents/guardians will accept Siloah's Mission and Vision. It is also the understanding that all families will abide by the policies such as Attendance, completion of homework, immunizations, parent teacher conference, behavior and conduct, school uniform, both cell phone and computer usage and ensuring students are present to **perform in church several times throughout the year as outlined on the school calendar and in the parent handbook throughout the time Siloah Lutheran School is called to serve the family.**

Students are admitted to Siloah Lutheran School with the understanding that the Parent/Guardian will

- Attend a mandatory orientation session at the beginning of the school year so that classroom procedures, new policies, and other related information can be discussed and explained to our parents.
- Read and sign Siloah's "Parent Contract" document, which is their commitment to work with Siloah and its policies for the benefit of students.
- Attend two scheduled Parent-Teacher Conferences (Quarter 1 & Quarter 2) with their student's teacher to discuss the child's progress and collect their report card.
- Ensure that scholars are present on time to school every day.
- Parents are to respect the authority of all Siloah Lutheran staff
- Parents are to sign up and attend the Bible information classes held by the Pastor at Siloah. This is helpful so that parents are aware of the doctrines and religious teachings of our church that will be taught to their children throughout the course of their academic time at Siloah.

Age Placement

Siloah Lutheran School's placement policy requires a student to be the age of four (4), five (5), or six (6) years of age by September 1st of the current school year before they may enter K4, K5, or 1st grade, respectively. All children enrolling in Siloah Lutheran School must be completely toilet trained. For more information and enrollment procedures, please see the principal or administrative manager.

Attendance

Students are expected to be present for every calendar school day. School officially starts at 8:00 am with doors opening at 7:30 am for all students who would like to eat breakfast (***Please note that breakfast will end promptly at 7:55 am***). School ends at 3:15 pm each day. When a student is going to be absent from school, it is critical that contact is made to the main office by 8:15 am to communicate a student's absence. If the Operations Manager is not available to take your call, please ensure that you leave a brief message specifying the reason for the student's absence. Parents, please make every effort to schedule appointments, meetings, and family activities after school hours, or on a day where there are no classes in session. In closing, it is the parents' responsibility to contact the main office by 8:15 AM if the student is going to be absent.

Tardy

Learning begins at 8:00 AM each morning. Students are to be at their desks with all morning preparations completed by 8:00 AM. To be ready for learning, a student must have eaten breakfast, unpacked his/her school bag, turned in their homework, and have all materials on their desk by 8:00 AM. If a parent knows that a student will be late, please call the school office as soon as possible. Please be advised that parents are **REQUIRED** to sign in all tardy students in the main office after **8:05 AM**.

Absences

Absence is defined as either excused or unexcused. Excused absences require communication in the form of a letter or via phone call to the school and can include reasons such as personal illness (medical verification may be required), family emergency, doctor's appointment (a note from the doctor's office should be submitted), legal appointments, etc.

Unexcused Absences

Unexcused absences are defined as any absence that is not communicated to school. When 5 or more unexcused absences take place within 1 semester, please be advised that the student will be considered truant as explained in Wisconsin Statutes 118.16 (1).

Sick Students

School is important, but sick children need to be at home. Once a child's condition improves, and his/her temperature is normal without medication for 24 hours, he/she can return to school. Be certain that the school has current telephone numbers to reach you at all times in case your child becomes ill or injured. If any of the following conditions exist, please keep your child at home: fever (above 100 degrees), heavy nasal congestion or frequent cough, vomiting or diarrhea, blistery rash, or if your child has been diagnosed with a contagious disease. If your child received medical care, we will need a medical release informing the office that your child is no longer contagious.

Medical conditions or longer-term medical care that leads to repeated absences can be given special consideration. Please speak with the principal if you believe that this is your situation. Special considerations are approved on a case-by-case basis by the principal and the Board of Education.

Wisconsin's Habitual Truancy Laws

A "habitual truant" is a student who is absent from school without an acceptable excuse for part or all of five (5) or more days on which school is held, during a semester, under Wisconsin State Statute 118.16. Wisconsin State Statute 118.15 holds the parent or guardian, who has under their control a child who is between the ages of six (6) and eighteen (18) years, responsible for causing the child to attend school regularly, full time, whenever school is in session, until the end of the school term, quarter or semester of the school year in which the child becomes 18 years of age.

It is important that you contact the school whenever your child is going to be absent to prevent your child from becoming a victim of the habitual truancy laws and you from being subject to a municipal citation and/or fine by the City of Milwaukee. Also, failure to contact the school may ultimately result in a referral to the Milwaukee County District Attorney's Office for violating the Wisconsin Compulsory School Attendance Law (found in Wisconsin State Statute 118.15).



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It is ~~your responsibility~~ as a parent or guardian to notify the school as soon as possible when your child will be absent. The following are valid reasons for your child to miss school and are considered excusable absences: personal illness, funerals, medical/dental appointments, required legal appearances, family emergencies where the student is needed to ensure family well-being, and all school suspensions, including during the expulsion process. All other absences are regarded as trancies.

Curriculum and Instruction

Siloah Lutheran School's curriculum is grounded in the truth of God's Word as revealed in the Holy Bible. The Word of God is taught daily as a core academic subject and is intentionally integrated throughout all areas of instruction. Through this Christ-centered approach, students develop biblical knowledge, strengthen their faith, and learn to apply Christian principles to their academic work, relationships, decision-making, leadership, and service.

Siloah is committed to nurturing the whole child academically, emotionally, physically, and spiritually. We believe that every student is a unique creation of God, gifted with purpose and potential. Our educational program promotes equity, academic excellence, high expectations, meaningful learning experiences, and continuous growth for all students. Teachers use research-based instructional practices, standards-aligned curricula, assessment data, differentiation, and collaborative planning to meet the needs of diverse learners.

Core Academic Program

Instruction is designed through the Siloah Instructional Cycle: *Know Learners, Plan with Purpose, Teach for Understanding, Assess Learning, and Reflect and Grow*. Teachers use formative and summative assessments to monitor student progress, identify learning needs, provide timely support, and offer enrichment opportunities.

- Word of God
- English Language Arts, including reading, writing, grammar, phonics, vocabulary, and oral communication
- Mathematics
- Science
- Social Studies, including geography, history, civics, economics, and political science

Trojan Discovery Courses: Elementary Grades

Students in grades K4–4 participate in *Trojan Discovery Courses*, which extend learning beyond the core academic classroom through developmentally appropriate, hands-on experiences. Discovery Courses may include:

- * Art and visual design
- * Music and performance
- * Physical education and health
- * Library literacy and research
- * Technology and digital citizenship
- * Engineering, design, and problem-solving
- * Career and college awareness
- * Leadership, creativity, and Christian service

These courses allow elementary students to explore their interests, discover emerging gifts, develop new skills, and make meaningful connections between academic learning and the world around them.

Trojan Pathways to Purpose: Middle School

Students in grades 5–8 participate in *Trojan Pathways to Purpose*, Siloah’s middle school future-readiness framework. Inspired by 1 Peter 4:10—*Use whatever gift you have received to serve others*—the program helps students discover their God-given gifts, explore future pathways, and understand how their talents can be used to serve God and their neighbors through meaningful vocations.

Rather than placing students into fixed career tracks, Trojan Pathways to Purpose provides broad exploratory experiences within the following divisions:



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- * Business and Entrepreneurship
- * Technology and Media
- * Health and Human Services
- * Engineering and Agriculture
- * Leadership, Ministry, and Education
- * Fine Arts and Design

Pathway experiences may include visual arts, music, personal finance, entrepreneurship, professional skills, health and wellness, technology, media, leadership, service, project-based learning, and career exploration. Students also develop transferable skills that support high school readiness, academic success, responsible citizenship, vocational awareness, innovation, Christian leadership, and service.

Fine Arts Instruction and Grading

Fine Arts instruction emphasizes both creative development and the demonstration of artistic knowledge and skills. In Art and Music, students may be assessed through completed artwork, musical performances, demonstrations, portfolios, projects, reflections, and other standards-aligned evidence.

Fine Arts grades are based on demonstrated proficiency in areas such as:

- * Understanding and applying artistic or musical concepts
- * Using tools, techniques, processes, and materials appropriately
- * Creating, performing, presenting, or responding to artistic work
- * Demonstrating preparation and growth through the creative process
- * Reflecting on and improving one's work
- * Participating appropriately in required performances and learning experiences

Students are evaluated using developmentally appropriate standards, learning targets, and performance rubrics. Grades reflect the quality of demonstrated learning and skill development rather than natural talent alone.

Whole-Child Development and Social-Emotional Learning

Siloah supports students' social and emotional development through *Move This World*, classroom instruction, restorative practices, biblical integration, and schoolwide expectations. Students learn to develop:



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- * Self-awareness
- * Self-control and emotional regulation
- * Responsible decision-making
- * Healthy relationship skills
- * Empathy and respect for others
- * Perseverance and resilience
- * Effective communication and conflict resolution

These skills are taught from a Christian perspective and help students respond to challenges with wisdom, faith, compassion, and personal responsibility.

Character, Leadership, and Christian Service

Character development is a schoolwide responsibility for students in grades K4–8. Through the *Trojan Armor Bearer Initiative*, students are taught and encouraged to demonstrate daily habits that reflect Christian character, academic responsibility, leadership, and service.

The initiative reinforces the **Siloah Six Virtues**:

- * Self-Control
- * Integrity
- * Love
- * Optimism
- * Ambition
- * Honor

Students also practice the ****TROJANS Daily Habits****: Tools Ready; Respect Others; On Time and Organized; Jesus First; Attendance and Assignments; Never Give Up; and Self-Control.

As students mature, they are given increasing opportunities to practice leadership, accept responsibility, resolve conflict, serve others, and demonstrate Christ-like conduct within the school, church, home, and community. Through academic instruction, enrichment, mentorship, and service, Siloah prepares students to live with wisdom, strength, faith, and purpose.

Homework Policy

At Siloah Lutheran School, homework is assigned to support mastery of academic standards and build essential fluency in reading, writing, and math. Homework is an extension of classroom learning—not simply busy work—and is designed to provide students with meaningful practice, opportunities for independent reinforcement, and habit formation that leads to long-term academic success.

Purpose of Homework

- ★ Reinforce and build fluency in skills taught during instruction.
- ★ Provide additional practice to help students progress toward grade-level standards.
- ★ Promote student responsibility, independence, and time management.
- ★ Engage families in the learning process.

Homework Expectations

Homework is assigned regularly in core subjects, particularly in areas where fluency and repetition support learning (e.g., reading logs, math fact practice, vocabulary building, writing responses). Homework will be closely aligned to current grade-level standards and tailored to student needs as identified through Standards-Based Grading. Students are expected to turn in homework by the designated due date (typically the following school day) as part of their evidence of learning progression. Incomplete or missing homework will be addressed as a learning opportunity, with teachers providing follow-up support or review time when needed.

Accountability & Support

Rather than penalizing students with traditional grades for missing homework, teachers will use non-completion as a signal for intervention, reteaching, or skill reinforcement. Repeated missing assignments may result in classroom consequences or a learning support referral to ensure the student receives the time and guidance necessary to master key skills.

If homework completion is a consistent barrier to learning, the administration team may become involved.

Family Partnership

Families are encouraged to:

- ★ Provide a consistent routine and space for homework.
- ★ Encourage their child to complete homework thoughtfully and ask questions when confused.
- ★ Monitor fluency-based tasks such as nightly reading or math facts.
- ★ Communicate with teachers if challenges arise at home.

Homework is most effective when viewed as a tool for growth, not as a form of compliance. At Siloah, quality practice, consistent feedback, and a supportive home-school partnership are key to student success.

Academic Recovery

Academic Recovery is a targeted after-school intervention program held on Mondays and Thursdays from 3:15–4:00 p.m. for students requiring additional academic support. Participation in Academic Recovery is by invitation only, based on teacher recommendation and a demonstrated need for extended learning time.

Students are invited to participate only after in-class interventions have been exhausted and/or assessment data indicates performance below the 25th percentile on grade-level standardized tests or benchmarks.

Siloah staff remain deeply committed to each child's academic growth. When Academic Recovery is deemed necessary, we ask that parents partner with us by adjusting their family schedules to accommodate this extended support opportunity.

During Academic Recovery, students are expected to remain in full dress code and maintain appropriate academic behavior, focused solely on completing schoolwork or receiving targeted instructional support.

Academic Standards

Siloah measures student growth against the Common Core Standards for each particular grade level. Siloah evaluates each student's overall academic performance using a cumulative grade point average (GPA) calculated from all classes. If a student's cumulative GPA falls below the 2.0 GPA promotion threshold, non-promotion to the next grade level may be considered. Parents or guardians will be notified, and a conference will be held to review the student's academic performance, interventions, progress, and recommended next steps before a final promotion decision is made.

Siloah Pathway to Proficiency

Siloah Lutheran School uses standards-based instructional and grading practices to communicate what students know, understand, and can do. Student performance is measured against clearly identified grade-level standards and learning targets using the *Siloah Pathway to Proficiency*.

Standards-based grading provides families with more specific information than a traditional point-based system by showing each student's current level of understanding in relation to the skills and knowledge required for the grade level. The goal is to identify what students have learned, where additional support is needed, and when students are ready to extend their learning.

Formative and Summative Evidence

Formative and summative evidence are complementary measures teachers use to monitor student progress, guide instruction, and determine proficiency.

Formative evidence—such as practice, observations, discussions, and exit tickets—guides instruction and feedback but does not affect final grades.

Summative evidence—such as tests, projects, performances, and presentations—demonstrates proficiency and determines final academic grades.

Siloah Pathway to Proficiency Scale

Score	Growth Level	Description
4.0	Exceeding	The student consistently exceeds the grade-level standard by independently applying knowledge and skills in new situations, making meaningful connections, and demonstrating deeper understanding.
3.5	High Proficient	The student consistently demonstrates grade-level mastery and occasionally extends learning beyond the standard through independent application and deeper thinking.
3.0	Proficient	The student has learned the required knowledge and skills and consistently demonstrates independent mastery of the grade-level standard. This is the expected goal for all students.
2.5	High Developing	The student demonstrates most of the required knowledge and skills but still needs minor support or additional practice before consistently reaching proficiency.
2.0	Developing	The student is developing the required knowledge and skills but needs additional instruction, guided practice, and support to consistently demonstrate understanding of the standard.
1.5	Emerging	The student demonstrates partial understanding and is making progress but continues to require regular support, reteaching, and guided practice.
1.0	Beginning	The student demonstrates limited understanding of the standard and requires significant intervention, direct instruction, and support to develop foundational knowledge and skills.
0	No Evidence	The student has not provided sufficient evidence for the teacher to determine the current level of understanding. This may result from missing or incomplete assessments, limited participation in the assessment process, or insufficient evidence of learning.

Understanding the Proficiency Scale

A score of 3.0—Proficient represents successful mastery of the grade-level standard and is the expected goal for every student. A score below 3.0 does not mean that a student has failed. It indicates that the student is still progressing toward proficiency and may need additional instruction, practice, feedback, or intervention.

A score of 4.0—Exceeding is not earned by completing additional work or receiving extra-credit points. It reflects a student's ability to independently extend grade-level learning, apply knowledge in unfamiliar situations, make meaningful connections, or demonstrate a deeper level of understanding.

A score of 0—No Evidence is not a measurement of a student's ability. It indicates that the teacher does not yet have enough evidence to determine the student's level of proficiency.

Feedback, Support, and Reassessment

Students who have not reached proficiency may receive feedback, reteaching, intervention, and reassessment opportunities after completing required preparation. Current proficiency is determined using the most recent and consistent evidence of learning. Academic grades reflect mastery of standards, while behavior, attendance, effort, and work habits are reported separately.

Academic Eligibility Policy

Academic Eligibility Policy

Siloah requires students participating in athletics and extracurricular activities to maintain satisfactory academic progress under the **Siloah Pathway to Proficiency**. Eligibility is reviewed monthly using the student's most recent progress report and current academic evidence. Report cards will also be considered when available.

Eligibility Criteria

Status	Criteria	Participation
Eligible	All course proficiency scores are 2.0 or higher .	Full participation is permitted.
Academic Probation	One course score is below 2.0 .	Participation continues with a required academic support plan.
Ineligible	Two or more course scores are below 2.0 , or insufficient improvement is shown during probation.	Participation in practices, games, and extracurricular activities is suspended until improvement is demonstrated.

Students placed on probation or declared ineligible will receive a support plan developed with the family, teacher, Athletic Director, and school administration. Eligibility may be restored during the next monthly review when a current progress report and other academic evidence demonstrate sufficient improvement.

Academic Probation Process

If a student is placed on **Academic Probation**, a meeting will be scheduled that includes:

- The student's teacher
- The Athletic Director
- The Assistant Principal
- The student's parent or guardian

During this meeting, the team will develop a support plan with strategies to improve academic performance and balance responsibilities.

Restoring Eligibility

If the student shows improvement by the next month's academic eligibility check, they will be released from probation and allowed to rejoin extracurricular activities. Continued ineligibility will result in extended removal from participation until growth is demonstrated.

Student Promotion Policy: Grades 1–8

Promotion decisions are based on the **Siloah Pathway to Proficiency**, a cumulative GPA from all classes, and multiple measures of student growth. A cumulative GPA below the **2.0 promotion threshold** may result in a promotion review.

The review team—including school leadership, teachers, support staff, and the parent or guardian—will consider:

- Proficiency levels and assessment results
- Classroom performance and cumulative GPA
- Intervention history and student progress
- Attendance and developmental readiness
- Teacher and parent input

Applicable Wisconsin promotion requirements for grades 3, 4, and 8 will also be followed.

Families will be notified as early as possible when retention is a concern. If promotion remains in jeopardy at the end of the third quarter, the family will receive written notice and participate in a conference. Retention may be considered after appropriate interventions have been provided and the evidence indicates it is the best educational decision for the student.

Students with more than **20 absences**, including suspensions, may not be promoted. Five or more unexcused absences during a semester constitute habitual truancy and will result in family contact, intervention, and possible referral to the attendance or truancy officer.

Graduation Ceremony/Closing Service

To uphold the high academic expectations approved by the Board of Education, all 8th-grade students must earn at least a 2.0 GPA in each core subject on at least two out of three report cards to participate in the Graduation Ceremony/Closing Service.

At Siloah Lutheran School, we believe that academic excellence is one way we glorify God with the gifts He has given us (Colossians 3:23). While we hold students to high standards, we also recognize the importance of grace, encouragement, and support. Our teachers and staff are committed to walking alongside each student to help them grow in both knowledge and faith, trusting that “with God all things are possible” (Matthew 19:26).

To ensure timely and effective communication with families, the 8th-grade homeroom teacher, middle-grade teachers (as needed), and the principals will review each student’s academic standing at least four weeks before the Graduation Ceremony/Closing Service.

Suppose a student does not meet the academic requirements for participation. In that case, the director of curriculum and instruction will notify the parent or guardian by phone, followed by a written letter outlining the final determination and any available support options. This process allows time for families to ask questions, reflect, and respond with clarity and care.

Standardized Testing

Siloah Lutheran School administers two primary standardized assessments yearly to monitor student progress and guide instruction. In the spring, students in grades 3–8 take the Wisconsin Forward Exam, which measures performance in Reading and Math at all tested grade levels. Grades 4 and 8 also complete assessments in Science and Social Studies. The content and duration of each test vary by grade level, and results are shared with families once they are received from the state. The Forward Exam is a summative assessment that provides a broad measure of your child’s achievement in the content areas tested. The results provide one measure of achievement and should be used along with local measures such as report cards, school-wide assessments, and other information about your child’s progress in school.

Renaissance Star Assessments

Students in grades K5–8 take developmentally appropriate Renaissance Star assessments, which may include reading, math, phonics, and early literacy measures.

Benchmark testing occurs three times per year: fall, winter, and spring. Additional assessments may be used to monitor progress during interventions.

Results are shared with families and combined with classroom data to guide instruction and support. While helpful, these assessments are only one part of understanding each student's academic, spiritual, and personal growth.

Field Trip Policy

Field trips extend classroom learning. Under Wisconsin Choice School regulations, families may not be charged for trips required by a class or curriculum. Attendance is expected; an unapproved absence will be recorded as unexcused.

Optional, non-academic trips may require a fee. Students who do not participate may attend the school-based alternative without being marked absent. Failure to attend either option will result in an unexcused absence.

Students may be excluded from a trip because of behavioral or safety concerns. Staff may recommend exclusion, but the Principal makes the final decision. Families will receive trip expectations in advance and be notified promptly of eligibility concerns.

Students represent their families, Siloah, and their Savior and must demonstrate appropriate conduct throughout each trip.

Breakfast and Lunch

Siloah Lutheran School offers breakfast and lunch to its students under the following guidelines in compliance with the Wisconsin Department of Public Instruction School Nutrition Program¹:

Meal Program

Students at Siloah receive breakfast and lunch at no cost through the Community Eligibility Provision, through the National School Lunch Program.

Home-Packed Lunches

Students may bring lunch from home. Please note that microwaves and refrigerators are unavailable for student use. Lunch from home should include more than just “snacks.” Soda is not allowed during lunch or snack times. In order to keep all students safe from allergy-related illness, students are not allowed to share items from their lunch with other students.

Outside Food Restrictions

While eating school-provided breakfast or lunch, students may not consume any other food or beverages from home, including (ex: chips, candy, soda, fast food, juice, water bottles with drink mix packets or powders). Students have access to water at all times during breakfast and lunch.

Nut-Free Campus

Siloah Lutheran School is a nut-free environment for the safety of students and staff with severe peanut and tree nut allergies. No nut products (e.g., peanut butter, Nutella, trail mix with nuts, and nut-based granola bars) are allowed on campus anytime.

Snack Time (K4–2nd–grade)

Parents of K4–2nd–grade students should send a daily snack with their child for designated snack time

Immunization

The Student Immunization Law of Wisconsin (Chapter 252, Wis. Stats. and HFS 144 Wis. Admin. Code) requires that ALL students have the required number of immunizations in order to remain in school. These requirements can be waived only for health, religious, or personal conviction reasons. Parents will be asked to update and validate their children’s immunization card at registration or complete the appropriate waiver form for filing in the school office.

¹

Medication Policy

A parent/guardian can authorize Siloah Lutheran School administration to administer medication during the school day by completing the appropriate medication authorization form. Non-prescription and prescription medications will be kept in the school office, except for asthma inhalers, which may be carried and self-administered by students (provided a signed medication authorization form by your medical provider) and EpiPens.

Nonprescription and prescription medication must be brought to school by the parent/guardian under the following guidelines:

A. Nonprescription Medication

- Supplied in the original manufacturer's package, unopened.
- The package must list the ingredients, student name, and recommended dosage.
- Nonprescription medication must be supplied by the parent/guardian.
- Prior to any non-prescription medication being administered by school personnel or self-administered by a student, the medication authorization form must be completed and filed in the school office.

B. Prescription:

- Prescription medications must be supplied in the original pharmacy-labeled package. • The package must list the name of the student, name of the prescriber, name of the prescription medication, the dose, the effective date, and the directions in a legible format.

The principal or school personnel designated in writing by the principal can administer medication from the school office. Authorization forms must be on file for each medication a student needs and must be resubmitted annually. Written records of the administration of any medication will be maintained and kept in the school office.

Unused medication shall not be returned to any student. It will be the responsibility of the parent/guardian to pick up any unused medication. Nonprescription and prescription medication must be brought to school by the parent/guardian. Students who have prescription or non-prescription medicine outside of the required storage location will have it confiscated, placed in the office medical storage area, and a parent will be contacted. A student in possession of medication may face disciplinary action.

Technology & Digital Conduct Policy

(Cell Phones, Devices, Social Media, Internet Use)

At Siloah Lutheran School, we teach students to use technology wisely, respectfully, and in a way that reflects their identity as children of God. Students are expected to demonstrate good Christian judgment and responsibility when using a cell phone, Chromebook, or social media account.

“Let your light shine before others, that they may see your good deeds and glorify your Father in heaven.” — Matthew 5:16

Cell Phones & Personal Electronic Devices

All personal communication and electronic devices, including cell phones, smartwatches, and gaming devices, must be turned in to the student support coordinator upon entering the building each day. Devices will be secured and returned at dismissal. Students may not carry devices in book bags, pockets, or desks during the school day. Personal laptops or iPads are not allowed at school due to the need for district-managed filters, software, and network protections on school-issued devices. Headphones and wireless mice may be brought from home but must be kept in backpacks and used only during designated technology or computer class time, with teacher permission.

Any student found using unauthorized devices during the school day or refusing to turn them in will have the device confiscated. A parent or guardian must pick up the item from the student support coordinator. Repeated violations will result in further disciplinary action, possibly including losing technology privileges. This policy helps ensure all students can focus on learning while promoting digital safety, responsibility, and respect for school policies.

Computer & Internet Use

Technology is a valuable learning tool. Students at Siloah use **Chromebooks** for classwork, research, and assessments. To keep our learning safe and purposeful, students are expected to use all school technology to show **Christian character, common sense, and maturity**. Access to the internet is filtered, but no filter is perfect. Students must use good judgment at all times. Students may not visit inappropriate websites, attempt to bypass filters, misuse devices, or damage equipment.

Technology & Digital Conduct Policy (cont'd)

(Cell Phones, Devices, Social Media, Internet Use)

Misuse of school devices may result in disciplinary action such as: Written reflection or apology, Detention, Phone call home, Suspension. Students and parents/guardians must sign the **Siloah Lutheran Acceptable Use Policy (AUP)** before using school devices.

Social Media Conduct

Even off campus, student behavior on social media reflects on the school community and impacts others. Siloah students are expected to:

- Be kind and respectful in all posts, comments, and messages.
- Avoid gossip, teasing, or posting anything hurtful or harmful.
- Never share or forward inappropriate photos or videos. **This is illegal under Wisconsin state law on child pornography**, even if shared without intent to harm.
- Never record or share images or videos of others without permission.
- Report any online bullying or concerns to a trusted adult.

Consequences for online behavior that breaks school rules or the law may include school discipline (loss of privileges, suspension, expulsion) or law enforcement involvement.

Partnering with Families

Students should be **safe, responsible, and Christ-centered** digital citizens. Parents are encouraged to monitor their child's technology use and help reinforce the values of kindness, privacy, and self-control.

Students are expected to honor the Lord with digital actions and interactions, whether using technology on campus or at home.

MPCP Appeals Process

Under 119.23(6m)(a)(4), all schools in the Milwaukee Parental Choice Program (MPCP) must provide to every MPCP applicant “A copy of the appeals process used if the private school rejects the applicant.” The following is Siloah’s policy adopted by our school board on 1-19-10 to satisfy the requirements of 119.23(6m)(a)(4):

Under 119.23(2)(a), a pupil must reside in the city of Milwaukee and meet the income requirements defined below to qualify for the MPCP:

The pupil is a member of a family that has a total family income that does not exceed an amount equal to 3.0 times the poverty level determined in accordance with criteria established by the director of the federal Office of Management and Budget. In this subdivision and sub. (3m), family income includes income of the pupil’s parents or legal guardians. Except as provided in subd. 1. d., the family income of the pupil shall be verified as provided in subd. 1. b. A pupil attending a private school under this section whose family income increases, including a pupil who attended a private school under this section in the 2010–11 school year and whose family income has increased, may continue to attend a private school under this section.

119.23(3)(a) states that a school must, “Within 60 days after receiving the application...notify the applicant, in writing, whether the application has been accepted. If the private school rejects an application, the notice shall include the reason.” A school may only reject an applicant for not meeting income and residency requirements, or for losing a random selection lottery.

Under Siloah’s appeals process, if the criteria are not met, the applicant will be sent a letter within one week notifying the parent or guardian of the rejection of the application. An applicant may appeal Siloah’s rejection of the application by providing the necessary documentation to Siloah’s administration and the Board of Education within ten (10) working days of the notification for the Board of Education to review the application. The Board of Education will consider every appeal and notify the parent or guardian within 5 working days. Siloah Lutheran School accepts applications during the open enrollment periods. Wisconsin State Statute 119.23(6m)(a)(4).

MPCP Transfer Credit Policy

Under 119.23(6m)(a)(8), all schools in the Milwaukee Parental Choice Program (MPCP) must provide to every MPCP applicant “A copy of the policy used by the private school for accepting or denying the transfer of credits earned by a pupil attending the private school under this section for the satisfactory completion of coursework at another

school.” The following is Siloah Lutheran School’s policy adopted by our school board on January 19, 2010, to satisfy the requirements of 119.23(6m)(a)(8):

Siloah will consider accepting school credit from other institutions to the extent that coursework at the previous institution is documented and in accordance with Siloah’s academic standards. All final determinations for the acceptance or rejection of transfer credits shall be made at the discretion of the school’s principal.

Extra-Curricular Activities

All students from Siloah Lutheran School involved in interscholastic sports compete in conference play against other schools throughout the Milwaukee Metro area. For students to participate, students and parents (or guardians) must agree to the following level of involvement:

- Students must have a permission slip filled out and signed by the parent or guardian.
- Students must meet academic eligibility requirements.
- Students, parents, or guardians must be cooperative, supportive, and respectful toward the coaching staff, referees, and team players and conduct themselves in accord with Christian principles.
- Parents must provide or arrange transportation to away games and cannot assume coaches will provide transportation.

Failure to meet these criteria may mean the removal of the student from the specific sporting team. Teachers and coaches have the authority to deny students the privilege to participate in practices or games for disciplinary reasons or lack of support.

Tuition

Families that are not eligible for the Milwaukee Parental Choice Program (MPCP) but wish to enroll their children at Siloah will be assessed tuition. Tuition will be assessed at the cost of MPCP payout per pupil. This also applies to families that are eligible for MPCP but desire to enroll after the MPCP count day in either semester. Administration will provide more information about tuition amounts when applicable.

Permanent Records (Cumulative Folder) Procedures

1. The cumulative folders are to be kept in the file designated for that purpose for each student attending SLS during that school year.
 - a. Location: Fireproof file cabinet in the locked room (Front Office) off the main office.
2. It is the policy of SLS to release a copy of the student's cumulative folder at the request of a parent/guardian via verbal or written permission, only to a parent/guardian or to whom the parent/guardian has given written or verbal permission. When a verbal or written request is received, the required information will be copied from the student's cumulative folder. The copying of information, along with the written permission, if provided, will be recorded in the student's cumulative folder as a record.
3. The folders are to be kept up to date. The folders must be completed at the end of the school year prior to the departure of the teachers for summer break.
4. When a student's cumulative file is examined, the teacher or staff member will record their name and position in the file for the record.
5. Current school year progress reports will be kept with the student's teacher to be updated throughout the school year. The progress report (or report card) will be filed in the student's cumulative file after the school year or when the student leaves Siloah Lutheran School.
6. In the event of permanent school closure, all cumulative files will be transferred as requested. Cumulative files not requested will be sent to MPS Central Records one month after school closure.
7. It is the policy of SLS to receive written consent (using the form established by SLS) via parents/guardians before releasing any student records (not already transferred) to unaffiliated organizations. A copy of said request will be sent to DPI per DPI requirement.
8. SLS will follow all FERPA laws when handling permanent records.

Parent Organization

The Christian Education Association (C. E. A.)

Siloah Parent/Teacher Organization

The Christian Education Association is a parent organization designed to give the parents of the school an opportunity to lend support directly to the Ministry of Siloah Lutheran School. The purpose of this organization is to:

- Establish and maintain close ties between home and the school.
- To strive toward further growth and knowledge in the Christian training of the young.
- To promote Christian fellowship among the members.
- To assist with school functions.
- To provide financial support for school projects.

The C.E.A is a valuable extension of the school and allows the Board of Education and staff members the opportunity to gather with parents to discuss goals for the future and also to brainstorm ideas. It is the expectation that all parents sign up to volunteer to participate in at least two fundraisers each year. Volunteer sign-up sheets can be found during parent orientation nights and parent-teacher conference nights. Other opportunities to volunteer may be available. Please contact the committee chairperson.

Siloah Lutheran School Policies

Restorative Discipline Beliefs

In keeping with both the Bible passage and the above statement, the staff at Siloah Lutheran School has prepared a set of Core Beliefs. These Beliefs will serve as our guide for dealing with student discipline. If you notice us acting inconsistently with these Beliefs, please bring it to our attention.

- We strive to maintain the dignity and worth of every student and adult.
- Students should be guided to take ownership of their actions and repair any harm caused.
- We allow students to make decisions and experience natural consequences, using misbehavior as a learning opportunity.
- We engage students in restorative conversations that allow them to tell their side of the story and reflect on their impact.
- We believe that misbehavior should be viewed as an opportunity for individual problem-solving and preparation for the real world, as opposed to a personal attack on the school or staff.
- We believe that it is best if a student does most of the thinking.

Upon enrolling a child in our school, the parent and school staff members enter a joint relationship concerning the disciplining of the child. Each classroom teacher is responsible for the discipline in his or her classroom. From time to time, teachers in other classrooms may find it necessary to discipline children who are not presently in their rooms. At that time, those teachers may take disciplinary action and recommend consequences.

We know that children are sinful by nature, yet children of God through faith in their Redeemer can correct their behavior with the support of both parents and staff. Therefore, we endeavor to develop God-pleasing Christian character by properly applying Gospel and Law. Other means of discipline may become necessary, like correction through consequences.

All correction is carried out in the spirit of love for the child and has the goal of developing in the child self-control and compliance with biblical principles. Siloah Lutheran School does not use corporal punishment. In instances of serious or chronic behavior problems, the principal, pastor, and parent will be notified.

Behavior Policies

At Siloah Lutheran School, we prioritize a Christ-centered environment where students grow academically, socially, and spiritually. To maintain this atmosphere, we enforce clear behavioral expectations with a structured system of merits, demerits, and conduct referrals.

Behavioral Demerit System

Behavioral infractions are classified into different categories based on severity and impact. Each category carries a designated point value:

Infraction Type	Level 1 (Minor)	Level 2 (Major)
Emotional	1 point (E1)	3 points (E2)
Verbal Harm	1 point (V1)	4 points (V2)
Physical Harm	2 points (H1)	4 points (H2)
Procedural Violations	1 point (P1)	3 points (P2)
Dress Code Violations	1 point (D1)	3 points (P2)
Preparation Issues	1 point (PR)	N/A

Examples of Infractions

- **Emotional Infractions:**

- (E1) Gossip, minor emotional outbursts, negative attitude
- (E2) Severe tantrums, defiance, repeated negative mindset impacting others

- **Verbal Infractions:**

- (V1) Name-calling, minor disrespectful language, excessive trash talk
- (V2) Threats, racial/cultural insensitivity, cursing, cyberbullying, harassment

- **Physical Infractions:**

- (H1) Hands on others in a non-aggressive manner, unsafe choices with minor risk
- (H2) Throwing objects, striking another student, dangerous contact

- **Procedural Infractions:**

- (P1) Out of seat without permission, minor classroom disruptions
- (P2) Cheating (including plagiarism), repeated defiance, chronic procedural violations

- **Dress Code Infractions:**

- (P1) Wearing restricted shoes
- (P2) Not wearing an appropriate uniform shirt or uniform pants

- **Preparation Infractions:**

- (PR) Not bringing necessary materials, failure to be prepared for class activities,

Middle School **Demerit Accumulation & Consequences**

- **8 daily demerits** = 1 detention
- **15 demerits (3-day week), 20 demerits (4-day week), 25 demerits (5-day week)** = Additional detentions
- **4 detentions per quarter** = ½ day in-school suspension
- **6 detentions per quarter** = 1-day out-of-school suspension
- **7 detentions per quarter** = 2-day out-of-school suspension
- **8 detentions per quarter** = 5-day out-of-school suspension
- **10+ detentions in a quarter** = Possible conduct referral review for further disciplinary action

Demerits are tracked on a rolling basis each quarter and reset at the start of a new quarter.

Extreme Offenses

Severe infractions may result in immediate expulsion or withdrawal from the school at the discretion of the administration.

- Possession of illegal substances
- Possession of weapons
- Repeated Level 2 offenses (over time)

By working together as students, parents, and staff, we strive to foster a safe, respectful, and Christ-like learning environment.

Bullying Policy

Bullying is the use of force, threat, or coercion to abuse, intimidate, or aggressively dominate others. The behavior is often repeated and habitual towards particular targets. It can be emotional, verbal, physical, and cyber in form and has a pattern of repetition.

1st Offense: If there is any evidence of bullying, it will result in an automatic referral, a detention, and a mandatory parent meeting.

2nd Offense: Evidence of bullying will result in a one-day suspension, mandatory parent meeting, and notification of bullying sent to the Board of Education.

3rd Offense: Evidence of bullying will result in a three (3) day suspension, mandatory parent meeting, and notification of bullying sent to the Board of Education.

4th and Final Offense: Expulsion pending principal and Board of Education approval.

Probation Policy

Probation is intended to be corrective, supportive, restorative, and accountability-based. It is not intended simply as punishment. The goal is to identify concerns, establish measurable expectations, provide appropriate support, and allow the student to demonstrate meaningful improvement.

A student may be placed on Academic Probation, Attendance Probation, Behavior Probation, or a combination of the three.

Expectations for Improvement

During the probationary period, the student is expected to:

Academic Expectations

- Maintain passing grades in all core subjects.
- Complete and submit all assignments on time.
- Attend tutoring or intervention sessions when assigned.
- Come to class prepared each day.
- Demonstrate consistent effort and participation.

Behavioral Expectations

- Follow all classroom and school expectations.
- Demonstrate respect for teachers, staff, classmates, and school property.
- Follow directions the first time they are given.
- Refrain from disruptive or inappropriate behaviors.
- Exhibit Siloah Lutheran School character virtues.
(Self-control, Integrity, Love, Optimism, Ambition, Honor)

Attendance Expectations

- Attend school regularly and arrive on time each day.
- Remain at school for the entire school day (no early pick-ups)
- Follow all attendance reporting procedures.
- Provide appropriate documentation when requested.
- Make up missed academic work in the case of an excused absence that was granted in the probation period.

Probationary Period

The length of probation will be determined by the Principal based upon the seriousness and frequency of the concern.

Probation may last for:

- A designated number of weeks.
- A quarter.
- A semester.

Probation may be extended when the student has demonstrated progress but has not yet consistently met the established expectations.

Possible Outcomes

Successful Completion

If satisfactory progress is demonstrated:

- Students will be removed from probation.
- Continued monitoring may occur to ensure ongoing success.

Failure to Meet Expectations

If sufficient improvement is not demonstrated, additional disciplinary or academic action may include:

- Extension of probation
- Mandatory parent conference
- Loss of extracurricular privileges
- Behavioral intervention plan
- Academic support plan
- Suspension
- Recommendation for dismissal from Siloah Lutheran School in accordance with the Family Handbook

Suspensions

Only a Siloah principal can suspend a child. If the principal is unavailable, an appointed staff member acting in an ad hoc capacity may make the decision to suspend a student. If that happens, the ad hoc member will make every effort to contact the principal for consultation and will notify the parent and the Board of Education chairman.

Once a child receives a suspension, the principal, or the appointed staff member working as ad hoc principal, will make every effort to contact the parent or guardian by phone as soon as possible. A letter will also be sent home regarding the incident and the appeals process. Days of suspension are counted as days of absence. Please see page 36 for the appeals process.

Expulsion

When a student reaches the third suspension in a school year, a meeting will be scheduled with the parent or legal guardian of the student, administrator(s), and the student's classroom teacher to work on a plan (probation) to assist the child in making the necessary changes so the fourth suspension doesn't occur. The student will not be allowed to return to school until the parent or guardian meets with the administrator and classroom teacher. In the event of a fourth suspension, the student may be referred to the Board of Education for an expulsion hearing. The parent or guardian will be notified of the expulsion hearing through a phone call and a written letter within five working days. The following people may be represented at the hearing: teacher(s), administrator(s), Board of Education chairman and Board of Education vice chairman, parent or legal guardian of the student, and the student(s).

In severe cases, some of the examples under the suspension section or other destructive behaviors can lead to immediate expulsion. A student's enrollment at Siloah Lutheran School may also be terminated immediately due to the words and actions a parent or guardian displays when talking to school personnel. The principal, in consultation with the Board of Education chairman and Board of Education vice chairman, will make the final determination. All federal and state constitutions guarantee the rights and liberties of individuals, including of religion, expression, and association, against unreasonable search and seizure, equal protection, and due process.

Expulsion (cont'd)

The following behaviors are grounds for suspension and can lead to expulsion:

- Extreme disrespect to an adult
- Bullying
- Cheating
- Vulgarity
- Vandalism
- Damage to school property
- Damage to another student's property
- Theft
- Sexual misconduct of any kind
- Possession of tobacco, drugs, alcohol, guns, knives
- Racial attacks
- Fighting
- Threatening language
- Repeated disruption in the classroom
- Other violations as deemed necessary
- Inappropriate use of school technology

Christian Standards and Expectations for Working with Staff Members

Although Christian standards are the expectations that we aspire to follow at Siloah Lutheran School, at times emotions can spiral out of control, and our words and actions may not follow these Christian standards. We should always follow the example our Lord took when dealing with sinful issues. Please be advised that the following behaviors are unacceptable when conversing with staff, parents, or students here at Siloah Lutheran School

- Use of derogatory comments, swearing, or vulgar language.
- Use of the “N” word or any other racial slur.
- Use of threats, with suggested violence, physical intimidation, or threatening tone

The Board of Education has instituted a policy of non-toleration of physical, verbal or mental intimidation by parents toward school personnel. A student’s enrollment at Siloah Lutheran School may be terminated immediately due to the words and actions a parent or guardian displays when talking to school personnel. Upon notification of termination, a parent or guardian may file for an appeal. See page 37 for the Appeals Process. If you feel that the situation might spiral out of control due to your emotions or anger over an issue, the wisest course is to wait until your emotions have had a chance to settle down so the concern can be talked about in a loving and caring manner. This may mean waiting a few days until you feel you have settled down enough to discuss the issues rationally and in a Christian manner.

If a parent is dissatisfied with the outcome of a meeting, the following steps are in order:

If your concern is with the teacher: first go to the teacher. If satisfaction isn’t gained, then involve the principal and the teacher. If satisfaction doesn’t come from the principal, take the teacher, principal, and the matter to the Board of Education. (Matthew 18:1–17).

Appeals Process

A parent or legal guardian of a student may make a written appeal (**not email, text, or phone call**) to the Board of Education within ten (10) working days of the date the expulsion was given. The letter is to be mailed to the school (Attention: Board of Education) In the event of such an appeal, a meeting of the Board of Education will take place.

Before the hearing, the Board of Education will conduct an investigation and keep records of the cause of the expulsion decision. The Board of Education will conduct the hearing and keep written minutes of the hearing. The parent or guardian of the student may present their appeal directly to the Board of Education or may have counsel do so in their place. Once the Board of Education hears from the parent or guardian, the parent or guardian will receive a final decision on the expulsion within ten (10) working days.

Throughout the appeals process, the decision being appealed shall be enforced while the Board of Education reviews the decision.

The decision of the Board of Education following the appeal hearing is final and shall be enforced.

Conduct – Conflict Resolution

In our school, in which the word of God is the foundation and guide for all our activities, it should be self-evident that the children and their parents reflect their faith in Christ by their behavior and attitudes. We are Christians and strive to act as such at all times, in the classroom and in the field.

As children of God we turn to the Bible for guidance – Matthew 18:15–16. If a problem arises between two people we:

Talk to the person in private. (Matthew 18:15 – “If a brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over.”)

If the problem continues, include another person. (Matthew 18:16a – But if he will not listen, take one or two others along.”)

If the problem cannot be resolved, the situation will be taken to the administration. (Matthew 18:17a – “If he refuses to listen, tell it to the church”).

Finally, above all things, be imitators of Christ.

Inappropriate Touching – Sexual Abuse – Sexual Harassment

Incidents of inappropriate touching, sexual abuse, and sexual harassment are not tolerated at Siloah Lutheran School.

Students at Siloah Lutheran School range in age from 3 to 15 years. Because our students are in various stages of physical and emotional development, discipline for inappropriate touching, sexual abuse or sexual harassment will be age-appropriate.

After an incident is reported, administration and staff will conduct a thorough investigation in an attempt to establish clearly what took place, what circumstances may have been involved, and whether or not consequences are in order. The age-appropriate consequences that students will incur are as follows:

Gr. 5 – 8

Any incident of inappropriate touching, sexual abuse, and/or sexual harassment will result in suspension. Further, a student may be asked to complete appropriate counseling as a condition of continued enrollment. Depending upon the severity of the incident, the student may be expelled from Siloah Lutheran School.

Dress Code Policy

Students are required to attend school well-groomed, conforming to the guidelines of Christian modesty and decency. Clothes are to be clean and neat, free of tears and holes. Dress code colors are the only colors the student may wear. The following dress code is enforced without exception:

Boys

Shirt

- Siloah Lutheran Red Polo Shirts that are to be purchased from the Jack L. Marcus on Fond du Lac Ave.
- Shirt must be tucked in.

Pants/Shorts

- Navy blue or black
- Navy blue or black shorts permissible in August, September, October, April, and May
- **No jean denim pants or jean denim shorts (or any color), no cargo pants or cargo shorts**

Belt

- Black or navy blue, **NO** designs and no large buckle

Shoes

- Any color permitted (tennis, dress or dress casual; entire foot must be covered)
- **NO CROCS, NO UGGS, NO TIMBERLAND BOOTS, NO BOOTS, NO BOOTS THAT GO PAST THE ANKLE- ANY BOOT WORN MUST BE CHANGED ONCE INSIDE THE BUILDING**

Socks

- Black, navy blue, or white
- Socks are solid in color with no prints, logos or designs

Sweater or Fleece (optional)

- Navy blue or red (button-down, zipper, or sweater vest without any emblems or hood)
- **No “hoodies”- This includes under a short-sleeved uniform shirt**
- **No long-sleeved shirts are to be worn underneath a short-sleeved uniform shirt.**

Dress Code Policy -Girls

Shirt

- Siloah Lutheran Red Polo Shirts that are to be purchased from the Jack L. Marcus on Fond du Lac Ave.
- Shirt must be tucked in

Pants/Shorts

- Navy blue or black
- Navy blue or black shorts permissible in August, September, October, April, and May
- **No jean denim pants or jean denim shorts (or any color), no cargo pants or cargo shorts**
- **ABSOLUTELY NO LEGGINGS/JEGGINGS**

Skirt/Jumper

- Navy blue or black (must be within 3" of knees)

Belt

- Black or navy blue without designs

Shoes

- Any color permitted (tennis, dress or dress casual, entire foot must be covered)
- **NO CROCS, NO UGGS, NO TIMBERLAND BOOTS, NO BOOTS, NO BOOTS THAT GO PAST THE ANKLE- ANY BOOT WORN MUST BE CHANGED ONCE INSIDE THE BUILDING**

Socks/Tights

- Black, navy blue, or white
- **Socks or tights are solid in color with no prints, logos, or designs** (no knee-high socks)

Sweater or Fleece (optional)

- Navy blue or red button-down, zipper, or sweater vest without any emblems or hood
- No "hoodies"

Non-uniform days (boys or girls in K4 – 8th grade)

- Tight/form-fitted bottoms or body-revealing tops are inappropriate attire for Siloah's standard/policy (i.e. leggings, jeggings, midriff tops)
- **Please note: the shoe policy is still in place on non uniform/dress up days**

Gym Shoes

All students in grades K4 – 8th grade must have an extra pair of new gym shoes to be used exclusively for physical education/recess when held in the gymnasium. No black-soled gym shoes or any street shoes will be allowed on the gym floor. The extra pair of gym shoes will be stored in the classroom.

Dress Code Additional Rules and Regulations

Girls and boys wearing jewelry should refrain from wearing long chain necklaces. **Facial piercings of any kind are NOT permitted (nose, eyebrow, lip, tongue, etc.)**

Makeup is not to be worn; this includes the application of tinted lip gloss, eyelashes, or any other makeup during the school day. Nail polish and press-on nails brought to school will be confiscated.

To support a respectful and distraction-free learning environment, students may not wear facial blemish patches or stickers (such as pimple patches or decorative acne stickers) during the school day. These items should be removed before arriving at school.

Inappropriate headgear of any type or style is not to be worn in the building by boys or girls. (i.e., baseball caps, Nike ski masks, du rags, head scarves, bonnets, or headbands with large attachments)

For girls, headbands that are elastic and under 3 inches wide are allowed

Outdoor gear of any kind, including but not limited to coats, jackets, fleeces, sweatshirts with or without hoods, is not to be worn in the classroom or church.

Sagging pants are not allowed, including on non-uniform days. All pants must be worn at the natural waist.

Hairstyling may not occur in the building during the school day or after school.

Siloah Lutheran School reserves the right to define appropriateness, to remove a student from the classroom for lack of dress code compliance and to make contact with the student's home so that proper attire can be obtained.

At the third (3rd) uniform infraction in a Quarter, the student will serve a detention. At the fourth (4th) infraction in a Quarter, the student will not be allowed to return to school until the parent or guardian has met with administration to find a solution. Dress Code infraction count will return to zero (0) at the end of each Quarter.

STUDENTS RIGHTS POLICY

At Siloah Lutheran School, we adhere to the “Student Rights” as outlined by the Department of Public Instruction (DPI) as

follows:

1. THE WISCONSIN PUPIL NONDISCRIMINATION ACT, S. 118.13 AND PI 9, which prohibits discrimination against students on the grounds of sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.
2. TITLE IX OF THE EDUCATION AMENDMENTS OF 1972, AS AMENDED, 20 U.S.C. 1681 ET SEQ., which prohibits discrimination based on sex in educational programs.
3. THE AGE DISCRIMINATION ACT OF 1975, AS AMENDED, 42 U.S.C. 6101 ET. SEQ., which prohibits discrimination based on age in programs or activities.
4. SECTION 504 OF THE REHABILITATION ACT OF 1973, AS AMENDED, 29 U.S.C. 794 ET. SEQ., which prohibits discrimination based on handicap in programs and activities.
5. THE FAMILY EDUCATION RIGHTS AND PRIVACY ACT, 20 U.S.C. 1232G, 34 CFR 99, which regulates access to and release of student educational records.
6. All federal and state constitutional guarantees protecting the rights and liberties of individuals, including freedom of religion, expression, association, against unreasonable search and seizure, equal protection and due process.
7. All regulations, guidelines and standards lawfully adopted under the above statutes by the appropriate administrative agency.
8. Pupils charged with misconduct and subject to suspension or expulsion shall be accorded State and Federal constitutional due process of law.

**Siloah Lutheran students have the right to receive a quality Christian education.
The entire curriculum and extracurricular activities are intertwined with Christian values.
Siloah Lutheran students have the right to be taught by Christian teachers who have earned
a BA or BS Degree in
either Early Childhood, Elementary, or Secondary Education.
Siloah Lutheran students have the right to be taught in a safe and secure environment.**

Bloodborne Pathogens and Medical Policies

Siloah Lutheran School's policies and plan of action regarding first aid treatment and the handling of potentially dangerous bodily fluids are on file in the school office. Members of the staff have been trained to take appropriate measures to ensure the safety of all individuals. First aid materials are available in designated areas to treat students in cases of an emergency.

In case of serious medical illness or injury at school, the school principal or designee will contact the City of Milwaukee Fire Department Emergency Medical Service at 911 if emergency medical care is requested. The City of Milwaukee Fire Department or assigned ambulance service will convey your child to a hospital providing emergency service. The responsibility for assuming all conveyance and medical expenses incurred on behalf of your child is a parental one.

If a child becomes ill during school hours, the teacher will notify office personnel or health aides. Once the health aide has determined what the illness, injury, or problem is, she will make contact with the parents. If the parents are not available, the health aide will call the emergency contact person listed on the child's registration form. If a student has contracted a communicable illness (e.g., strep throat, pink eye, chicken pox), the rest of the student body will be informed by letter. Siloah personnel will not send an ill student home alone unless the parent or guardian has given permission. Siloah personnel do not dispense internal medicine of any kind to students without the written permission from a parent or guardian.

Statement of Nondiscriminatory Policy

Siloah Lutheran School admits students of all races, colors, and national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at our school. It does not discriminate based on race, color, national and ethnic origin in the administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.

Visitor Policy

Definition for Visitor: Parents, alumni, or any person who visits a teacher, faculty, staff, or student of Siloah Lutheran School in an unscheduled capacity. Visitors at Siloah Lutheran School for faculty, staff, and teachers are allowed if one of the following guidelines is met:

- All visitors must enter through the main office doors and sign in at the office. At no time are visitors to enter through any other door.
- During instructional hours, visits will not be permitted unless it has been approved by the administration teams. All interested visitors must contact the main office 24 hours in advance to set up time to visit SLS.
- Visits during instructional hours will only be allowed for a period of 30 minutes for faculty, staff, and teachers.
- Exceptions to the 30-minute time restraint rule or 24-hour notification rule would be as follows:
 - i) Board of Education member(s) called to observe or perform an assigned duty or action.
 - ii) Any person authorized by the principal.
 - iii) Any person conducting authorized business on behalf of Siloah Lutheran School or affiliates (maintenance workers, another school, volunteer help, etc.).

Penalties for this policy would be as follows:

- i) Any person who does not meet minimum criteria will be asked to leave the premises immediately.
- ii) Any person that does meet the criteria but does not follow time guidelines will be asked to leave immediately.

Any disruption, violations of rules, or untimely departure after a request to leave is given the visitors will not be allowed to return until the Board of Education reviews the incident in question at their next scheduled meeting. At that time, the visitor and host (the person the guest is visiting) may be interviewed, and a decision by the Board of Education will be made and finalized.

Parents requesting to meet with their child's teacher must plan accordingly and set up a time to meet with the respective teacher outside instructional hours. **Parent meetings will not be conducted during the school day under any circumstances.**

Volunteer Policy

Volunteers play a vital role in supporting the mission of Siloah Lutheran School by assisting staff, enriching student experiences, and fostering a spirit of Christian service. This policy establishes clear expectations and guidelines to ensure that volunteer service is conducted in a safe, effective, and Christ-centered manner.

All volunteers must:

- Be at least 18 years of age (unless part of a student service-learning program).
- Support the mission and Christian values of Siloah Lutheran School.
- Comply with the requirements for a background check

To ensure the safety and well-being of students, all volunteers who work directly with children or have repeated contact with students must:

1. Complete a Volunteer Application Form
2. Pass a Background Check (renewed every 3 years)
3. Sign a Volunteer Agreement affirming support for the mission and values of Siloah Lutheran School.

Weather-Related Closings

In the event of severe weather, notice of school cancellation will be broadcast on the following radio stations: AM 620, AM 1130, FM 96.5, FM 102.9, FM 94.5, FM 98.3, and FM 106.9. In addition, watch for TV notices on WISN Channel 12 and WTMJ Channel 4. Notifications will also be sent out via email and Classroom Dojo.