



**Nowell Leadership Academy**  
Real students, real solutions, bright future.

**2019-2020**

## **Sheila C. “Skip” Nowell Leadership Academy Student & Family Handbook**



*\*Updated August, 2019*

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**Capital Campus:**

Kristin Re, English Teacher  
Conor Sheehan , History Teacher  
Ryan Mullen, Math Teacher  
Catherine Marcotte, Science Teacher

Yomely Marte, English Language  
Development Specialist (*in partnership  
with the Dorcas International Institute*)

Anthony Carrion, Dean of Students

Kimberly Pineda, Student Support  
Specialist

Jamarl Johnson, Family Coach (*in  
partnership with the Dunamis Synergy  
Initiative*)

**The Wrap-Around & School Support  
Teams:**

Donna Charlton, Special Education  
Director

Waffa Freij, Social Worker

Laura Harrell, Reading Specialist

Tricia Kelly, English Language Program  
Coordinator

Judith Russell, School Nurse Teacher &  
Director of Wrap-around Supports

Bridget Seigle, Special Education  
Teacher

**Central Campus:**

Jillian Belanger, English Teacher

Linda Iribarren, History Teacher

Kanagaratnam Sajeenthiran, Math  
Teacher

Dr. Rosemary Miner, Science Teacher

Charles “Chachi” Carvalho,  
Instructional Support Specialist

Johanny Toribio, Student Support  
Specialist

Melanie Borges, Family Coach (*in  
partnership with the Dunamis Synergy  
Initiative*)

Melissa Slaiger, Director of Student  
Services

Grysmarie Genere, College Advisor (*in  
partnership with the College Advising  
Corps*)

**The Administrative Team:**

Drew Allsopp, Chief of Finance &  
Operations

Toby Shepherd, Executive Director

Jessica Waters, Principal

## Welcome!

Welcome to Sheila C. “Skip” Nowell Leadership Academy.

The Nowell Leadership Academy is a special place. Here, you will find small class sizes and the opportunity to learn through fun, meaningful projects. Here, your teachers will get to know you, will care about your well being, and will do everything possible to make sure you succeed. Here, you will find peers who - like you! - are motivated to work hard, graduate from high school and pursue their college and career dreams.

The Nowell Leadership Academy is a public charter school. The 2019-2020 school year will be Nowell’s seventh year since our school opened in 2013. We serve students from all over Rhode Island. There are no tests to be admitted to Nowell and we never charge tuition.

Our school was founded to serve pregnant and parenting young adults. We also serve students who are not pregnant or parenting, but who may have found a traditional public high school to be a challenging learning environment. Everyone is welcome at Nowell.

Who is Sheila C. “Skip” Nowell? Sheila “Skip” Nowell is a longtime community activist. She directed the first Rhode Island Head Start program located in South Providence. In 1973, she became the Executive Director of the YWCA of Northern Rhode Island. In this role, she founded the Parenting in Progress program, a GED program for young mothers and fathers. The Nowell Leadership Academy was named in honor of Sheila “Skip” Nowell’s years of service to Rhode Island’s pregnant and parenting young women and men.

It’s going to be a great year. Later in this family handbook you will find cell phone numbers for all of our faculty and staff. Please never hesitate to get in touch with any questions. We can’t wait to get started with you.

My best,

Toby Shepherd  
*Executive Director*

P.S. You can contact me directly by phone, email or text message. My email is [Toby.Shepherd@NowellAcademy.org](mailto:Toby.Shepherd@NowellAcademy.org) and my cell phone number is 401-408-3590.

## **Section 1.**

### **School Overview**

#### **Mission Statement**

The mission of the Sheila C. “Skip” Nowell Leadership Academy is to ensure that Rhode Island’s pregnant, parenting and underserved youth graduate from high school with the knowledge and skills they need to be prepared for success in college, career and family life.

Our vision is to become a national leader in providing an exceptionally high quality, competency-based high school experience to pregnant, parenting and underserved students.

#### **Board of Directors**

Nowell Leadership Academy is governed by a Board of Directors. The Board meets regularly and is composed of various community members. The Board leads the school in making decisions regarding school financial, legal, and academic outcomes. The Board assists the school in achieving its goals and ensures that its mission is met.

Nowell Leadership Academy is a public school. All of its board meetings are open to the public. Board agendas are posted and can be found on the Secretary of State website two days before meetings are held.

Students and their families who wish to appeal a decision made by administration will be referred to the Board of Directors. Further appeals typically go to the Rhode Island Department of Elementary & Secondary Education.

The Nowell Leadership Academy Board will convene committees to address important issues related to the school and overall organization. These committees often involve parents, students, faculty/staff and individuals from the community. If you are interested in serving on a committee of the Board of Directors, please contact Mr. Shepherd.

#### **2019-2020 Board Members:**

- Sharon Lee, Chair
- Deirdre Norton, Vice-chair
- Rilwan Feyisitan, Vice-chair
- Juan Carter
- Maria Carvalho
- Rebeca Dupras
- Dr. Patricia Flanagan
- Sulina Mohant
- Anjel Newman
- Hon. Maria Rivera
- Sara Silveria
- Dawn Souza

### **Where can I learn more about Nowell?**

In March of 2017, the Nowell Leadership Academy adopted a strategic plan. This document is intended to guide Nowell's growth and development over the 2017-18, 2018-19 and 2019-20 school years. You can find a copy of the strategic plan [online here](#).

Our school has been featured in several news articles over the years. To learn more about what kind of school we are, consider watching [this video](#) produced in April of 2017 or reading [this article](#).

### **Staff Contacts**

All staff members at Nowell are issued school cell phones. Students and families are encouraged to contact teachers, advisors and other staff members as necessary by phone or by text message. Staff are available by phone or by text message until 8:00 PM at night Monday through Friday, with the exception of holidays. A list of staff and their cell phone contacts can be found below. An up to date version of this list will be available at the school.

<b>Capital Campus</b>	<b>Number</b>	<b>Central Campus</b>	<b>Number</b>	<b>School Support</b>	<b>Number</b>
Kristin Re	408-3588	Chachi Carvalho	744-3578	Tricia Kelley	408-3589
Ryan Mullen	219-0024	Dr. Rosemary Miner	408-1915	Judith Russell	408-3580
Catherine Marcotte	408-3342	Jillian Bellanger	713-9134	Melissa Slaiger	578-4177
Yomely Marte	345-4826	Johanny Toribio	408-3579	Laura Harrell	787-5246
Anthony Carrion	793-0628	Melany Borges	378-5103	Drew Allsopp	408-3587
Kimberly Pineda	408-3584	Kanagaratnam Sajeenthiran	408-3392	Toby Shepherd	408-3590
Jamal Johnson	414-8147	Linda Iribarren	848-2011	Jessica Waters	258-8701
Conor Sheehan	793-1839	Grysmarie Genere	TBD	Waffa Freij	525-6798
				Donna Charlton	408-3583

## **Section 2. Enrollment, Schedule & Attendance Expectations**

### **Enrollment Process**

Rhode Island students who are interested in attending Nowell Leadership Academy must submit an application. Admission to the school is open to all prospective high school students that are between the ages 15 - 20 years old as of September 1 of the school year, regardless of their age, sex, race, national origin, citizenship status, religion, sexual orientation, color, disability, or handicap. Each spring, an enrollment lottery is held for the following school year. Students will be notified of their opportunity to enroll or their position on the waiting list. Applicants applying after the lottery is held will be placed on the waiting list. If you'd like to know more, a detailed enrollment policy is available, which describes the lottery and waiting list procedures.

### **School Attendance Policy**

Many students who enroll at the Nowell Leadership Academy come to our school with academic skills that are significantly below grade level. In order for our students to catch up to their grade-level peers and get prepared to graduate ready for success in college, careers and in family life, we find that our students benefit from as much time as possible in school. That's why Nowell's student schedule is 8:45am - 2:55 PM Monday-Friday. We also offer frequent Saturday school learning opportunities, and four weeks of summer school.

Students are expected to attend school daily and on time. In the instance that a student is absent in excess of 20% of their schedule school time Nowell leadership Academy will follow their defined attendance procedures, those procedures are listed below.

Students may occasionally seek modified schedules for learning that takes place outside of the school building. We are proud to assist students with childcare costs, transportation needs and other logistical challenges. If a life challenge is making it hard for you to come to school on time, please tell the Dean of Students or your advisor immediately. The school will work with you to try and resolve whatever challenge you are experiencing. Communication is key; do not simply stop coming to school and ignore the school's attempts to contact you. Doing so may result in your being referred to truancy court and/or being unenrolled from the school.

### **Attendance Action Plan**

**Action #1:** At the beginning of the year, and the start of every quarter, each student will be assigned a mentor group. The purpose of this structure is for every student at Nowell to develop and maintain a non-academic personal relationship with an



adult staff member, as well as provide the students stakeholders a go-to in school contact. Staff members are expected to check-in no less than weekly with their caseload of students by phone call, text message and/or in-person meetings.

**Action #2:** Every morning beginning at 8:45 AM, the Student Support Specialist calls absent students in the following order:

1. Primary number (students direct number if applicable)
2. Secondary number (guardian, if under 18).

**Action #3:** Students who arrive at school after first period (i.e. after 9:40 AM) must text the Dean of Students both their expected time of arrival and provide a reason for their tardiness. If a student is under the age of 18, the Dean of Students withholds the right to contact the students guardian. The Dean of Students manages this information and is responsible for using it to conference with students and guardians regarding their timeliness to school.

**Action #4:** Every Monday, the Director of Student Services (DSS) creates a list of students who were absent three to four days over the preceding week. The DSS, Director of Wrap-around Supports, and or the individual student's mentor may conduct door to door outreach to students listed with a goal of (1) understanding why they are missing from school, and (2) offering them support to re-engage back in school. Attempted home visits, both successful and unsuccessful, are logged in Infinite Campus along with any other pertinent information.

**Action #5:** Midway through each quarter (approximately 20 days from the start of the quarter), the Dean of Students takes the list of students who have missed 50% or more of the quarter and seeks to establish a re-engagement meeting with the student and/or guardian.

**Action #6:** Midway through each quarter (approximately 20 days from the start of the quarter), the Director of Student Supports (DSS) submits a list of students who (1) are under the age of 18, and (2) have missed 50% or more of the quarter due to unexcused absences to Nowell's legal counsel for referral to family court. (See next section for more information on truancy proceedings). On this same date, the DSS sends a letter to the last known address of students who are (1) over the age of 18, and (2) have missed 50% or more of the quarter due to unexcused absences indicating that the student will be withdrawn from school due to low attendance if he/she accumulates another 10 unexcused absences before the close of the quarter. (See next section for more information on withdrawal procedures, including the warning letter referred to here). Copies of the above letter will be kept on record in each students' file.

**Action #7:** At any point in the school year, a student may request an adjusted schedule.

Adjusted schedules are typically offered to students who (1) are balancing significant work responsibilities, or (2) suffer from a behavioral health disability that prevents full-time school attendance. Adjusted schedules are signed-off by the school principal and must accompany an updated graduation plan that clearly states how the adjusted schedule impacts the student's projected graduation date.

**Action #9:** Three times throughout the year, the entire NLA team (all faculty and staff) commit an entire school day to conducting targeted home visits. While these home visits can sometimes serve multiple purposes (i.e. ensuring seniors are aware of their progress towards graduation), they are ultimately about building relationships and supporting engagement.

**Action #10:** At the beginning of the quarter, the cycle of attendance support begins again with targeted messaging during enrollment and orientation meetings.

#### **Referral to Family Court and/or Withdrawal from Enrollment**

Students who are under the age of 18 and miss more than 50% of school in a quarter are immediately referred to family court for truancy proceedings. The Family & Community Liaison manages Nowell's truancy caseload in partnership with school counsel.

Nowell will withdraw a student over the age of 18 at the end of the quarter if Nowell has lost all contact with the student and their family. The Family & Community Liaison recommends a student for withdrawal to the Executive Director, and the Executive Director approves (or rejects) such recommendations. No student shall be recommended for withdrawal unless Nowell has conducted no less than one announced visit and no less than one unannounced visit to the student's last known address.

Students who are peripherally connected to Nowell (i.e. making good faith efforts to identify childcare, working with the Director of Student Supports to make academic progress from home) are not withdrawn.

The above withdrawal process will take place for students who are involuntarily withdrawn after October 1st of the current school year. Nowell withholds the right to consider all students with lower than 50% attendance for the month of September as non-starters and may withdraw them immediately, per the approval of the Executive Director.

### School Calendar

In the 2019-2020 school year, Nowell will be open for 216 school days. Appendix 1 shows the current year school calendar. You can find a copy of the 2019-2020 school year calendar on the Nowell Leadership Academy [website here](#).

### Daily Schedule

Below, please find a copy of the student schedule for both campuses. The daily schedule may be adjusted from time to time to test out new programs or accommodate special events. An up to date copy of the daily schedule will always be available at the school.

### 2019-2020 NLA Daily Schedule

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:30 - 8:45 AM	Breakfast				
8:45 - 9:40 AM	Core 1	Core 1	Reading Workshops	Core 1	Core 1
9:40 - 9:42 AM	Passing				
9:42 - 10:37 AM	Core 2	Core 2	Math Workshops	Core 2	Core 2
10:37 - 10:39 AM	Passing				
10:39 - 11:34 AM	Core 3	Core 3	Self-Directed Learning	Core 3	Core 3
11:34 - 12:04 PM	Lunch				
12:04 - 12:06 PM	Passing				
12:06 - 1:01 PM	Core 4	Core 4	Community Meeting	Core 4	Core 4
1:01 - 1:03 PM	Passing				
1:03 - 1:58 PM	Core 5	Core 5	Mentoring or Prepare Nowell	Core 5	Core 5
1:58 - 2:00 PM	Passing				
2:00 - 2:55 PM	Core 6	Core 6	Mentoring or Prepare Nowell	Core 6	Core 6
2:55 PM	Dismissal				

### **Snow Days/Cancellation of School**

Occasionally, the Nowell Leadership Academy closes school due to inclement weather or for other reasons. Nowell makes its own determinations regarding school closures; in other words, please do not assume that Nowell is closed just because the Providence, Central Falls or another school district is closed due to inclement weather! You can find out if school will be cancelled due to inclement weather through local TV and radio, by visiting the Nowell Academy website or the RI Broadcasters website, or by following Nowell's social media accounts on Twitter and Facebook.

### **Monthly Electronic Newsletter**

Once a month, the Nowell Leadership Academy sends out an electronic newsletter ("Nowell News") with general updates on school activities. You can subscribe to Nowell News on the Nowell Leadership Academy website by visiting [www.nowellacademy.org](http://www.nowellacademy.org).

## **Section 3. Student & Family Services**

### **Mentor/Mentee**

All Nowell students are assigned a Nowell Mentor at the beginning of the school year and that mentor serves as the student's coach, advocate, and confidante throughout the year. The mentor helps students set goals, create plans, and make good decisions -- the skills of becoming a self-directed learner. In addition to the Dean of Students, the mentor also serves as a main point of contact for a student's family with the school.

Students meet with their mentor and SDL group every Wednesday. This time of mentoring is an important vehicle for students to set academic goals and reflect on progress, troubleshoot barriers to academic success, and build community with friends and peers.

School staff check-in with all students on a monthly basis. These monthly check-ins are intended to help students keep closer track of their academic progress, their ability to meet the school's professional standards, and their preparedness for college career and family life. During the course of the following month each student will meet with their campus teacher leader and dean of students to review these monthly report cards and develop action plans for improvement, if needed. This process looks and functions like a traditional workplace evaluation. In the instance that students need additional support to meet the agreed upon

action plan, parents may be called in for a meeting to give their input into a more intensive intervention strategy.

### **Child Care**

At Nowell, we know that access to reliable, high quality child care is essential for student success. The staff of Nowell Leadership Academy are available to help students identify childcare options. Students in need of assistance with childcare should speak with the Dean of Students or the School Nurse.

Nowell is also pleased to make available a limited number of emergency child care spaces at licensed child care sites near both campuses. In Central Falls, we are pleased to partner with the Children's Workshop located at 151 Hunt Street. In Providence, we are pleased to partner with Dr. Daycare located at 133 Delaine Street (in the Nickerson Community Center building). At both daycare locations, Nowell maintains childcare spots that are available to our students on a first-come, first-served basis and will be used for emergencies only with the permission of Nowell staff. Students who think they may need to use emergency childcare in order to attend school should alert the Dean of Students or the School Nurse as far in advance as possible to ensure that space is available. While child care can be available at no cost, students will need to provide paperwork to the daycare center including a record of the child's immunizations, etc.

Nowell frequently hosts special events and programs that allow our students to bring their babies and toddlers to school. During the regular schedule, however, babies and toddlers may not be brought into the classroom area during school hours.

### **Transportation**

Nowell offers all students a transportation support program.

Every five days of attendance, Nowell students who live less than 5 miles from their assigned campus are able to earn one of the following means of transportation support:

- A RIPTA 10-ride pass
- A \$20 gas card
- A \$20 gift card (if a student walks and elects not to use a gas-card or bus fare)

Students who live 5 miles or more from their assigned campus will be eligible to receive two forms of transportation support per every five days of attendance.

Students who live in the City of Woonsocket receive free daily bus service to the Central Falls campus and are therefore not eligible to receive one of the transportation supports described above. In order to participate in Nowell's transportation support program, students must sign

and return a waiver form. For more information on Nowell's transportation support program, please see the Student Support Specialist at your campus.

### **Food Services**

All Nowell Leadership Academy students will be provided with a *free* hot breakfast and a *free* hot lunch every day. Nowell's lunch period is thirty minutes. Our school food partner Revolution Foods provides Nowell students with nutritious meals with multiple options at every meal. Students with any special dietary needs should notify the School Nurse. Members of the Skipper Society may leave school for lunch (if under 18, Skipper Society members need parental permission.) Students who are not members of the Skipper Society may not leave school for lunch.

Students are welcome to bring a packed lunch. Students may not eat meals during class time. Students may be permitted to bring a drink or snack into class at the discretion of the classroom teacher. Students who arrive to school with food may ask the Dean of Students to store it in the cafeteria until lunchtime. Students may not order food to be delivered to the school unless given special permission.

At times other than breakfast and lunch, Nowell will maintain a supply of fresh fruit, healthy snacks and bottled water. Students - especially our expecting mothers - are welcome to enjoy one of these snacks in class so long as they take care to enjoy their snack in a way that is as minimally disruptive to the learning environment as possible.

From time to time, Nowell may order a special lunch for the whole campus.

## **Section 4. Student Health and Wellness**

### **What makes Nowell unique for pregnant and parenting young adults?**

The Nowell Leadership Academy was founded specifically to serve pregnant and parenting young moms and dads. We maintain program offerings that are unique to this population of young adults. These program offerings are described below.

For students who are not pregnant or parenting	<ul style="list-style-type: none"><li>• Nowell requires all students to complete a four-semester health and wellness course that includes comprehensive sexual health education</li><li>• Nowell partners with a Certified Nurse Midwife to provide access to confidential birth control counseling</li></ul>
For students who are pregnant	<ul style="list-style-type: none"><li>• Nowell partners with a local doula who will support students throughout their pregnancy. Nowell's doula will meet with students at school to answer their questions, help them understand their options and develop a plan for a healthy and safe birth</li><li>• Nowell's doula also offers a childbirth class for expecting mothers</li></ul>

For students during birth	<ul style="list-style-type: none"> <li>• If a student at Nowell chooses, Nowell’s doula will provide labor support to Nowell students during childbirth</li> </ul>
For students immediately after child birth	<ul style="list-style-type: none"> <li>• Following childbirth, Nowell students typically spend six to eight weeks at home on “home learning”</li> <li>• During home learning, students will complete an academic maternity project for which they receive school credit</li> <li>• Nowell’s doula and school nurse teacher will complete postpartum visits to the student’s home to check in on the student and baby’s health, to monitor the parent’s progress on the maternity project, and to develop a plan to return to school</li> </ul>
For students with children	<ul style="list-style-type: none"> <li>• Nowell offers private spaces for nursing mothers to breast-pump during the school day</li> <li>• In order to prevent repeat unplanned pregnancies, Nowell partners with a certified nurse midwife to provide confidential birth control counseling</li> <li>• Nowell offers on-demand childcare on a temporary basis to parenting students in partnership with local, licensed child-care centers</li> <li>• Nowell partners with BoysTown USA to provide the evidence based parenting class “Common Sense Parenting”</li> <li>• Nowell offers quarterly opportunities for students and their children to engage in fun activities together at school including playgroups, arts and crafts experiences, holiday themed parties, etc.</li> <li>• Nowell offers a supportive community of understanding peers dedicated to your success and your baby’s success.</li> </ul>

### **Fire drills and other emergencies**

The Nowell Leadership Academy Emergency Management and School Safety Plan is in accordance with all Department of Education mandates. An Emergency Procedures folder is available in each classroom.

If a fire drill, lockdown, or other emergency should occur, students will follow the instructions given by staff and will also view and follow the posted fire emergency exit plan.

### **Counseling Services**

Nowell is pleased to provide behavioral health screening and counseling services to students who elect to receive these services. Our school social worker is available to meet with students confidentially at both campuses in one-on-one and group settings. You can make an appointment to meet with the school social worker by speaking with your advisor, the Dean of Students at your campus, or another staff member.

Nowell also maintains a partnership with Sojourner House, a Providence-based non-profit organizing provided assistance to victims of sexual assault. For information on speaking with Sojourner’s School Based Advocate, students may notify any school staff member.

### **Illness & Medications**

If a student becomes seriously ill at school, they should ask their teacher or advisor to see the School Nurse. The nurse (or if the nurse is not available, another school administrator) will call the student's parent or guardian, and arrangements may be made for student dismissal. If a student is having a critical medical emergency, the school nurse (or advisor if the nurse is not available) will first call 911 and then contact the student's parent or guardian to inform them of the student's status. If a parent cannot be contacted, the emergency contact for the student will be notified.

Students suffering from chronic illness or medical conditions must alert the school nurse of their condition with proper documentation and directions for prescription delivery. In addition, students with allergies to foods, insects, medication, or any other substances must notify the school nurse immediately.

All students who are prescribed medication that needs to be taken during school hours must notify the School Nurse to make a plan for medication administration.

### **Tobacco Policy**

All members of the Nowell community are encouraged to make decisions which support optimal health and well-being. Students who wish to quit smoking should contact the school nurse for support. In accordance with Rhode Island state law, all forms of tobacco use (Cigarette, e-cigarette, vapor, hookah pen, chewing tobacco) are prohibited within 100 feet of the school building.

### **Health**

Nowell Leadership Academy offers Health and Wellness Education to students. Nowell's health program is to provide information needed to make important decisions about health, wellness, and individual lifestyle. Topics related to health such as personal health and wellness, social and emotional health, safety, nutrition and physical activity, and family life and sexuality education will be discussed. The goal of Nowell's health curriculum is to ensure students have the knowledge and skills necessary to assume responsibilities for their own health. Any student, parent, or guardian with concerns about the teaching of sexual education may contact the Principal at any time.

## **Section 5. Academic & School Program**

*In the fall of 2017, the Nowell Leadership Academy adopted a new set of graduation requirements. These graduation requirements are described below. These graduation requirements apply to students who maintained 10 or fewer high school credits as of the start of the 2017-2018 school year, or to any newly enrolling student. Students who were*



*considered juniors (11 - 15 credits) or seniors (15 - 20 credits) as of the start of the 2017-2018 school year are exempt from the graduation requirements described below. These students can meet Nowell's graduation requirements by successfully completing 20 high school credits and a senior Capstone project.*

### **Graduation Requirements**

The mission of the Nowell Leadership Academy is to ensure that Rhode Island's pregnant, parenting and underserved youth graduate from high school with the knowledge and skills they need to be prepared for success in college, career and family life.

Nowell's graduation requirements are intended to ensure that all students who graduate from our program have demonstrated true readiness in each of these three areas: post-secondary education, careers and family life. Our goal is to graduate students who are prepared to succeed in a college freshmen seminar, to find and maintain family sustaining jobs, and to serve as healthy, resilient heads of households.

These ambitious goals require students to reach a high bar before graduating. Our graduation requirements, program of studies, and system of supports therefore, are designed to do three things simultaneously, namely:

- (1) To set consistently high expectations for student success,
- (2) To offer multiple pathways and multiple opportunities for students to reach this standard, and
- (3) To provide an exceptional level of interventions and supports - including more time in school - to assist students meeting these standards.

### **Requirement #1: Prepared for Success in Post-Secondary Education**

Like all high schools in Rhode Island, Nowell maintains a requirement that students complete our program of studies. Our program of studies includes coursework in the disciplines of mathematics, English language arts, the sciences, social studies, health, foreign languages and financial literacy. Our program of studies also includes elective courses and a capstone requirement that applies to our seniors.

Like other high schools, Nowell translates mastery of course content into course "credits." Students who demonstrate mastery in a course typically earn one course credit. Students can move through a course at their own pace and are not bound by "seat time" in order to earn credit. In some courses, students can elect to pursue deeper study in the content and earn more than one course credit upon demonstration of mastery. Students at Nowell successfully demonstrate mastery of content by completing both projects (scored by teachers against a common rubric that assesses mastery of cognitive skills) and content assessments.

Nowell's academic program is designed to develop students who possess both content knowledge and the skills of self-directed learning. Self-directed learners seek challenges, demonstrate persistence, know how and when to shift strategies, seek help appropriately and respond to setbacks without giving up. Nowell develops self-directed learners through its project-based curriculum and its aligned cognitive skills rubric.

Because nearly all students at Nowell have attended one or more high schools before enrolling, most students begin at Nowell with some number of credits that transfer from a previous high school. These credits are determined upon enrollment by the principal in conjunction with the student and, when possible, the sending high school. A student whose transcript indicates that she has taken but failed a course at a previous high school has the opportunity to demonstrate mastery of the content and, if so demonstrated, earn the requisite credit in the course.

Nowell's program of studies is aligned with the admission standards of Rhode Island's public colleges and universities. This alignment ensures that students who graduate from our school can, at a minimum, meet the threshold for enrollment at Rhode Island College and/or the University of Rhode Island. The program of studies requires students to demonstrate this level of mastery through four math courses, four English language arts courses, three science courses, three social studies courses, two health courses, two foreign language courses, two elective courses, and a financial literacy course. These courses, in combination with a workplace learning requirement, constitute 22.5 course credits or the equivalent that students must accumulate in order to be eligible for graduation.

Nowell's specific course offerings and minimum requirements are listed below.

- Nowell offers Algebra 1, Algebra Lab, Geometry, Advanced Math, and Financial Literacy. Students must demonstrate mastery in four math courses or their equivalent and at a minimum demonstrate mastery of Advanced Math.
- Nowell offers English 1, English 2, English 3 and English 4 (URI partnership College Writing Class). Students at Nowell must demonstrate mastery in each of these four courses or their equivalent.
- Nowell offers Biology, Chemistry, Physics and Anatomy and Physiology. Students at Nowell must demonstrate mastery in at least three courses or their equivalent.
- Nowell offers Modern World 1, Modern World 2, AP US History & AP Government. Students at Nowell must demonstrate mastery in at least three courses or their equivalent.
- Nowell offers a health program that includes a focus on reproductive health, pregnancy, early childhood development and healthy parenting. Students at Nowell must demonstrate mastery in the courses of this program or the equivalent.
- Nowell offers instruction in foreign language. Students at Nowell must demonstrate mastery in no fewer than two foreign language courses.
- Nowell offers elective courses. These elective courses include Nowell's arts programming as well as courses available to students at Nowell at other institutions. Students at Nowell must demonstrate mastery in no fewer than two elective courses.
- Students at Nowell must demonstrate mastery in financial literacy, either by

successful completion/mastery of Nowell's financial literacy course or its equivalent.

- Students at Nowell must successfully complete a workplace learning experience (Prepare Nowell) and a senior capstone experience, both described in further detail below.

Students pursuing a diploma from Nowell are required to complete and demonstrate mastery in no fewer than five courses (or, at a minimum, four and a half credits/courses) during their time as an enrolled student at Nowell regardless of how many credits/courses are transferred. This requirement is intended to ensure that all students spend at least twelve months with us prior to graduating.

A summary of the course requirements described above appears below:

- Math: 4 course credits
- English Language Arts: 4 course credits
- Science: 3 course credits
- Social Studies: 3 course credits
- Health: 2 course credits
- Foreign language: 2 course credits
- Electives: 2 course credits
- Financial literacy: .5 course credit
- Capstone: 1 course credit
- Workplace Learning: 1 course credit

Students who meet the required performance standards for the Seal of Biliteracy will receive the appropriate designation on their diploma.

Before graduating, students at Nowell must also demonstrate basic high school level proficiency in reading and mathematics prior to graduating from Nowell. Students have the opportunity to demonstrate proficiency in one of several ways, as outlined below. Students can:

- Reach a minimum score of 50th percentile of ninth grade proficiency in reading and in math on the Northwest Educational Association Measures of Academic Progress (NWEA MAP) assessment, or
- Reach a minimum score of the 50th percentile in reading and in math on the Scholastic Aptitude Test (SAT), or
- By earning a grade of 3 or higher on Advanced Placement ("AP") level courses in the math or sciences or in the humanities, or
- By earning a grade of B+ or higher in college courses in the math & sciences or in the humanities disciplines. Students at Nowell have the opportunity to take advantage of college courses at no cost through the State of Rhode Island's Advanced Course Network; if taken for satisfaction of this graduation requirement, the course must be approved by the Principal in advance of registration.

Finally, students can satisfy the requirement of demonstrating readiness for post-secondary level reading and math coursework by earning acceptance to an accredited, Bachelor's degree granting college or university, or by enrolling in a community college with an Accuplacer result demonstrating that a student does not require any remedial college coursework.

None of these opportunities to demonstrate proficiency serve as absolute gatekeepers. For example, students may demonstrate proficiency in reading by reaching the 50<sup>th</sup> percentile of ninth grade proficiency on the NWEA MAP assessment while demonstrating proficiency in math by earning a B+ in an introduction to engineering course at the Community College of Rhode Island.

### Requirement #2: Prepared for Success in Careers

All graduating seniors at Nowell must complete a workplace-learning experience. Juniors at Nowell (students with between 11 and 15 high school course credits) are required to complete a minimum of two five-hour internship experiences. Seniors at Nowell complete a minimum of one twenty-hour internship experience. This internship experience will form the foundation of the student's capstone research project.

Workplace experiences at Nowell are intended to further develop the cognitive skills that are assessed in the completion of Nowell's academic projects. These cognitive skills include domains such as critical analysis, synthesizing data, writing, speaking, and presenting, explaining and integrating evidence, actively listening and oral presentation.

Under the supervision of the principal, students who demonstrate mastery of academic content during their workplace learning experience that is closely aligned with the content of a course requirement at Nowell may use their workplace learning experience to satisfy all or a portion of their course requirement. Students who meet the required performance standards for a Pathways Endorsement in the Arts, Business and Industry, Humanities and World Languages, Public Service, STEM or Teaching will receive the appropriate designation on their diploma.

As noted above, all seniors at Nowell complete a senior capstone project prior to graduating. The senior capstone project is grounded in a topic of the student's choosing and aligned to their internship experience. The senior capstone serves as an opportunity for students to demonstrate the elements of self-directed learning. The capstone project and presentation are graded against the cognitive skills rubric described above; students satisfy this requirement by demonstrating both deep knowledge of the subject matter chosen *and* mastery of the aligned cognitive skills. More information on capstone can be found in the Nowell Capstone Guide.

### Requirement #3: Prepared for Success in Family Life

Nowell maintains a four- semester health and wellness course that is designed specifically for pregnant and parenting teenagers. The course includes material on reproductive health, preventing unplanned pregnancy, maintaining healthy pregnancies, preventing second

pregnancies, parenting, child development, emotional, mental and social health and maintaining a positive body image. This health and wellness program is intended to provide all students - whether or not they are pregnant and parenting - with foundational skills and knowledge related to both adult and child health and wellbeing.

In order to satisfy the requirement of graduating students who are prepared for success in family life, students must demonstrate mastery in this health and wellness course or its equivalent. Successful completion of an evidence based parenting skills program may be used as an equivalent to satisfy this requirement with the approval of the principal.

### **Grading Policy**

To pass a course at Nowell, students must successfully complete all power focus areas in a course and complete all projects with grade-level cognitive skills averages. Nowell offers extended course time during the summer for students to complete work they did not finish during the academic school year. To qualify for extended time in a course during the summer, a student needs to have completed at least half of all power focus areas and all projects in a course. A student must obtain a passing cognitive skills average in a course by the end of summer extended time to move on to the next course, otherwise the student will repeat the previous course.

Students that demonstrate passing cognitive skills averages in projects but have not completed all power focus areas may remain enrolled in the course in the following school year, but will not earn a credit until they have passed all applicable power focus areas. Students that fail to demonstrate passing cognitive skills averages in projects must retake the course in the following year.

All classes must be completed with a grade of 70 (C-) or higher. Any grade below that is an incomplete.

NLA Grading Scale	
Final Grade	Numerical Equivalent
A+	97 - 100
A	93 - 96
A-	90 - 92
B+	87 - 89
B	83 - 86
B-	80 - 82
C+	77 - 79
C	73 - 76

C-	70 - 72
Below a 70 is an Incomplete (I)	

To prepare students for career and college, all NLA classes focus on developing cognitive skills and content knowledge. Cognitive skills include skills such as critical thinking, analysis, problem-solving, and writing. Content knowledge is specific pieces of information that students learn in different subject areas - such as the parts of a cell or important historical events.

### **Art Exploration Weeks**

Nowell believes helping students find their passion and interests keeps students motivated to learn, be curious, and persevere through challenges. That's why, every six to eight weeks, Nowell hosts what we call an "art exploration week." During art exploration week, students at Nowell spend half the day in their regular classes and half the day in different artistic workshops. These workshops include theater, fashion design, dance, drawing, sculpture, and more. In the 2019-2020 school year, Nowell is pleased to partner with the Providence arts nonprofit AS220 during its four art exploration weeks.

### **Credit Acceleration**

Students at Nowell often enroll at our school behind their graduation peer cohort. These students are sometimes referred to as "over-age and under-credited." Our students become over-age and under-credited in a variety of ways, often because they have missed school for an extended period of time before enrolling at Nowell. Nowell offers "credit acceleration" as a way for these students to recover credits they did not fully earn in previous classes and move towards graduation faster. Students who take and pass a class that is eligible for credit acceleration earn *one and a half credits* as opposed to the traditional one credit.

In order to earn one and a half credits in these courses, students will demonstrate a deeper understanding of the content area by completing additional focus areas and projects in the course. Students work with the Dean of Students to determine if credit acceleration is a good fit for them.

### **Special Populations**

Nowell Leadership Academy adheres to state and federal regulations governing the education of children with disabilities. Nowell also maintains a staffing and programming designed to provide extra support and small group interventions to students with acute needs in math and reading as well as students who are learning the English language.

The Director of Special Education provides leadership and support to the school community through quality special education services, alternative school programs, and student services so that all students achieve high academic standards. If you would like more information regarding Special Education services, please feel free to contact Donna Charlton, Director of Special Education at Donna.[Charlton@nowellacademy.org](mailto:Charlton@nowellacademy.org).

### **Academic Integrity**

At Nowell Leadership Academy we believe honesty and integrity are fundamental in preparing our students for college, career, and family life. We revere these values and hold them essential in promoting personal responsibility, moral and intellectual leadership, and pride in ourselves and our community.

We expect our students, we will represent themselves truthfully, claim only work that is their own, and engage honestly in all academic assignments.

Please refer to the chart below for examples of academic dishonesty.

Plagiarism	
Do	Dont
Trust the value of your own intellect.	Don't purchase papers or have someone write a paper for you.
Undertake research honestly and credit others for their work.	Don't copy ideas, data or exact wording without citing your source.
Unauthorized Collaboration	
Do	Dont
Trust the value of your own intellect.	Don't collaborate with another student beyond the extent specifically approved by the instructor.
Cheating	
Do	Dont
Demonstrate your own achievement.	Don't copy answers from another student; don't ask another student to do your work for you. Don't fabricate results. Don't use electronic or other devices during exams.
Accept corrections from the instructor as part of the learning process.	Don't alter graded exams and submit them for re-grading.

Do original work for each class.	Don't submit projects or papers that have been done for a previous class.
Facilitating Academic Dishonesty	
Do	Don't
Showcase your own abilities.	Don't allow another student to copy your answers on assignments or exams. Don't take an exam or complete an assignment for another student.

The consequences for academic dishonesty are determined by the individual teacher. Consequences may include requiring the student to redo the assignment for a reduced grade, requiring the student to complete an extension project, or assigning the student an incomplete grade for the class. The campus teacher leader and core class teacher will play a lead role in determining the appropriate restorative consequence.

### **Professional Conduct**

Students are expected to maintain a professional decorum at all times. Nowell is a small school by design and all members of this community are expected to respect our need for high professional standards. For more information, please refer to the Respect Agreement in the appendix of this handbook.

Students found to be violating these standards will receive a single redirection from their classroom teacher. The Dean of Students will be asked to support students who do not respond to a redirection from the classroom teacher.

Students are expected to be in the class they are scheduled to be in for the period. In the instance that a student is granted permission by a teacher to work in an alternative setting they should expect that each staff member who walks may ask them on why they are not in class. This practice will go for all students who are found to not be actively participating in class.

### **Laptop & Computer Policy**

All students at Nowell sign a Digital Citizenship Agreement prior to using school issued laptops and technology. Students at Nowell may be eligible to take a school laptop home with them if:

- The student is on “home learning” due to maternity leave,
- The student is out of school for an extended period of time due to a medical need, or



- The student is participating in an approved college level course for which they may need access to a laptop computer.

A student must make a request to either the school Principal or the Director of Wraparound Support in order to bring a computer home. Students who are issued computers to take home may also be eligible to take home a wifi “hotspot” in order to access the internet.

### **Cell phone policy**

The expectation at Nowell is that cell phones stay away during the school day unless a student is given specific permission to have a cell phone accessible by a classroom teacher.

Each teacher and each classroom may have a different expectation for when cell phones are available for use and when they are not. The common expectation, however, is that when a student is inappropriately using their cell phone they will receive a single direction to put their cell phone away. If the student refuses to comply with the expectation set by the teacher, the Dean of Students will be called to support. At that time, the student must surrender their cell phone to the Dean of Students until lunch time or dismissal, whichever comes first. In the situation that the student refuses to turn in their cell phone, they will be sent home for the remainder of the day in accordance with our remainder of the day suspension procedures.

Students with children who need to be accessible by phone may have their childcare provider call the Dean of Students and or the Student Support Specialist in the case of an emergency. Each campus also has a main phone line that anyone can call. Students with children who need to be accessible by phone can choose to also give this number to childcare providers. The Student Support Specialist will answer this phone during regular school hours.

## **Section 6.           Nowell Community Membership**

In this section, students and families will find some information on what it means to be a member of the Nowell community.

### **S.K.I.P. Values**

Nowell has adopted four core values that guide our work in everything we do. These are the “SKIP” values of Strength, Knowledge, Integrity and Purpose.

***Strength.*** Students of the Nowell Leadership Academy demonstrate strength by persevering through challenges, setting and working towards goals and resolving conflicts peacefully.

**Knowledge.** Students of the Nowell Leadership Academy demonstrate knowledge by having a growth mindset, participating in school to the fullest of their abilities, and applying what they learn at Nowell in their life and community.

**Integrity.** Students of the Nowell Leadership Academy demonstrate integrity by cooperating with others, exhibiting academic honesty at all times and representing Nowell with pride.

**Purpose.** Students of the Nowell Leadership Academy demonstrate purpose by arriving at school on time each day, being fully present and on-task during school hours, and remaining on-track to graduate.

More examples of how students demonstrate the SKIP Values each day in the section on Nowell Bucks below.

### **Community Meetings**

Nowell holds weekly all-school community meetings every Wednesday. Community Meeting is a time for teachers to share updates and reminders on the week ahead and to celebrate accomplishments at the close of the week. From time to time, Nowell may invite guest speakers to participate in Community Meetings. Attendance at Community Meetings is required for all students and staff members.

### **Dress**

Nowell maintains a uniform policy for students. The purpose of our uniform policy is to create a sense of community and to support the development of a professional learning environment for students and teachers alike. School uniforms also give students an opportunity to tangibly demonstrate that they are prepared to meet the school's expectations for community participation for the day.

Students at Nowell wear a top with a Nowell Leadership Academy logo. These tops include polos, button-up Oxford shirts, t-shirts and hooded sweatshirts. Any of these Nowell tops are acceptable, including Nowell tops from previous school years.

Tops should be worn appropriately and un-altered. Wearing a Nowell top with writing on it or one that has been cut in various ways, or simply draping a Nowell top over one's shoulder does not meet the uniform expectation. If another shirt is visible under a student's uniform shirt, the undershirt is expected to meet traditional business casual standards.

Nowell does not maintain a uniform policy for bottoms; students are permitted to wear shorts, pants, skirts, dresses, shoes, or other accessories of their choosing. The school will not allow any clothing or accessory that includes the depiction of violence, references to drugs or alcohol, or is otherwise obscene/gratuitous in any manner.

Students should come to school wearing their school issued uniform. If a student comes to school without their uniform, the school will make one immediately available to a student to borrow for the day. Students should recognize, however, that these “loaner” shirts may not always be available in a student’s preferred size.

A student who simply refuses to comply with the dress code will not be allowed to attend class for the day and will be sent home in accordance with the procedures described below.

### **Nowell Bucks & the School Store**

Students at Nowell have the opportunity to earn and spend “Nowell Bucks.” Students have the opportunity to earn Nowell Bucks throughout the school day by exhibiting any of our SKIP values. These Nowell bucks will be given out at the discretion of a Nowell staff member in increments of \$1, \$3, or \$5.

Typically, students can earn:

- \$1 for meeting a particular expectation
- \$3 for exceeding a particular expectation, and
- \$5 for exceptionally exceeding a particular expectation.

For example, a student who arrives at school in their uniform may earn \$1 Nowell Buck from the Dean of Students in the morning. A student who settles into class right away and enthusiastically begins work on a teacher’s “Do Now” without prompting may earn \$3 from the classroom teacher. A student who demonstrates significant resilience in the face of a difficult challenge may earn \$5 from the Student Support Specialist.

Students can redeem their Nowell Bucks in the School Store. Students will be limited to the purchase of a single item per day. The School Store will be stocked with different gift cards and other items.

### **Skipper Society**

In nautical terms, a “skipper” is someone in charge aboard a boat or watercraft. Members of the Skipper Society are the captains, or student leaders, of the Nowell Leadership Academy. Skipper Society is the mechanism for which Nowell Leadership Academy re-enforces the positive behavior of our students.

Students who attend school a minimum of four out of five days earn admission into the Skipper Society for the following week. Students in Skipper Society will be eligible to go off campus during lunch time. The Skipper Society list will refresh every week.

Students who violate the privileges of the Skipper Society may risk losing their status in the Skipper Society for the remainder of the week. For example, if a student on the Skipper Society leaves for lunch but returns to school significantly late, they may lose the privilege to remain on the Skipper Society for the remainder of the week.

### **Violating the SKIP Values**

Students and teachers alike work hard to make our campuses positive learning environments that allow all of us to focus on the work at hand - getting prepared to graduate ready for success in college, careers and family life. Certain behaviors that violate the SKIP values distract us from this work. Swearing, being rude to your teachers, or skipping class and roaming around the school building - behaviors like these are unacceptable because they waste time, cause frustration, and push us off the path towards graduation and success beyond high school.

Nowell has adopted a tiered approach to addressing instances of SKIP Value violations. In the event of a SKIP Value violation, the Dean of Students and the student will jointly determine the appropriate restorative action to address the issue. Restorative actions aim to help someone who has violated the SKIP Values restore their relationship with the school community. This approach is different from a punitive approach based solely on punishment or suspension from school.

Samples of SKIP Value violations and potential restorative actions are presented below.

<b>Tier 1 behaviors/actions</b>
Unprepared for class, disengaged, minor class disruption, negative attitude
<b>Tier 1 Restorative Actions</b>
Reflection sheet, check in with dean, apology to teacher or student
<b>Tier 2 behaviors/ actions</b>
Disrespect to property, gossiping, general rudeness, repeated tier 1 behaviors
<b>Tier 2 Restorative Actions</b>
Facilitated conversation with Social Worker, PM school, meeting with support system
<b>Tier 3 Behaviors/actions</b>
Unsafe contact, verbal altercation, Major unprofessional behavior, repeated tier 2 violations

### Tier 3 Restorative Actions

Check in with social worker, Meeting with Parent, Restorative circle up, Plan developed with leader and family

In the instance that students exhibit behavior or actions that is beyond that described above, the Nowell Leadership Academy reserves the right to take other actions that we believe may be necessary to maintain the safety and integrity of our learning community. These actions are described below.

- **Sent home for remainder of the day.** Students who exhibit egregious actions or behaviors that indicate they are not ready or are deemed incapable of maintaining a professional demeanor will be sent home for the remainder of the day.

Students who are 18 years old or older will be expected to leave the campus immediately and under their own volition. If students are incapable of leaving on their own they may be given up to 30 min to secure transportation home, this decision will be made by the Dean of Students and on a case by case basis. The student may be required to have a re-entry meeting at the discretion of the Dean of Students

Students who are under 18 years old and must be sent home for the remainder of the day will be sent home either with the permission of their parent/guardian or preferably will be picked up by their parent/guardian. The student may be required to have a re-entry meeting at the discretion of the Dean of Students.

- **Emergency multi-day removal.** Students who exhibit egregious actions or behaviors that jeopardize the safety of the community may be immediately removed from the community on an emergency basis for up to three days while school officials create a safety plan for that students return to school

Students who are 18 years old or older will follow the procedure identified under “sent home for remainder of the day” and in addition to will have to attend a meeting in which school officials will review a plan for the students return to school.

Students who are under 18 years old will follow the procedure identified under “sent home for remainder of the day” and in addition to will have to attend a meeting, along with a stakeholder in their lives, in which school officials will review a plan for the students return to school.

- **Exclusionary actions extending beyond 3 days.** In the rare instance that the Nowell Leadership Academy feels it is in the best interest of the student and the school community to consider a removal from school that extends beyond three days, a plan

for longer-term home learning will be developed by the Principal, the Dean of Students and the Director of Wrap-around Supports. In the instance that a student or their parent/guardian, does not support the home-learning plan presented by the school, the student or parent/guardian may appeal the plan to the Executive Director.

### **Physical violence & threats of physical violence**

Nowell is a safe school community. Especially because we serve a population of pregnant and parenting young women, Nowell takes physical violence - and threats of physical violence - very seriously. Any student over the age of 18 years old who physically harms another student may be automatically withdrawn from Nowell. Any student under the age of 18 years old who physically harms another student will be placed a plan of home learning until such time the school is confident that the student can be reintegrated into the school community safely.

Students who make threats of physical violence may also face serious consequences, up to and including un-enrollment or long-term home learning. These threats include both direct and indirect threatening language (i.e. "If someone crosses me today, I am going to hit them"). These policies apply both in and out of school, and also apply to social media interactions. A student who threatens another student on social media, directly or indirectly, during or outside of school hours, will be subject to the consequences described here. Students may be financially responsible for any damages that occur as a result of any violent behavior or vandalism. As dictated by law, these types of behaviors will require the notification of law enforcement authorities.

Students may also be subject to in- or out-of-school suspension. The Principal approves recommendations for suspension on the recommendation of the Deans of Students.

### **Appealing Disciplinary Decisions**

Families (or students over the age of 18 years old) have the right to appeal disciplinary decisions the Board of Directors for review. If a family believes that the school has made a disciplinary decision in error - for example, because the review process omitted key facts or because disciplinary decisions reached were in-equitably applied to multiple parties - they should notify the Executive Director of their intention to appeal the decision within five (5) business days of receiving notification of the disciplinary decision. The Executive Director will present the Board of Directors with the facts of the incident, the investigation conducted by Nowell staff and the disciplinary actions that have been recommended. The family will have an opportunity to present alternative evidence and seek a review of the school's decision. The Board of Directors will vote to either uphold the school's initial decision or to overturn the school's decision with a requirement that the school conduct a new investigation and seek an alternative disciplinary outcome. Families also have the right to appeal decisions of the Board of Directors to the state Department of Elementary & Secondary Education. More information on the RIDE appeals process [can be found here](#).

### **Use and Possession of Alcohol and Drugs**

Given reasonable suspicion (i.e. a student comes to school with a strong odor of marijuana), students will be questioned as to their possible use of alcohol or drugs and referred to the school nurse or a school administrator. Students who are under the influence of drugs or alcohol may be sent home for the day. Students who are not under the influence of drugs or alcohol but may be exhibiting other signs associated with drug or alcohol use (i.e. a student whose clothing bears a strong odor of marijuana) may be asked to change into another uniform shirt (to be provided by the school), apply body spray or allow the Dean of Students to hold the odiferous item until the end of the day.

If staff have sufficient evidence to indicate that state law has been violated with respect to the use, possession, or sale of alcohol or illegal drugs, the school will take the necessary steps to ensure the safety of the individual and the community as a whole. These steps may include but are not limited to the following:

- Reporting home to parents,
- Sending the student home for the day,
- Consequences extending beyond being sent home,
- Significant medical intervention,
- Report to police in accordance with state law and practices by local law enforcement agencies



# Nowell Leadership Academy

Real students, real solutions, bright future.

## Nowell Leadership Academy 2019-2020 Respect Agreement

As a Leader at Nowell Leadership Academy (NLA) I understand and agree that everyday I will do my best to meet the expectations listed below.

- I will be Present.
  - I will attend school daily.
  - I will arrive on time.
  - I will engage in class.
- I will be Purposeful.
  - I will stay focused on my academic and life goals.
  - I will ensure that my actions are building a safe, welcoming, and supportive community.
- I will be Professional
  - I will wear my uniform as I am expected to.
  - I will turn in my cellphone to ensure that it is not a distraction others or myself.
  - I will use professional language at all times.

As a leader at NLA I understand and agree that every day the NLA staff will do their best to meet the expectations listed below

- We will be Present
  - We will be there, without judgment, when you come to us.
  - We will give you our undivided attention when you need it.
- We will be Purposeful
  - We will value and support both your academic and life goals
  - We will ensure that our actions are building a safe, welcoming, and supportive community.
- We will be Professional
  - We will treat you and your peers with the utmost respect and dignity
  - We will enforce school policies, rules, and norms in a manner that is both fair and consistent.

Name: \_\_\_\_\_ Signature: \_\_\_\_\_





# Nowell Leadership Academy

Real students, real solutions, bright future.

## 2019/20 Calendar

First Last Day for Students	Closed (students)	Summer Sessions	Art Week	Senior Week	Closed (all)
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July						
Su	M	Tu	W	Th	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

13 instructional days

August						
Su	M	Tu	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

7 instructional days

September						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

20 instructional days

October						
Su	M	Tu	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

21 instructional days

November						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

17 instructional days

December						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

15 instructional days

January						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

19 instructional days

February						
Su	M	Tu	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

14 instructional days

March						
Su	M	Tu	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

22 instructional days

April						
Su	M	Tu	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

16 instructional days

May						
Su	M	Tu	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

19 instructional days

June						
Su	M	Tu	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

15 instructional days

September 2: Labor Day  
October 2: Home Visit Day #1  
October 14: Columbus Day  
November 11: Veteran's Day

November 27-29: Thanksgiving  
December 23-Jan 3: Winter Holidays  
January 20: Martin Luther King, Jr. Day  
February 12: Home Visit Day #2

February 17-21: February Break  
April 30-17: April Break  
May 13: Home Visit Day #3  
May 25: Memorial Day  
June 25: Graduation