

Social Relationships at Zion Lutheran School

God's Word is very specific in how Christian love is to show itself in social relationships among his children. God's Word says:

- Jesus replied: *"Love the Lord your God with all your heart and with all your soul and with all your mind." This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' All the Law and the Prophets hang on these two commandments.* Matthew 22:37-40
- (Jesus said) *My command is this: Love each other as I have loved you. Greater love has no one than this, that he lay down his life for his friends. You are my friends if you do what I command... This is my command: Love each other.* John 15:12-14, 17
- *Love does no harm to its neighbor. Therefore love is the fulfillment of the law.* Romans 13:10
- *Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails.* I Corinthians 13:4-8a
- *Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.* Ephesians 4:31-32

These and many other passages from God's Word describe the Christ-centered loving relations that must exist in student-to-student relationships as well as student-adult relationships at Zion Lutheran School. As a school, Zion will do all that it can to foster these Christ-centered relationships.

We know the devil will do all he can to break down these relationships. He does not want Christian love to be the center of any relationship. When such a break down occurs, the Law of God's Word will be used to show the sinner the sin. This will be followed by the Gospel of God's Word to assure the repentant sinner of forgiveness.

Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated aggressive behavior and involves an imbalance of power. The behavior may be motivated by an actual or perceived distinguishing characteristic, such as, but not limited to: age; national origin; race; ethnicity; religion; gender; gender identity; physical attributes; physical or mental ability or disability; and social, economic or family status.

Aggressive behaviors include bullying, but there are cases aside from bullying that are also hurtful.

Types of Aggressive Behavior:

1. Verbal – Direct - (e.g. threatening or intimidating language, hurtful teasing or name-calling, racist remarks) or Indirect - (e.g. spreading cruel rumors, intimidation through gestures, social exclusion and sending insulting messages or pictures by mobile phone or using the internet – also known as cyber bullying)
2. Physical - e.g. pushing, slapping, grabbing

3. Severely physical - e.g. assault, getting another person to assault someone, punching and similar behavior that may injure others, harassment (racial, ethnic, or sexual name calling or other severe harassment).

Any form of bullying or other aggressive behavior will be taken seriously at Zion. When an incident is reported, the parents of the students involved will be contacted the same school day. Discipline will follow according to our Aggressive Behavior Consequence Rubric. The rubric along with a summary of each incident will be sent home with the student involved. A parent will sign the form and return it to school the next school day. The goal of the rubric is to lead all parties involved to restore the Christ-centered relationships.

In working with students and parents in developing Christ-centered relationships, we keep the words of the Apostle Peter in mind: *“Finally, all of you, live in harmony with one another; be sympathetic, love as brothers, be compassionate and humble. Do not repay evil with evil or insult with insult, but with blessing, because to this you were called so that you may inherit a blessing.”* I Peter 3:8-9

Aggressive Behavior Consequence Rubric

The Verbal and Indirect/Physical will be counted separately from Severe Physical

Behavior	1 st Time	2 nd Time	3 rd Time	4 th Time	5 th Time
Verbal and Indirect / Physical	Fill out reflection, Apology, Teacher calls parent, Lose 1 recess	Fill out reflection, Apology, Student calls parent, Lose 3 recesses	Fill out reflection, Apology, Student calls parent, Lose 3 recesses, Detention, Behavior plan with parents, teacher, and principal	Fill out reflection, Apology, Student calls parent, 1-day in school suspension, Review behavior plan with parents, teacher, and principal	Fill out reflection, Apology, Student calls parents, 2-day in school suspension, Parents meet with the Board of Education, principal, and teacher with the possibility of expulsion
Severe Physical	Fill out reflection, Apology, Student calls parent, Lose 3 recesses, Detention, Behavior plan with parents, teacher and principal	Fill out reflection, Apology, Student calls parent, 2-day in school suspension, Review behavioral plan, Require counseling if necessary	Fill out reflection, Apology, Student calls parent, Minimum 2-day out of school suspension, Parents meet with the Board of Education, principal, and teacher with the possibility of expulsion	Expulsion	

Note: Students in grades 1-2 may receive one additional warning. The K4 and kindergarten teacher will use more immediate, brief consequences with the students. Severe behavior may lead to more severe consequences including suspension, depending on the behavior.

K-2 Detention: 15 minutes followed by a parent meeting
 3-8 Detention: 30 minutes followed by a parent meeting

5/27/15

Zion Lutheran School Management Plan

In order for any school to function to its best ability, there must be cooperation between the home and school. It is especially important that the school rules, grading policy, and discipline are upheld at school and supported at home. May the Holy Spirit fill each of us with this spirit that we might all work together as a family of Christians and have a blessed school year.

I, _____ understand and support the school rules, grading policy, and discipline policy outlined in this packet.
Parent Name

Parent signature: _____ Date: _____

Please return this form to your oldest child's classroom teacher by the first day of school.