

ECS Merit System

Conduct & Discipline

ECS has a Merit System for encouraging positive behavior and discouraging negative behavior. We do this for the following reasons.

1. **Culture:** Balanced rules and expectations establish the guard rails that show clear boundaries and safeguards on the road to a successful school environment. Any relationship necessitates a certain level of “rules” to cultivate and continue the relationship and our school is no different. We are seeking to create a culture conducive to academic, social, physical and spiritual growth.
2. **Gospel Fruit:** The scriptures teach that there are certain evidences of grace that true believers will exhibit in their actions and attitudes. Those evidences are fruit of the Gospel’s work in an individual. At ECS we want to create a culture that is helpful for believers to demonstrate genuine obedience from the heart, motivated by God’s grace and not a mere outward behavior or conformity motivated by man’s guilt.
3. **Sowing & Reaping:** We also want to teach students through real life application the biblical law of sowing and reaping. It is for their benefit that they realize that “the way of the transgressor is hard” (Proverbs 13:15) and that there are positive and negative consequences for one’s behavior.
4. **Revealing Depravity:** The scriptures teach that the law functions as a tutor to guide us to Christ. Without the law one would not have a knowledge of sin. We desire to hold standards consistent with biblical conduct that point out sin in the lives of students with a goal of showing them their need of Christ to change their hearts, not merely their external actions.
5. **Positive Reinforcement:** We seek to encourage positive character qualities such as the following that are helpful in both secular and sacred arenas.

A. **Dedication to God:**

An unreserved, lifetime commitment to God (Romans 12:1-2)

B. **Devotion to others:**

An unselfish, sacrificial love for others (1 Cor.13; Mark 10:44)

C. **Disciplined living:**

A sustained, daily effort to be controlled and directed by the Holy Spirit (1 Timothy 4:7; 1 Cor. 9:25-27)

D. **Dependable spirit:**

Doing what I ought to do (1Cor. 4:2; Proverbs 25:19)

E. Discerning mind:

The ability to see people and circumstances as they really are (Hebrews 5:14; 1 Corinthians 2:14)

F. Discreet lifestyle:

The ability to avoid words, actions, and attitudes that are not pleasing to God (Psalm 112:5; Romans 13:14; Ephesians 4:29-30)

G. Discipleship ministry:

Transferring biblical convictions to others (Matt. 28:19-20; 2 Tim. 2:2)

Biblical discipline should be understood as instruction in righteousness that will produce obedience. The word, "discipline" should not be seen simply as a negative word. It has the same root as the term "disciple." Biblical discipleship is the goal of the Merit System at ECS. Such teaching begins in the home, and it is our desire to strengthen and enhance that instruction in your child's life. Discipline at ECS is done "for" the student not "to" the student.

Every organism requires organization. In any organization rules, standards, and procedures are necessary for that organization to function efficiently and effectively. Rules help us to honor God and others; standards allow for the equitable treatment of students; and procedures enable the smooth functioning of the school. Teachers will handle most discipline matters in their classes. As the situation warrants, parents will be contacted for their help. Difficult cases will be referred to the school administrator.

Disclaimer: We recognize that no human system can produce the fruit of the Spirit. Institutional standards have a danger of producing pharisaical attitudes, cooperative rebellion, and false assurance. We recognize this tendency and acknowledge that compliance to ECS standards does not equate to spirituality. We desire to create an atmosphere conducive for gospel grace to take root and grow in the lives of our students.

The following categories list various offenses and their consequences. This list is not intended to be all-inclusive. The administration reserves the right to make the final decision concerning the assignment of any punishment for a student's behavior.

1. **Level 1 (least serious):** These offenses may be handled by a verbal correction at the teacher's discretion.
 - Gum chewing, tardiness, dress code infraction, disruption, food/drink in class/hallway
2. **Level 2 (more serious):** These offenses will be communicated to the parents and may be punished by detention*.
 - Repeated level 1 infractions, being in an off-limits/unassigned area, horseplay/rowdiness or other unnecessary contact,

unauthorized use of electronic devices (device will be confiscated and returned to the parent)

3. **Level 3 (most serious):** These offenses will result in a parent/administrator conference and may be punished by detention, suspension, probation, or expulsion*.
 - Repeated level 2 offenses, disrespect, inappropriate language or gestures, defacing school property, fighting, skipping class/school, cheating (student will also receive a 0 on the assignment), lying, stealing, inappropriate contact with the opposite gender, use of alcohol, tobacco, or illegal substances, pornography, possession of weapons or prohibited items such as matches, lighters, and any other items deemed inappropriate by the administration

**Detentions may be either at lunch or after school depending on the offense. Suspensions may be either in-school or out of school and may be for multiple days. Probation involves the revocation of all extracurricular privileges, with the exception of academic extracurricular activities. Probation also includes a prohibition against attending as a spectator any after-school events.*

A. Elementary Discipline:

A structured environment with a loving attitude is the most effective learning situation. We are seeking to encourage positive attitudes and actions and discourage negative ones. Parents and teachers must work in partnership to make this system work best.

Pre-K & Kindergarten: Teachers implement age-appropriate classroom management techniques to promote Christian character training and an orderly classroom. Teachers will creatively craft a system that includes positive and negative consequences for behavior. Yearly plans are submitted to the administration and communicated to the parents.

Grades 1-5: Teachers implement age-appropriate classroom management techniques to promote Christian character training and an orderly classroom. Teachers will creatively craft a system that includes positive and negative consequences for behavior. Yearly plans are submitted to the administration and communicated to the parents.

If the teacher does not have their own classroom management technique students will receive a "Behavior Card" each Month. Teachers are encouraged to use these cards to promote positive behavior and communicate negative behavior to parents.

There is not a carryover from one card to another.

Multiple negative reports may result in a parent/student conference with the administration.

Major offences will be dealt with by the administration on an individual basis.

B. Middle & High School Discipline

The merit system is the structure for discipline at ECS. It is our desire to help students learn to discipline themselves so that they may have an effective and productive life. These guidelines are established to develop godly character and a strong Christian testimony in the lives of all students. It is understood that the behavior and standards for our students will be complied with at school, home, and elsewhere.

1. Students begin each semester with a clean slate of 0 demerits.
2. Merits, however, are calculated for the entire year.
3. Demerits for the entire year are considered for student leadership positions and enrolment reviews.

Inappropriate behavior will cause the student to lose merit points = demerits, in accordance with his offense.

Likewise students may earn "merits" for positive behavior and faithful obedience.

The chart below is *not exhaustive*, but includes *most* of the offenses covered by our merit system. The administration reserves the right to make the final decision concerning the assignment of any demerits for a student's behavior.

Teachers may give a verbal warning before demerits are assigned.

Probation

There are two types of probationary status that students may be placed on to help improve performance or behavior.

A. Academic Probation

1. Students that have either 2 D's or 1 F, on progress report or report card are immediately classified as being on Academic Probation.
2. Academic Probation involves the revocation of all extracurricular privileges other than academic extracurricular activities. (See Athletic Eligibility guidelines)
3. Academic Probation is calculated weekly.

B. Behavioral Probation

1. Behavioral Probation involves the revocation of all extracurricular privileges with the exception of academic extracurricular activities.
2. Probation also includes a probation against attending as a spectator any after-school events.

Demerits

Demerits issued per offense

The chart below is *not exhaustive*, but includes *most* of the offenses covered by our merit system. The administration reserves the right to make the final decision concerning the assignment of any demerits for a student's behavior.

NOTE: Demerit assessments double the last week of each semester.

OFFENCE	OFFENSE LEVEL	DEMERITS ISSUED	MULTIPLE OCCURRENCE
TARDINESS (UNEXCUSED, HOMEROOM & INDIVIDUAL CLASS)	1	1	2
CANDY, GUM CHEWING, FOOD IN CLASS/HALLWAY	1	1	2
DRESS CODE VIOLATION	1	5-10	10-15
NON-APPROVED USE OF A CELL PHONE OR P.E.D. DURING CLASS HOURS.	1	5	10
TALKING/ CLASSROOM DISRUPTION	1	5-10	10-15
DISRESPECTFUL (TO TEACHER OR ADULT)	2	10-15	15-20

INAPPROPRIATE LANGUAGE/MUSIC/LITERATURE	2	10-15	15-20
INAPPROPRIATE HORSEPLAY	2	10-15	15-20
DEFACING OR DAMAGE TO SCHOOL PROPERTY*	2	10	15
*PARENTS WILL BE HELD RESPONSIBLE FOR REPLACEMENT/REPAIR COSTS			
FIGHTING	3	25 (5 more for initiator)	50 (5 more for initiator)
SKIPPING CLASS	3	25	50
PORNOGRAPHY	3	25	50
CHEATING OR LYING	3	30-40	50-60
INAPPROPRIATE CONTACT/ IMMORALITY	3	50-75	75-100
SUBSTANCE USAGE: SMOKING, ALCOHOL	3	50	75
ILLEGAL USE OF DRUGS	3	75 & reporting to authorities	100

Consequences for Demerit Levels.

# OF DEMERITS	CONSEQUENCE	ADDITIONAL CONSEQUENCE
10 DEMERITS	Lunch Detention (1 session for every 10 demerits)	
25 OR MORE	After School Detention	Letter or phone call to parents.
50 OR MORE	In-school detention	Behavioral Probation for the remainder of the semester.
75 OR MORE	3 days out of school suspension	Required parental conference and re-enrolment reviewed.

100 DEMERITS	Dismissal from ECS	May not apply for re-enrollment for two semesters.
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Merits

Character Merits may be earned in the following way based upon the discretion of the teachers and review of the discipline committee. *Merits and demerits do not counteract one another and are treated separately.*

ACTION/ ATTITUDE	MERITS AWARDED
HELPING A STUDENT OR TEACHER WITHOUT ASKING	1-10
SELF-DETRIMENTAL HONESTY	1-10
TAKING A STAND FOR RIGHT IN THE FACE OF PEER PRESSURE	10-20 Merits
SPIRITUAL LEADERSHIP	5-20
OUTSTANDING SERVANT-HEARTEDNESS	20-30
EVANGELISTIC EFFORT	10-30

Merit Awards

- A. Each student completing the semester with zero demerits will be eligible for the “merit award.”
- B. Students ending the entire year without any demerits may be recognized.
- C. Students with high “merits” may also be recognized for their character conduct.