



INNOVATIVE SCHOOL

TEMPLE BETH SHOLOM

PARENT HANDBOOK
FOUNDATION LEVEL
2025 – 2026

The Innovative School of Temple Beth Shalom is a
Reggio inspired Reform Jewish community on
Miami Beach dedicated to joyful learning

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Childcare License
Number
C11MD0820



I. WELCOME

Welcome to the Innovative School of Temple Beth Sholom Community

We are thrilled to welcome your family to the Innovative School of Temple Beth Sholom — a Reggio-inspired Reform Jewish school serving children and families from infancy through 5th grade. Our school is more than a place for learning; it is a vibrant *kehilla* (community) rooted in shared values: Kindness, Empathy, Honesty, Integrity, Lifelong Learning, and Acceptance. These values shape not only our curriculum but also our daily interactions, guiding how we care for one another and the world around us.

OUR SHARED MISSION

The Innovative School of Temple Beth Sholom is a welcoming and collaborative environment where listening is key, thinking is visible, communication authentic, and our practice is reflective. Our Jewish roots ground us and influence how we live, supporting our decision making and approaches. Our practice is guided by our belief that children are competent. We are dedicated to strengthening our deep understanding of child development and children's rights to learn and grow in an environment that nourishes their spiritual, cognitive, social/emotional, and physical development. We are committed to the Jewish value of *Tikkun Olam*, making the world a better place. The importance of relationships is recognized as a thread that weaves the fabric of our community, creating strong partnerships amongst staff, families, and children.

NATIONAL ACCREDITATION

We are so proud to currently hold national accreditation as a program of excellence from the National Association for the Education of Young Children (NAEYC) and the Gold Seal of Excellence from the State of Florida. For over 90 years, NAEYC has measured quality early childhood programs through its voluntary accreditation system. You can find the NAEYC Infant and Toddler Program Guidelines on file in the school office.

THE FOUNDATION LEVEL

Our early childhood program shapes a child's identity, character, and love of learning. Our program is grounded in the belief that children are capable and full of potential. As a Reggio Emilia-inspired, learner-centered environment, our days are intentionally structured with consistent routines that create a sense of security and rhythm for children. Within this predictable structure, learners are engaged in meaningful, interdisciplinary investigations that are rooted in their interests and ideas.

We are grounded in methods designed to develop intellectual dispositions within the context of authentic, real-life learning experiences that provoke, stimulate, and challenge our children. By working with open ended materials, themes emerge and learners build upon their existing knowledge. Over time 21st century skills of collaboration, critical thinking, effective communication, creativity and flexibility develop. Our approach reflects a global shift in education - one toward experiences that build deep understanding, authentic problem-solving, and the ability to adapt and innovate in a changing world.

Learning at our school is active and relational. Teachers and children co-construct knowledge through dialogue, exploration, and reflection. Intently observing and deeply listening to learners is key. Thinking is

made visible through documentation; environments are intentionally designed to provoke curiosity and connection; and every experience is viewed as an opportunity for growth.

Relationships are the heartbeat of our school. We believe that learning happens in the context of strong, trusting connections—with teachers, with peers, and with families. Our school is a true family school, and we welcome parents, grandparents, and siblings to participate fully in school life—through projects, holiday celebrations, storytelling, cooking, and monthly Kabbalat Shabbat gatherings. It is through this level of engagement that we strive to create “One Community of Belonging”.

Jewish values and traditions are woven throughout our learning. We celebrate the holiday cycle, explore Torah through story and dialogue, and engage with Israel through music, art, language, and shared experience. Grounded in *Tikkun Olam*—our responsibility to repair the world—we model and nurture compassion, justice, and community-mindedness in our children.

This handbook outlines the policies, practices, and guiding philosophy that support our shared commitment to excellence. We look forward to a meaningful year of connection, discovery, and growth—and we are honored to walk this journey with your family.

ELEMENTARY LEVEL

Our Elementary Level was started because many of our Foundation Level families were looking for educational venues that addressed the needs of the whole child well into elementary school age. They were looking for educational environments that motivated learners to grow and develop in an endless pursuit of wonder, meaning making, and knowledge. Our experience with Reggio-inspired practice was so powerful that parents advocated to have that philosophy as the basis for further education. They wanted an academically rigorous approach to education that also cultivated the cognitive, emotional, and interpersonal skills needed to succeed in an ever-changing 21st Century.

The Innovative School of Temple Beth Sholom is inspired by the Reggio Approach, which is a relationship-centered environment that cultivates engagement, which we know leads to both stronger retention of information, and a more joyful environment. Learners acquire 21st century skills through “real world” experience. These skills include agency, creativity, empathy, collaboration, executive functioning, leadership, and sustained focus.

PARENT TEACHER ORGANIZATION (PTO)

The Parent Teacher Organization (PTO) of The Innovative School of Temple Beth Sholom is a community dedicated to supporting the families, teachers, administration, and learners of our school in a holistic and meaningful way. Funded and run by the parents of our school, the PTO is one of the most impactful ways to contribute to the growth of our school family.

The PTO is an open forum for all parents who want to get involved, and the level of commitment is entirely up to you. We welcome fresh ideas and creative thinking to help cultivate an environment that stands out from any other. From the Infant Level through the Foundation Level and Elementary Level, the PTO works collaboratively to foster an environment where everyone’s contributions matter. Throughout the year, the PTO organizes a variety of events, which allow us to bring many exciting ideas to life, like the Book Fair, Snow Day, Grandparents’ Day, and more. The funds we raise also support our school’s vision, including professional development opportunities for our teachers.

All proceeds raised by the PTO go directly back into enhancing the educational experience at the Innovative School of Temple Beth Sholom. We truly see our school as a family, and your involvement strengthens our community and brings our mission to life. We invite you to get involved by volunteering, sponsoring, or chairing one of our events, or simply attending our monthly meetings and activities whenever it fits your schedule.

TEMPLE MEMBERSHIP

Your family may choose to join Temple Beth Sholom at no additional cost for membership when your child is enrolled in The Innovative School of Temple Beth Sholom.

AFTER-SCHOOL ENRICHMENT PROGRAM

The Foundation Level school day is from 8:30 a.m. to 3:00 p.m. You may choose to sign up for Extended Care/Enrichment Programs after school. Choosing a stimulating and meaningful after-school program is a very important decision. Our outstanding extracurricular, skill-based classes keep children ages two through eleven active and engaged.

We offer a variety of enrichment activities, indoor and outdoor games, and creative art experiences to challenge children and make learning fun. Providing our programs in a safe and engaging environment is our priority. The children in each program are supervised by a staff member certified by the Florida Department of Children and Families.

We provide a healthy snack for After-School Enrichment.

- After-School Enrichment | 3:00 p.m. to 4:00 p.m.
- Extended Day | 4:00 p.m. to 6:00 p.m.
- Early Drop Off Club | 7:30 a.m. to 8:30 a.m.

To enroll in After-School Enrichment, Extended Day and/or Early Drop Off Club, please use the separate enrollment contract available online at www.innovativeschool.org/programs/after-school/

Siblings of Elementary Level learners may be dropped off during Elementary Level Drop Off (8:15 a.m.). These siblings **MUST** be enrolled in this complimentary service. Please email Dalia@tbsmb.org to enroll your elementary level child's sibling.

CAMP BETH SHOLOM (VACATION MINI-CAMPS AND SUMMER CAMP)

Camp Beth Sholom offers a variety of exciting camps for children 2-6 in a safe environment, outdoors in shaded play areas and inside in air-conditioned spaces. Each summer, we plan age-appropriate activities and bring in specials every week creating experiences that are both fun and memorable for our campers. Built on a tradition of caring and fun, our program has its roots in the Reggio Emilia philosophy of learning seamlessly woven together with Judaic values. Our senior camp counselors are experienced and certified through the Florida Department of Children and Family Services. Winter and Spring Mini Camps are also available! For more information, visit www.innovativeschool.org/programs/camp/.

TOT SHABBAT

Join us every Saturday at 10:00am for a wonderful young family Shabbat experience. This interactive program is geared for families with children up to the age of five years old. Prayer, music, stories, movement, activities, snacks, and much more will be featured. Following Tot Shabbat, families are invited to stay and enjoy time together. This is a great way to celebrate Shabbat with your family and meet other

young families in the community. Life-long bonds of friendship often begin here. For more information visit www.innovativeschool.org/programs/family/.

II. SCHOOL PROCEDURES

ARRIVAL AND DISMISSAL

Classroom Arrival: Foundation Level drop off begins at 8:30 a.m. Teachers take special care each morning preparing the classroom for children prior to 8:30 a.m. We have supervised care for registered families from 7:30 to 8:30 a.m. in the front playground. If you arrive after 9:00 a.m. you will need to sign your child at the school office to ensure your child is included in our daily attendance.

If a child must leave school before dismissal time, parents or authorized caregivers must sign the child out at the school office. No child will be released without an authorized adult accompanying them. If you are going to be away from home for an extended length of time, please leave a forwarding address and telephone number where you can be reached. Please include the name, address, and phone number of the adult(s) who will be responsible for your child while you are away.

Dismissal: Pick up is at 12:30 and 3:00 p.m. every day. Please be on time when picking up your child. Carpool starts promptly at 12:15 and 2:50 p.m. **If you are late (after 3:15 p.m.) you must PARK and walk** into the school office to sign your child out.

LATE PICK-UP

If you pick up after 3:15 p.m., your child will be placed in After-School Enrichment, and you will be charged the daily rate. Most importantly, your child's feeling of security becomes our concern, so please call to let us know if your arrival will be delayed so we may tell your child that you are coming soon.

SEPARATION

Transitions are a normal part of life. The school professionals are aware and sensitive to our children and families who transition to our school program and experience separation challenges. We are here to help! We know that separation is an ongoing process. Separating from loved ones and creating new attachments requires the building of trust. Teachers and parents will work together to determine when a child who is working through separation demonstrates readiness to be in the class independently. Be prepared to be on call over the first few weeks of school if your child has difficulty separating from you. Initially, some children may seem to adjust but may have a delayed reaction to separation. Each of these situations is part of typical development.

CLASSROOM VISITATION

We have an open-door policy for school visits. Please schedule visits with your child's teacher and check in at the office prior to going into the classroom.

RELEASE AUTHORIZATION

A learner will not be released from the premises to anyone other than parents or those authorized on the *Release Form*, **with no exceptions**. Pick up authorization is submitted to the school office prior to the start of the school year. We must have written authorization for any changes in pick-up instructions. If you know you will be out of town and unable to pick up your learner, you must inform the school office by email regarding their care giver and transportation. This will help us better care for your child while you are

away.

If a child must leave school before dismissal time, parents or authorized caregivers must sign the child out at the school office. No child will be released without an authorized adult accompanying them. If you are going to be away from home for an extended length of time, please leave a forwarding address and telephone number where you can be reached. Please include the name, address, and phone number of the adult(s) who will be responsible for your child while you are away.

CARPOOL GUIDELINES

Our goal is to have you move through the line smoothly. Teachers will be ready to receive your child in the drop off area in the front of the school between 8:30 a.m. to 9:00 a.m. Teachers assigned to carpool will escort your child to the classroom.

To ensure the safety of our children please adhere to the following.

- Cell phone use is prohibited during carpool.
- Pull your car in as near to the curb as possible, and as close to the car in front of you as possible.
- If you are the first car, please make sure you pull up to the end of the driveway.
- Stay in your car until a staff member brings your child to the car for you.
- Do not engage any staff member in conversation during carpool.
- Move promptly when the car in front moves.
- Move up as guided, even if your children are on the way to your car—we will bring them to you.
- Please be certain to provide a car seat for your child(ren), as required by local and state ordinances.
- For safety reasons, doors should be opened from the curbside only. Children will not be permitted to enter from the opposite side of the vehicle.

PLEASE BE PATIENT FOR THE SAFETY OF EVERYONE. If everyone does their part in this process, our carpool will run as smoothly, efficiently, and safely as possible.

SECURITY

The entrance to our school is continuously monitored by armed security. For the safety of your children, we will not release your child to anyone not listed on your Release Authorization Form. We must have a signed, dated note to release your child to anyone else. We will ask anyone we do not know for proper identification before allowing that person to take your child.

EMERGENCY PLAN / RISK MANAGEMENT

The Innovative School of Temple Beth Sholom has a Risk Management and Emergency/Disaster Plan. Fire drills and lock-down drills are held monthly throughout the school year. It is the teachers' responsibility to guide their children through the proper procedure for executing the drills.

If the temple experiences a lock-down situation, all outside doors will be locked, as will the gate to the temple entrance. All children and teachers will be kept in their classrooms. Once we are notified by the Miami Beach Police or Fire Departments that the need for a lock-down has passed, we will resume normal operations.

If Chase Avenue is closed to traffic, due to an emergency, and we determine that leaving the building is the proper choice for the safety of everyone, the learners will be walked by our staff to either Muss Park or North Beach Elementary School. The school staff will remain with all the children until they are released to the parents or an authorized release individual.

COMMUNICATION

Ongoing communication between home and school is vital in supporting your child's learning and development. One of the biggest challenges a school can face during the year is maintaining an easily accessible, two-way stream of communication with its families. The staff views our children's families as allies and realizes the importance of partnering with families to build the child's sense of well-being in the classroom. Relationships are a central focus of our philosophy. When adults treat each other respectfully, children learn positive social skills.

Parent and Administration: The door to the school's administrative office is always open for any questions you may have about curriculum, policies, and the philosophy, or to just have a conversation about something of interest!

The first point of contact is your child's teacher. Reach out to your child's teacher via email or call the office. We ask that you not text your child's teachers during the school day. During the school week, your child's teacher will reply to your email or phone call within 24 hours. If you have an emergency, please contact the school office directly. Emails should be framed from a place of curiosity, and the language in the emails should reflect this. Please avoid sending group messages via emails to your class, WhatsApp class group chats, or posting about class or school issues on social media. Instead, reach out directly to your child's teacher and discuss your concerns. Parents are encouraged to assume good intentions.

Information is posted on the parent board outside each classroom to keep you up to date on important information. Classroom experiential documentation boards give you the opportunity to see children's representations and reflections, teacher reflections, and the unfolding of classroom experiences and processes.

We have a parent teacher conference scheduled during the school year. During these meetings, we will share anecdotal stories, work samples, photographs, and documentation as supporting evidence of your child's developmental profile. These meetings will take place in an atmosphere of trust, where confidentiality is ensured and parental input is encouraged, important, and valued. Additionally, you can arrange other meetings directly with your child's teacher. Your participation in conferences is required.

Parent and School Office: Regular attendance is important for the child's development. Please notify the school if your child will be absent due to illness, travel or for any other reason.

Please also notify us if:

- Your home routine is to change in any way (so we can be responsive to your child's needs)
- Your address or phone numbers at home or work change
- You wish to change or add to the emergency numbers we are to use
- There is any change in your child's transportation (see release authorization section)

CELL PHONE AND TEXT MESSAGE COMMUNICATION

We require our school professional team to turn off their cell phones so that they are attentive to and present with our learners. We require that our learners' families and home caregivers are not on cell phones during drop off, pick up, in our school hallways, classrooms, family shabbats, special events, and playground too. Our learners' physical and emotional health are paramount within our community. We ask you to not text your child's teacher during the school day. If you have an emergency please call the school office.

II. DAILY LIFE AND DEVELOPMENT

CLOTHING

Please dress your child in clothing that is appropriate for painting, cooking, and active outdoor play. Our children's day is spent in investigative play and discovery. This often includes "messy play". For safety purposes, sneakers or sturdy shoes are best for active play. NO CROCS NOR FLIP FLOPS. Dress younger children in clothing that is easy to remove to facilitate independence in toilet training. A complete labeled change of clothes, including underwear (two pairs), pants or skirt, socks, and shirt, must be sent to school on the first day.

CONSCIOUS DISCIPLINE and TLC (Teacher Loving Care)

The basic tenets of discipline at the Innovative School come from the Conscious Discipline Methodology and TLC (Teacher Loving Care). Conscious Discipline is a comprehensive social-emotional learning approach that integrates discipline with self-regulation, empowering adults to model and teach emotional intelligence through safety, connection, and problem-solving. Rooted in brain science, the approach shifts away from a system of external rewards to one that builds intrinsic motivation for making good behavioral choices, growing empathy, and building community.

It is accepted knowledge in the early childhood education community that challenging behaviors can be a form of expression for children with limited verbal skills. For example, some young children may hit, push, and bite when angry. Rather than be subject to a rigid prescribed set of responses, each situation will be dealt with on an individual, case-by-case basis, at the discretion of the Leadership Team using good judgment and guided by current best practices.

At the Innovative School, we recognize and appreciate that each child is on their own individual developmental path. It is our practice to nurture and honor each child's strengths in order to best support their growth and development. When a learner encounters challenges that may require support that is outside a classroom teacher's scope, (e.g., occupational therapy or speech therapy), it may be recommended to parents that they engage the services of a private service provider outside of school, at their own cost and after school hours. In some cases, however, depending on the amount of support needed, the School Team may waive this protocol and allow a service provider to work with the child, on-campus, during school hours. In order for this to occur, the parents AND service provider must sign an agreement, submit the required documentation and be approved to begin services. Once all steps are completed, the Director of Academic Assessment will reach out to families and service providers to let them know they have been approved to begin these services on-campus, during the school day. At that time, a line of communication will be established with the classroom teacher and all relevant parties, as per the service provider agreement and protocol.

Parents will be made aware of ongoing behavioral issues and will be expected to work with the Director of Foundation to develop a collaborative plan to resolve such issues. The Director of Foundation shall follow guidelines set forth by the Florida Department of Children and Families and the school's current accrediting agency and will be guided by current early childhood education practices in documenting and reporting behavioral issues.

Staff never use physical punishment, such as shaking or hitting, and does not engage in psychological abuse or coercion. Staff never use threats or derogatory remarks and neither withhold nor threaten to withhold food as a form of discipline. For children with persistent serious challenging behavior, staff,

families, and other professionals work as a team to develop and implement an individualized plan that supports the child's inclusion and success.

If a child is unable to self-regulate and needs a supportive adult to help him/her calm down, the adult will sit with the child until calm. If a child is unable to sit with the supportive adult and needs the supportive adult to physically restrain the child keeping the child safe as well as other children in the environment safe, this is permissible under our discipline policy. The entire time that the child is being supported, the adult will use positive and supportive language.

DIAPERING

For children who are unable to use the toilet consistently, the program makes sure that commercially available disposable diapers or pull-ups are available (unless the child has a medical reason that does not permit their use; the health provider documents the medical reason). For children who require cloth diapers, the diaper should have an absorbent inner lining completely contained within an outer covering made of waterproof material that prevents the escape of feces and urine. Both the diaper and the outer covering are changed as a unit. Cloth diapers and clothing that are soiled by urine or feces are immediately placed in a plastic bag (without rinsing or avoidable handling) and sent home, that day, for laundering. Disposable diapers and wipes (for non-toilet trained children) must be provided by parents.

TOILET LEARNING POLICY

We believe that every child begins to learn to use the toilet at their own time and pace. While the typical toilet training time is between two and four years of age, there is no one right age or time to expect a child to be toilet trained. Toilet use is a process and both the child and the parent/caregiver have roles in this process. You can find supportive parent resources on the Zero to Three website: www.zerotothree.org.

We do not require potty training at the Innovative School. We will work with children who display readiness to use the toilet and encourage them to use the toilet, taking them to the bathroom often, and never forcing children or causing them to feel shame. Children are often ready at home sooner because there are many factors that come into play in a community setting. Children get busy at play and forget to let a teacher know that they must go to the bathroom in a timely manner. Additionally, at home, the adult to child ratio is much higher and therefore it is much easier to constantly ask a child if they must go and then get them to the toilet quickly.

We understand that part of the process for the child is to feel grown up and to wear special underwear. If we see that your child is not ready to be out of a pull up at school, even though they may be ready at home, our policy is that you can put special underwear over the pull ups during this transition period. We cannot have children exposed to another child's bodily fluids. This is a health and safety concern.

REST TIME

In addition to requiring that the school maintain current health records, the Department of Children and Families requires us to provide a 30-minute rest period for children attending pre-school past 1:00 pm each day. Children may rest, read books quietly on mats, or listen to music. Every child in the 2s, older 2s and 3s classes must provide a nap mat for this time. Each nap mat will be sent home every Friday for washing. Please remember to return these on Monday mornings. These items will be sent home every Friday for washing.

ARTICLES FROM HOME

Personal articles and toys brought from home to school may be lost or broken. The Innovative School of Temple Beth Sholom will not be held responsible for the loss or damage of any items brought from home. Please monitor what your child brings from home. Ask your child's teacher which items from home are appropriate to bring to the classroom.

LOST AND FOUND

Please label all of your child's clothing and items for easy identification in the event that they misplace it. We maintain a Lost & Found box for misplaced articles of clothing. We are not responsible for misplaced clothing. On the last day of every month, we donate the remaining items in Lost & Found.

KABBALAT SHABBAT

Families are welcome to share in our Kabbalat Shabbat service the first Friday of each month. Check the school website for dates.

RELIGIOUS OBSERVANCE

In keeping with our policy to educate children utilizing the principles and practices of Reform Judaism, the school celebrates Shabbat every Friday and observes religious holidays and events. Such observances may include preparing special meals, participating in celebrations or special lessons about the holidays, or learning historic details connected to religious festivals and their observance. The school will be closed on religious holidays observed by Temple Beth Sholom, such as Rosh Hashanah and Yom Kippur. School families are encouraged to participate in Jewish themed events sponsored by Temple Beth Sholom throughout the year. Families are welcome to share in our Kabbalat Shabbat service the first Friday of the month.

BIRTHDAY CELEBRATIONS

Children enjoy celebrating their birthdays in school. Please arrange for your child's birthday celebration with your child's teachers. It is customary to light candles, sing "Happy Birthday," and offer birthday wishes. See our Nutrition and Wellness policies for guidelines for birthdays and special occasions including learners with allergies. If your child has a summer birth date and you would like to recognize it during the school year, please discuss a special day to celebrate your child's birthday with your child's teacher.

III. HEALTH AND SAFETY

HAND WASHING

The simplest and best way to stop the spread of disease is to wash your hands! Caregivers, children, and families are required to wash hands at these times: When you arrive at school in the morning upon entering the classroom (parents who bring their children into the classroom are required to wash their hands either in the hallway bathroom or in their child's classroom), Before and after diapering or toileting, Before preparing, serving, or eating food, After nose wiping, After coming in from outside, Upon re-entry into the classroom, After contact with body fluids (mucus, blood, vomit, feces, urine, saliva), After cleaning in the classroom.

ILLNESS GUIDELINES

Exposure to many contagious diseases is a normal part of childhood. The most common illnesses are associated with the gastrointestinal and upper respiratory systems, including ear infections. Infants and

toddlers are particularly vulnerable to some diseases because certain components of their general immune system are not fully developed. In an effort to manage and prevent the spread of illnesses and disease, parents are expected to stay current with their child's immunizations and strictly observe our 24-hour Wellness Policy.

SICKNESS

Please keep your child at home if they exhibit any of the following symptoms the evening or morning before school:

- Temperature of 100.4 degrees or higher and behavioral changes
- Undiagnosed rash
- Sore throat
- Discharge from and/or pink or red eyes (which may signify pink eye or conjunctivitis)
- Discharge from ears
- Open sores or lesions that cannot be covered, including mouth blisters -- except for aphthous ulcers (canker sores) as diagnosed by a healthcare provider
- Vomiting or diarrhea
- Any other known contagious disease

24-HOUR WELLNESS

To ensure the well-being of all our children, for 24 hours prior to returning to the school your child must:

- Have normal body temperature (fever free) without medication for 24 hours
- Experience 24 hours free from any episodes of diarrhea or vomiting
- Have completed the first 24 hours of a course of antibiotics or a treating physician's recommended period, whichever is longer.

It is impossible to prescribe how to deal with every symptom a child might present. Therefore, in the best interest of a child that is not feeling well, and that of the other children in his/her class, common sense should prevail, and parents/caregivers should be encouraged to keep a child at home until the child feels better.

In all cases, exclusion and re-entry of a child shall be at the discretion of the Head of School, which may include presentation of a note from a treating physician stating that the child may return to school and resume normal activities. Children being sent home for illness, will be cared for until a parent/caregiver has been notified and is able to take the child home.

The administration and staff shall observe children for symptoms of illness. If your child becomes ill at school, you will be called immediately. Additionally, any observations of your child's symptoms of illness, any actions taken regarding exclusion for or re-entry following symptoms of illness, and any communications with you regarding a child's health status shall be documented in your child's file.

ALLERGIES AND SPECIAL MEDICAL CONDITIONS

Due to the increasing number of young children with severe, possibly anaphylactic, allergies to peanuts, peanut products, and nuts, the Innovative School of Temple Beth Shalom has a Nut-Free Policy. This policy reflects our continued care and concern for the health and safety of all the children who are in our center.

We require a written notification for allergies, physical- or health-related conditions, and any specific treatment plans that the Innovative School of Temple Beth Shalom staff must be aware of.

FIRST AID

We will call Miami Beach Fire Rescue (911) for all major injuries.

The staff will perform basic first aid for minor injuries. This includes:

- Cleaning wound with antibacterial soap and water
- Applying antibacterial ointment / Arnica gel as needed
- Providing ice when necessary
- Providing dressing, i.e., Band-Aid
- With your approval, we will apply topical hydrocortisone and/or administer Benadryl elixir if necessary for bug bites and stings.

If you choose to have your child use his or her own ointments and/or bandages, please send a supply in with your child in a labeled sandwich sized baggie. We cannot administer any type of oral medication, i.e., aspirin, antibiotics, etc. without a signed prescription and non-prescription authorization form (available on our website and in the school office).

EMERGENCY TREATMENT AND PROCEDURES

Your child's well-being is very important to us. The school has appropriate child-size equipment, both indoors and outdoors, and children are carefully supervised by teachers always. However, accidents may happen. In case of an emergency, we call 911 first and then contact you. If your child needs to be transported to the hospital, a staff member will remain with your child at all times until you arrive. We will also notify your child's pediatrician to expedite his or her arrival to care for, or consultation on behalf of your child. Any expenses incurred for emergency medical treatment will be paid for by the child's family. (Emergency Treatment Procedural Policy form is enclosed in the Welcome to School packet.)

All school staff members are trained and current in pediatric and adult CPR and first aid. After calling 911, we will retrieve the child's familial-consent forms, which include insurance information and medical and dental treatment and transportation information. If the child has an individual emergency care plan in their file with known medical or developmental problems or other conditions that might require special care in an emergency, we will retrieve this information and act accordingly.

MEDICATION

If a physician has ordered a special medical management procedure for a child in care, an adult trained in the procedure must be on-site whenever the child is present. Only the trained administration staff will be authorized to dispense daily prescription medication. Prescriptions from the child's physician must be on file. This medication will be stored in a locked cabinet in the school office and be dispensed only after notation is made in the DCF required Authorization for Medication Form.

HEALTH AND IMMUNIZATION

The Innovative School of Temple Beth Shalom is required by Florida state law (Chapter 65C-22.006(2), Florida Administrative Code, and by our licensing agency, the Florida Department of Children and Families, to have the following current records on file for each student within 30 days of enrollment:

- DH Form 3040 (physical exam – yellow form)
- DH Form 680 (Immunization – blue form)

Both forms are issued by your pediatrician's office.

IMMUNIZATION POLICY

Among our most cherished Jewish values is the imperative for preserving life and maintaining health. We embrace this value specifically by taking preventive measures to protect the public health of our Temple community as a whole.

Vaccinating against childhood diseases is a shared responsibility, and our expectation. Parents bring their children to The Innovative School of Temple Beth Shalom and assume that their children will enjoy themselves, have positive social interactions, learn from the rich Jewish environment and be safe and healthy. All the learning experiences, friendship building, Jewish identity affirmation and character development, can only happen if we are absolutely confident that individual safety and public health remain at the center of every decision made throughout The Innovative School. Reducing the risk of vaccine-preventable illnesses from entering any of our Temple programs, is simply the single most effective strategy to protect public health. This goal can be accomplished only through the appropriate vaccination of all members of our education and youth programs. Individual families may choose to defer the vaccination of their children; at Temple Beth Shalom we cannot and will not defer the safety of our education and youth programs.

ALL THOSE ATTENDING PROGRAMS AT TEMPLE BETH SHOLOM OR ARE TRAVELING ON A TEMPLE BETH SHOLOM PROGRAM are required to have completed the age-appropriate vaccine schedule recommended by the American Academy of Pediatrics (AAP). Please visit <https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/immunizations/Pages/Immunization-Schedule.aspx> for the most up-to-date immunization schedules.

Although there are exceptions to The Innovative School's vaccination policy, they are very, very rare. We recognize that individuals who have had a documented allergy or severe adverse reaction to a particular vaccine may not be able to complete the immunization schedule as outlined. Additionally, individuals with medical conditions such as congenital immunodeficiency or HIV, cancer, and who are receiving chemotherapy, transplant patients, and persons receiving immunosuppressive drugs and chronic steroids, also may not be able to receive certain vaccines. In these extremely rare circumstances, current documentation from a Physician (MD or DO) or a Pediatric/Family Practice Advanced Practice Nurse (ARNP or PNP) describing the reason for exemption from immunization, must be furnished to The Innovative School. We are happy to discuss case by case management of the extremely rare circumstance of medical contraindication to partial or complete vaccination.

The vaccination of all children and teens in our community is essential to maintain a safe educational and travel environment for your child. We thank you for your timely attention to these requirements.

NO-HEAD-LICE / NO-NIT POLICY

The Innovative School of Temple Beth Shalom has a no-head-lice/no-nit policy. If your child comes to school with head lice or nits, you will be notified to pick your child up from school. If you need supportive information on how to remove head lice and nits, the school will provide you with suggested protocols. Your child will be checked upon re-entry into school before entering his/her classroom.

PETS AT SCHOOL

Pets enhance the school environment and are therapeutic and educational if we adhere to these policies:

- Children under 5 are supervised while interacting with the animals.

- Children are not permitted to kiss pets or put hands into their mouth after handling animals.
- Children must wash their hands thoroughly with running water and soap after contact with animals.
- Visiting animals (farm visits, special animals for nature activities, etc.) will need the Head of School's permission for the visit.
- All class pets must have veterinary approval of good health.

WEATHER PROTECTION AND INSECT-BORNE DISEASE POLICY

Protection from heat, sun, cold, and insects - our staff will take the following actions

- Children may play in the shade, on the outside playground.
- Children will have outdoor play when climate conditions are favorable and appropriate for their age group
- Families are informed of climate protection and provide permission/directions for use of sunblock/sunscreen and repellents containing DEET
- When in the sun, children will have skin protection applied with either sunscreen or sunblock with UVB and UVA protection of SPF15 or higher to exposed skin (only with parental permission to do so).
- When Miami-Dade County Public Health authorities recommend use of insect repellents due to a high risk of insect-borne disease, only repellents containing DEET are used. Staff apply insect repellent no more than once a day and only with written parental permission.
- Children wear clothing that is dry and layered for warmth in cold weather.

EMERGENCY CLOSINGS AND INCLEMENT WEATHER

In the event of an impending storm or other emergency, we will follow the decision of the Miami-Dade County Public School System. Follow your local media for updates regarding MDCPS closures or go to the MDCPS website.

In the aftermath of a storm, school closings will be decided on a per-event basis. Please check school closing updates on www.innovativeschool.org or call the temple after 4:00 pm for an updated recorded message: 305.538.7231.

SMOKING AND VAPING

Smoking and vaping are prohibited anywhere on our campus.

IV. NUTRITION AND WELLNESS

FOOD AND NUTRITION

At the Innovative School of Temple Beth Shalom we recognize the importance of innovation not only within our education but also within our culinary delights. At The Innovative School of Temple Beth Shalom, we believe that nourishing the body supports healthy cognitive, social, and emotional development. Our school-wide approach to nutrition emphasizes wellness, safety, and inclusion.

Tuition includes healthy snacks and daily lunch, prepared in our on-site, state-of-the-art kitchen by our school chef. Meals follow USDA guidelines and feature whole grains, fresh fruits and vegetables, dairy, and proteins—limiting added sugar and preservatives. Water is always available. Nutrition is a vital component to our children's physical development. Our ingredients are always fresh, delicious, and adhere to the dirty dozen rule.

We partner with families to honor each child's dietary, cultural, and religious needs. Please communicate any allergies or food preferences during enrollment and classroom transitions. To ensure safety, we do not serve foods that pose choking risks to children under four (e.g., whole grapes, popcorn, hot dogs, raw carrot chunks). All meals and snacks are served at consistent, scheduled times in a safe and supportive environment.

The following policies apply to all learners, families, and staff.

KOSHER-STYLE FACILITY

We are a kosher-style facility. We do not serve pork or shellfish and do not mix meat and dairy products.

NUT-FREE CAMPUS

Our entire campus is a nut-free zone year-round. On any occasion where you are sending food in, it must be nut-free. This includes peanuts and tree-nuts. Please check food labels carefully.

FOOD FOR BIRTHDAY CELEBRATIONS

To create an inclusive and health-conscious environment, families may provide a small gluten-free, dairy free, nut-free, artificial dye-free, kosher style, birthday treat. We recommend Bunny Cakes, School Safe, and Abe's Muffins, which may be found at select Whole Foods, Publix, Costco, and Instacart. Should you have trouble finding our suggested vendors, we welcome alternatives that are nut-free, dairy free, gluten free, artificial dye-free and kosher style.

BIRTHDAYS AND SPECIAL OCCASIONS FOR LEARNERS WITH ALLERGIES

- Allergy-safe treats may be stored at school and served during celebrations.
- For birthdays or classroom events, families should notify the school in advance so accommodations can be made.
- Teachers should ensure learners with dietary needs are included and offered a safe alternative during any classroom celebration.

ALLERGY AWARENESS AND SAFETY

At the Innovative School we take allergies and dietary restrictions seriously and implement protocols to minimize risk across classrooms, mealtimes, and school events. Parents must notify the school in writing of all food allergies and dietary restrictions. Allergy information will be posted in classrooms for safety. While we take precautions, we cannot guarantee the school environment is allergen-free. Please Do not send any foods listed on your child's classroom allergy list. Learners are not allowed to share food at any time to protect those with dietary restrictions or allergies. The following protocols are in place to support the safety of each and every learner in our school.

- Do not send in any food listed on your child's classroom allergy list.
- Learners are not allowed to share food at any time to protect those with dietary restrictions or allergies.
- Ensure your child's Epi-Pen, or other required medication is registered with our school office.

PREVENTING CROSS-CONTAMINATION

To protect learners with food allergies or autoimmune conditions like celiac disease, the following practices must be followed to prevent cross-contamination:

- Use separate utensils, plates, napkins, cutting boards, and prep spaces when preparing or serving food for learners with allergies or dietary restrictions.
- Serve learners with allergies or food sensitivities first to reduce exposure to shared surfaces or utensils.
- Store allergy-safe and gluten-free items separately from other foods and clearly label items.

LABEL AWARENESS

- Avoid serving any food labeled “Contains” the allergen (e.g., wheat, dairy, nuts).
- Avoid products labeled “May contain traces of [allergen]” or “Made on shared equipment with [allergen]” unless pre-approved by the learner’s parent/guardian.
- For learners with celiac disease, products labeled “Certified Gluten-Free” or with no allergen listed in the ingredients may be allowed but should still be checked for safety.
- Families of children with allergies are welcome to send labeled, pre-packaged snacks for clarity and safety.

NON-FOOD ITEMS

Some non-food items (e.g., playdough, art supplies) may contain allergens like gluten. These items are generally safe to use, but hand washing is required after use to prevent potential reactions from hand-to-mouth contact.

NO CANDY POLICY

Learners may not bring candy to school. This includes chocolate, gummies, hard candy, lollipops, and chewing gum. These items will be removed and returned to families if brought in. Teachers and staff are not permitted to give candy and other sweet treats (including cookies, pastries, or sugary drinks) as rewards or during classroom activities.

TEACHER AND STAFF MODELING

Staff are expected to model healthy eating behaviors when eating with learners. This supports a consistent message around health and well-being.

SCHOOL EVENTS

All food served at school-wide events must comply with our nutrition, kosher-style, and allergy policies. Fresh, whole foods should be prioritized.

EXCEPTIONS

On rare occasions (e.g., cultural celebrations, cooking projects, etc.), exceptions to our nutrition and wellness policy may be granted if requested in advance and approved by the administration.

V. POLICIES

NON-DISCRIMINATION POLICY

Our school admits learners of any race, religion, color, genders, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to the learners at the school.

Our school does not discriminate based on race, color, genders, national and ethnic origin in administration of their educational policies, admission policies, scholarship and loan programs, and athletic and other school-administered programs.

REGISTRATION POLICY

Our school believes that all learners have a right to the highest quality Jewish and secular education possible. All current elementary level learners will be eligible for priority registration for the next school year. Our school leadership team reserves the right to determine if our school is an appropriate fit for your learner. We require re-enrollment annually for each learner.

SPECIAL RIGHTS POLICY

We believe and understand that all learners have strengths and areas for growth, as well as all learners benefit from each other's strengths and growing needs. All learners are welcome at the Innovative School. If it is determined by the school's leadership team that a learner needs a facilitator to support their social-emotional and/or academic development or should not be in this setting because their learning needs cannot be met, a decision will be made to engage a facilitator (at parent's expense) or to leave the school and be released of the remainder of the Enrollment Contract Agreement.

Implementation of that decision will be done promptly, at the discretion of the school leadership team, to ensure a smooth transition for the learner. We welcome all learners to our school. If an education plan is required, we will work with your family to ensure that we can meet the needs of your child.

LEARNING PLANS

The Support Team is a group of educators and specialists who strategize with classroom teachers to support the needs of individuals and small groups of learners. Examples of areas that the team might target include organization, social skills, confidence, specific academic skills, and self-expression. The team may suggest modifications to existing curriculum and routines to better support individuals. Working with children who are ready for greater challenge or to pursue a topic in more depth is another area that the team considers.

If a learner is struggling in the classroom, needs accommodations, and/or is not making satisfactory progress, parents/guardians may be contacted and asked to attend a meeting and the Support Team may also suggest additional medical, psychological, and/or educational testing. During the meeting, testing data guides the Support Team and the families to work together to create an Individualized Learning Plan as needed to help the child be successful.

The school will work with families to assess learners' success and will monitor the results of any interventions. Additional meetings will be scheduled as needed. If the parents/guardians fail to participate in the process, to provide the requested support, or if the process has not been successful, the parent(s)/guardian(s) may be released from the Enrollment Agreement and the registration of the learner may be revoked. This determination is at the sole discretion of the Head of School.

CHILD-FILE COLLECTION AND STORAGE POLICY

All child file forms will be available to the parents/caregivers online in the welcome-to-school packets. This packet will be available six weeks prior to the start of school to ensure that all the health records and immunizations can be completed in a timely fashion. All families are notified of the timetable to return all child file forms to the school. All child files are kept in the school office and in the individual classroom

child file boxes. These files must always be locked to ensure confidentiality. These files will be readily available to administrators, parents or legal guardian and regulatory authorities upon request.

LEGAL AND CUSTODY NOTIFICATION

In compliance with Florida state statutes, the Innovative School of Temple Beth Sholom requires legal documentation as to who has legal custody in case of divorce. If there is no legal documentation, both parents have the right to school records and pick-up of their children. It is the responsibility of the custodial parent to provide, in writing, any notification of special circumstances. This includes written permission for the non-custodial parent to pick up the child on a regular basis or for a special occasion.

CHILD ABUSE AND NEGLECT

All teachers are mandated reporters of child abuse and neglect. Staff who report suspicions of child abuse or neglect where they work are immune from discharge, retaliation, or other disciplinary action for that reason alone unless it is proven that the report is malicious. If you suspect a child is being abused, please notify the head of school. The toll-free number to report is 1-800-96-ABUSE and is open 24 hours a day.

CHILD-PROTECTION POLICY

A child must be accompanied by an Innovative School professional at all times. An Innovative School Professional must accompany a child who is visited by someone other than a parent or legal guardian unless we have written consent from the parent or legal guardian. A child may not be dismissed to anyone who is not authorized on the release authorization form unless the Innovative School has written consent from the parent or legal guardian. All children who are picked up before their dismissal time must be signed out at the school office.

MEDIA POLICY

Parents and family members of the Innovative School of Temple Beth Sholom are not permitted to post photographs and/or videos of anyone other than their own family members online. Parents and family members are not permitted to create websites or social networking profiles to discuss aspects of the school or otherwise disclose information online that the Innovative School of Temple Beth Sholom, at its sole discretion, would find offensive or inappropriate. Finally, parents are not permitted to publicly disclose online or otherwise any confidential information pertaining to the school, its employees, its students, their parents, or activities.

PUBLICITY RELEASE

The Temple Beth Sholom publicity release states that adults and parents or guardians of minors understand that Temple Beth Sholom and all its representatives and employees have the right to take photographs and video coverage of adults and/or minors at all classes, events, meetings, programs, services, and workshops provided by Temple Beth Sholom and its affiliates.

Temple Beth Sholom and all its representatives and employees have the right to copyright, use and publish photographs and video coverage of adults and/or minors within print and/or digitally.

Temple Beth Sholom may use such photographs and/or video footage of adults and/or minors with or without the identification of a name and for any lawful purpose, including for example such purposes as publicity, illustration, advertising, web, and social media content. Adults, parents and guardians of minors, and minors will not have the opportunity to approve or review usage or final promotional materials. For further information go to www.innovativeschool.org.

WEBSITE

The Innovative School website provides a wealth of information regarding our program, the school year, upcoming events, and more. To access the website please visit the www.innovativeschool.org.

PUBLICATIONS TO KNOW AND READ

Weekly Reflections

Reflections are posted on our Learning Management System by your child's teacher.

The Golden Suns

The Golden Suns is emailed to families twice a week on Tuesdays and Fridays and contains articles of interest from the Leadership Team and PTO as well as highlights of upcoming events.

School Wide E-mail Announcements

In addition to weekly reflections and The Golden Suns Report, you may receive email announcements and invitations for events generated by the school office.

LEARNING MANAGEMENT SYSTEM

Foundation Level families are required to remain logged on to the LMS parent portal. If you are not signed into the platform, you will miss very important information about your child's classroom experience.

ROOM PARENTS

Early in the school year, the PTO enlists the support of class parents to organize communication to help all families be aware of what is happening in each classroom. Room parents are a huge support to teachers and help foster constructive family involvement in the classroom.

IMPORTANT ALL SCHOOL GATHERINGS

School gatherings reinforce community among parents, children, and staff. Throughout the year, we will have schoolwide events. These may include Back to School Night, Curriculum Night, Coffee and Conversations, Parent Series, and Book Clubs. We will have Parent Teacher Conferences, and a parent or guardian is required to attend.

CLASS GROUP CHATS

Ongoing communication between home and school is vital in supporting your child's learning and development. One of the biggest challenges a school can face during the year is maintaining an easily accessible, two-way stream of communication with its families. Class Group Chats were established to support communication from school to home with the guidance of the Room Parents.

The main purpose of the chat group is and should remain to include school and class updates.

- Irrelevant topics, as well as religion and politics, no matter how strongly you may feel about current events, are not to be posted.
- Please refrain from sending any messages on the group chat late in the evening unless there's really an emergency or an announcement that the members need to know first thing in the morning.

- If you need to discuss problems that should be between you and another parent, do not share them with the whole chat group.
- Be sensitive and think twice before sending out certain messages. Passive-aggressive remarks have no place in the chat group. In case of tension, remember that everyone must act accordingly and always speak in a respectful and mindful manner.
- You may not post screenshots or pictures of anything that does not relate to school communication on the class group chat.

Room parents will be asked to take down or block any communication on the class Group Chat that violates any of the above rules or anything they think is inappropriate. If you wish to share anything other than school related communications, you should create a separate chat and keep the information private.

The staff views our children's families as allies and realizes the importance of partnering with families to build the child's sense of well-being in the classroom. Relationships are a central focus in our philosophy. When adults treat each other respectfully, children learn positive social skills. All communication within our Innovative School of Temple Beth Sholom community shall be done positively and respectfully.

BEHAVIORAL EXPECTATIONS OUTSIDE OF SCHOOL

When behavior issues occur between learners during school hours, it is the responsibility of the school administration and teachers to address them. During events or celebrations taking place after school hours, teachers are generally "off duty" and parents/guardians are responsible for the supervision of their own children, unless they are expressly told otherwise.

- Classrooms will remain closed and off-limits during these events.
- Learners should remain with their families and may not roam the campus unsupervised.
- These guidelines are in place to maintain a safe, respectful, and community-oriented experience for all attendees.

PARENT / FAMILY / TEACHER – OUTSIDE OF SCHOOL EMPLOYMENT ARRANGEMENT

The Innovative School of Temple Beth Sholom families may employ school teaching staff, outside of school calendar days and hours, to work for them outside of school. This employment agreement is between the family and teacher. If a teacher is employed by a family to transport a learner to or from school, the parent must include the teacher on the child's approved "Authorization" forms and all arrangements made between parent and staff members.

CODE OF ETHICS



STANDARDS OF ETHICAL CONDUCT

The Innovative School of Temple Beth Shalom

(Adapted from the Code of Ethics of the Education Profession in Florida and Principles of Professional Conduct for the Education Profession in Florida)

1. Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary concern is the student and the development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. Concern for the student requires that our instructional personnel:
 - a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student, on the basis of race, color, religion, genders, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community, employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Shall maintain honesty in all professional dealings.
 - b. Shall not, on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
 - c. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
 - d. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment

or discrimination.

e. Shall not make malicious or intentionally false statements about a colleague.

Training Requirement All instructional personnel, educational support employees, and administrators are required, as a condition of employment, to complete training on these standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators All instructional personnel, educational support employees, and school administrators have an obligation to report misconduct by instructional personnel, educational support employees, and school administrators which affects the health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors. **Reports of misconduct of employees should be made to Jeff Graff, Executive Director of Temple Beth Shalom. 305-538-7231 ext. 231 or jeff@tbsmb.org**

Reports of misconduct committed by administrators should be made **to Jeff Graff, Executive Director of Temple Beth Shalom. 305-538-7231 ext. 231 or jeff@tbsmb.org.**

Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are posted in Staff Handbook, Parent Handbook and on our Web site at **innovativeschool.org**.

Reporting Child Abuse, Abandonment or Neglect All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>.

Signs of Physical Abuse The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse The child may have torn, stained or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse: Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Liability Protections Any person, official, or institution participating in good faith in any act authorized or required by law or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the

former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760 (F.S.768.095)

Temple Beth Sholom and the Innovative School hold *services, events and programs* for its members and the public, occasionally sponsors events with or for other organizations, and occasionally provides its facilities to others for their events.

1. Policy

Temple Beth Sholom is committed to promoting a safe and hospitable environment, in which attendees and participants are treated respectfully. Therefore, Temple Beth Sholom and the Innovative School prohibit communication or conduct that is offensive, degrading, coercive, or disruptive, or that has the purpose or effect of interfering with an individual's reasonable participation. For more information, visit [Temple Beth Sholom's Code of Ethics.](#)

2. Examples

The following are some examples of conduct that would violate this policy:

- Yelling at or threatening speakers, attendees, or staff
- Any significantly disruptive conduct
- Repeated interruption of a speaker or performance

Persons found in violation of this policy may be asked to leave the event and may not be welcomed back to future events.