



Elevo Student & Family Code of Conduct

BUILDING SAFE, SUPPORTIVE, AND INCLUSIVE COMMUNITIES

At Elevo, we believe that all students thrive in environments rooted in relationships, responsibility, and respect. Our Code of Conduct reflects our commitment to inclusive practices, student well-being, and creating a sense of belonging for all. We align with school-day expectations and promote a positive learning climate through clear communication, collaborative problem-solving, and restorative approaches. Our expectations are designed to promote safety, equity, and learning while reflecting our values and responsibilities under California Education Code, including the right to due process and the use of alternatives to suspension or removal when possible (Ed. Code § 48900 and § 48900.5).

BUILDING SAFE, SUPPORTIVE, AND INCLUSIVE COMMUNITIES

We expect all students, staff, and families to contribute to a safe and inclusive program by:

- Demonstrating kindness and respect for self, others, and property.
- Following directions from staff members.
- Using language that is appropriate, inclusive, and affirming.
- Engaging in safe and responsible behavior on the playground and during activities.
- Participating in problem-solving when challenges arise.

POSITIVE BEHAVIOR SUPPORT & RESTORATIVE RESPONSES

We recognize that behavior is a form of communication. Our approach is proactive, relational, and restorative, not punitive. All staff are trained in positive behavior strategies, co-regulation, and restorative practices. In alignment with California Education Code § 48900.5, we follow a progressive discipline model, which means we respond to behavior challenges with increasing levels of support and intervention, only considering removal from the program when other means of correction have not been effective or when safety is at immediate risk.





When behavior challenges arise, we:

1. **Redirect and Reflect** The staff supports the student in understanding the impact of their actions and works together to reset expectations.
2. **Collaborate and Communicate** If behaviors persist, we involve the student and/or guardian in a collaborative conversation to understand needs and create a support plan.
3. **Support and Restore** In rare cases when safety or program disruption is significant, temporary removal may be considered only after other means of correction* have been tried, and the decision will include input from the family, school administration, and Elevo leadership.

*Other means of correction include but are not limited to: positive reinforcement and praise, mentorship, verbal redirection, reminder of expectations, cool-down break, reflective space, modified activities or seating arraignment, restorative circle/conversation, parent/guardian conference or phone call, behavior support plan, re-teaching expectations. These approaches help us guide behavior, build relationships, and keep students in the program whenever possible, consistent with California's education laws and inclusive values.

SERIOUS INCIDENTS & SAFETY PROTOCOLS

Certain behaviors may pose a significant safety concern and may result in temporary or permanent removal depending on severity, context, and prior interventions. These include:

- Physical aggression or threats of violence
- Possession of weapons or dangerous objects
- Possession or distribution of drugs or harmful substances
- Severe or repeated verbal harassment (e.g., hate speech, obscene language)
- Elopement outside of school grounds that impacts student safety

In all cases, we comply with California Education Code requirements, including the use of progressive discipline and documentation of prior interventions unless the behavior is so severe that immediate removal is necessary for safety. All decisions will be made in alignment with Ed. Code § 48900.5, which mandates the use of alternatives to suspension and considers the root causes of student behavior before discipline. For students with disabilities, all actions are in compliance with **IDEA** and **Section 504** requirements, including manifestation determinations and behavioral intervention plans when applicable.





LATE PICK-UP POLICY

We understand that families may occasionally encounter delays. We also must ensure staff and student safety after hours. Families must inform Elevo staff if they will need to pick up their student late. If a student is picked up late:

1. **First Time:** Verbal reminder and documentation.
2. **Second Time:** Guardian receives a written notice with a reminder of the policy.
3. **Ongoing Delays:** A problem-solving meeting will be scheduled to discuss needs and potential supports. Removal will only be considered if no resolution can be found.

COMMITMENT TO EQUITY & INCLUSION

Elevo is committed to:

- Equitable application of behavioral expectations across all students.
- Considering student background, ability, trauma history, and developmental level in all behavioral responses.
- Maintaining records and communication that uphold student dignity.
- Ensuring guardians are informed, involved, and respected partners in all behavioral discussions.

FAMILY AGREEMENT

By participating in Elevo programs, we invite families to join us in fostering a safe, inclusive, and joyful community. Together, we commit to open communication, mutual respect, and proactive collaboration to ensure every student feels seen, valued, and supported.