

Staff Handbook

**Focused on
Students, Service, & Community**

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The Erie County Technical School is committed to being an Equal Opportunity Educational Institution

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CORE VALUES

Our Mission

The Erie County Technical School delivers career success to Northwest Pennsylvania through:

- Employ-Ability
- Career Planning
- Technical Education
- Supporting Academics

Our Vision

The Erie County Technical School will support all students in achieving their career and educational goals. Students will come to our school because we offer programs that help them pursue their career paths, lead them to respected occupations, and emphasize the need for lifelong learning.

We will serve as the hub for career development of all students in our service area. All students will participate in a coordinated career development program so that they make informed career decisions.

In support of this career development program and our overall mission, we will work to demonstrate to students, their families, and the community the value of career and technical education.

Our Quality Policy

The Erie County Technical School is committed to providing career and technical education that exceeds the expectations of our stakeholders while continually measuring our progress to improve our programs and services.

Our Principles

- Ensure the safety and welfare of our students
- Provide opportunities for learning
- Ensure the public trust
- Provide for the transition from school to work, additional education, or military service
- Embrace diversity and inclusion

CURRICULUM

Course Content

All courses shall include content based upon occupational analysis, clearly stated performance objectives deemed critical to successful employment and assessment of student competencies based upon performance standards.

The primary objectives of an occupational program are to prepare students for employment in high priority occupations supported by local employers, and for successful employment and lifelong learning through acquisition of high-level academic, technical and career development skills, efficient work habits and attitudes about the personal, social and economic significance of work.

Programs must have standards-based plans. A standards-based plan is an instructional system that is planned and managed by the instructor, based upon occupational analysis and clearly stated performance objectives that are deemed critical to successful employment as recommended by occupational advisory committees. Occupational tasks recommended by an Occupational Advisory Committee must provide the basis for instruction. The instructional process must derive its content from the task performed in each occupation and job and provide for the assessment of student performance on the basis of present performance standards.

Occupational programs shall be competency-based, meet licensure requirements, if required, provide extended classroom experience and meet minimum time requirements.

Programs shall have competency-based plans that are planned and managed by the instructor based upon occupational analysis and clearly stated performance objectives as recommended by Occupational Advisory Committees that are deemed critical to successful employment. The instructional process shall include content from the end-of-program NOCTI test in each program and provide for the assessment of student performance on the basis of pre-set performance standards.

Occupational Advisory Committee

An Occupational Advisory Committee shall be established for each program at the Erie County Technical School. The committee shall meet at least twice each school year to advise faculty members on curriculum and other related matters.

The use of Advisory Committees enables educational authorities to build programs that are based on the real needs of the community. The Administration at ECTS will conduct a breakfast, luncheon, or dinner to assist the faculty in their efforts to conduct two OAC meetings. Each instructor is responsible for the continuing function of the Occupational Advisory Committee for his or her area. If the breakfast, luncheon and dinner dates are inconvenient, it is the instructor's duty to make the proper arrangements for the scheduling of the meeting with the Administration, notifying committee members at least two weeks in advance, planning the agenda, and submitting a written report of the meeting. Agendas and minutes of all meetings will be kept on file in the Shares Drive.

CAMPUS COMMUNICATION

Telephones

Every effort shall be made not to interrupt classes with phone calls except in the most urgent situations. Instructors are encouraged to activate their voice mail when classes are in session. No calls shall be put through to students. In extreme and verified emergency situations, the High School Secretary will see that the student receives the message.

In-house calls during class hours should be held to an absolute minimum since they might interrupt a lecture, demonstration, or other vital classroom activity.

Please do not allow students to use your office phone. If a student would find it necessary to make a phone call, the student must get permission from the office and use the office courtesy telephone. **NOTE: All long distance calls must be school-related.**

E-mail

Staff should check their email at least twice per day; once at the start of the school day and again during the session break.

Mailboxes

Staff should check their mailbox daily. Students are not permitted to check mailboxes due to confidential information.

Correspondence

Letters and memorandums from Instructors appearing on school letterhead and/or containing materials which may be construed as school policy or position must have prior approval of the Principal or Director. A copy of all approved communications is to be filed with the Principal.

CLASSROOM & LABORATORY MANAGEMENT

Classroom Management

It is important that each instructor be able to maintain proper shop control at all times and that this be done in a manner consistent with the philosophy of the school. The following suggestions are offered in order to establish and maintain an effective shop atmosphere:

1. Be businesslike. The students will be watching you to see what kind of person you are. Remember that first impressions mean a great deal.
2. Be prepared. Start lessons on time and know what you are going to say and do.
3. Keep your lessons and presentations interesting and keep your students busy at all times.

4. Know when to overlook. Overlook small things which are unintentional and unimportant.
5. Be consistent. Do not suppress certain student actions one day and tolerate them the next. Let the student know what you will and will not stand for, and your disciplinary problems will be few and far between.
6. Do not bluff. Students are quick to see through and lose respect for the instructor who continually threatens, but who does nothing about student misbehavior. Once you have decided that chastisement or punishment is merited, administer it matter-of-factly and return to the lesson.
7. Be fair. Treat all students alike.
8. Do not pretend that you know everything. Your students already know that you are not infallible, and they will respect you if you say, "I don't know; let's look it up."
9. Get to know your students. Instructors who take the time to know and understand their students usually find that their job has become more interesting and that major disciplinary problems have a way of disappearing rapidly.
10. Keep your sense of humor. Students look forward to their classes with mature, confident instructors whose cheerfulness and humor combine to make the lessons both interesting and worthwhile. In addition, humor has saved many a classroom situation from becoming needlessly embarrassing or difficult for both students and instructor.

Classroom Supervision

Classrooms are **not** to be left unattended. This can pose a serious breach of conduct if an accident should occur during the instructor's absence from the class.

All office, classroom, and lab doors are to be locked at all times. **STUDENTS ARE NOT TO BE IN THE LAB WITHOUT SUPERVISION.**

Maintaining discipline in the lab is your business. Maintaining discipline in the corridors, rest rooms, and school grounds is everyone's business. Do not condone overt acts. It is your duty to prevent or correct the situation or at least report it to the Principal.

A hall pass or a written permission slip is required to be in the possession of a student excused from your class to go to the other sections of the building (exceptions are work details). There is to be only two hall passes per lab; if students are going to be gone for a length of time, hand-write them a pass.

Under no circumstance should an instructor permit or encourage students to leave the school building without specific written approval of the Principal or designee.

Instructors are responsible to make copies that support their classroom activities. Copyright laws must be followed at all times.

The **office clerical staff** has been instructed **not to accept** work of major involvement from anyone other than the administrative staff.

SkillsUSA and National Technical Honor Society Meetings, and Co-op Seminars are mandatory sessions for those students designated to be in attendance. These classes do take

preference over other activities in or outside your lab. Student organization representatives are required to be in attendance at all regularly scheduled meetings.

Retention of Student Files

Instructors should maintain students' educational files for the duration of the students' enrollment in the program. Such paperwork directly related to the educational acquisition of the curriculum should be supported with the utilization of a student program portfolio and/or student file. Upon the student completion of the program, the students work should be purged.

Any student material that is not related to the curriculum acquisition, such as, student absence excuses, early dismissals, communications from parents/sending school are subject to a purge at the conclusion of the school year.

FACULTY CONDUCT

School Hours

School hours for full-time instructors are 7:55 AM to 2:45 PM. Instructors are expected to be in their classroom/labs at 8:00 AM to greet students. Instructors shall be physically present to supervise students during these hours with the exception of a duty-free 30-minute lunch period. Attendance is required at all assembly programs, faculty meetings, and other school-sponsored activities during the school hours. If it becomes necessary for you to be away from your lab for an extended period of time, notify the Principal. Extended discussions or conferences among faculty members that take one or both parties away from their labs are discouraged. Extended discussions or conferences with members of the administration should be scheduled prior to 8:00 AM or after 2:45 PM or request the administrator to meet with you in your lab. Staff members should not leave the building during school hours (excluding the 30-minute lunch), without notifying their direct supervisor.

Confidential Communications

Information revealed by a student in confidence to an INSTRUCTOR or SCHOOL OFFICIAL is not privileged and may be repeated by that person without the student's consent. However, information received from a student in confidence by a guidance counselor, school nurse or school psychologist in the public or private schools while in the course of their professional duties is privileged information to the extent that it cannot be divulged in any legal proceeding, civil or criminal, without the consent of the student, or if still a minor, the student's parents.

However, such information may be revealed without the student's consent to the student's parents, to instructors or to principals. An exception to the above is information revealed by the student concerning child abuse, neglect, or injury, which the recipient is under legal duty to report to the authorities.

Sexual Harassment

It is the policy of the Erie County Technical School that all employees should enjoy a working environment free from all forms of discrimination, including sexual harassment. No employee, either male or female, should be subject to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical.

Sexual harassment lowers morale and is damaging to the work environment; it also is illegal. Therefore, the Erie County Technical School will treat sexual harassment like any other form of employee misconduct, and it will not be tolerated.

It is illegal and against the policies of this district for any employee, male or female, to sexually harass another employee by:

1. Making unwelcome sexual advances or request for sexual favors or other verbal or physical conduct of a sexual nature, a condition of an employee's continued employment;
2. Making submission to or rejections of such conduct the basis for employment decisions affecting the employee; or
3. Creating an intimidating, hostile or offensive working environment by such conduct.

The Erie County Technical School will enforce disciplinary action against any person who threatens or insinuates, either explicitly or implicitly that an employee's refusal to submit to sexual advances will adversely affect the employee's employment or career development. This discipline can include termination.

The Erie County Technical School recognizes that the questions of whether a particular action or incident is a purely personal, social relationship without a discriminatory employment effect requires a factual determination based on all facts in each case.

The Erie County Technical School will act positively to investigate alleged sexual harassment claims and to effectively remedy them when an allegation is determined to be valid. Given the nature of the type of discrimination, the Erie County Technical School also recognizes that false accusations of sexual harassment can have serious effects on innocent men and women. Therefore, false accusations will result in the same severe disciplinary action applicable to one found guilty of sexual harassment.

Use of School Facilities, Equipment and Property

Use of campus resources by employees of the Erie County Technical School requires prior approval by the Director or Principal in charge. In all cases, any work performed by that employee using school equipment must be for the personal use of that employee. No work is to be done which will result in the direct profit to the employee.

HEALTH, SAFETY & WELFARE

Emergency Situations

Please see Safe School Plan flip chart for protocol addressing Bomb Threats, Fire drills, and other emergencies.

Emergency Telephone Numbers

Notifying the Administration.....8500

Fire or Ambulance911
State Police.....898-1641

When possible, Administrative permission should be requested to call Emergency Personnel, but ECTS staff discretion will be honored in cases of urgency.

Student Illness

Illness may range from a simple upset stomach to a serious internal disorder. Experienced instructors often learn to recognize fake requests from students to be excused from class. Instructors do have the first-line prerogative to deny this type of request. However, if there is the least doubt, instructors are advised to:
IMMEDIATELY CONTACT THE BUILDING PRINCIPAL OR ADMINISTRATIVE PERSON IN CHARGE.

Upon notification of an ill student, the Principal and/or the person in charge shall: Upon advice of the first aid person or the nurse, make the proper decision as to the disposition of the case. In all likelihood, one of the following decisions will be made:

- 1) The student will be asked to return to the class and not engage in activities until hopefully the problem has eased. Instructors will be asked to monitor the student. Parents may be notified, if possible.
- 2) The student will be kept in an observation area until a parent or approved guardian can transport the student.

Instructor Responsibility:

1. Learn to recognize any unusual behavior patterns.
2. Contact the office for any related help if a student exhibits unusual behavior.
3. Try to secure possible helpful information from other students.
4. In the case of a drug related problem, carefully observe the actions of all students. Try to secure any useful information.
5. Do not send sick students to the office. The instructor should call the Health Suite or High School Office.
6. If a student is removed from the lab, the instructor should expect a notification of the student's situation and condition from the nurse or high school office.

NOTE: Due to the confusion that many times results from accidents or illness, instructors are reminded to document the situation.

There will be no transporting of ill or injured students to doctor offices, hospitals, etc. If it is determined that medical treatment is required beyond our facilities, then the proper medical personnel will be summoned via 911.

First Aid Procedure

1. Minor Injuries (Band-Aid type) – treat in lab. Caution: when possible, have the student dress the minor injury.
2. Major injuries – call 8500 for Nurse and Administration support – **do not move the patient unless there is risk of further injury.**

3. Record all injuries on the Accident Report Form provided by the office or collaborate with the School Nurse to ensure accurate documentation.

Foot Protection

The varied nature of shop programs throughout the technical school necessitates that each area, according to its course content and particular trade hazards, require specific types of safety equipment.

Safety shoes can be made in a wide variety of models, each with a different degree of foot protection. Probably the most common type recognized is the “safety-toe shoe” in which a steel toe box is incorporated into the design to afford a degree of protection to the toe area.

It shall be the responsibility of the classroom instructor to determine whether the foot wear worn by students is of sufficient design and construction to be used safely within the classroom environment.

In all trade areas, good, solid, leather work shoes should be the order of the day. Tennis/sneaker types of shoes are not permitted unless they are safety approved. Open/sandal types of shoes are not permitted.

Classroom instructors have the right to restrict any student from class participation if his/her physical attire (including shoes) presents any possible danger of life or limb.

Eye & Face Protection

Safety Glasses ALL students, instructors, support personnel and visitors shall wear safety glasses, safety goggles, safety shields or approved lenses when entering areas so marked by the “Safety Glasses Required” type of signs. If no signs are present but there are yellow safety lines painted on the floor, no person is allowed past the yellow safety line without the proper eye protection. Side Shields are required on all safety glasses issued by the school.

Contact Lenses This type of eye wear is not considered a safety measure. Students wearing contact lenses MUST WEAR the appropriate eye protection. The wearing of contact lenses in areas that might possibly be subjected to chemical fumes, spills or accidental splashing is not recommended. Instructors in these areas are to require that all students wear full-face shields or full-face fitting goggles when performing any act involving the use of chemicals or acids. The wearing of contact lenses in any industry environment is not recommended regardless of the type of face protection used.

Safety Education

Safety education, consisting of safety practices, accident prevention, and occupational health habits shall be integrated into the instruction and practices in career and technical educational programs.

The following career and technical education safety standards shall be met:

1. Safety instruction is practiced in the laboratory and classroom.

2. Equipment guards and personal safety devices are in place and used.
3. Work stations are barrier-free assuring accessibility and safety under Section 504 of the Rehabilitation Act of 1973.
4. Provisions are made for safe practices to meet individual educational needs of handicapped persons under Section 504 of the Rehabilitation Act of 1973.
5. Storage of materials and supplies meets safety codes and guidelines.

Child Abuse Act 126

Who is mandated to report child abuse? The Child Protective Services Law, Act 126, specifies that all persons in a professional capacity who come in contact with children and who have reason to believe, based on professional or other training, that a child is an abused child, must report these cases.

What are the child abuse reporting procedures? If a staff member suspects child abuse, it is their legal responsibility to report to protective services. Reports can be made online at <http://www.compass.state.pa.us/cwis> or by calling 1-800-923-0313. The reporter is not required to prove an abuse situation; if abuse is suspected, it must be reported.

Who should be notified in the school of suspected child abuse? The school professional shall immediately notify the Principal or the designated person in charge.

Can mandated reporters be held liable for reporting suspected child abuse? No, mandated reporters are granted immunity from civil and criminal liability if a report is made in good faith. The immunity remains in effect even if the suspicion of abuse was not correct.

Is the identity of a person reporting cases of suspected child abuse kept confidential? Yes, Act 126 mandates that the identity of all persons reporting cases of suspected child abuse is kept confidential.

Penalties for Failure to Report

A school employee who willfully violates the mandate to report student abuse commits a summary offense; a school employee who, after being sentenced for failure to report, violates the mandate again, commits a misdemeanor of the third degree.

Confidentiality of Student Abuse Reports

The school employee may not reveal the existence or content of a report of student abuse to anyone who does not have a legitimate interest and responsibility to investigate the allegations; persons who may share the school employee information will include, but are not limited to, school officials, county agency staff, and law enforcement officials.

FACILITIES

Keys

Due to the type and amount of equipment, the nature of the facility, and number of groups to be accommodated, it is imperative that building security be maintained at all times. Office areas and classrooms should be locked at all times. If your keys or access badge are lost, please notify the administration immediately for security purposes.

Maintenance & Custodial Support

All problems relative to air conditioning, heating, plumbing, electrical systems, doors, windows, and non-operational equipment are to be reported to the Facilities Manager; an electronic work request should then be completed to document the problem so that corrective action can be taken.

Property Inventory

For insurance purposes, the school is required to keep an inventory of all school property. Each instructor is responsible for maintaining a current inventory of their classroom and lab spaces. In order to assist the Business Office and keep the inventory list current, all capital equipment items must be listed on the receiving copy (pink) of your Purchase Order. Serial number, make, and model numbers are required for each equipment item received. Upon the receipt of new equipment, please contact the Business Office for an asset tag.

Smoke-free Environment

The Erie County Technical School Operating Committee recognizes that smoking presents a health and safety hazard which can have serious consequences for the smoker as well as non-smokers. The Operating Committee has an educational interest in promoting good health and safety to its students, in the school environment, and thus cannot condone smoking, vaping, or tobacco use within the school environment by any persons, including students, faculty and the general public. In addition, smoking presents a fire and safety hazard to its buildings, which is also a concern.

Definitions

1. “Smoking” means the carrying by a person of a lighted cigar, cigarette, pipe or other lighted smoking device; including vapor devices.
2. “Tobacco Use” includes smoking and the use of smokeless tobacco in any form.
3. “School” means any educational facility operated and maintained by the Erie County Technical School Operating Committee within the school grounds, including the Technical School, the Skill Center and all other buildings.

TECHNOLGY SERVICES

School technology is intended to provide a flexible instructional and learning environment. It is replaced on a regular cycle with the goal of keeping pace with both technological and educational advancements.

Equipment, software, and technology training is fostered both with peer user groups, large group instruction, documentation, and multimedia based lessons.

Faculty and staff that are issued portable computers and/or tablets are permitted to take and use these devices off campus, as long as it does not disrupt classroom instruction. Alternate devices are not always available for substitutes.

The school provides student use computers in every classroom. In some cases, sharing between classrooms may be required when every student needs a device. When not in use, all devices should be plugged into a power source.

Successful instructional technology is dependent on faculty adoption of the advancements, as well as regular care and concern for their reliable operation. All technology equipment should be kept clean and clear of obstructions and hazards. All technology equipment should be in fully operational condition every day or reported in the helpdesk with technology services.

BUSINESS & FINANCIAL OPERATIONS

Budget Planning

Instructors and staff shall be required to participate in the development of budgetary provisions for their respective departments in accordance with requests of the school administration. In preparing the budget, the responsible administrator shall set general priorities for expenditures and the budget shall contain the proposed revenue and expenditure in each financial category for the ensuing year. For any budgetary consideration, a Budget Request Form must be completed and submitted for administrative review during the identified budget timeframe established by the Business Office. The budget accounts shall be consistent with the Manual of Accounting and Financial Reporting for PA Public Schools.

Purchasing Process

All purchases must be pre-approved using the Expense Request Form.

Purchase Requisitions

If a purchase order is required for the acquisition of materials, supplies, or equipment, please contact the Business Office for assistance.

Procurement Cards

The Operating Committee approves the use of a procurement card process for permissible purchases and vendor payments by designated employees and is designed to reduce the cost and bureaucracy of purchasing and vendor payment activities.

- Under no circumstances may a cardholder permit his card to be used by another individual. Each employee using a procurement card shall sign a card usage agreement.
- Procurement cards shall be used only for authorized technical school purchases and shall not be used for personal purchases.

- The cardholder shall first determine that a budget account balance is available for each purchase before making a purchase. Then all purchases must be pre-approved by your supervisor using an Expense Request Form.
- Purchases on his/her assigned procurement card by an individual employee shall not exceed the budget account available balance, or the billing or cycle limit, as assigned by the Business Manager.
- Procurement cards shall not be used to circumvent the required bidding process. Purchases over \$4,000.00 may require quotes and/or bids in accordance with established Operating Committee policy and procedures.

Production and Service Work Performed by Students or School Personnel

The Operating Committee believes that proper utilization of production or live work provides the student with a realistic and practical educational learning experience. A production work project shall be defined as work which produces a product of useful and/or monetary value. Service work shall be defined as work which provides a personal service to people.

Live or production work or service requests shall be accepted from Erie County Technical School, participating school districts, governmental agencies, community agencies, non-profit charitable institutions, students and affiliated school personnel. The instructor shall determine eligibility prior to acceptance and scheduling of the work request.

A release form must be signed by the customer and presented to the instructor prior to the start of the work or service project. The instructor shall request that the customer obtain the parts and materials to be used on their work project. The instructor shall not permit the release of property worked on until the customer makes full payment to the instructor of all amounts due per the invoice.

The instructor shall maintain an up-to-date record of production work and services performed on the approved Production and Service Work log. The instructor is to keep accurate records of the amount, cost, and descriptions of school materials and supplies used on a work project and invoice the customer on the approved form. School materials or supplies used for training related projects shall be listed and cost out. An invoice prepared by the instructor shall be issued to cover costs of school materials used.

The sales of products produced or services rendered by students or school personnel with school equipment, supplies or materials during or after school hours for personal gain are prohibited.

Fixed Assets – Acquisition and Control

Depreciable capital asset (equipment) acquisition requires prior administration and budget approval before ordering or purchasing. Capital asset requests will be submitted to the administration annually when requested for the development of the following years' operating budget. A capital asset purchase plan will be approved as part of the ECTS and RCTC annual budgets approved by the Operating Committee.

Purchase orders must be approved and printed prior to ordering capital assets.

Capital Assets are the responsibility of the user (instructor).

ECTS Capital Asset Inventory Control Form must be completed by the responsible user/recipient of the capital asset. The inventory control form, once completed, will be delivered to the Business Office. The Business Office will assign the tag number and update the fixed asset system with the information on the inventory control form. The Facility Manager will physically attach the tag to the asset.

Annually an asset listing will be printed for each building location (classroom/lab) and distributed to the appropriate employee to review and to verify its accuracy, noting any inconsistencies, and signing to validate that the information has been reviewed. The reviewed/signed inventory list will be returned to the Business Office.

Donated Materials and Equipment

Businesses, manufacturing companies and individuals will on occasion offer to donate various items of equipment, supplies, scrap metals, vehicles, etc. to the school for use in its educational programs. Some offers of donations will not be accepted because the items are obsolete or in need of costly repairs. All donation offers shall be reviewed by the Director or designee prior to acceptance. The Operating Committee shall make the final determination of acceptance of all donations that are fixed assets.

STUDENT CONDUCT

Early Dismissals

Students will not be excused before the regular dismissal time without a written request from the parent or guardian, except for serious illness. Requests for early dismissals are granted only for extraordinary reasons and must be presented to the High School Office for approval prior to the beginning of the session.

Students needing to leave school before the end of the scheduled school day must complete a dismissal form or bring a note signed by the parent requesting the reason for leaving, the time, and driving arrangements. All early dismissals are subject to administrative approval. Students should make their request by 8:30 AM and 12:30 PM. Early dismissals will be processed in the High School Office.

An early dismissal will be considered after compliance with the following steps:

1. Students seeking permission for early dismissal should request an “early” dismissal form from the Instructor and then report to the High School office to offer written parent/guardian permission to the High School Secretary, acting as the Principal’s designee.
2. The request must state if the student is driving or will be picked up by another family member.
3. If a student will be transporting another student, the student driving must have parental permission in writing to transport another student.
4. The student riding with another student must also present an excuse stating that he/she is permitted to ride with another student.

Student Tardiness

1. Any student who reports to class after 8:00 AM or 12:00 PM, or who returns late from any activity outside of the lab is to be sent to the office for an admit pass.
2. Student signs in at the office and issued a tardy slip.
3. Student shows tardy slip to instructor.
4. Accumulation of 3 or more tardies in a grade period will result in disciplinary action.

NOTE: ALL INSTRUCTORS ARE TO EMPHASIZE THAT PARENTS/GUARDIANS MUST CALL IN TO ADVISE THE SCHOOL OF THEIR CHILD'S ABSENCE. ALL CALLS SHOULD BE RECEIVED PRIOR TO 8:15 am – 464-8681.

Grading

Assessing student performance provides the basis for assigning student grades. The grading system used by the instructor should be easy to administer and must be compatible with the school's grade requirements. The method an instructor chooses in grading students must be fair and well defined and should evaluate students overall performance. Lab grades will be obtained thru participation, homework, quizzes, tests, and projects. Often a student or parent will want to know how a grade was earned, and the instructor or administrator will have to explain the procedure. Providing students with a copy of the grading system as part of the course syllabi will help students to identify their responsibilities and prevent disputes over grades later.

The grades issued must reflect what students have accomplished. They should provide feedback to students so they know how they are doing and assist them in determining what they need to improve. Grades should also assist the instructor in identifying the effectiveness of the instruction provided and determine any teaching strategies that need to be changed. Grades should identify the development of attitudes, knowledge and skills required on the job in a consistent and effective manner. **Grades will be issued as a numerical percentage, not a letter grade.**

Reasonable Force

The use of reasonable force may be used by school employees on all students:

1. To quell a disturbance; or
2. To obtain possession of weapons or other dangerous objects; or
3. For the purpose of self-defense; or
4. For the protection of persons or property the use of reasonable force in the above circumstances is not to be construed as corporal punishment.
5. Corporal punishment is forbidden!

Discipline

All students are expected to develop good work habits and attitudes, enter into class activities, and conduct themselves appropriately.

The following list includes acts and behavior which are UNACCEPTABLE and may result in disciplinary action. This list is NOT all inclusive.

1. Class disruption; insubordination; horseplay; harassment of students, faculty or staff disrespect; obscenity or profanity.
2. Absence or tardiness without satisfactory explanation.
3. Loafing during assigned class hours or loitering outside of the assigned work area or areas without direct supervision.
4. Failure to follow specific instructions by faculty or staff.
5. Unauthorized use of materials or equipment.
6. Poor housekeeping or unsafe practices or procedures; i.e., safety violations.

The following list, which is not all inclusive, includes acts and behavior which are PROHIBITED and will result in disciplinary action including detention, in-school suspension, out-of-school suspension, restitution, expulsion, and possible legal action.

1. Falsifying records or excuses for absences.
2. Defacing, damaging or misusing school property.
3. Removing school property from the premises or stealing school property/supplies or property belonging to other students.
4. Fighting or other acts of physical violence including horseplay which can result in bodily harm to another individual.
5. Truancy, persistent absenteeism or tardiness.
6. Use or possession of tobacco, alcoholic beverages or narcotics on school property or transportation at school-sponsored events or activities.
7. Leaving the building during the session without notifying the instructor and the attendance office.
8. Violation of driving/riding regulations.
9. Weapons violations.

Disciplinary Action

Disciplinary action begins in the classroom/training area. Faculty is responsible for the discipline in their labs; however, should a student be referred to the office for discipline, then the Principal is responsible for actions taken.

Routine problems in the lab should be handled by the instructor; however, serious problems must be referred to the Principal. Any infractions that involve a violation of public law, such as the use of tobacco, stealing, truancy, vandalism, fighting, alcohol/drugs, etc. should be handled by the Principal. Except in situations described previously, it is expected that the instructor will handle his/her own discipline problems. It is strongly suggested that instructors confer with the Principal when chronic discipline problems occur. A parent conference is usually a very successful strategy in dealing with the chronically disruptive student. Removal of privileges (in a variety of formats) is also a viable option to deal with the chronic student. Most infractions will be assigned units of detention time. Major infractions and repeated offenses will result in in-school suspension or out-of-school suspension in extreme cases. In all suspensions, parents will be notified.

When students are assigned out-of-school suspensions from their sending school, they will not be permitted to attend ECTS classes. It is the philosophy of the Erie County Technical School that it is a privilege to come here, and good conduct is necessary at both schools in order for students to remain in good standing here at ECTS.

Detention

After-school and Saturday detention may be served at the sending school. The date and amount of detention time is determined by the home school. All detentions are issued by the Principal.

Suspension

IN-SCHOOL SUSPENSION (1-9 days) is conducted in place of regular classes. A student may be suspended in accordance with discipline rendered by the Principal. The suspension may be held at the career and technical school or the sending school. A prescribed area will be designated for a student serving the suspension, and he/she will do school assignments throughout the period. A parental conference may be scheduled depending upon the severity of the incident or the length of the suspension. Parents will receive written notification of any suspension.

During the suspension, the student has a right to make up any class work that was missed; however, the work must be completed during the suspension if previously assigned by the instructor. If work was not previously assigned, then the student has an equal number of days (comparable to the suspension) to complete all assignments. Failure to complete assignments will result in a zero (or "F" grade) being issued by the instructor for those assignments.

OUT-OF-SCHOOL SUSPENSION (1-10 days) All out-of-school suspensions are reciprocal; i.e., students are suspended from both the home school as well as the career and technical school. The student is sent home, and parents are advised that it is mandatory to keep him/her at home during the school day. A parental conference is MANDATORY prior to readmission to regular classes if the out-of-school suspension assigned was 5 days or more. This type of suspension will be utilized when a severe discipline infraction occurs or when the Principal believes that the safety and welfare of others is in jeopardy.

It is the student's responsibility to initiate and complete any classroom assignments PRIOR to returning to regular classes. Failure to complete said assignments will result in a zero (or "F" grade) being issued by the instructor for those assignments.

HUMAN RESOURCES

Faculty Absence

If it is necessary for an instructor to be absent from school, contact the principal as soon as possible. Appropriate plans for the substitute teacher should be emailed to the principal as soon as possible. In an emergency situation, when plans cannot be developed by the instructor, emergency plans on file will be used.

Faculty and staff members needing to leave during the day for an emergency or due to illness must notify their supervisor prior to departure.

As a matter of procedure, when an employee is absent from work due to illness for 3 or more consecutive days, a doctor's excuse is required when returning. This excuse should be attached to the absentee form presently required. This procedure does not exclude the administrative right to require a doctor's excuse at any time under Section 1154(A) of the PA School Code.

As a matter of procedure, when an employee is absent from work, due to sickness, injury, or plans to use a personal day, notify your supervisor, and the Human Resources Coordinator, via email.