

# HAMPTON BOARD OF EDUCATION

MISSION, GOALS, OBJECTIVES

0000 SERIES

## POLICY

## FINAL/REVIEWED

0000	<a href="#"><u>MISSION AND FUNCTIONS</u></a>	03/05/1999
0200	<a href="#"><u>GOALS AND OBJECTIVES</u></a>	03/30/2011
0521	<a href="#"><u>NONDISCRIMINATION</u></a>	10/28/2011
0521.2	<a href="#"><u>COMMITMENT TO RELIGIOUS NEUTRALITY (PRAYER IN SCHOOLS)</u></a>	10/28/2011

# HAMPTON BOARD OF EDUCATION

**0000**

## **MISSION-GOALS-OBJECTIVES**

### **MISSION AND FUNCTIONS**

The Hampton Board of Education shall develop and maintain a complete system of public education opportunities in accordance with the law and the best interests of the town.

#### **Mission**

The mission of the Hampton Public Schools is to enable all students to achieve at their highest potential by challenging them through a variety of educational experiences. Through partnerships with family and community, our schools will promote the pursuit of lifelong learning, responsible citizenship and decision making in a culturally diverse world.

#### **Philosophy**

The Hampton Board of Education believes that in our democratic society each person, without exception, is an important resource to our nation. We further believe that it is the primary function of our schools to develop this resource to the greatest extent possible.

Our school must provide challenges and experiences which continually foster the development of student's academic knowledge and values, individuals will be prepared to realize personal success and responsible citizenship.

The Board believes that the educational process in our schools should be supported by educators, students, parents/guardians and the entire community, for a commitment to today's education is a commitment to society's future.

**Tentative Approval: 02/12/98**

**Final Approval: 03/05/98**

# HAMPTON BOARD OF EDUCATION

**0200**

## **MISSION-GOALS-OBJECTIVES**

### **GOALS AND OBJECTIVES**

The District shall maintain a coordinated PK-6 program designed to improve student achievement.

The following practices contribute to achieving this goal.

The District will develop a partnership with staff, parents and community members to identify and revise goals consistent with the goals adopted by the State Board of Education. To successfully prepare students to function effectively in a rapidly changing world and for the futures they choose to pursue, goals adopted by the District will:

1. Ensure that all students, regardless of linguistic background, culture, race, sex, capability or geographic location, have access to a quality education in a safe, motivating environment;
2. Hold all students to rigorous academic standards and expect them to succeed;
3. Provide students with opportunities to demonstrate their achievement in knowledge and skills;
4. Encourage parental and community involvement in their student's education;
5. Develop in students lifelong academic skills to prepare them for an ever-changing world;
6. Develop in students the core ethical values that our diverse society shares and holds important, including but not limited to: respect, responsibility, caring, trustworthiness, justice, fairness, civic virtue and citizenship; and
7. Equip students with the knowledge and skills necessary to pursue the future of their choice and to prepare students to function effectively in various life roles.

**Tentative Approval: 02/23/2011**

**Final Approval: 03/30/2011**

# HAMPTON BOARD OF EDUCATION

0521

## MISSION-GOALS-OBJECTIVES

### NONDISCRIMINATION

The District shall promote nondiscrimination and an environment free of harassment based on an individual's race, color, religion, sex, sexual orientation, national origin, disability, marital status or age or because of the race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, marital status or age of any other persons with whom the individual associates.

In keeping with requirements of federal and state law, the District strives to remove any vestige of discrimination in employment, assignment and promotion of personnel; in educational opportunities and services offered to students; in student assignment to schools and classes; in student discipline; in location and use of facilities; in educational offerings and materials; and in accommodating the public at public meetings.

The Board encourages staff to improve human relationships within the schools and to establish channels through which citizens can communicate their concerns to the administration and the Board.

The Superintendent shall appoint and make known the individuals to contact on issues concerning the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1974, Title VI, Title VII, Title IX and other civil rights or discrimination issues. The Board will adopt and the District will publish grievance procedures providing for prompt and equitable resolution of student and employee complaints.

Federal civil rights laws prohibit discrimination against an individual because he/she has opposed any discrimination act or practice or because that person has filed a charge, testified, assisted or participated in an investigation, proceeding or hearing. ADA further prohibits anyone from coercing, intimidating, threatening or interfering with an individual for exercising the rights guaranteed under the Act.

(cf. 4111 – Recruitment and Selection)  
(cf. 4111.1/4211.1 – Affirmative Action)  
(cf. 4118.11 – Nondiscrimination)  
(cf. 4118.111 – Grievance Procedure-Title IX)  
(cf. 4118.113/4218.113 – Harassment)  
(cf. 5145.4 – Nondiscrimination)  
(cf. 5145.5 – Sexual Harassment)  
(cf. 5145.51 – Peer Sexual Harassment)  
(cf. 5145.52 – Harassment)  
(cf. 5145.6 – Student Grievance Procedure)  
(cf. 6121 – Nondiscrimination)  
(cf. 6121.1 - Equal Educational Opportunity)

Legal Reference: Title VII, Civil Rights Act, 42 U.S.C. 2000e, et seq.  
29 CFR 1604.11, EEOC Guidelines on Sex Discrimination.  
Title IX of the Educational Amendments of 1972, 20 U.S.C. 1681 et seq.  
34 CFR Section 106.8(b), OCR Guidelines for Title IX.  
Definitions, OCR Guidelines on Sexual Harassment, Fed. Reg. Vol 62, #49, 29 CFR Sec. 1606.8 (a) 62 Fed Reg. 12033 (March 13, 1997) and 66 Fed. Reg. 5512 (January 19, 2001)

# HAMPTON BOARD OF EDUCATION

*Meritor Savings Bank. FSB v. Vinson*, 477 U.S. 57 (1986)

*Faragher v. City of Boca Raton*, No. 97-282 (U.S. Supreme Court, June 26,1998)

*Gebbs v. Lago Vista Indiana School District*, No. 99-1866, (U.S. Supreme Court, June 26,1998)

*Davis v. Monro County Board of Education*, No. 97-843, (U.S. Supreme Court, May 24, 1999.)

*The Vietnam Era Veteran's Readjustment Act of 1974, as amended*, 38 U.S.C. §4212

Title II of the Genetic Information Nondiscrimination Act of 2008

Connecticut General Statutes

46a-60 Discriminatory employment practices prohibited.

10-15c Discrimination in public schools prohibited. School attendance by five-year olds. (Amended by P.A. 97-247 to include "sexual orientation" and P.A. 11-55 to include "gender identity or expression")

10-153 Discrimination on account of marital status.

17a-101 Protection of children from abuse.

The Americans with Disabilities Act as amended by the ADA Amendments Act of 2008

*Meacham v. Knolls Atomic Power Laboratory* 128 S.Ct. 2395, 76 U.S.L.W. 4488 (2008)

*Federal Express Corporation v. Holowecki* 128 S.Ct. 1147, 76 U.S.L.W. 4110 (2008)

*Kentucky Retirement Systems v. EEOC* 128 S.Ct. 2361, 76 U.S.L.W. 4503 (2008)

*Sprint/United Management Co. v. Mendelsohn* 128 S.Ct. 1140, 76 U.S.L.W. 4107 (2008)

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# HAMPTON BOARD OF EDUCATION

0521.2

## MISSION-GOALS-OBJECTIVES

### COMMITMENT TO RELIGIOUS NEUTRALITY (PRAYER IN THE SCHOOLS)

Notwithstanding anything which may inadvertently still appear in policy, the Board of Education understands that administration and staff must recognize the First Amendment religious rights of students. The Board further recognizes that the United States Constitution's First Amendment imposes two equally important obligations on public schools.

First, schools must not forbid students acting on their own from expressing their personal religious views or beliefs. Second, schools may not endorse religious activity or doctrine and students may not coerce participation in religious activity.

Schools must give students the same rights to engage in religious activity and discussion, as they engage in other comparable activity. Generally, this means that students may pray in a non-disruptive manner during the school day when they are not engaged in school activity and instruction, subject to the same rules as apply to other speech.

- (cf. 1140 - Distribution of Materials to and by Students)
- (cf. 4118.21 – Academic Freedom)
- (cf. 6115 – Religious Ceremonies)
- (cf. 6115.1 – Religious Observances and Displays)
- (cf. 6115.11 – Graduation Exercises – Prayer)
- (cf. 6141.2 – Separation of Church and State)
- (cf. 6141.21 – Religion in the Public Schools)
- (cf. 6144 – Controversial Issues)
- (cf. 6144.1 – Exemption from Instruction)
- (cf. 6145 – Extra-Class Activities)
- (cf. 6162.51 – Student Surveys)
- (cf. 6145.3 – Distribution of Printed Matter, Freedom of School Press; Publications)
- (cf. 9030.1 – Religious Guidelines)

Legal Reference: Connecticut General Statutes  
10-16a Silent meditation.  
10-15c Discrimination in public schools prohibited.  
*Lee v. Weisman*, 112 S. Ct. 2649 (1992).  
*Jones v. Clear Creek Independent School District*, 977 F. 2d 963 (5th Cir. 1992).  
*Harris v. Joint School District*, 41 F.3d 447 (9<sup>th</sup> Cir., 1994).  
*American Civil Liberties Union of NJ v. Black Horse Pike Regional Board of Education*, 84 F.3d 1471 (3<sup>rd</sup> Cir., 1996).  
20 U.S.C. 7904 (No Child Left Behind Act of 2001)

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