

Dismissal procedure

The two primary goals at Esperanza Elementary are:

- o Keep Students and School Personnel Safe
- o Maximize Student Learning

Discipline at Esperanza Elementary is based on the non-coercion philosophy of Dr. William Glasser's quality school and Brian Mendler's philosophy of fair is not equal. The approach to any problem within the school will be approached with a "solve it" attitude without threats or punishment.

There will be no more than three rules to help achieve Esperanza Elementary's goals and will be signed by everyone in the school. All will be expected to be accountable for abiding by these rules. When there is a problem a time out room can be used, if necessary, where a student can take time to find a solution. If a student is unable to resolve a problem in the time out room, he/she can be sent home for 3 days to come up with a plan. If the plan does not work, a student could be sent home again for another 3 days. After 3 three-day suspensions if the issue is still unresolved, a course of action would be determined through a meeting of the student, parents and appropriate Esperanza staff.

There is no set order of consequences for inappropriate behaviors as each student is different. Therefore, each student problem or incident will be treated individually with the goal of finding the appropriate solution for each particular student.