

HEADWATERS CHRISTIAN ACADEMY

PATRIOTS



PARENT AND CHILD HANDBOOK 2026-2027

Wisdom is the principal thing, therefore get wisdom.
And in all your getting, get understanding.

Proverbs 4:7

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ESTABLISHMENT OF HEADWATERS

Headwaters is a ministry of South River Baptist Church established in 2020 to enrich the education of children to love God with all their mind and to encourage a joyful pursuit of His truth. It provides prekindergarten and grade school children with a highly traditional, classically based curriculum stressing the development of moral character, basic skills, logical analysis, and the establishment of a biblical worldview.

MISSION FOR HEADWATERS

Headwaters provides a Christian worldview and Christ-centered education leading to a personal belief in God's Word, a personal relationship with Jesus Christ, a passion for intellectual understanding guided by divine wisdom, an appreciation for strong family, and a love for our Nation.

PHILOSOPHY FOR HEADWATERS

Children in Headwaters are provided the best possible instruction to know God, His truth, and navigate life as He designed it. We believe that all truth is God's truth. The supreme revelation of that truth is found in Jesus Christ. God's revelation is essential to proper reasoning. Thus, Headwaters Academy uses biblical revelation to aid our understanding of other categories of thought and academic disciplines. Our faith seeks understanding of the world that God has created and the truth that we find therein.

We seek to train the heart and the mind drawing from modern man's intellectual and spiritual inheritance found in the Judeo-Christian faith and Greco-Roman culture. We believe that heritage is clearly seen in the American experiment of self-government under law. Headwaters Academy will develop within children the intellectual and personal habits and skills upon which responsible, independent, and productive lives are built.

STATEMENT OF BELIEFS

All Scripture is self-attesting and being Truth, requires our unreserved submission in all areas of life. The infallible Word of God, the sixty-six books of the Old and New Testaments, is a complete and unified witness to God's redemptive acts, culminating in the incarnation of the Living Word, the Lord Jesus Christ. The Bible, uniquely and fully inspired by the Holy Spirit, is the supreme and final authority on all matters on which it speaks. On this sure foundation, we affirm these additional essentials of our faith:

- We believe in one God, the sovereign Creator and Sustainer of all things, infinitely perfect and eternally existing in three persons: Father, Son, and Holy Spirit. To Him be all honor, glory, and praise forever!

- Jesus Christ, the living Word, became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one person forever. He died on the cross a sacrifice for our sins, according to the Scriptures. On the third day, He arose bodily from the dead and ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Mediator.
- The Holy Spirit, the third person of the Godhead, has come to glorify Christ and to apply the saving work of Christ to our hearts. He convicts us of sin and draws us to the Savior. Indwelling our hearts, He gives us new life, empowers us, and imparts gifts to us for service. He instructs and guides us into all truth and seals us for the day of redemption.
- Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work of God's grace. God credits His righteousness to those who put their faith in Christ alone for their salvation, and thereby justifies them in His sight.
- We believe that (a) salvation is by grace, a free gift of God apart from works, (b) salvation involves repentance, a change of mind in respect to God and thus turning from one's own way to God's way, (c) salvation is through personal faith in the Lord Jesus Christ, in Christ alone, (d) all who receive Jesus Christ are regenerated by the Holy Spirit and become the children of God, and true salvation will be manifested by a changed life.
- The true Church is composed of all persons who through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit are united together in the body of Christ. The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity and the sacraments are administered in their integrity; where scriptural discipline is practiced, and where loving fellowship is maintained. For her perfecting, she awaits the return of her Lord.
- Jesus Christ will come again to the earth— personally, visibly, and bodily—to judge the living and the dead and to consummate history and the eternal plan of God. "Even so, come, Lord Jesus" (Rev. 22:20).
- The Lord Jesus Christ commands all believers to proclaim the Gospel throughout the world and to make disciples of all nations. Obedience to the Great Commission requires total commitment to "Him who loved us and gave Himself for us." He calls us to a life of self-denying love and service. "For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them" (Eph. 2:10).

STATEMENT ON MARRIAGE, GENDER, AND SEXUALITY

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Genesis 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gn 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1Co 6:18; 7:2-5; He 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, incest, bestiality, and use of pornography) is sinful and offensive to God (Mt 15:18-20; 1Co 6:9-10).

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Ac 3:19-21; Ro 10:9-10; 1Co 6:9-11).

We believe that every person must be afforded compassion, love, kindness, respect, and dignity (Mk 12:28-31; Lk 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture.

REGISTRATION – Current & New Students

Parents register their child by completing the online registration form for each child on the Headwaters Christian Academy website.

For our Pre-K or K programs, we determine the eligibility of your child based on their age as of August 31st. Any request for an exception to the birth date requirement must be worked out with the Headmaster or Administrator, who will guide you through the process.

CONTACT INFORMATION

Any changes to family contact information must be shared with the Administrator to ensure communication methods are updated. This should include any custody changes relevant to your student's pick-up information.

CUSTODY DISPUTES

If any dispute arises between which parent has the right to pick up a minor student at the end of the school day or after school care, the school reserves the right to request the local authorities or social services be involved.

ACADEMIC ACCOMMODATIONS

As a private Christian school, we are not required to provide accommodations or IEPs (individual education programs). We are committed to providing the support that each student needs to be successful. Therefore, we will provide a limited number of services to students in need.

HEADWATERS ACADEMY – New Students

Pre-K

To be accepted into our Pre-K program, the child must have attained the age of four on or before August 31st of the current year and must be able to function independently in the restroom.

Kindergarten

To be accepted into our Kindergarten program, the child must have attained the age of five on or before August 31st of the current year and be able to function independently in the restroom. Upon registration confirmation we will schedule a Kindergarten Readiness Assessment with each child.

1ST – 10TH Grade

To register in 1st-10th grade, the applicant must have been promoted to that grade by previous school or they must have completed their Home School program for the previous grade, tested at the grade level they have requested to be enrolled in. Once the registration has been verified students will complete assessment test for proper grade assignment at Headwaters. Finally, applicants will have a family interview with the Headmaster. Then, a decision will be made for enrollment.

You must start by 10th grade to qualify for graduation from Headwaters Christian Academy.

HEADWATERS AFTER SCHOOL CARE

Available for K-7th Grades only. This program provides children an opportunity to complete homework and participate structured games and other planned activities.

EARLY WITHDRAWALS

If a child is withdrawn, the parent(s) must email or call the office and notify them of the pending withdrawal. The parent(s) must then write a letter in which they state the date and specify reason(s) for the withdrawal. Registration and Enrollment Fees will not be reimbursed.

Teacher contracts and operational budgeting needs are written with an understanding that students will be enrolled for the entire year. You are responsible for the annual tuition beginning August 1, 2026. Should your student withdraw for any reason a tuition adjustment will be made as noted below and you are responsible for remaining balance.

WITHDRAWAL AFTER	APRIL 1	MAY 1	JUNE 1	JULY 1	AUGUST 1
TUTION DUE	10%	20%	30%	40%	50%
WITHDRAWAL AFTER	SEPTEMBER 1	OCTOBER 1	NOVEMBER 1	DECEMBER 1	JANUARY 1
TUTION DUE	60%	70%	80%	90%	100%

TUITION & FEES

This ministry is self-sustaining and thus dependent on the faithfulness of everyone to pay on time. The yearly fee for children will be divided into ten equal payments and is due on the 1st day of every month beginning August 1st and ending May 1st. If your account is not current by the end of the month, then your child(ren) will not be allowed to return for the following month. Tuition and fees must be paid by check, money order, cash (exact amount only), or credit/debit card. A \$35.00 fee will be charged for each returned check. We do not bill you each month unless you have an outstanding balance. Therefore, it is the responsibility of the parent/guardian to remember that the payment is due the 1st day of each month August through May.

Registration Fee – New Students Only

A registration fee of \$150 per child is required at registration for your registration to be considered for approval. This fee is non-refundable.

Enrollment Fee – New and Returning Students

A yearly enrollment fee of \$250 for each PreK student and \$350 for each K-12th student will aid in the purchase of student's curriculum, handbooks, enrichment supplies, and grade specific classroom literature. This fee is due at enrollment for current students and upon approved enrollment for new students. This fee is non-refundable once enrollment is confirmed and must be paid to complete enrollment. If fee is not paid by April 1st your child's spot at their grade level could be forfeited.

Lab Fee – 6th – 12th Grade Only

An additional fee of \$50 for 6th-12th grade students will be required to pay for lab fees in Science Classes (this can be included in the NC Opportunity Scholarship for those that qualify)

Graduation Fee – 12th Grade Only

An additional fee of \$200 for 12th grade students will be required to pay for diploma, cap & gown, picture (this can be included in the NC Opportunity Scholarship for those that qualify)

Headwaters Academy Tuition

Tuition covers the costs associated with administrative staff, classroom teachers, teacher assistants, elective teachers, daily operation costs, activity fees and other associated costs. Tuition does not include student individual supply costs or sports fees.

The chart below details tuition for each grade level.

GRADE	ANNUAL TUITION (August 2026 – May 2027)	Ten Month Payments beginning August 1, 2026 through May 1, 2027
PRE-K (age 4 by August 31, 2026)	3 days (Tue-Thu) - \$1,750 5 days - \$2,800	3 days (Tue-Thu) - \$175 5 days - \$280)
KINDERGARTEN (age 5 by August 31, 2026)	\$6,600	\$660
GRAMMAR (1-5)	\$6,800	\$680
LOGIC (6-8)	\$7,400	\$740
RHETORIC (9-12)	\$7,700	\$770

*Hardship discounts maybe requested prior to admission approval and are subject to funding available.

Headwaters After School Cost

After School Cost is \$220 per month or \$14 per day as needed.

A late pickup (after 6:00pm) will result in an additional \$15.00 charge per occurrence. Continual late pickup will result in dismissal from After School program.

ATTENDANCE & LATE ARRIVAL FOR 6TH – 12TH GRADES

If your student misses more than 10 days per semester (Aug – Dec & Jan - May) or over 20 days per year, they may be at risk for NOT receiving credit for classes missed. Every 3 late arrivals after 8am will be counted as 1 day absence.

All absences require a note from doctor or parent upon return to school.

Excessive absences and late arrivals could prohibit your student from participating in after school activities at the discretion of the Principal and Headmaster.

ACADEMIC ELIGIBILITY

All students participating in after school activities including clubs and sports, will be expected to maintain a 2.0 in ALL subjects.

Your student will be given a warning if they are not at 2.0 and given 3 weeks to show improvement. If improvement is not recognized they are subject to removal from afterschool activities until improvement is noted.

CONDUCT FOR ATHLETES AND PARENT

HCAA & PCAA PARENT CODE OF CONDUCT

As parent(s) or guardian of a student-athlete, I/we acknowledge that interscholastic sports are part of the educational experience and serve primarily to promote positive personal development.

I understand that the desire to win is never to be placed ahead of the spiritual, academic, social, emotional, physical well-being of the students. I therefore pledge to:

- Positively support my student-athlete:
 - Provide positive support to my student-athlete, win or lose.
 - Emphasize effort, skill development, teamwork, and love of the game.
 - Be sure my student-athlete attends all practices.
 - Attend required meetings and as many games as possible.
 - Actively support my student-athlete in abiding by the Student-Athlete Code of Conduct
 - Actively contribute to team morale.
- Personally model the highest standards of sportsmanship at games:
 - Let the coach do his job: refrain from yelling criticism and advice.
 - Let the players play: refrain from shouting instructions or criticisms at my student-athlete or at others.
 - Let the officials do their job: accept their decisions, and refrain from negative comments and boos.
 - Cheer for the positive: good effort, good plays, good teamwork, and good sportsmanship.

- Respect the opposing team and refrain from derogatory comments.
- Refrain from catcalls, insults, foul language, or violent behavior.
- Resolve issues with coaches, teammates, or athletic personnel appropriately:
 - Follow school policy by not presenting grievances during or after a game.
 - Request a meeting at school with the coach to discuss problems or issues.
 - If the issue remains unresolved, request a meeting with that specific Sport Coordinator.

I further understand that I/we may be ejected from a game and prohibited from attending future athletic events if my/our behavior violates the standards of PCAA.

I also understand that my child will not be permitted to practice or play in games if I am behind on tuition payments or in debt to the school.

Finally, I agree to the verbiage in the Academic Eligibility section of the Handbook (above) regarding maintaining a 2.0 or above in ALL subjects. I acknowledge that I have been informed that my student will be given a warning if they are not maintaining a 2.0 or above and given 3 weeks to show improvement. If improvement is not recognized they are subject to removal from afterschool activities until improvement is communicated to the athletic director and coach.

NC OPPORTUNITY SCHOLARSHIP

We accept the North Carolina Opportunity Scholarship as long as there is no intrusion of the government in our education process. Concerning this scholarship and other tuition discounts, please note the following:

- 1) The North Carolina Opportunity Scholarship will be accepted on a year-to-year basis depending upon obligations placed upon Headwaters Christian Academy by the governing authority. *If unbiblical demands are placed upon the school relating to enrollment demographics, faculty demographics, curriculum requirements, or general school governance, then Headwaters will cease to accept the NC Opportunity scholarship.* We will not compromise the established biblical, ethical, and educational standards.
- 2) Families must submit all required forms and pay all fees (registration and enrollment) before acceptance of Opportunity Scholarship by the school.

- 3) Every new family will go through an interview with the Headmaster to ensure we have a like-minded understanding of our biblical worldview, educational model, moral/ethical foundations, and classroom expectations.
- 4) Scholarship funds only cover tuition, so everyone will be responsible for at minimum their resource fees and administrative fees.
- 5) All sources of tuition assistance and discounting shall be considered in total when determining additional financial aid. The committee will not apply multiple discounts (i.e., multiple children, employees, pastoral, single wage earner). The highest applicable discount or scholarship assistance shall be used, but not the sum of both.
- 6) Individual financial assistance shall be kept discreet, and any breach of information is considered grounds for retraction of financial assistance granted.
- 7) All families receiving financial discounts are expected to contribute to the school's volunteer needs.

If you are interested in the North Carolina Opportunity Scholarship, the registration begins **February 2, 2026** and should be completed by **March 6, 2026 at 5pm** to be considered in the first lottery. Recipients will be notified starting in March depending on their respective tier.

You must let us know by checking the appropriate box on your registration form if you will be applying for these funds.

HOURS OF OPERATION

Program	Days	Drop Off	Hours	Pick Up
Pre-K (3 days)	Tue, Wed & Thu	7:30 am	7:45 am – 11:30 am	11:30 am
Pre-K (5 days)	Mon – Fri	7:30 am	7:45 am – 11:30 am	11:30 am
K – 12th	Mon – Fri	7:30 am	7:45 am – 2:30 pm	2:30 pm
After School	Mon – Fri	2:30 pm	2:30 pm – 6:00 pm	By 6:00 pm

After School is not available for 8th – 12th grades.

SEVERE WEATHER AND CLOSINGS

Realm & Social Media posts will be made concerning closings, delays, and early dismissals. These decisions will be made and posted as early as an informed decision can be made. We will also post on our website at headwaters-academy.com/alerts.

DROP OFF AND PICK UP INFORMATION

Drop off for Pre-K children: Children must be dropped off in the car line at the Upper Portico Doors between 7:30am and 7:45am.

Pick up for Pre-K: Children must be picked up in the car line at the Upper Portico Doors at 11:30am by an adult displaying their child's Car Pick-up Sign.

Drop off for K to 12th grade: Children should be dropped off through the Family Life Center car line between 7:30 am – 7:45 am. Class begins promptly at 7:45 am. We have a limited number of earlier drop off spots that can be arranged for an additional fee.

Pick up for K to 12th grade: Children will be picked up in the Family Life Center car line by 2:30 pm by an adult displaying their child's Car Pick-up Sign.

Pick up for After School Care Program: Children will be picked up in the Family Life Center car line by 6:00 pm by an adult displaying their child's Car Pick-up Sign

If you arrive after 7:50 am, an adult must bring children in at the office.

If a parent or designated caretaker is late picking up the child(ren), the child(ren) will be taken to the After School Care Program and the family will be required to pay for the cost of supervision.

Children will not be released to someone that does not have one of our current Car Pick-up Signs or the prearranged word of the day that will be issued to the parent or guardian by the Administrator or Office Assistant.

Each family will be issued pickup cards with the child(ren) names which must be placed in the window or on the dashboard of the vehicle during carline pick up. If an individual does not have a card and/or prior arrangements made with the office, then the individual must park until pickup is complete for all children and then enter the office to verify pickup.

Parent(s), if you should have a reason to deny anyone other than you or your designated caretakers to visit or pick up your child(ren), you must have a notarized letter, which adequately identifies the said person(s), on file in your child's permanent record folder. In this situation, it is advisable that the parent has his legal advisor to write the letter for him. Only the parent who initiated the restriction may withdrawal or make changes to this letter.

EARLY PICK UP

If your child must leave early, please leave a voicemail or text our Google Voice # 980-434-6525. State the time and reason for leaving early. A parent/guardian must come to the office to pick up the child with their Car Tag or Word for the Day. The child will be brought to the office.

CALL IN MESSAGES FOR NON-DRIVING CHILDREN

A parent may call the Google Voice # 980-434-6525 to leave a message for their child(ren). If the message involves a change in transportation arrangements, the parent will be asked if the person picking up their child has a car tag, if not a code word for the day will be given to them. You must notify the office regarding the change of pick up as soon as possible. Please limit call in messages for your child to those that could not be made before the day begins.

CHURCH PROPERTY

Headwaters Academy will minister on the property located at South River Baptist Church unless otherwise noted. Please take care of the facilities and help us steward what God has given to the church.

WEAPONS AND DANGEROUS OBJECTS

North Carolina Legislation passed House Bill 193 allowing staff and volunteers to conceal carry on our property with the permission of the Headmaster and/or Senior Pastor.

For staff and volunteers to register to conceal carry, all the following must be true.

- They will register the Serial Number, Model and Caliber of the handgun they intend to carry.
- They are a current employee or volunteer of Headwaters Christian Academy, a ministry of South River Baptist Church and have completed the required probation period.
- They have a current conceal carry permit issued by the State of North Carolina.
- They have made a personal choice to carry a handgun on Headwater Christian Academy grounds.
- They acknowledge that they may be personally liable for injuries caused by my carrying of a handgun.
- They have completed the additional 8 hours of handgun safety training class course required by the State of North Carolina and Headwaters Christian Academy.
- They will comply with North Carolina HB193.
- They will carry their handgun on their person in an approved holster until the need to engage a threat.

- They will submit a registration form meeting the criteria above and then be approved in writing by the Headmaster and/or Senior Pastor.

All objects that can kill or cause serious bodily harm are prohibited for any staff and volunteers that are not authorized to conceal carry and for all students on church property. Firearms, knives, martial arts weapons, lighters, matches, and other types of weapons or facsimiles of any of the above are prohibited while Headwaters is in session. This includes replicas of weapons that could be mistaken for a real weapon. In this instance, it could cause alarm of children and staff. It is the responsibility of each parent/guardian to ensure that their child adheres to this rule. According to the type of weapon brought, the police may also be contacted.

PERSONAL PROPERTY

Radios, tape recorders/players, electronic game devices, laser lights/pens, I-pods, MP3 players, cellular phones, smart watches, etc. are prohibited for child use in class and after school care. Skateboards and/or roller blades are not allowed on campus unless these items are part of the activity and children have been given permission to do so. It is the responsibility of each parent/guardian to ensure that their child adheres to these rules. South River is not responsible for lost, damaged, or stolen items per the release and hold harmless agreement.

CELL PHONES/ELECTRONIC DEVICES

Children may leave cell phones or electronics with their class Teacher, in their book bag, or in their car. Phones/devices that are out during the day will be secured by the Teacher. If the child refuses to surrender their phone/device, they will be suspended from participating. This rule also applies to smart watches or any similar technology. Those devices may not be worn during the day or in after school care.

LUNCH

School lunches are available on a per month cost or daily. Menus will be sent home on or before the 20th of each month displaying cost. Monthly Menus will also be posted on our website at <https://headwaters-academy.com/menu/>

Packed lunches sent with your child should require a minimal amount of heating in a microwave, 3 min or less and must be sent in a microwave proof container. We are not able to provide refrigeration so lunches should contain an ice pack to keep your child's lunch cool.

SNACKS

Pre-K

Every Pre-K classroom has a morning snack time. Parents are required to provide a snack for their child. You may send milk, 100% fruit juice, or water to drink. Each parent will receive information on approved snack items. They can bring bottled water to drink during the day.

Grammar (K-5th)

Each teacher has the prerogative of having snack time for their class, once a day for no longer than 15 minutes. Parents will be asked on occasion to provide snacks as needed for the class or they can send for their individual child. They can bring bottled water to drink during the day.

Upper Grades

Their teacher will decide whether they will be allowed to have snacks in the classroom. They can bring bottled water to drink during the day.

MEDICINES

Rules applying to medication are as follows:

- If a child must take a prescription medicine or over the counter medicine while at Headwaters, the parent(s) must obtain a Medication Form from the office and have it completed and on file. This completed form and the prescribed medicine, in its original bottle or an appropriately labeled bottle must be kept in the office and administered by someone on the administrative staff. Any exception to this rule must have the approval of the administration.
- If a child is diagnosed with any learning disability and has been placed on medication, they must take their medication as prescribed by their doctor to be eligible to participate.

COMMUNICABLE DISEASES

If the administration has any suspicion that a child has a communicable disease, the following actions will be taken:

- The parent will be contacted and will be expected to pick up the child within one hour of notification. If the parent is unable to accomplish picking up in the allotted time, the next person on the list will be notified with the same restriction of time. Driving children will be required to call parents/guardian to give Headwaters permission to leave campus. If the child driver cannot or is unable to drive themselves, a parent or designated emergency contact will be called to pick them up. If someone cannot be reached, and the child is not picked up, Headwaters reserves the right to have the child transported to local hospital via ambulance at the parent's expense.
- A child with an infectious/contagious disease or intestinal virus may not attend until they have been given clearance to return to Headwaters from a medical doctor or been symptom free for 24 hours.

- A child who has been placed on an antibiotic must have been on the medication for a 24-hour period prior to returning to Headwaters.
- Children must be fever and GI symptom (stomach) free for 24 hours before returning to Headwaters. A fever will be defined as a body temperature of 100 degrees or higher before medicine to reduce the fever has been given.

LICE

When a child is exposed to lice, or contracts lice, it is imperative that the lice be treated topically with an agent that kills them. Families must take precautions to eliminate the lice from the home. Children who contract lice will not be permitted to return until the problem is eliminated. Headwaters reserves the right to ask a child with ongoing problems with lice/nits to withdraw.

ACCIDENTS

Any accident must be reported to the office as soon as possible, especially one involving bleeding, regardless of how minor. Because accidents are often related to throwing objects and/or improper use of chairs and table, the throwing of any object and standing on chairs and/or sitting on tables is forbidden. Accident/incident forms must be completed by a staff member who will then communicate with the office to notify the parent/guardian.

LOST AND FOUND

Any item found on property without a means of identification will be placed in the lost and found. All items unclaimed at the end of each week will be donated to a local charity agency. The lost and found is located outside the administrative office.

LOST, STOLEN, AND DAMAGED ITEMS

Headwaters cannot accept the responsibility for lost, stolen, or damaged items on church grounds. Children should not bring valuable items or excessive cash. If they do, they accept full responsibility for those items or cash.

RESOLUTION OF PROBLEMS

In any group setting, there will be a need to resolve disagreements that arise between members of the group. God has told us that the correct way to solve a disagreement or problem is by the people involved getting together and calmly talking through the problem. For these meetings to be effective, it is important that each participant recognizes the need to let everyone talk, and for each participant to

listen carefully to what each party is saying. The desire is to experience the good that God can bring for all involved.

Guidelines for Problem Solving

These are the steps to be followed in solving a classroom behavior problem.

Step One: The Teacher will use an appropriate corrective action to correct the behavior.

Step Two: Notify the parent through a telephone call, sealed note, or email of the problem and ask for the parent's assistance with the problem.

Step Three: The child will be sent to the Principal, who will work with the child and the parent(s) to correct the behavior.

Step Four: The child will be sent to the Headmaster, who will work with the child and the parent(s) to correct the behavior.

Step Five: If the above steps fail to solve the behavioral problem, we reserve the right to ask the child to be withdrawn from Headwaters.

If a parent should have a concern about a rule or procedure that is being enforced in either Headwaters or classroom, he should call the office and ask to set up an appointment after hours with the Teacher, Principal, or staff member involved with the child's problem. The office will set up the appointment date and time as quickly as possible and call the parent back confirming the appointment. If either the parent or employee desires, he may ask another staff member to sit in on the meeting. If the teacher or Principal is personally involved with the problem, the parent may ask that another staff member attend the meeting.

In the resolution of the behavior of a child, we expect the individuals involved with the resolution to remember to approach the situation out of love for the child and desire to help that child to develop his God-given potential to its fullest extent. This is not as a time to make comments in regard to one's thoughts or feelings. If all steps have been followed, and the matter has not been resolved, then the parties involved may submit in writing a letter to the administration stating the situation with attempts to resolve the issue. If any party is unsatisfied with the resolution of the administration, then he may submit a letter to the Headmaster to intervene.

PARENTAL AND CLASSROOM VISITATION GUIDELINES

We invite parents to visit with your child(ren); we welcome parents to visit during Headwaters hours for such activities as chapel, lunch, and "celebration" activities. Headwaters and classroom visits must observe the following guidelines.

- Upon arrival to campus, you must go to the school office, identify yourself, and fill out a visitor's tag before going to the area where the activity is taking place.

- Visitor tags should be worn to the area where the activity is taking place and shown or presented to the person in charge of the activity. For safety reasons, you must return the tag to the school office and sign out at the end of the visit. Visitors must always be identified in case of an emergency on campus.

Classroom Observation Visits

To protect the learning environment, visitors must follow the guidelines for classroom observation visits.

- Call the office for an appointment to visit the classroom. When the appointment date and time has been established with the staff member, the school will call back and confirm the appointment time.
- Upon arrival on campus, you must go to the school office, identify yourself, and fill out a visitor's tag before going to the classroom to visit.
- Visitor tags should be worn to the room where the visit is taking place and shown or presented it to the person in charge of the activity. For safety reasons, you will return the tag to the school office and sign out at the end of the visit. Visitors must always be properly identified in case of an emergency on campus.

Any parent who continuously disregards this rule may be required to remove his child/children from Headwaters.

DRESS CODE

A learning environment must have rules concerning proper dress for its children. This is extremely important for a Christian ministry if it wishes to portray an image of a personal relationship with God and academic excellence in its communities. Children are expected to be neatly dressed and well-groomed to attend class each day. It is expected that clothing be appropriate and that extremes in styles (including hairstyles and jewelry) be avoided.

Modesty and neatness are of utmost importance. Please read and adhere to the following guidelines:

Female Attire:

- A. Dresses, Pants and similar attire: Jumpers, skirts, skorts, capris, full cut pants, leggings, joggers, and shorts are allowed. The hemlines for any dress, shirt, skorts, or shorts must be no more than two inches above the knee. If leggings or yoga pants are worn, shirts must cover hindquarters. Sundresses must be worn with shorts underneath and a sweater or jacket. No child of any age should wear pants, shorts, etc. with something written on the seat of her pants or shorts. Cut offs, ragged hemlines, and large holes or rips are not permitted. Leggings or shorts must be worn under dresses or skirts that meet dress code requirements (no more than 2 inches above the knee). Young ladies may wear tunic extenders to meet the dress code requirement. A girl's

underwear is not to be exposed when leaning over, squatting, or participating in any activity. All clothing should not be too short, apparent, low cut, or too tight (SALT).

- B. Shirts, Blouses and similar attire: Long or short sleeved shirts or blouses with a neckline that isn't too low, polo shirts, sleeveless shirts, turtlenecks or button-down-collar shirts with no inappropriate logo (i.e.: anti-Christian, drugs, tobacco, sexual, "put down" comments, or secular musical bands) are allowed. Sleeveless shirts must be at least two inches wide and cover all under garments, no tank tops allowed. Extreme styles such as translucent, transparent, tight fitting or low-cut necklines, blouses or shirts that expose a bare midriff regardless of the child's activity are not allowed. The blouse or shirt must always cover the girl's midriff and no under garments exposed including the straps.
- C. Shoes: Closed toe shoes are recommended for all children. Sandals or flip flops maybe be worn but will not be allowed on the playground or in the gym. No shoes will be allowed with spikes.
- D. Belts, Caps, Hats and Jewelry: A plain cloth or leather belt with a buckle with no logos, symbols, spikes, or slogans may be worn with any pant designed with belt loops. Spike belts are not allowed for any Headwaters activity. No ball caps or hats inappropriate logo (i.e.: anti-Christian, drugs, tobacco, sexual, "put down" comments, or secular musical bands) are allowed. Necklaces and bracelets may be worn if they are not spiked or have any object attached that is contrary to our Christian beliefs.

Male Attire:

- A. Pants: Full cut khaki, corduroy, or denim pants or shorts may be worn as well as athletic shorts or joggers. Overalls may be worn if the straps are always kept buttoned and on the shoulders. Shorts may be worn if the hem line is appropriate, not shorter than two inches from the top of the knee or two inches below the knee. Elongated crotch pants may not be worn. Each male child is always required to keep his pants pulled up. A boy's underwear is not to be exposed when leaning over, squatting, or participating in any activity. No child of any age should wear pants or shorts with something written on the seat of his pants or shorts. No cut offs, ragged hemlines, or holes are allowed.
- B. Shirts: Long or short sleeve shirts, polos, turtlenecks, or button-down-collar oxford shirts with no inappropriate logo (i.e. anti-Christians, drugs, tobacco, sexual "put down" comments or secular musical bands) are allowed. No see-through mesh shirts or tank tops are allowed.
- C. Shoes: Closed toe shoes are recommended for all children. Sandals or flip flops maybe be worn but will not be allowed on the playground or in the gym. No shoes will be allowed with spikes.
- D. Belts, Caps and/Hats, and Jewelry: A plain cloth or leather belt with a buckle with no logos, symbols, spikes, or slogans may be worn with any pant designed with belt loops. Spike belts are not allowed for any Headwaters activity. No ball caps or hats inappropriate logo (i.e.: anti-Christian, drugs, tobacco, sexual, "put down" comments, or secular musical bands) are allowed. Necklaces and bracelets may be worn if they are not spiked or have any object attached that is contrary to our Christian beliefs. Boys may not wear earrings, cartilage piercings, or ear studs/gauges.

Parents are asked to dress neat and modest when coming to Headwaters. Please follow the same guidelines for dress as the children, since they learn by example.

Clothing Forbidden for Either Gender

Clothing with slogans or pictures that are inconsistent with the philosophy of Headwaters; ragged sweatshirts and sweatpants, undershirts, mesh shirts, tank tops, hip huggers, elongated crotch pants or shorts, torn, frayed, patched, ragged hem lines, clothing that is identified with a gang, Gothic lifestyle, skulls/cross bones, spandex, leggings or costumes.

** A good rule to follow: If there is doubt, do not wear it.

Dress code will be enforced daily. Teachers will be responsible for addressing initial dress code violations. The following procedures will be used to enforce the dress code requirements:

1st offense: Parents will be contacted regarding the offense.

2nd offense: Child will be sent to the Principal, parents will be called and expected to bring a change of clothes.

3rd offense: Child and parents will meet with the administration and appropriate action will be taken.

CUBBIES/LOCKERS

Students will be issued cubbies or lockers. The children must keep them neat and clean. Nothing is to be permanently attached on the inside or outside of the cubby. To maintain cleanliness, cans, candy, or food are not to be stored in the cubby or lockers.

STUDENT PARKING

Students who drive to school and park their vehicle in the church parking lot are required to register their vehicle with the Administrative Office before driving to school. Proof of insurance, a valid North Carolina driver's license and vehicle tag information will be required. Students are responsible for keeping this information up-to-date by notifying the office of any changes in their insurance and/or vehicle within five (5) working days of the change.

Both students who drive to school and their parents will be required to sign the statement of acknowledgement on the Application for Student Parking Permit and Vehicle Registration form annually.

A permit tag will be issued by the Upper School Office once the application has been received, reviewed and approved. Student must park in the designated parking area.

STANDARDIZED TESTING

At minimum, each child in grades 1st through 12th will be required to take the appropriate standardized test each year. The Woodcock–Johnson Tests of Cognitive Abilities, CLT Tests or other approved tests that have been verified for validity and offers parents an opportunity to see how a child is performing relative to a national and local educational group at the same grade level.

DISCIPLINE

(All Discipline is ultimately subject to administrative discretion.)

We believe that God wants each of His created children, while being individually unique, to be able to work in a group and while in that group to show concern and respect for and acceptance of each member of the group. Therefore, to help children of all ages to develop the behaviors of concern and respect, rules that encourage the growth of these attributes must be established.

The following guidelines are established for our program:

Child Conduct/Discipline Process

Children are asked and required to:

- Respect authority
- Respect others
- Respect property

Headwaters will operate an assertive discipline program in all of our programs and ministries. Teachers clearly explain their expectation to children, positive reinforcement for correct behavior and negative consequences for inappropriate behavior are explained. In general, we feel that no child has the right to behave in a manner that disrupts or interferes with the right to teach or to learn. Two simple guidelines apply in all of our programs and ministries:

1. Follow directions the first time they are given.
2. Treat fellow children and Teachers in the courteous, co-operative way you would like to be treated.

Children will be given class rules to obey to maintain proper classroom management.

We will treat each child with respect, love, and genuine concern.

Should a discipline concern arise, parents will be contacted for communication purposes and to work to establish positive behavior of the child. We will do everything possible to meet the needs of the child.

Minor Breaches of Conduct

Minor breaches of conduct will usually be handled by the classroom Teacher. These include but are not limited to classroom rules and disruptions. If the problem warrants, the child may be referred to the Principal or Headmaster.

Major Breaches of Conduct

Serious Breaches of conduct include but are not limited to the following: fighting; extortion; profanity or verbal abuse of others; harassment in any form; dishonesty in any form, such as stealing, cheating, plagiarism; vandalizing or destroying church property; arson; immorality, pornography, gambling; unauthorized absence from Headwaters or assigned class; possession and/or use of controlled items or substances, such as weapons, drugs, alcohol, tobacco, fireworks, pornography, gambling; sexual misconduct; Serious breaches of conduct include violations occurring on and off campus.

First Offense: 1 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Second Offense: 3 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Third Offense: 5 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Fourth Offense: Expulsion from Headwaters, per the determination of the Headmaster.

Any child who refuses to correct any disruptive or improper behavior will be asked to withdraw from the program. All financial obligations must be met by the parents.

PARENT-TEACHER COMMUNICATIONS

Realm is our primary communication tool. Please utilize this tool for all communications with Teachers, Principal(s) and Administration. If you are not able to use this tool, please contact the Administrator to contact Teacher or Principal.

For any academic or well-being concern you should use the following pathway to start the communication for your concern:

1. Classroom Teacher
2. Principal
3. Headmaster

For any athletic concern you should use the following pathway to start the communication for your concern:

1. Coach
2. Athletic Director
3. Headmaster

CONFERENCES

PreK – Conferences are not scheduled during the year but can be requested. Contact teacher via Realm to setup a conference if needed.

K-5th - Conferences are conducted during 1st trimester and 3rd trimester and as required by teacher or parent.

6th – 12th – Conferences are required as requested by teacher or parent.

COMPLAINT PROCEDURES

The Peacemaker Pledge - A Commitment to Biblical Conflict Resolution

As people reconciled to God by the death and resurrection of Jesus Christ, we believe that we are called to respond to conflict in a way that is remarkably different from the way the world deals with conflict.¹ We also believe that conflict provides opportunities to glorify God, serve other people, and grow to be like Christ.² Therefore, in response to God's love and in reliance on His grace, we commit ourselves to respond to conflict according to the following principles and if necessary we will use a Christian Mediator rather than Judicial Mediation:

Glorify God

Instead of focusing on our own desires or dwelling on what others may do, we will rejoice in the Lord and bring Him praise by depending on His forgiveness, wisdom, power and love, as we seek to faithfully obey His commands and maintain a loving, merciful, and forgiving attitude.³

Get the Log Out of Your Eye

Instead of blaming others for a conflict or resisting correction, we will trust in God's mercy and take responsibility for our own contribution to conflicts – confessing our sins to those we have wronged, asking God to help us change any attitudes and habits that lead to conflict, and seeking to repair any harm we have caused.⁴

Gently Restore

Instead of pretending that conflict doesn't exist or talking about others behind their backs, we will overlook minor offenses, or we will talk personally and graciously with those whose offenses seem too serious to overlook, seeking to restore them rather than condemn them. When a conflict with a Christian brother or sister cannot be resolved in private, we will ask others in the body of Christ to help us settle the matter in a biblical manner.⁵

Go and Be Reconciled

Instead of accepting premature compromise or allowing relationships to wither, we will actively pursue genuine peace and reconciliation – forgiving others as God, for Christ's sake, has forgiven us, and seeking just and mutually beneficial solutions to our differences.⁶

By God's grace, we will apply these principles as a matter of stewardship, realizing that conflict is an assignment, not an accident. We will remember that success, in God's eyes, is not a matter of specific results but of faithful, dependent obedience. And we will pray that our service as peacemakers brings praise to our Lord and leads others to know His infinite love.⁷

1Luke 6:27-36; Gal. 5:19-25; Matt. 5:9. 21Cor. 10:31-11:1; Rom. 8:28029; James 1:2-4. 3Ps. 37:1-6; Mark 11:25; John 14:15; Rom. 12:17-21; 1 Cor. 10:31; Phil. 4:2-9; Col. 3:1-4; James 3:17-18; 4:1-3; 1 Peter 2:12. 4Prov. 28:13; Matt. 7:3-5; Col. 3:5-14; Luke 19:8; 1 John 1:8-9. 5Prov. 19:11; Matt 18:15-20; 1 Cor. 6:1-8; Gal. 6:1-2; Eph. 4:29; 2 Tim. 2:24-26; James 5:9. 6Matt. 5:23-24; Matt. 6:12; Eph. 4:103, 32; Matt. 7:12; Phil. 2:3-4. 7Matt. 25:14-21; 1 Peter 2:19, 4:19; Rom. 12:18; John 13:34-35. Source: Peacemaker Ministries, PO Box 81130, Billings, Montana 49108; 406-256-1583

The best schools will at times have to deal with misunderstandings. It is important that these be handled politely and promptly. The following steps are based upon the Biblical principle set forth in Matthew 18. This procedure will govern all school personnel, parents and students.

In Matthew 18, the Lord Jesus gives a model for resolving conflict. He outlines for us the process by which we should seek peace and resolution with one another. Parents, staff members, and the students are enjoined to submit to this procedure. We encourage the one or ones that received an offense to address the offending party in order to give that person the opportunity to clarify the problem and, if necessary, seek forgiveness.

In situations where there may be a difference of opinion between two people, the attitude should be one of submitting to one another in love. In cases that are not resolved on a one-to-one basis, a member of the administrative team may seek a resolution as the third party, or if necessary, on behalf of the offended party. In all cases, we strongly encourage the handling of problems in a professional, charitable manner only with the one that has caused the offense. *The temptation to talk with others about the problem is great, but it is not God's way.*

This is a sample of how a grievance should be handled when a parent has a concern:

1. The parent meets privately with the teacher specifically to seek a resolution to the problem with a spirit of reconciliation and understanding.
2. If the problem persists, the parent may request that the Principal be included in discussion of the matter, again in the spirit of reconciliation.
3. If the problem continues, the case is presented to the Headmaster who may call upon the parties involved to meet with him to discuss the situation, all with an effort to reconcile.
4. Should the above procedures not result in resolution of the issue, parents may request a meeting to include the Headmaster and Board of Advisors.

Unresolved Matters

If a family is unable to resolve a situation with the school through normal peacemaking procedures outlined in Matthew 18 and the Peacemaking Pledge and mentions or threatens the possibility of legal redress to their grievances, the school will consider the partnership to have been irretrievably broken. Therefore, the administration reserves the right to administratively withdraw the student in accordance with Parent-Child Handbook policies until such time as the issue can be resolved in writing.

ALCOHOL, DRUGS, TOBACCO, VAPES

The illegal use and/or possession of alcohol or drugs (illegal, prescription, or over-the counter) are forbidden on church grounds. There are rules concerning the use or possession of these items, which have the potential of destroying our children's God-given bodies and mind.

Drugs and Alcohol

Children may not use, possess, or distribute illegal, prescription, or over-the counter drugs or alcohol on church property. This rule pertains to the improper sharing of a prescription/non-prescription drugs with another child. If a child should break this rule, the child's parent(s) will be contacted immediately as well as the police if needed. The child will be suspended from participation while the administration and pastoral staff review the incident or expelled, depending on the nature of the offense. The parents will be notified of final decision. If the child is permitted to remain, he is responsible for making up all missed academic work.

Tobacco and Vapes

No form of tobacco or vapes may be used or brought to the church grounds. Child usage of these substances may result in removal from Headwaters. Parents and visitors are required to observe this rule and refrain from using tobacco on church grounds.

VANDALISM AND IMPROPER USE OF BUILDINGS AND GROUNDS

A child involved in willfully or negligently damaging Headwaters property or another person's property will receive an automatic suspension from Headwaters for up to five days, with consideration of expulsion based on the nature of offense. Pranks, especially those involving safety equipment such as fire extinguishers, will be treated as vandalism and will be dealt with accordingly. The child will also be responsible for paying the costs of repair for any damage, regardless if he is permitted to return to the program.

GUM

Chewing gum will be allowed at the discretion of each class Teacher. Each child is expected to respect the individual guidelines for each classroom and properly dispose of used gum. If the child does not adhere to the classroom policy, he/she will be addressed accordingly by administration.

ADVERTISEMENTS AND FLYERS

No personal posters or flyers advertising church events may be displayed in the classrooms. Items of this nature may be displayed on a designated billboard if prior permission has been given. Unauthorized posters and flyers will be taken down.

FIGHTING, THREATENING PHYSICAL, VERBAL, OR WRITTEN HARASSMENT

(All discipline is ultimately subject to administrative discretion.)

Fighting is not allowed. If a child is found fighting the following consequences apply:

First Offense: 1 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Second Offense: 3 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Second Offense: 5 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Fourth Offense: Expulsion from Headwaters, per the determination of the Headmaster.

Any child who refuses to correct any disruptive or improper behavior will be asked to withdraw from the program. All financial obligations must be met by the parents.

Physical, Verbal, Written Harassment, Bullying

Harassment includes but is not limited to bullying, name calling, touching, inappropriate written or drawn messages, posting on social media, emails, text messaging, etc. Any offensive act that a Teacher or child reports of this nature that is directed at another person will have consequences.

First Offense: 1 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Second Offense: 3 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Second Offense: 5 days suspended from participation followed by a 30-day probationary period. The Headmaster determines the status of the child at the end of the probationary period.

Fourth Offense: Expulsion from Headwaters, per the determination of the Headmaster.

Any child who refuses to correct any disruptive or improper behavior will be asked to withdraw from the program. All financial obligations must be met by the parents.

STEALING

The removal of church or personal property without permission or without using the proper checkout procedure, as well as finding and not returning property is considered stealing. The consequences for stealing will be determined by the Principal, according to the nature of the offense. Stealing is considered as a serious breach of conduct.

LANGUAGE

All staff, administrators, parents, and children of Headwaters are expected to use language that reflects a desire to please God. Therefore, using the Bible as our source for truths concerning “The words that proceed out of our mouth,” each member of the Headwaters family will refrain from using coarse or vulgar language/stories, as well as gossip, angry outburst, and slander. Appropriate action to assist the offender in these areas will be taken by the Principal and Headmaster. We are committed to assisting each other in the use of correct English in his speech and writing.

PUBLIC DISPLAY OF AFFECTION

We emphasize to all children that the improper display of affection between two children, heterosexual or homosexual, is not proper behavior and should not occur on church grounds. Examples of public display of affection can include but is not limited to the following: hugging, holding hands, kissing, inappropriate touching, resting heads on shoulders, groping, etc. The Principal and Headmaster will handle this problem as it is observed.

PARENT CONDUCT

The administration and staff will strive to maintain an atmosphere that will promote positive behavior. The class Teacher will be spiritually prepared and enthusiastic about classroom management. Therefore, it is imperative that parents cooperate and reinforce the same. Following are some guidelines for parent conduct:

- Pray daily for the leaders and children of Headwaters.
- Be positive about the program in front of the children.
- Be encouragers; build each other up.
- Be a team player.
- Do not gossip and do not assume. Know the facts and support them.
- When there is a concern or suggestion, please take the following steps:
 1. Pray, seek the will of God and make sure you have all the facts.
 2. Make an appointment with the Teacher to discuss the concern.
 3. If not satisfied, make an appointment with the Teacher and Principal to address your concern.
 4. If not satisfied, make an appointment with the Principal and Headmaster to address your concern

FACULTY AND STAFF CONTACT

It is our aim to treat each child and his family fairly and equitable and to deal with any problem that might arise in a Christian manner. Their conduct should always glorify God in speech and action while at Headwaters and in the community.

PARENT AGREEMENT

(Please sign & return to your Administrator, or online signature will suffice)

I have received and read the Parent and Child Handbook of Headwaters Academy.

I understand and will abide by the terms and policies as presented in this document.

All children can be listed below.

Child(ren)'s Name(s)

Parent's Signature(s)

Date

REVISION HISTORY

Date	Version #	Description	Revised By
7/22/2020	V1.0	Original	Chris Thompson
7/28/2020	V1.1	Updated Student ref to Child	Kim Williams
8/7/2020	V1.2	Added Tuition and Fee clarification, Added HUB Program, Added TOC and Revision History	Kim Williams
3/1/2021	V2.0	Updated for 2021-2022 year	Kim Williams
1/15/2022	V3.0	Updated for 2022-2023 year	Kim Williams
1/19/2023	V4.0	Updated for 2023-2024 year	Kim Williams
1/15/2024	V5.0	Updated for 2024-2025 year	Kim Williams
1/15/2025	V6.0	Updates for 2025-2026 year, verbiage added or changed to dress code, weather closings and fees and tuition rates.	Kim Williams
12/16/2025	V6.1	Added HB193 section under Weapons heading	Kim Williams
1/20/2026	V7.0	Updated to include Principal in chain of communication and additional policies deemed necessary.	Kim Williams