

New Year's Resolutions!



Save the Dates!

- **8th Grade Cape & Gown Measurements:** Wed. Jan 9th
- **"Better Food, Better You!"**
SEPAG Parent Party: Thurs. Jan 10th at 5:30pm
- **Scholastic Book Fair:** Jan 11th to Jan. 18th
- **Half-Day 12:30 Dismissal for Staff Professional Development:** Fri. Jan 11th
- **New Student Enrollment Lottery for 2018-19 :** Wed. Jan 16th 5:00pm
- **Board Meeting:** Wed. Jan 16th at 6:00 pm
- **2nd Trimester Progress Report Night:** Thurs. Jan 17th 4:15 - 6pm
- **Family Book Fair Night:** Thurs. Jan 17th during Progress Report Night
- **School Closed for Martin Luther King Day:** Mon. Jan 21st
- **Parent Council Meeting:** Thurs. Jan. 24th at 5:30pm
- **School Pictures:** Thurs. Jan 24th
- **LOL "Red Carpet" School Dance:** Friday, Jan 25th 5:30 to 8pm

Our Enrollment Lottery for the new school year, 2019-2020, will take place on Wed. Jan 16th 2019 at 5:00 pm. If you would like to enroll a sibling of a child who is already attending at Pride, please complete an application and submit it to the Main Office by Mon, Jan 14th.

January is the perfect time to make plans; set goals; and shape future dreams. January marks the beginning of a New Year and the potential to make resolutions to affect positive changes in our lives. Here are some tips to help you partner with your children as you set goals for success together:

Find out about and be enthusiastic about your child's interests, talents, and passions. Do research to find out how these interests can be nurtured through community service and school related programs.

Take time to sit down and plan for the future. Discuss prospective high schools, scholarship opportunities, and colleges. Always AIM HIGH and plan for multiple options!

Persevere in teaching your children that education is the key to success and being self-disciplined and taking responsibility for actions are essential to unlocking doors of opportunity.

EVERYTHING counts: arriving to school on time for Morning Assembly and attending

school each day; completing quality homework each night; wearing school uniform; following the school rules; practicing the core values; going above and beyond what is asked; and becoming actively involved in service and leadership opportunities.

Seize advantage of every opportunity that comes your way to expose your child to more education and diverse, culturally enriching experiences.

Stay actively involved in the school: attend Parent Council meetings and Parent Parties, attend parent-teacher conference days and school events, and check homework daily. Keep in constant touch with your child's teachers.

And finally, **share your own dreams** with your children and help them understand how your goal setting and planning for the future have helped you to be successful and attain JOY and well-being in your life.

Please read and listen to Principal Kafele's Messages to Parents about goal setting and planning for success published at www.PrincipalKafele.com.

Progress Report Conferences

Please make every effort to come to school on Progress Report Conference afternoon on **Thursday, January 17th between 4:15 pm and 6:00 pm** to pick up your child's Progress Report and meet with teachers. Progress Reports will not be mailed or sent home with your child, so please arrange alternative times to meet with your child's teachers if you are unable to attend on Thursday 1/17. In order to ensure that your meetings with teachers are productive, please consider these tips:

- Review the Graduation/Promotion Standards attached to this Newsletter and discuss your child's progress towards meeting them.
- Let the teachers know what your concerns are and what you feel is important for them to know about how your child learns.
- Ask to look at your child's work.
- Be open-minded in working with the teacher to develop an action plan to help address any concerns that you may have.
- Share your expertise about your child to help the teachers understand how best to work with your child.
- Share any situations that may be going on at home that may be impacting your child's academic performance or behavior.
- Be prepared to hear good news as well as news that may be disappointing or surprising. Your children's teachers may have insights and knowledge about your child's learning that you may not have heard before. Be open to discussing these calmly and professionally.
- After the conference, be sure to take time to sit down with your child to discuss his/her report. Celebrate GREAT accomplishments and action-plan for improvement.

PROJECT PRIDE celebrates ISAIAH'S HOUSE by Ms Dumenigo

Philanthropy and community service are a big part of Pride Academy's mission and vision. Among the many activities that we do to encourage our students to positively impact their world is Project Pride. Project Pride is a community service project that is developed and implemented by Pride Academy Scholars every year. Each grade has a different topic: fifth grade has Health; sixth grade has Poverty; seventh grade has Violence; and 8th grade has Education.

Scholars volunteer to give up their recess time to work as a committee to solve a problem related to their topic. They use the PACS Learning Cycle to learn about the issue and decide on some strategies to make a positive impact. This year, the 6th Grade Project Pride committee worked to celebrate the 30th Anniversary of Isaiah House, which is a shelter in East Orange serving families in crisis. Pride Academy Charter School has had several service projects over the years to support the great work that Isaiah House does for the community.

The 6th Grade Project Pride Committee challenged each homeroom team to collect 30 non-perishable items. Staff members and the student League of Leaders also participated in this drive. With the community's support, they were able to present about 18 boxes of soups, mac & cheese, canned meats, pasta, and more. The committee also celebrated this special milestone in Isaiah House's history by decorating each box with an oyster bow and pearl to commemorate their 30th Pearl Anniversary. They then prepared a surprise presentation to Executive Director, Ms. Zameah Bivins-Gibson, and Ms. Nancy Hicks, Deputy Director. The committee surprised them with the food donation, as well as with a heart-warming presentation of a card expressing their admiration and appreciation for the work that Isaiah House does to serve those in need.

Ms Bivins-Gibson and Ms Hicks were truly overwhelmed by the gifts and kind words prepared by the scholars in the Project Pride Committee. The scholars were also surprised by the impact that their project made. We are very proud of the how our 6th Grade leaders and our school made a positive difference to our East Orange community!

"This experience made me flabbergasted, because we actually made them cry, but it was tears of joy! This is a blessing to help others."

Laila Haruna
6th Grade Scholar



Better Food for a Better You! by Ms Dumenigo



Gabriella Denny
Spiritual Life Coach

"I work with you to take decisive, self-honoring actions toward your vision for your health, one step, one goal at a time."

As many of us make New Year's resolutions to improve our health, Pride Academy looks to support our families in these goals with our first Special Education Parent Advisory Meeting on Thursday, January 10th entitled "Better Food for a Better You!"

The event will be facilitated by Spiritual Life Coach for Health and Wellness, Gabriella Denny. Ms. Denny is a professionally trained Spiritual Life Coach with 15 years of experience in health care.

Here's a brief look at what you can expect.

Easy access to fast sugary food, combined with busy lives, make it difficult for us to regularly go for the healthy food choices. On top of that, we eat a diet high in added sugar, most of the time without knowing it. Added sugar can negatively impact memory, focus, and mood. Let's talk about what you can do about it, starting with a few easy steps. Together we will look at simple ways to make healthy eating a part of everyday life with interactive discussions on:

- Your brain on sugar: Natural vs. added sugar
- What's inside that package? A closer look at food labels
- Adding, subtracting and swapping: Take home strategies to get you started

This special meeting will provide valuable information to support our scholars who have attention challenges and their families, in addition to positively benefiting all our Pride families. We encourage everyone to attend! All families who attend will be entered in raffles to win prizes including a \$25 Visa Gift Card!

#1: Preventing Harassment, Intimidation and Bullying (HIB)

Each month, this column will feature information, articles, and links to resources to increase understanding of New Jersey's Anti-Bullying Bill of Rights (ABBR) statute and support practices that promote a safe and positive school climate at Pride. It is our goal to ensure all school staff, administrators, volunteers and contracted service providers develop the expertise required to recognize, prevent and respond appropriately to incidents of harassment, intimidation and bullying.

What is the purpose of the Anti-Bullying Bill of Rights?

The Anti-Bullying Bill of Rights Act is intended to:

- Clarify and strengthen the standards and procedures for preventing, reporting, investigating and responding to incidents of HIB of students that occur on school grounds and off school grounds under specified circumstances;
- Respond to research on the incidence, prevalence and effects of HIB that has emerged since the adoption of the original HIB laws adopted in 2002 and amended in 2007 and 2008;
- Establish clearer standards for the definition of HIB;
- Use and better manage existing resources to increase school safety;
- Reduce the risk of suicide due to HIB.

Every member of the school community plays a role in making sure our children have a safe environment in which to learn. The ABBR spells out the specific roles and responsibilities of the school staff, administrators, volunteers and contracted service providers in addressing HIB.

It is vital that you are clear about how you should respond. It is the law.

#2: What is HIB? Under the law, HIB is defined as:

- I. "any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school-sponsored function, on a school bus, or off grounds as provided for in section 16 of P.L.2010, c122 (C.18A:37-15-3), that substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
- II. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his person or damage to his property; or
- III. Has the effect of insulting or demeaning any student or group of students; or
- IV. Creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.

To qualify as HIB, an incident must be based upon a real or perceived characteristic as identified in paragraph I, AND meet the criteria in paragraphs II, III, or IV.

Is all harassment, intimidation and bullying considered HIB under the law?

No. As broad as the categories are under the ABBR HIB definition, they do not cover all types of harassment, intimidation, and bullying. Unless the bullying is based upon one of the real or perceived characteristics outlined in paragraph I, AND one or more of the criteria in paragraphs II, III, or IV of the definition apply, it is not considered a HIB incident under the law. Refer all suspected incidents to Ms. Brower, District Anti-Bullying Coordinator, to Mrs. Thomas, Principal or another administrator.

If an incident is not considered HIB under the law, do I still report it?

Absolutely. Pride Academy does not permit harassment, intimidation or bullying of any type. Source: NJDOE Guidance for Schools on Implementing the Anti-Bullying Bill of Rights.



Affirmative Action Procedures at Pride....



Notice of Statement of Non-Discrimination and Equal Opportunity

PRIDE Academy Charter School adheres to the laws and regulations set forth in N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, and Equal Pay Act 1973, and is committed to ensuring equality in Educational, Employment, and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, or socioeconomic status.

The following staff member is our Affirmative Action Officer and designated to handle inquiries regarding our non-discrimination policies or grievance procedures:

Ms Robin Brower
117 Elmwood Ave,
East Orange, NJ 07108
973-672-3200 ext. 203

Grievance Procedures

Under Title IX, each school district must have a written, publicized grievance procedure for handling complaints alleging sex discrimination. Students, parents, and employees must be fully informed of the steps in the grievance process. It is strongly recommended that discrimination grievance procedures allow for complaints on the basis of race, color, creed, religion, national origin, affectional or sexual orientation, ancestry, socioeconomic status, as well as sex.

Title IX does not specify a particular structure for the grievance procedure; it does require that the procedure provide for the "prompt and equitable resolution of student and employee complaints." Therefore, all procedures must include reasonable timelines for the initiation and resolution of a grievance.

Any person who believes that he/she has been discriminated against may also file a complaint with the Office for Civil Rights or the Department of Education at the same time a grievance is filed during or after the grievance process, or without using the school district process at all. A person may also file a grievance with the New Jersey Division on Civil Rights. Please reach out to Ms Brower at 973-672-3200 ext. 203 for more information, support or guidance.

Comprehensive Equity Plan and Annual Reports

In accordance with N.J.A.C. 6A:7, Managing for Equality and Equity in Education, all school districts, charter schools and renaissance school projects are required to develop a three-year Comprehensive Equity Plan (CEP) and submit it for review and approval to their county office of education. The purpose of the CEP is to identify and, if necessary, correct policies, programs, practices and conditions which may be inequitable.

Our Comprehensive Equity Plan for 2016-2019 has been approved. If you would like to review the plan, please reach out to Ms Brower or Mrs. Thomas at 973-672-3200 ext. 203 or ext. 201.

If you would like to review our school's Annual Reports, submitted annually in August of each year of our operation, please visit our school website at www.prideacs.org

NEW JERSEY STATE DEPARTMENT OF EDUCATION
DIVISION OF FIELD SERVICES

