



Save the Dates!

- **Online Interim Assessments:** Mon 1/11-Fri 1/15
- **Parent Zoom Workshop:** "Positive Habits: Positive Results" Thurs, 1/14 @ 6pm
- **School Closed for Martin Luther King Day:** Mon. 1/18
- **Progress Report Cards Distributed:** Thurs 1/21 by Advisors during Office Hours
- **New Student Enrollment Lottery for 2021-2022:** Thurs 1/21
- **Progress Report Card Conferences:** Mon 1/25- Thurs 1/28. Advisors will set up conference times with parents



Our Enrollment Lottery for the new school year, 2021-2022, will take place on Thurs. Jan 21st 2021. If you would like to enroll a sibling of a child who is already attending at Pride, please complete an application and submit before Jan 21st!

- ✓ **Apply online by going to our website at www.prideacs.org.**
- ✓ **Come to Pride to fill out an application. The office is open from 8am to 4pm Monday - Friday.**

New Year's Resolutions!

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/Zoom classes on time and attending classes each day; completing quality homework each night; wearing school uniform; following the school rules; practicing the core values; going above 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 opportunities and school events, and check Google Classroom and PowerSchool regularly. Keep in 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.

Progress Report Card Conferences

Progress Report Cards will be distributed via email/text by Homeroom advisors during Office Hours period on **Thursday Jan. 21st**. During the week of **Monday Jan. 25th to Thursday Jan. 28th**, Homeroom advisors will reach out to parents with meeting times and facilitate setting up parent-teacher conferences. Some tips to help prepare for Progress Report Card Parent Conferences:

1. Finding time to meet may be more difficult than usual. You may have more to juggle these days, between your job, your child's learning, and other family demands. Your child's teacher is probably juggling many of the same things. If none of the proposed conference times work for you, let the teacher know so that you can come up with a mutually convenient time.

2. You have essential information to share with your child's teacher. You may be seeing strengths and struggles the teacher doesn't see. The more you share with your child's teacher, the more you can work together to help your child thrive. Your child's teacher may also ask you for specific feedback on their remote learning instruction. Please share what's working and what isn't.

3. All questions are good questions. You may have questions about your child's academic skills and progress and about the new ways of learning this year — from technology to schedules. You might want the teacher to show you how to get into Google Classroom or another tool. It's OK to ask about those things, too.

4. Building a relationship with your child's teacher. Social distancing can make it feel harder to connect with your child's teacher. Use this meeting as a time to share your needs and also any positives. Teachers will appreciate you acknowledging their hard work and dedication during these extraordinary times.

After the conference, be sure to celebrate GREAT accomplishments and action-plans for improvement with your child!

Out with the Old Habits, In With the New! by Ms Dumenigo

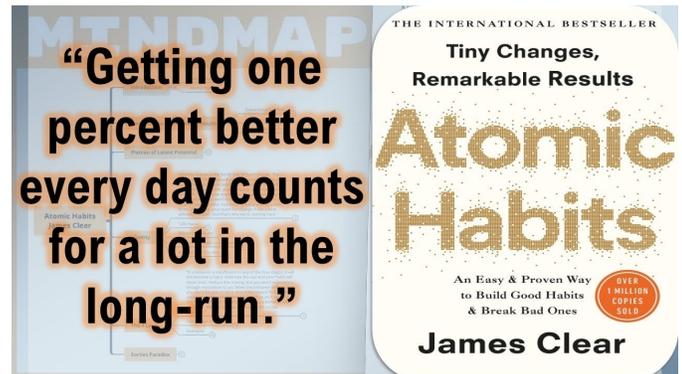
I used to work at a YMCA, and I remember circling the parking lot many times one January trying to find an open spot. When I went inside, I asked if there was some kind of special event going on. A co-worker that had been there for years laughed and said, "Oh, that's all the January resolution people. Don't worry. It will be back to normal by February." That proved to be true. Most people didn't make it past a few weeks into their resolution. Unfortunately, most of us can definitely relate.

We start the year with great intentions and goals for improving ourselves, but rarely do we really make it stick. Best-Selling author, James Clear, teaches us that achieving success in your resolutions and goals doesn't happen through "once-in-a-lifetime transformations" but are instead the product of daily habits.

Positive Habits: Positive Results

Parent Workshop Thursday, January 14 @ 6pm

We hope you will join us for this Zoom workshop where we will learn some strategies for changing bad habits, which we can apply in our own lives, and also share with our children in order to help them become stronger scholars and successful adults.



Gender Equity Policy and Information

At Pride Academy, we are committed to maintaining a supportive and inclusive community where all students, families, community members and staff from a range of races, ethnicities, genders, cultures, abilities, and family structures are welcomed and nurtured. Our core values of Peace, Respect, Integrity, Determination and Empathy embrace a level of regard for diversity that allows us to expand our minds, learn from each other, and support one another in a variety of ways. The unique personhood and experiences of every individual promote the building of a strong and forward-thinking community.



A few years ago, schools across the country received information and guidance to build our capacity to better support students who express their gender in a variety of ways. Gender-variant youth include young people whose identities, appearances, behaviors or interests are different from the expectations associated with their gender assigned at birth. As a school, we have taken and will be taking the following steps to support the implementation of procedures that will accommodate every student's gender expression:

- School Administrators and veteran staff members participated in a training workshop on gender identity and expression presented by Rutgers University;
- Over the course of the 2016-2017 school year we researched, developed and adopted a Gender Equity Policy based on guidance provided by our School Attorney and New Jersey School Boards Association that is available to all family members to review via our website; www.prideacs.org and on-site by request;
- During the 2019-2020 school year, we scheduled a Gender Information and Discussion Event during the month of January as a follow up to the Garden State Equity student presentations that were scheduled during the month of December. This event provided an opportunity for family and community members to learn more about gender equity and present any questions or concerns they may have.

We would also like to take this opportunity to remind you about our Anti-Bullying policy. Pride Academy does not tolerate any form of harassment, abuse, or discrimination. We encourage you to review and discuss this policy with your children which you can find in your Parent Handbook and Code of Conduct. Please encourage your children to talk to you, Ms Brower, Mrs. Thomas, one of our social workers, or a teacher if they encounter name-calling or any other form of inappropriate behavior including in-person or online bullying. We value our partnership with you and believe that through a process of understanding, building awareness and learning from our differences we will more effectively equip our students with the needed skills of respect and appreciation of diversity. We are excited to continue to deepen our commitment to inclusiveness through our focus on Gender Equity. Please don't hesitate to reach out to me if you have questions or concerns on 973-672-3200 ext. 201.

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 2019-2022 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

