

Bayaan Academy



K to Gr. 12

Student-Parent Handbook 2025-2026

**10917 N. 56th Street, Temple Terrace, FL 33617
www.bayaanacademy.org**

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Message from the Principal

Dear Students & Parents: *Assalamu alaikum wa rahmatullahi wa barakatuhu!*

I would like to welcome you to Bayaan Academy. We are happy you have chosen Bayaan Academy as your school, and we hope that we will meet and exceed your expectations in every way: academically and Islamically.

Let us work together to make this year a most successful one!

Wassalamu alaikum,

Sr. Magda

Introduction

Bayaan Academy is dedicated to working with families to provide opportunities for students to draw out their abilities, ensuring growth in the present and preparing them for the future.

We eagerly welcome you as active participants in your child's educational development.

The purpose of this Student-Parent Handbook is to provide the families with basic information regarding Bayaan Academy's instructional program and operating procedures. Parents are encouraged to discuss the information in this handbook with their children.

Family and community support is essential in the development of an effective educational program, and we are confident that both you and your children will have positive and enriching experiences at Bayaan Academy.

The Need for Islamic Education

According to a *hadith* mentioned by Ibn-Katheer and narrated by Abu Huraira in Musnad Ahmad, some individuals residing in very high levels of paradise would wonder how they reached these levels, when their own deeds were not enough for that. Allah will say to them, "You left behind your children who were praying for you all the time, and this kept raising your levels in paradise higher and higher."

We believe that Bayaan Academy offers one of the finest Hifdh & Academic programs in the nation. We have instructors who are well-qualified in the instruction of Islamic studies that include Qur'anic Studies, Aqeedah, Fiqh, Seerah, Hadith, Islamic Civilization and Arabic to Understand Qur'an [to enable students to open the Qur'an and find the answers to any questions they might have]. Strong emphasis is placed on building character. Moral principles are taught which will clearly establish within the students the concept of Tawheed (oneness), duty to our fellow men and the difference between right and wrong.

Discipline is fostered, and an appreciation for leadership and family structure is outlined for all students in all grades. Bayaan Academy believes that education is a comprehensive concept, which encompasses all spheres: spiritual, moral, intellectual and physical. In all these areas, our orientation draws from the Islamic heritage and disciplines as well as modern educational disciplines.

At Bayaan Academy, we believe we must provide the environment and structure that allow all Bayaan Academy students to engage in experiences that will help prepare them in full measure to reach their potential and become responsible, contributing individuals.

Early Childhood and Elementary education are contingent upon the students meeting their cognitive and intellectual abilities with effective success, thus promoting increased self-esteem. Hence, to improve instruction, a multitude of strategies and techniques is used, and each teacher possesses the knowledge to articulate and apply these strategies to positively impact students' education. When teachers teach with a myriad of strategies relative to different learning styles, they will not only improve student achievement, but will also increase the likelihood that students will feel good about themselves and ultimately be more successful in and out of the classroom.

School of Thought Followed by Bayaan Academy

Bayaan Academy is a Sunni institution and follows the teachings and tenets of Ahl-us-Sunnah wa-l-Jamaa'ah.

Vision Statement

Bayaan Academy prepares its students to be torchbearers for future generations and to be successful in this life and the hereafter.

Mission Statement

Bayaan Academy fosters a God-conscious culture where everyone is valued and respected, providing a nurturing environment which cultivates students' creativity and their academic, social-emotional, physical and spiritual growth.

Bayaan Academy strives to provide the highest academic standards in Language Arts, Math, Science, Social Studies, and Technology, with equal focus on the Qur'an, Tafseer, Arabic to Understand Qur'an, and Sunnah (Prophetic traditions).

Bayaan Academy's "Core of Four"

1. Islam, Iman, Ihsan
[True Submission to Allah's Laws, Belief in the Pillars of Faith, Excellence in All We Do]
2. Compassion
3. Respect
4. Accountability

Philosophy

Islam enjoins learning from the cradle to the grave. As an Islamic school, Bayaan Academy strives to fulfill this command.

Bayaan Academy's philosophy is rooted in the belief that every student has the right to the best quality of education available, and that education is a process which encompasses all the experiences students encounter in their school. Bayaan Academy's philosophy is also rooted in the belief that classroom instruction is only one small aspect of a student's educational experience, and that students learn from the behavior and actions of the adults around them more than they learn from books. Finally, it is rooted in the belief that students' knowledge and pride in their religion and heritage are key to their well-being and success.

It is part of Bayaan Academy's philosophy that:

1. Each student is a unique individual with different needs.
2. The school must be able to serve the needs of each and every student accepted into its programs.
3. The school shall endeavor to assist the students in the discovery of their individual potential and their own personal worth.
4. The school should encompass a balanced curriculum of academics and art, Islamic Studies & Qur'an, clubs and activities, sports and community service.
5. The teaching of religious tolerance and ethnic/cultural equality leads to an improved society.
6. The school should guide its students in their academic and spiritual endeavors and help them become well-balanced individuals.
7. Students achieve more when challenged with high expectations.
8. Problem-solving and critical-thinking skills are essential for the success of students.
9. Bayaan Academy faculty and staff should all be positive role models for the students.
10. Parents and community members are an integral part of the education process.

Objectives

1. To instill in our students a real love of learning to make them lifelong learners.
2. To offer the best possible educational opportunities and experiences to allow our students to reach their highest potential.
3. To develop in our students the desire, willingness, and ability to be positive, contributing members of their school community and the community at large.
4. To instill in our students a genuine love for and understanding of the teachings and practices of Islam, with particular emphasis on respect, effective communication, cooperation, and fulfilling Islamic duties and responsibilities.
5. To provide an Islamic environment in which each student can develop physically, socially, emotionally, intellectually, and spiritually.
6. To integrate the curricula with Islamic studies to demonstrate that Islam is a complete way of life.
7. To develop our students' leadership skills by fostering self-discipline, self-motivation, strong work habits, the ability to think critically, and the desire to do one's best.
8. To encourage each student to cherish his/her own cultural values and heritage and to respect individuals with different cultural backgrounds.

9. To cultivate each student's ability to analyze and solve problems facing individuals in a rapidly changing world.
10. To prepare students to do well on standardized tests.
11. To empower students to seek and succeed in post-secondary education.
12. To hire the most qualified faculty and staff.
13. To provide faculty, staff, and students access to the best possible resources to enable them to reach their highest educational and extracurricular goals.
14. To involve parents in the educational process by regularly updating them on activities, including them in special trainings and workshops to support their parenting duties; and inviting them to participate in all Bayaan Academy activities.

Non-Discrimination Policy

Bayaan Academy is committed to serving students of any race, color, religion, gender, national or ethnic origin, and accords them all the rights, privileges, programs, and activities generally accorded, or made available to students at the school. It does not discriminate on the basis of race, color, religion, gender, national or ethnic origin in the administration of its educational policies, admission policies, scholarship programs, and athletic or other school-administered programs.

Religious & Ethnic Tolerance

All members of Bayaan Academy's administration, faculty, staff and students are expected to respect the religious beliefs and ethnic backgrounds of all administration, faculty, staff, parents and students.

Members of Bayaan Academy's administration, faculty, staff, parents and/or students are not allowed to promote any religious beliefs and/or practices besides those that are accepted and/or taught by Bayaan Academy while on Bayaan Academy property, at Bayaan Academy events or to Bayaan Academy students and/or staff. Promotion refers to talking about or distributing information about these beliefs and/or on any published medium, including social-networking sites.

No Smoking Policy

As part of Bayaan Academy's mission to provide a safe and nurturing atmosphere for its students, staff, and parents, smoking is NOT allowed on campus at any time or at any school activities.

Bayaan Academy's Board of Directors

The role of the Board of Directors is to:

1. Ensure the financial stability of the school.
2. Set the school's mission with input from the administration, faculty, staff and parents.
3. Set the school's policies based on recommendations of the principal .
4. Support the principal and all administrators in the day-to-day operations of the school.

Parent-School Agreement

Parents are expected to support and uphold Bayaan Academy's policies. Without this cooperation and confirmation from the parents, a double standard exists between home and Bayaan Academy, which is counter-productive to the students' development and our effectiveness. If, at any time, misunderstandings develop between the school and home, it becomes the obligation of both parties to seek clarification and explanation.

All constructive suggestions and comments from the parents will be examined fully, are welcomed, and are encouraged for the overall strengthening of the school.

The school agrees to work closely with the parents in the education of the child. This includes provision of competent teachers, a full and developmentally appropriate curriculum, regular reporting of student progress, proper student supervision, and communication with the home. In full cooperation with the school, parents are expected to attend Parent/Teacher Conferences and actively support other planned activities, knowing that parental participation is critical to the health and well-being of the school and the child.

Parent Involvement

It is very important for parents to be involved in Bayaan Academy to:

1. Promote an atmosphere in which children can grow as individuals, each aware of his/ her own worth and value in society.
2. Foster an awareness among parents of the need for their participation in the total education of their children.
3. Develop united efforts between educators and the community that will secure for every child the highest achievements in religious, mental, social, and physical education.

Classroom Opportunities

Parents can assist in the following:

- Coordinating special activities
- Supporting parents/group activities
- Welcoming new families to the school

Parents at Bayaan Academy can also assist with the following:

- **Events:** Volunteers help organize, decorate and clean up school events such as Qur'an Competitions, Spelling Bees, Science Fair, Bake Sales, Fundraising Dinners, Graduations, and other activities.
- **Beautification:** Volunteers improve and maintain the grounds around the school building and campus. Volunteers help with weeding, pruning, raking, and spreading fertilizer and mulch.
- **Hospitality:** Volunteers help provide refreshments for school events or help clean up afterwards.

Voluntarism is how parents and community members contribute services to the school. Parent volunteers are very important to the success of the school. Parents are encouraged to volunteer a few hours each month based on their expertise as library assistants, homeroom mothers, lunch duty observers, parent tutors, maintenance work assistants, or in many other valuable services to the students and the operation of the school.

Any volunteer who spends more than 10 hours per month with students must pass a Level II background check.

Dismissing Students, Parents and/or Staff

Bayaan Academy reserves the right to dismiss a student, parent and/or staff-member whose presence in the school is considered detrimental to the best interest of the student, of fellow students, or of the school in general.

Bayaan Academy also reserves the right to terminate or not renew a student's enrollment contract if the school concludes that the actions of a parent or guardian make a positive and constructive relationship impossible, or otherwise seriously interfere with the school's accomplishment of its mission.

Bayaan Academy also reserves the right to dismiss any student, parent and/or staff-member who knowingly goes against any of the school's published policies and/or promotes negative advertising against the school verbally, in writing and/or on any published medium, including social networking sites.

School Visitors

Bayaan Academy encourages parents and other community-members to visit the school and believes there are many potential benefits which can result from increased interaction with the community. At the same time, Bayaan Academy has a legitimate interest in avoiding disruption to the educational process, protecting the safety and welfare of the students and staff, and protecting Bayaan Academy facilities from misuse and/or vandalism. Therefore, limitations may be placed on visitors to avoid these disruptions. The Vice Principal shall have the authority to consider the purpose of the visit and the impact the visitor's presence will have on the staff and students before approving such a visit.

General Definitions of and Requirements for School Visitors

- A. A visitor is defined as any person seeking to enter the academy premises who is not an employee of the school, or a student NOT currently enrolled at the school.
- B. All visitors must report to the front office when arriving and/or leaving the school premises.

- C. All visitors must obtain authorization from the Campus Director in advance of his/her visit, whenever possible.
- D. All visitors must comply with Bayaan Academy policies, administrative rules and regulations at all times.

Visitors to Classrooms and/or Other Instructional Areas

- A. Access to particular classrooms and/or other instructional areas of the school may be restricted upon the recommendation of a teacher in charge or, as otherwise deemed necessary, by the Campus Director.
- B. Because classrooms and/or other instructional areas are the most vulnerable to disruption, specific conditions may be imposed upon visitors, including but not limited to:
 1. Remaining in a designated place or seat.
 2. Refraining from speaking to students and/or the teacher while an activity is underway.
 3. Refraining from entering or leaving the area while an activity is underway.
 4. Maintaining dress and grooming standards that are consistent with the dress code for students/employees in the building.
 5. Limiting the duration of the visit to a particular time/length.
 6. Limiting the activities of the visit to a particular purpose.
 7. Following designated routes of travel in the building and/or on academy grounds.
 8. Refraining from the use of cellular phones or other electronic devices during the course of the visit.
- C. Non-school-age children are prohibited from visiting classrooms and/or other instructional areas.
- D. Visitors wishing to conference with teachers and/or administrators during the school day are encouraged to make arrangements at least three (3) days in advance.

Exceptions to Visitor Requirements

- A. People invited to visit the school as part of a scheduled Open House or special event
- B. People invited to participate in organized and school-approved activities (i.e. volunteers)

Special Circumstances

Administrators have the authority to exclude from the school premises any person who disrupts or appears likely to disrupt Bayaan Academy's educational processes. Any such individuals will be directed to leave the school premises immediately, and law enforcement officers may be called if deemed necessary.

Prospective Students

Students thinking of enrolling at Bayaan Academy will be asked to visit the school and attend classes with their peers. Such visits will be scheduled by the school in communication with the parents. Student visitors are expected to abide by the same rules and regulations that all Bayaan Academy students are expected to abide by. They will also accompany their peers to lunch and Salaat; students need to bring their own lunch and prayer clothes (girls). Each student visitor will receive, in advance of his/her visit, a list of basic rules/policies to follow while on campus. This will include dress code requirements.

School Visitor Dress Code

Out of respect for the school's dress code/uniform policy, school visitors are asked to dress modestly, even Islamically, if possible. For female visitors, this means that clothing should be loose and should not be revealing. A head covering is recommended for Muslim visitors.

School/Home Communications

Bayaan Academy believes in the importance of keeping a continuous line of communication with its parents and community.

Means of communication will include:

- Phone calls and/or emails from teachers to update parents of their children's progress
- Parent-Teacher conferences
- Surveys
- Scheduled appointments with staff and administration.
- Updates on the Bayaan Academy web site: www.bayaanacademy.org
- WhatsApp Groups
- PlusPortals

Parents are encouraged to contact the school and request conferences with their children's teachers if they feel there is a need for such meetings.

Emergency Contact Information

Emergency contact information for each child must be available and up to date. It is imperative that the office has the parents' cell phone numbers and a number where a relative, neighbor or friend can be reached. These additional numbers are necessary if parents cannot be reached, and their child becomes ill, has an accident, or there is an emergency school closing. The office should be notified about any changes in the parent(s)' cell or home telephone numbers as soon as they occur.

Parent-Teacher Conferences

Parent-Teacher conferences are conducted at least three times each school year. Other conferences are to be scheduled by appointments through the office. To provide an effective educational program, it is the policy of Bayaan Academy to maintain close communication between the home and the school.

Parent Orientation Meeting

A parent orientation meeting is held just before the beginning of each school year. The Orientation is a time for parents to get acquainted with the teachers, school policies, educational programs and the school in general. The general public, family, and friends are invited to these meetings.

Surveys

In order to assess the strengths and/or weaknesses of the school, Satisfaction Surveys will be completed by parents, students and staff. Results of these surveys will be publicized through the Parents' Memo and/or newsletter. For these surveys to be effective, it is very important that everyone responds to these surveys as honestly and as completely as possible.

Admissions Policy

Admissions Policies

1. Students applying for admission must meet all age requirements set by the state of Florida and/or the school and must complete the online Application for Admissions form.
2. Students admitted must submit all required documentation, including academic records and discipline records, as well as copies of their birth certificate, health records and immunization records.
3. Custody papers or similar legal documentation must be submitted in any cases where there are not two parents enrolling the child(ren).
4. No student can be admitted into a grade level if he/she is > 2 years older than the average age of students in that grade level (grade level + 5). For example: Gr. 1 students average age = 6; no students over 8-years-old would be accepted into Gr. 1.

Admissions Process

1. The admissions process will include reviewing the following with the parents:
 - Application process
 - Required documents
 - Tuition & Fees Matrix
 - Questions parents may have
2. Tour of the Facility
3. Full-Day visit by prospective students
4. Interview of students
5. Reference Forms completed by current teachers for students entering Gr. 2 & up. For students coming from non-Islamic schools, reference forms must be from teachers of English and Math. For students coming from Islamic schools, in addition to English and Math, reference forms must also be from teachers of Qur'an and Arabic.
6. Preliminary review of the application and documents to ensure completeness
7. Notification of the parents via email if:
 - The application is complete and will be forwarded to the Admissions Committee for review.
 - The application is missing certain items that must be completed before the application can be forwarded to the Admissions Committee for review.

Registration Requirements

Upon admission to Bayaan Academy, the Emergency Information Form must be completed for each student. All allergies should be listed on this form.

Also, the following documents are required for any student enrolling at Bayaan Academy:

- Legible, English copy of the birth certificate
- Copy of the student's report card from the most recent grading period
- Immunization Records on the Florida form [For details of required immunizations, see below]
- Physical Exam on the Florida form
- Copy of Social Security Card
- Where applicable, a copy of court-ordered custody ruling or legal name change
- Where applicable, an Individualized Educational Plan (IEP) or 504 Plan

Immunization Requirements:

Florida law requires that every new student enrolling in Florida schools be properly immunized or have a signed waiver on file at the school; this record must be on a Florida form. The Immunization Record must show that the following vaccines have been administered. Specific numbers of each dose are determined based on the age of the student.

- 5 doses DTP (Diphtheria, Tetanus, and Pertussis)
- Tetanus
- 4 doses Polio
- 2 doses Measles
- Hepatitis B vaccination series
- 2 doses Varicella
- 1 dose Rubella and
- 1 dose of Mumps, or 2 doses of MMR.

Any student receiving the minimum doses must complete the series within the scheduled time span. If the immunization record or signed waiver is not on file, the student, in accordance with the law, shall not be permitted to attend school.

Allergies/Special Accommodations

It is extremely important that the administrators and teachers are aware of any type of allergy or special accommodation a child may have/need. If a child is allergic to any substance, whether it be food, an insect, or medicine, it is crucial for us to be aware of and educated about this matter.

In the case of any allergy or special accommodations, it is required that the parent obtain and submit to the Office a doctor's note stating the child's name, the allergy/condition, the accommodation recommendation/requirement, and procedures to follow in case of exposure. Bayaan Academy will cooperate with the family to the best of its ability to ensure the safety of the child.

Any child with a food allergy must also provide the academy with a list of proper nutritional substitutes for the food item. Bayaan Academy is a nut-free school. Almond butter and sun butter are allowed in sandwiches. Nutella is not allowed, because it contains hazelnuts.

Tuition & Fees

Please refer to the website (www.bayaanacademy.org) for a detailed explanation of tuition and fees or request a print-out of the Tuition Matrix from one of the administrators or by emailing accounting@bayaanacademy.org.

Fees are non-refundable. Tuition is due for each month or any portion thereof, and a late fee of \$25.00 will be charged for payments received after the 5th of the month. Please note that for students transferring into Bayaan Academy, the tuition for the 1st month of enrollment will be based on when they start: Students beginning between the 1st & the 15th of the month will be required to pay a full month's tuition; students beginning on or after the 16th of the month will pay for only half the month.

Parents have the option of paying for tuition & fees using cash, check, credit card or money order. Parents wishing to pay by credit card should provide the school with a completed Credit Card Authorization Form allowing the school to charge the card on the 1st of each month. There will be 2.95% convenience fee on payments made by credit card.

If parents wish to pay their invoices using their bank's BillPay, the following mailing address needs to be used:
10917 N. 56th St., Temple Terrace, FL 33617.

For Online transfers using Zelle, the following email should be used: info@bayaanacademy.org.

All invoice-related questions should be directed to accounting@bayaanacademy.org.

Step up for Students Scholarships (SUFS)

Bayaan Academy accepts Step up for Students scholarship funding. Parents are responsible for paying the school any tuition and/or fees not covered by the scholarship. Parents are also responsible for completing and submitting the required application and documentation in a timely manner to ensure scholarships are awarded. Once awarded, the parents are responsible for providing Bayaan Academy with the qualified student’s award ID. The scholarships are valid for only one year, and parents must apply for the scholarship annually.

SUFS Unique Abilities Scholarships

Bayaan Academy accepts SUFS Unique Abilities scholarship funding for students whose needs can be met at Bayaan Academy. Parents are responsible for paying the school any tuition and/or fees not covered by the scholarship. Parents are also responsible for completing and submitting the required application and documentation in a timely manner to ensure scholarships are awarded.

School Supplies

The school will purchase the school supplies for all students and will charge the parents a fee at the beginning of each year to cover the cost. Students who go through more than the expected amount of supplies, or who lose/destroy supplies given to them, will be required to purchase supplies to replenish those consumed/lost.

Student Records

The office maintains all student records. Records can be accessed by request. The school has the right to hold academic records until all financial commitments are paid in full. The school may not hold student health records.

Drop-Off & Pick-Up

Parents are expected to drop off and pick up their children in a timely manner and in the proper area. Students will be dropped off and picked up at the drive-through area behind the building. In cases of rain, or in the case that handicap access is needed, drop off and pick up will be at the front entrance to Bayaan Academy.

Drop-off time starts at 8:10, Monday through Thursday, and at 8:00 am on Friday. If the students aren't in the lineup at 8:25, then they will need to come to the office which will result in them being tardy as it will take a few minutes for them to get to class by 8:30am.

Pick-Up Times

<u>Mondays – Thursdays</u>	3:30 pm	<u>Fridays</u>	12:55 pm
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Early Pick-Up

Occasionally, parents need to pick up their children before dismissal time. This may be difficult if the student has not had time to prepare for the early pick-up. It may also cause disruption in the flow of instruction for the class that they are leaving. It is necessary, therefore, to follow a procedure that allows faculty\staff, parents, and the student to accomplish this task expediently and with as little disruption as possible. If given prior notice of early pick-up, the administrators can ensure that the student is waiting in the office when the parent arrives.

Important: Please note that parents will not be allowed to pick up their children from the classrooms before first coming to the office and signing them out.

Seat Belts & Child Restraints

For the safety of your children, we ask that they be in car seats or seat belts at all times when the vehicle is in motion.

Ramadan schedule and timings.

School will start either later or earlier depending on the time of year; they will be 1.5 hours shorter except on Fridays. Ramadan Break will begin at least one week before the first day of Eid ul Fitr and will continue until at least the third day of Eid.

Any student missing more than the specified days must have requested and received approval from the principal.

Attendance & Tardies

Even though assignments may be completed at a later date, a student can never really make up a day missed at school. The interaction and instruction that take place in the classroom are equally as valuable as written assignments. Students should only be absent from school in case of illness, unusual family difficulties/circumstances or emergencies.

VACATIONS/TRIPS SHOULD BE PLANNED DURING PUBLISHED SCHOOL HOLIDAYS.

If trips are planned during normal school days, parents need to submit an absence excuse form with travel itinerary at least one week before the date of departure. Not all trips will automatically be excused. Each absence excuse form will be reviewed by the principal before a decision is made.

Students are expected to attend class regularly, so that they reap optimal benefits. In case of absence, parents should inform the school by 9 am. Parents should also email the Front Desk personnel explaining the reason for the absence.

Bayaan Academy will assume parent's good intentions and honesty. In cases of unusual or excessive absences or tardies, the administrators reserve the right to additional documentation.

Make-up assignments should be obtained from each teacher by the student/parent and completed within the same number of days missed. For example, if the student missed two days of school, he/she would be allowed two days after his/her return to submit the missed assignments. All missed work and assessments must be submitted/completed no later than one week after a student's return to school. **During unexcused absences, students will receive a zero for all assignments.**

If students need to take an extended leave of absence, two weeks' written notice should be given to the principal to allow the teachers to prepare work for the students to complete in their absence. All missed work and assessments must be submitted/completed no later than one week after a student's return to school. ***Please note that parents will be charged regular tuition during this absence. Please also note that, if the absence is an extended one, and the student does not keep up with missed work, the school cannot guarantee the student's promotion at the end of the school year.***

Not all extended absences will be approved as Excused Absences.

In the case of an extended absence, all missed work and assessments must be completed within one week after the student's return, in order for the student to receive credit for their assignments/assessments.

Medical Excuses for Absences

Up-to-date doctors' notes must be on file for any student missing school for medical reasons or requiring special accommodations. Such notes must state when a student is able to return to school or is no longer in need of special accommodations. If absences are excessive, or extended special accommodations are requested by the parents, the school may require authorization to contact the physician to get more detailed information.

Withdrawal/Moving

Those parents of students withdrawing from the school should notify the front office at least two weeks before moving/withdrawing to give the school the new address, the date of the move and the name of the new school, if possible. Parents must request a Withdrawal Form that must be signed by the Principal. Parents should take care of any outstanding

balances, and students should return all textbooks and collect all personal items. Academic records will not be released unless all school property is returned and accounts are cleared through the Accounts Manager.

School Health

In order to maintain the good health of Bayaan Academy students and staff, we request that children not be sent to school if they are sick. By keeping them at home when sick, you are helping us prevent the spread of viruses and/or infections to other children. If they come to school sick, or If they develop any of the signs or symptoms of a contagious or other disease, they will be sent home. Bayaan Academy reserves the right to send any child home if a teacher and an administrator, in their sole discretion, believe that the child may pose a risk to him/herself, other children, and/or Bayaan Academy staff. Reasons for being sent home include, but are not limited to, the following diseases and other contagions:

Runny Nose	Contagious skin rashes
Gastrointestinal Illnesses (Stomachache)	Meningitis
Vomiting and /or Diarrhea	Respiratory Illnesses
Bacterial Gastroenteritis	Mumps
Giardia (a parasite)	Croup
Hepatitis A	Influenza
Fever of 99.5-degree Fahrenheit or higher	Pertussis (whooping cough)
axillary	Tuberculosis (TB)
Pink eye (conjunctivitis)	Chicken Pox

Further, if a child behaves unusually, appears to be uncomfortable, or is inconsolable for an extended period of time, the parents may be requested to retrieve their child.

Bringing a child with any sign or symptom of illness to school may cause other children to get sick. If all families keep sick children at home, everybody's children will stay healthier. Children must be kept home until the following signs or symptoms disappear:

- **Fever**
 - 99 degree Fahrenheit or higher axillary. Children must be fever free without fever suppressants for a full school day before returning to school.
- **Diarrhea**
 - Two or more abnormally loose stools per day. Children must be diarrhea-free for twenty-four hours before returning to school OR present a physician's note stating the cause of diarrhea, and that the child is not contagious. If a child develops diarrhea at school, s/he will be sent home as diarrhea diseases spread very easily among young children.
- **Upper Respiratory**
 - Severe Coughing - Child makes high-pitched croupy or whooping sound after s/he coughs.
 - Ear infections with fever - mucus/discharge from ears and/or nose with fever
- **Difficult or Rapid Breathing**
- **Yellowish skin or eyes, gray or white stool and/or unusually dark, tea-colored urine**
- **Pinkeye / Conjunctivitis**
 - Tears, redness of eyelid lining, irritation followed by swelling and discharge of pus
- **Unusual spots or rashes**
 - Children must be free of rashes and spots for twenty-four hours before returning to school OR present a physician's note stating the cause of the rash and that the child is not contagious.
- **Sore throat or trouble swallowing**
- **Infected patches of skin and fever (crusty, bright yellow, dry or gummy areas of skin)**
 - Families should consider keeping their children home, under observation, if they exhibit any of the following:
 - Unusual behavior
 - Child is more cranky than usual
 - Less active than usual
 - Child cries more than usual
 - Child feels general discomfort or just seems unwell
 - Loss of appetite

When a child becomes ill at school, it should be entered on the Sign-Out Log and must be signed by a member of the family or authorized adult before leaving school. *Children will be admitted to school only when the above signs or symptoms disappear or a health care provider states in writing that the child is no longer contagious and can safely return.*

In case of accidents or illness at school, only minimal first aid can be provided by school personnel. The home will be called when a child appears ill enough to go home. If a parent cannot be contacted, the designated emergency person will be contacted. If the illness or accident is serious, and the parent and/or emergency cannot be reached, Bayaan Academy staff may make the decision to contact Emergency Medical Services and, if necessary, have the child transported to the nearest hospital for care. It is essential that we have your permission to do so on the forms you filled out when registering your child. It is also very important for the school to have insurance information as well as any information related to existing health problems, so that appropriate care can be given.

In the event of an outbreak of a communicable illness or condition such as chicken pox or head lice, Bayaan Academy staff and teachers will use standard procedures for dealing with them, and every effort will be made to inform the parents as soon as possible. This information will include information on how to recognize as well as treat the problem. Every effort will be made to deal with the affected students in the kindest way and in a way which does not attract undue attention to him/her.

If a student has a medical condition, that is non-communicable and requires medical treatment, the following procedures will be followed:

- 1) Medications and/or medical supplies will be kept at the Bayaan Academy Receptionist's desk.
- 2) The Receptionist will ensure that:
 - Documentation is on file regarding dispensing medication and/or providing treatment.
 - Documentation of medical requirements is shared with the student's teacher(s) and will be kept in the emergency packet that each teacher takes with him/her during an emergency evacuation.
 - Medications and/or medical supplies are taken with him/her at time of any emergency evacuation.

Administering medication at school requires written permission from the parents. School policy prohibits school personnel from administering any medication to students without written permission from the parents and written directions from the physician, in the case of prescription medication. An "Authorization for Medication" form must be completed and is available in the school office. All medication must be kept at the Front Desk and administered by a trained member of the school staff. Each new school year requires a new doctor's permission slip.

A medical form and CURRENT immunization form from your child's physician's office, including hepatitis B, signed by the child's physician, and a medical emergency information form must be in the school's files before the child can be admitted each year. We require updated forms upon expiration.

Medications will be administered to children only with signed authorization. All medications must be in the original container with the child's name on it and prescription number and given to the office. Expiration dates of medication must be current.

A trained member of the Bayaan Academy staff will administer no more than the dosage of medication printed on the label. Over-the-counter medication will be administered with the same parental authorization, as long as a standing order from a licensed health professional is provided with details on the specific circumstances and provides instruction on dosage. Any noticeable adverse reaction to the medication will be reported and communicated to the family. Medicine may not be left beyond its course. Bayaan Academy does not permit Tylenol, Motrin, OTC cold medicines to be left on hand "in case". Sunscreen with UVB or UVA protection and SPF of 15 or higher must be provided with parental permission or sun protective clothing must be worn when in direct sun.

For the health and safety of the children and staff, Bayaan Academy is a peanut free and smoke-free school.

Accidents/Incidents

1. First Aid Kits are located in each room.
2. Gloves must be worn before dealing with any bodily fluids.
3. Appropriate first aid to be administered:
 - a. Bumps and bruises iced
 - b. Cuts/scrapes washed with soap and water

- c. Insect bites rinsed with cool water
- 4. All accidents/incidents must be reported by the teacher to the front office.
- 5. The Incident Report must be filled out and initialed by the Campus Director before the parent signs, if possible. The report should include a description of what happened, under what conditions, and the resulting injury, including if there was blood. The homeroom teacher, teacher assistant or a substitute for the homeroom teacher or assistant can sign the incident report. A student assistant cannot sign the incident report but can serve as a witness. The original copy of the incident report, once it is initialed by the Campus Director and signed by the parent, is to be put in the Campus Director's mailbox. The Campus Director will log the information into the accident log and place the accident report in the child's file.
- 6. In the event of a toileting accident, the child's clothing should be changed. Soiled clothing is to be placed in a plastic bag to be sent home. Teachers should be sure to use only a plastic bag without holes, and to double bag if necessary. The top of the bag should be tied so that soiled clothing is completely enclosed. The floor, furniture, or any materials that may have been contaminated by the toileting accident must be thoroughly disinfected.

It is the responsibility of all teachers to make sure the classroom or playground first aid kits are well supplied and complete. When supplies are needed, the office should be informed.

Bayaan Academy has a Student Accident Insurance Policy that covers any student injured during school or any school activities. The policy covers the difference between what the student's personal insurance covers and what it does not. Claim forms are available in the office from the Receptionist.

Emergency Dismissal

It is the school's policy not to dismiss children home once school has started, unless there is an extreme emergency such as a mechanical failure in the building, when inclement weather develops after school is in session, or if the child may cause injury to himself or to others. It is imperative that all parents discuss thoroughly with their children the possibility of an emergency dismissal and make certain THEY MUST KNOW WHERE TO GO IF/WHEN PARENTS ARE NOT HOME.

In the case of Emergency Dismissal, parents will be informed by phone (Text Message or Call). **It is imperative that the school has updated phone numbers on file.**

In the event of Fire, Tornado, or other disasters, an emergency plan will be put into operation to assure the greatest possible protection for the children. Fire and tornado procedures are posted in each classroom and general area rooms.

It should be noted that Bayaan Academy will make its decision to close or evacuate due to inclement weather based on the Hillsborough County School Board decisions, as long as the decision is based on a safety concern and not based on the fact that their schools will be used as shelters.

Field Trips

Field trips are part of the educational experience provided to Bayaan Academy students, and various field trips will be provided for students throughout the year. Parents must submit a Permission Authorization through Zeffy with payment in order for a student to be allowed to join a field trip. School uniforms are required for all field trips, with exceptions to be considered on a case-by-case basis.

Ratios

K to Gr. 7	1 Chaperone for Every 5 Students
Gr. 8 - 12	1 Chaperone for Every 7 Students

Transportation

Whenever possible, transportation will be via the school's 24-passenger bus driven by the Bayaan Academy bus driver and parent- or staff-driven vehicles if needed.

Parents driving on Field Trips must submit their Driver's License and Proof of Insurance to check their driving record. The school bus can transport a maximum of 22 students. The three remaining seats will be for: The driver and two staff chaperones.

Car Seats/Carriers

Florida law dictates that children under age 6 must be in a separate carrier, integrated child seat or booster seat. Any child that has not reached the age of 6 must bring their car/booster seat to school on the day of the field trip or they will not be permitted to accompany the class on the trip.

Chaperones

Chaperones are expected to assist with an assigned group of students and make the students' safety and security their utmost priority. They are requested to not use cell phones during the trips for anything not pertaining to the students or the trip. They are also requested to not have any hot liquids (tea, coffee, etc.) at any time while supervising the students. They are also requested to remember that, while we want everyone to enjoy the trips, the trip is not the time for socializing with the other chaperones and accompanying parents. Chaperones cannot bring younger/older siblings on the trip.

Parents wishing to be chaperones on a Field Trip should submit a separate Zeffy form. If more chaperones volunteer than are needed, the Campus Director will determine which chaperones will be chosen. A Rotation Schedule can be devised so that each parent wanting to chaperone can do so at least once.

Bayaan Academy will cover all Field Trip costs for the required chaperones.

Accompanying Parents and Siblings

Non-Chaperone parents are welcome to join Field Trips as long as their presence does not distract the students from the trip and/or its intended purpose. Accompanying parents may bring siblings with them on the trip. IF the accompanying parents and/or siblings wish to join the trip, they must submit their own Zeffy forms, so that Bayaan Academy can include them in the count given to the Field Trip venue, and so that they can benefit from the reduced group admission costs.

Chaperone Dress Code on Field Trips

All chaperones on Bayaan Academy Field Trips must abide by Bayaan Academy Staff dress code.

Male Staff Dress Code:

- Loose-fitting modest pants
- Loose, untucked shirts covering awrah areas
- No gold jewelry
- Closed-Toe and closed-back shoes with socks

Muslim Female Staff Dress Code:

- Scarf must be worn, which covers all hair, ears and neck
- Long sleeves must be worn at least to the wrist
- Loose-fitting outfit must be at least ankle-length. Options:
 - Jilbab or abaya
 - Loose-fitting blouse over loose skirt
 - Fingertip-length blouse over loose pants
 - Shalwaar Qamis
- Tops worn over pants or skirts must be at least fingertip-length.
- Clothing must be non-transparent and not fitting.
- Belts may NOT be worn.
- Teachers who wear niqaab cannot cover their faces while teaching.

Non-Muslim Female Staff Dress Code:

- Clothes must be loose-fitting and non-transparent
- Sleeves must be at least to the elbow
- Pants must be at least ankle length
- Tops worn over pants or skirts must be at least mid-thigh in length.
- Tops cannot be low cut
- Dresses and/or skirts must be at least mid-calf. If either has slits, these cannot be higher than mid-calf.

- No religious symbols may be worn

Curricula

Bayaan Academy is committed to providing the most challenging possible curricula. The curricula must fulfill, at minimum, the standards set in the Florida Sunshine State Standards for each grade level. Students are instructed in the following academic subjects: Language Arts/English, Math, Science, Social Studies, Arabic to Understand Qur'an, Qur'an, Islamic Studies, Art, Physical Education and Computer courses at various skill levels.

Parents should expect to receive a Quarterly Syllabus for each subject by the end of the second week of each quarter. These syllabi will include, but are not limited to, the topics to be covered per week, scheduled tests and/or projects, teacher expectations and the grade distribution for the class. Textbooks/programs used in Language Arts/English, Math, Science and Social Studies are approved by the Florida Department of Education.

Bayaan Academy encourages students to develop a sense of responsibility in the care and handling of their books and materials as well as other school equipment and supplies. A charge will be assessed if books are lost or damaged beyond usual wear and tear.

Course Levels

It is Bayaan Academy's goal to place students in courses which will both benefit and challenge them. If at any time a student feels that they were placed in the wrong level, the following procedure will be followed

- For academic courses, parents must submit an official request to the Academic Advisor and copy the Principal. For Qur'an and Arabic classes, requests must be submitted to the Hifdh Director.
- Requests will be reviewed with teachers and an evaluation of students' performance will be conducted
- A Course Level Change Request Form will then be given to the parent to complete and sign
- Requests should be submitted before October 1st
- If it is determined that the student has been placed in the wrong level, it will be changed
- Once changes have been made, students will remain at the "new" level until the end of the year

Library (De-Centralized)

Classrooms have sets of books for student use. Students are allowed to check out books, as long as they have returned the borrowed ones, to encourage them to read. Parents are encouraged to get Library Cards for their children, if they do not already have them.

Homework

The purpose of Homework is to reinforce classroom activities and assist the student in understanding the day's lessons. Homework will be assigned based on the individual needs of the child or the needs of the class. Homework shall not be assigned on a mass basis just to give the children something to do. On average, the total time for all subjects assigned (Academic + Hifdh) should be as follows:

- Kindergarten 20 – 40 Minutes per Day ($A + H \leq 40$ Minutes)
- 1st Grade 30 – 60 Minutes per Day ($A + H \leq 60$ Minutes)
- 2nd & 3rd Grades 45 - 75 Minutes per Day ($A + H \leq 75$ Minutes)
- 4th & 5th Grades 60 – 90 Minutes per Day ($A + H \leq 90$ Minutes)
- 6th - 8th Grades 90 – 120 Minutes per Day ($A + H \leq 2$ Hours)
- 9th Grade + 120 -180 Minutes per Day ($A + H \leq 3$ Hours)

Please note that, as students memorize more Qur'an, the time needed for revision each day will increase, and the time needed for homework may be more than what is listed above.

Please also note that these times are based on the time needed by the average student; some students may require more time, others less. They are also based on the assumption that classwork has been completed in class. If classwork has not been completed in class, it may need to be completed at home and will add to the time needed for homework.

Please also note that, even if the child is not assigned a specific task for homework, he/she should always spend time each afternoon/evening reading from/reviewing his/her textbooks/Qur'an or doing outside reading.

Parents are expected to provide the proper home environment conducive to learning. There are certain things that parents can do to help their child complete his/her homework successfully. These include:

- Providing a spacious, quiet, well-lit place to study.
- Making available references that will help in doing homework: dictionary, maps, etc.
- Keeping supplies on hand: scissors, pencils, pens, etc.
- Working with the child to set a regular homework time.
- Making sure the child brings back assignments clearly written down. Parents should check and initial homework planners on a daily basis for Grades 1-8.
- Encouraging the child to do his/her best in spelling, handwriting, neatness and accuracy.
- Remembering that homework is assigned to the child, not the parent. The parent should be available as the guide and support.

As a general rule, no homework is to be assigned for grades K-5 over breaks or vacations. Students will be encouraged, however, to do outside reading during these breaks and/or vacations. ALSO, students K-5 will not have summative assessments on Mondays. Qur'an review is required on a daily basis.

IXL Expectations

Students are expected to work on each assigned IXL skill for 20 minutes or reach 90% whichever comes first. Not all students will be required to do all IXL assignments. Individualized study plans based on academic progress/performance is what will be considered.

Students who are not able to reach 90% in 20 minutes may be required to attend weekly tutoring.

Tutoring

Tutoring is provided by Bayaan Academy teachers free of charge on a weekly basis. Students who earn 70% or lower on a summative assessment or who don't reach mastery on IXL must attend tutoring.

HW and Assessments during Ramadan

Teachers will coordinate HW and assessments with each other to ensure that expectations are realistic and reasonable.

Assessment & Testing

Students at Bayaan Academy are assessed in various areas, which include but are not limited to: Classwork, homework, quizzes, tests, exams, projects, reports, oral checks for understanding, etc. Tests on which students score less than 70% must be signed and returned.

Formative assessment: The goal of formative assessment is to monitor student learning to provide ongoing feedback that can be used by instructors to improve their teaching and by students to improve their learning. More specifically, formative assessments:

- help students identify their strengths and weaknesses and target areas that need work
- help faculty recognize where students are struggling and address problems immediately

Formative assessments are generally low stakes, which means that they have low or no point value. Examples of formative assessments include asking students to:

- Quizzes, pop-quizzes, HW, CW, exit and entry tickets
- Draw a concept map in class to represent their understanding of a topic
- Submit one or two sentences identifying the main point of a lecture
- A draft of a summative or a portion of a major summative assessment

Summative assessment: The goal of summative assessment is to evaluate student learning at the end of an instructional unit by comparing it against some standard or benchmark. Summative assessments are often high stakes, which means that they have a high point value. Examples of summative assessments include:

- Final project, research paper, test, presentations, labs, cumulative notebooks

Information from summative assessments can be used formatively when students or faculty use it to guide their efforts and activities in subsequent courses.

Grades K-5

- 55% Formative Assessment - minimum 10 entries per quarter
- 45% Summative Assessment – minimum 3 entries per quarter, not including the cumulative notebook or binder

Grades 6-12

- 45% Formative Assessment - minimum 10 entries per quarter
- 55% Summative Assessment - minimum 3 entries per quarter, not including the cumulative notebook or binder

Semester Exams Gr. 6-12

All students will take semester exams in each of their courses except PE at the end of each semester.

Early Semester Exams due to Excused Absences

Students will be allowed to take exams as early as three days before the exam schedule begins. Students who will be absent before that time will make up their exams within one week after their return to school. The school reserves the right to administer a different version of the exams equitable to the ones administered during exam week.

Semester II Exam Exemptions for Gr. 8 and Gr. 12

Students who earned a 95% average in Semester I, Q3 and Q4 in any class will not be required to take the Semester II exam for that subject.

Standardized Testing

Students in K through Gr. 10 will be administered the MAP Growth Assessment three per year: Fall, Winter & Spring. **Spring MAP test percentiles for English and Math will count as part of the students' Q4 average.**

High School @ Bayaan Academy - Dual Enrollment and FLVS

Students in Gr. 9 and up who are in good academic standing may be allowed to participate in dual enrollment programs at Hillsborough Community College (HCC), Pasco Hernando State College (PHSC), or University of South Florida (USF) as early as the summer after their 8th grade year. Dual Enrollment programs allow students to receive high school credit and college credit for the same course, so students are working towards high school graduation and college degree requirements simultaneously. Because these courses are offered to high school students free of charge, students can save both time and money by taking dual enrollment classes.

*All classes taken through dual enrollment must be scheduled outside of regular school hours. Students are responsible for providing the academic advisor with their class schedule prior to the start of each semester, and with their final grades at each semester's completion. *Bayaan Academy is not responsible for providing transportation to USF, HCC or PHSC.*

Dual Enrollment at HCC

Students must have a minimum unweighted GPA of 3.0 and qualifying test scores as listed below. Students can enroll in up to 10 credits per semester (pending administrative approval).

Dual Enrollment at PHSC

Students must have a minimum unweighted GPA of 3.0 and qualifying test scores as listed below. Gr. 9 Students can enroll in 3 credits in an online course only per semester. Gr. 10 students may enroll in up to 7 credits per semester. Gr. 11 students may enroll in up to 10 credits during the Fall or Spring semester, and up to 8 credits in the Summer. Students in Gr. 12 can enroll in up to 16 credits in the Fall or Spring semester.

Dual Enrollment at USF

Students must have a minimum **weighted** GPA of 3.5 and qualifying test scores as listed below. Students can enroll in up to 10 credits during Fall or Spring semesters. USF does not offer dual enrollment during the summer.

HCC/PHSC				USF			
ACT	Math: 21	Reading: 19	English: 17	ACT	Math: 21	Reading: 21	
SAT	Math: 24	Reading: 24		SAT	Math: 530	Reading: 560	
PERT	Math: 114	Reading: 106	Writing: 103	PERT	Math: 123	Reading: 106	Writing: 103
PSAT	Math: 480	Reading & Writing: 490		PSAT	Math: 480	Reading & Writing: 490	

Early Admissions for Gr. 12 Students

Students in Gr. 12 can apply for Early Admissions at HCC or USF if they meet the criteria listed below.

HCC	USF
● Entering 12th grade ● Have an unweighted 3.5 H.S. GPA at the end of 11th grade ● Not in the running for Valedictorian or Salutatorian ● Have completed all requirements for high school graduation or have one or more of the following courses remaining: ○ 1 credit of English and/or ○ 1 credit of Math and/or ○ 0.5 credit of Economics and/or ○ 0.5 credit of American Government ● Have same qualifying scores as for Dual Enrollment	● Have senior standing at the start of fall semester ● Have a minimum high school GPA of 3.8 as calculated by USF (weighted core courses) ● Have minimum scores on one of the following tests: ○ SAT: 1300, with at least 580 in Critical Reading ○ ACT: 29, with at least 29 in English ● Submit complete USF Application: March 15

Advanced Placement (AP) Courses

AP courses are high school classes that cover college-level material. These courses are offered on campus and taught by Bayaan Academy teachers. Students who successfully complete the AP exam at the end of the year can receive college credit for each course. Bayaan Academy students will take AP Seminar and AP World History in Gr. 10, and AP English Language and Literature and AP US History in Gr. 11.

All students are strongly encouraged to sit for the AP exam in May. Exams will be administered by Bayaan Academy staff. There is no fee for the exam if the course is taken via FLVS. Parents will be invoiced for AP World History and AP US History exams following the fee schedule set by the College Board. [2026 AP Exam Fees – AP Students | College Board](#)

The number of college credits awarded may vary from one university to another. Students who are planning to attend USF can see the potential credits here: [Advanced Placement - University of South Florida](#)

Academic Advising

The Academic Advisor meets with students each semester to make sure they are on track for high school graduation and college entrance requirements.

FLVS

FL Virtual School offers students the opportunity to take classes that are not offered at Bayaan Academy, which can be used to satisfy graduation requirements or for personal enrichment. Enrollment in FLVS courses requires parental approval, as well as administrative approval.

Students who are recipients of the Florida Tax Credit scholarship (SUF5) are limited to 2 courses per year. Recipients of the Florida Empowerment Scholarship can only register for courses specifically required by Bayaan Academy; otherwise they will be assessed a fee of \$375 per course per semester (segment).

Revised Schedule for Seniors

Seniors will have a reduced schedule on campus to allow them to take many or all of their academic classes through dual enrollment or early admissions. Students who do not meet the qualifications for dual enrollment may need to remain on campus for the entire school day to complete any outstanding academic requirements. For those students who are dismissed early, parents are responsible for arranging their transportation. Bus service can only be offered at regular dismissal times.

Semester Exams

All students in Gr. 6-12 are required to take semester exams in each subject. The semester exam counts for 20% of the semester grade; Q1 and Q2 (or Q3 and Q4) count for 40% each. Only semester grades will be added to the student's final transcript. In order to receive credit for a course, students must have a semester average of 70 or above.

Students in a graduating class (Gr. 8 and Gr. 12) may be exempt from taking the semester 2 exam if they have maintained a minimum of 95% in any subject throughout Semester 1, Q3, and Q4.

Valedictorian and Salutatorian selection

Determination of Valedictorian and Salutatorian will be based on the cumulative weighted GPA rounded to 2 decimal places at the end of Semester 7 (January of Senior year). The student with the highest GPA will be the Valedictorian, and the student with the second highest GPA will be the Salutatorian. In the event that more than one student has the same weighted GPA, they will each receive the honor.

Graduation Requirements

FL State Graduation Requirements

- 4 Math
- 4 English
- 3 Science
- 3 Social Studies
- 2 Foreign Language
- 1 PE/Health
- 1 Performing/Practical Art (including Public Speaking)

*taken through Dual Enrollment or on FLVS

+ 6 Electives

Additional Bayaan Requirements

- Capstone Project (English/Isl Ed Class)
- STREAM Project (Science Class or Other)
- CAS Project (Creativity, Action, & Service)
- Khutbah (Young Men)/Halaqah (Young Ladies)
- Arabic Proficiency (AAPPL Testing)
- Quran Memorization (10 pages/year @Bayaan)
- Tafseer & Islamic Education Exit Exams

Grade Forgiveness

Within their 4 year high school career, students will have the option to request grade forgiveness. For courses taken in Gr. 8, they may replace a grade of C or below. For courses taken in Gr. 9 and above, they may replace a grade of D or below.

Academic Dishonesty/Cheating

Academic dishonesty/cheating is defined as any unwarranted actions (looking at another student's paper, etc.) and/or communication which takes place during a test/exam and will result in a grade of 0% in addition to a Discipline Referral. Academic Dishonesty includes using any unauthorized devices and/or materials during a test.

Missing Assignments and Incomplete Course Grade.

Unless there are extenuating and administrator-approved circumstances, all incomplete assignments will be Zeros after day 3 (calendar days after published due date on PlusPortals). 25% will be deducted each day an assignment is late.

Missed Assessments

- For full credit, students need to make up missed assessments within the number of days allowed under Excused Absences or on the official assessment makeup day.
- Official Assessment Make-Up days will be scheduled for students to make up missed assessment

Report Cards

Report Cards will be issued at the end of each quarter. Report cards document students' attendance, academic performance, and conduct during each quarter. Parents are expected to review the Report Cards carefully and to conference with teachers to discuss any areas which may need attention.

Grading Scale – K through Grade 3

M	Mastered 90% - 100%	
P	Proficient 80% - 89%	
N	Needs Improvement 70% - 79%	Needs Summer School w/Possible Retention
U	Unsatisfactory Below 70%	Automatic Retention unless Student has IEP

Grading Scale – Grades 4 through 12

A+	97 – 100	C+	77 - 79
A	93 – 96	C	73 - 76
A-	90 – 92	C-	70 - 72
B+	87 – 89	D+	67 - 69
B	83 – 86	D	63 - 66
B-	80 – 82	D-	60 – 62
		F	Below 60

Awards' Assemblies

End-of-Quarter Honor Roll Assemblies will be held at the end of the second full week after the end of each quarter. At these assemblies, students will be recognized for their achievements in both academics and character. At the Assemblies, there will be student presentations highlighting what they have learned in Academics and Hifdh.

Principal's Academic Honor Roll	All A's
High Academic Honor Roll	A's and up to Two B's
Academic Honor Roll	All A's and B's
Exemplary Behavior/Character Awards	Awarded to students showing exemplary behavior and conduct as defined in Qur'an and Sunnah (Twice per Year)

Temple Terrace Outstanding Student Citizen Awards Luncheon

Each year, the City of Temple Terrace Chamber of Commerce recognizes one student from the highest grade level at each Temple Terrace school. Awardees are nominated by their Bayaan Academy teachers; nominations are based on academic achievement, leadership, and citizenship.

Competitions

Throughout the year, competitions will be held at different grade levels and in different academic and extracurricular areas. The purpose of these competitions is to prepare students to excel in their areas of strength and become competitive in areas where they may not be as strong. It is our hope that these competitions will also build students' confidence levels and leadership skills. Students are encouraged to participate in these competitions and to prepare for them to the best of their abilities. Some of the competitions include: Spelling Bees (Arabic & English); Qur'an Competition; STEM Fair; Essay; & Sports.

Graduations

Bayaan Academy will have four graduations for Bayaan Academy students: Kindergarten, Grade 5, 8 and 12.

Graduations will be held at a venue that is large enough to accommodate all families of graduates and will include student presentations, awards, and awarding of diplomas. A Graduation Fee will be included in fees required by students in these grade levels.

Snacks

Snacks will not be provided by the school; students are required to bring them from home. Snacks should be nutritious and CANNOT include: Any nuts or any products containing nuts, candy, chocolate bars (even Minis), hot fries/Takis, soda or gum, frosted cakes, cookies, and/or donuts, fried donuts.

Emergency snacks will be provided if students are sent to school without any food. Parents will be contacted to verify the student will be able to eat what will be provided by the school in case of an emergency. Parents will also be reminded to send at least two nutritious snacks.

Lunch

Students are expected to bring nutritious lunches to school on a daily basis. Bayaan Academy does not have room to store or refrigerate food, nor does it have the capability to heat students' food. Students should bring foods that need to stay cold in thermal lunch boxes/containers and should bring hot foods in thermoses. Parents should ensure that the quantity of food sent can be completed in one day to eliminate waste. Efforts should be made to send foods/drinks that are low in refined sugar and that will provide healthy calories and not empty calories.

Students can order food on a monthly basis up to four days per week but must provide their own drinks and snacks. All students must bring their own lunch on Fridays.

Sharing/Trading Food & Drinks

For students in K to Gr. 5, sharing for food and/or drinks is NOT allowed out of regard for food allergies and sensitivities, unless so instructed by a teacher/administrator with a student who does not have food. For students in Gr. 6 - 12, sharing of food is allowed unless parents let us know otherwise via email to frontdesk@bayaanacademy.org. Sharing of drinks is not allowed for anyone.

Restricted Foods

Restricted foods are foods which cannot be given to or be in the possession of students at any time. These are:

- Nuts
- Soda
- Caffeinated Drinks
- Gum
- Candy
- Frosted cookies, cakes, or donuts

- Fried donuts
- Any products containing pork and/or alcohol by-products

It should be noted that all meats provided by the school, parents, students, or others at Bayaan Academy functions must be thabeerah, and every effort should be made to ensure that no pork byproducts (i.e. gelatin) or alcoholic ingredients (i.e. vanilla extract) are not allowed in the food/drinks provided.

Uniform & Dress Code

General Expectations

Every student is expected to be neat and clean. Being neat and clean includes having clean and well-groomed hair; clean and trimmed fingernails; clean teeth; and clean and unwrinkled clothing. Every student is also expected to wear the Bayaan Academy uniform or abide by the Bayaan Academy dress code at all times, as long as they are on school campus or are at any school event. Students not willing to follow said policies, including dress code, will be asked to no longer participate.

Parents and/or students should contact the Campus Director with questions about the uniform and dress code policy.

- Clothes must be the right size and length and in good condition the whole year. Students who outgrow their uniforms or wear them out will be asked to purchase new uniforms.
- Fabric cannot be form-fitting
- No joggers or cargo pants allowed
- No jeans allowed unless permission is given for specific field trips (horseback riding, etc.)
- No visible jewelry, except for stud earrings for girls under Gr. 6
- The school can provide recommendations for websites to order uniforms, specific items, etc., upon request.

All Students:

- **Shoes:**
 - Close-toed & close-backed. Any color, solid or mixed. No lights or wheels. For purposes of safety and salaah, students should wear only shoes with NO laces.
- **Socks:**
 - Any color, solid or mixed. On school picture days, parents should keep in mind how the colors of the socks might clash with the colors of the uniform pants.
- **Fingernails:**
 - Must be cut and clean at all times.
- **Boys' Haircuts:**
 - Must be neat. Hair must be cut above the brows, above the ears and above the collars. Hair must be kept clean, neat, and cut to where it is above the eyebrows, the ears, and the collar.
 - Gr. 6 and up, if boys grow their hair, it must be pulled back into a ponytail or in two braids behind the ears, as per the sunnah. It must still be above the eyebrows, the ears, and the collar.
- **Girls' Hair:**
 - Must be neat and well-kempt. Headbands must be plain and flat with no attachments.

The following are NOT allowed at any time for any of the grade levels, even on Picture Days:

High Heel Shoes; Jeans; Shorts; Stretch Pants; Leggings; Tights & Make-Up (*Including kohl, clear nail polish, etc.*)

Boys and Girls are free to mix and match their uniform with the following colors: Navy Blue, Khaki, Black, and White

Boys Regular Uniform (K - Gr. 12)

- Pants (loose, plain or pleated); no joggers
- Polo Shirts, untucked
- Gr.6-12 shirts should be long enough to cover their awrah while making rukuu3 and sujood. Boys can wear collared Qamees or similar shirts, as long as they match the school colors.

Girls Regular Uniform:

K– Gr.5:

- Pants must be loose and not form fitting (tights and leggings are not allowed)
- Polo Shirts with jumpers or Polo Dresses.
- Jumpers and polo dresses need to be at least knee length.
- White Amira Hijab (not required).
- Prayer Head Covering that covers arms for all girls praying in the Musalla.
- No jewelry except tiny earrings or studs in ears.

Gr. 6-12:

- Abayas or knee length tunics with loose fitting khaki or navy-blue pants underneath (Tights and leggings are not allowed)
- Hijab: Choice of the following colors: White, Beige, Navy, Gray or Black (no lace, sparkles, prints, etc.)
- Boys' Thobes: White, Beige, Navy, Gray or Black (no sparkles, prints, etc.)
- No visible jewelry

Field Trip & PE Uniform

- The Bayaan Academy T-Shirt (boys) and the girls' PE uniform are required on Field Trips and for PE.
- Sweat, sports, or yoga pants (loose) can be worn: Navy Blue, Black or Gray.
- For PE, Gr. 6-12: Knee-length tunic or jumper with uniform pants or with loose athletic pants.

Friday Uniform**Kindergarten - Grade 5**

Boys may wear traditional clothing. Regular uniform pants must be worn, even if shirts are not uniform shirts. If they are wearing thobes or sharwaal/qamees, they may wear matching color pants. Friday uniform must remain on throughout the day including recess/lunch.

Girls may wear different color abayas and/or hijabs.

Grade. 6-12

Boys may wear dress shirts, different color polo shirts or traditional clothing. NO designs or logos. Regular uniform pants must be worn, even if shirts are not uniform shirts. If they are wearing thobes or sharwaal/qamees, they may wear matching color pants. Friday uniform must remain on throughout the day including recess/lunch.

Girls may wear different color abayas and/or hijabs.

SUMMER SCHOOL DRESS CODE

- Boys: Shirt and pants; no shorts or jeans. Athletic pants are fine.
- Girls: Hijabs: School Issue or Similar – Will be Allowed (See Specific Policies Below)
- Shirts: Must follow the fingertip rule (Gr. 6 & up)
- Pants: MUST be LOOSE
- Abayas: NOT Belted; NOT Fitted

Outerwear

Students have the option of wearing Bayaan Academy sweatshirts/hoodies OR plain gray, black or navy sweatshirts and/or hoodies. Sweatshirts/hoodies with logos or designs will not be allowed. All outerwear, such as coats, hats, boots and gloves should be labeled with a permanent marker, so that the owner of such items can be identified easily.

Pet Policy

No student is allowed to bring any animals and/or pets to school at any time without first receiving written permission from an administrator.

Safety & Security**Drop-Off/Pick-Up Area & Parking Areas**

Parents and visitors are asked to use extreme care while driving onto/off campus and are expected to follow designated traffic-flow patterns. While waiting in the drop-off/pick-up lane, parents should pull up close to the car in front and should not expect to pick-up their child(ren) until they have pulled up to the designated spot.

Parents are asked to refrain from talking on the phone or texting during the drop-off/pick-up processes.

Bayaan Academy will be using the PikMyKid app to better facilitate the pick-up process.

Playground / Designated Play Areas

Bayaan Academy's outdoor areas include the fenced playground, the basketball area, and the City of Temple Terrace Omar Lightfoot Park and the Tennis Courts.

Students will be encouraged to play outdoors when the weather permits. If a child needs to remain indoors for serious health reasons, the parents must send a detailed note to the teacher explaining why the child needs to remain indoors. If the request extends three (3) days in length, a letter from the child's doctor will be required.

All outdoor activities on Bayaan Academy playgrounds and play areas are supervised. With that in mind, we also expect that:

- The safety of the entire play area is to be considered at all times.
- Students should watch where they are running and should play away from school buildings, parking spaces, or the road.
- Students should not climb trees, poles or fences or climb over the tennis nets.
- Students should always remain in the play areas to which they are assigned.
- Balls may not be kicked or thrown against buildings, fences, play equipment or other individuals.
- Should a ball be kicked out of the designated play area accidentally, the student kicking it out must inform the teacher/adult on duty immediately.
- If anyone should get injured during recess or any other play time, a student should inform the teacher/adult on duty immediately, and necessary steps must be taken to ensure the student receives appropriate care, incident reports are completed, and parents are contacted if needed. It should be noted that Bayaan Academy carries Student Accident Insurance which covers all injuries or treatment not covered under parents' insurance plans.

Any behavior deemed to be a deviation from proper playground/play area etiquette will result in the student being removed from the area and disciplined in accordance with the Bayaan Academy Discipline Policy.

Fire & Emergency Drills

Fire Drills will be conducted once per month. Tornado & Emergency Evacuation Drills (Hurricane, Bomb Threat and Lock-down) will be conducted at least once per year.

Non-Instructional Devices/Materials

Games, electronics, trading cards, and other non-instructional materials should not be brought to school unless so authorized by the Campus Director.

Personal Laptops

Students may not bring personal laptops to school; the school provides chromebooks for their use.

Student Drivers/Parking

As a student at Bayaan Academy, please understand that being able to drive to school is a privilege and one that must be taken seriously. It is a privilege, which can be revoked if a student driver does not adhere to the school policies. Each student driver must submit a completed Student Driver Form, which states that students are responsible for adhering to the following directions and regulations.

Each student driver must:

- Register his/her vehicle with the office.
- Provide proof of insurance and a valid FL driver's license.
- Follow school speed regulations. A speed limit of 5 mph will be enforced on the Bayaan Academy campus.
- NOT dig out, burn off, spin tires or engage in any similar activities.
- NOT "cruise" while on campus.
- Park his/her vehicle in the designated parking area (past the basketball court) immediately after arriving on campus.
- NOT sit on or loiter near his/her vehicle or any other vehicle on campus.
- Note that the parking areas are monitored by administrators.
- Note that any car parked in an unauthorized parking area will be towed.
- Observe all directional signs: One way, speed limit, stop, etc.
- Practice safe and courteous driving habits.
- Conduct him/herself as ladies and gentlemen in his/her vehicle.

- Understand that each vehicle is private property, and that he/she cannot remove anything from another person's vehicle.
- NOT possess in his/her car alcohol, tobacco or drugs of any form, opened or unopened, at any time.
- Keep his/her car locked at all times.
- Note that any vehicle on school property is not the responsibility of the school, and that the school is not liable for any damage and/or theft.
- Operate his/her vehicle only.
- Note that the school reserves the right to search any vehicle if reasonable suspicion exists to do so.
- Note that he/she cannot go to his/her car during the school day.
- Turn in his/her keys on a daily basis to the office.
- Sign an acknowledgment form agreeing to abide by these policies.
- Students drivers picking up another student (s) should be:
 - Of the same gender unless they are siblings
 - Accompanied by one of their parents

Student drivers are expected to be on time. School's tardy policy will be implemented.

Student drivers will not be allowed to go to their cars during the school day without permission from an administrator.

Money

Parents are encouraged not to allow students to carry too much money, which can be lost or misplaced.

Use of School Telephone and/or Staff/Administrator Cell Phones

The school and staff/administrator phones should be used only for school purposes. For this reason, children are not allowed to use them except in an emergency.

Birthdays & Other Holidays besides the Two Eids

Birthday cakes, cookies, treats, etc. cannot be brought to school to commemorate student birthdays, nor invitations to birthday parties. The same policy applies to Halloween, Christmas, Valentine's Day, etc.

Interaction with the Media

- Any requests made by the media for interviews should be forwarded to the Principal.
- Bayaan Academy personnel, parents and/or students will only answer questions with prior approval from the Principal.
- If students are to be interviewed, written consent from the parents should be on file.

Musical Instrumentation

Musical instrumentation will not be allowed unless necessary for the educational process.

Student Photographs &/or Videos

Students are photographed/video-taped throughout the year for promotional materials and for use on the website and/or the Bayaan Academy Facebook page. Any parent NOT wanting their children's pictures used for such purposes needs to submit a letter to the administration thus stating.

Distribution of Written Materials on Campus

Any materials (business cards, flyers, etc.) must be approved by the principal before distribution.

Area Rules

Classroom Rules

- Arrive to class on time.
- Be seated and prepared to learn when class starts, this includes having sharpened pencils, having homework, books and notebooks ready, etc.
- Always show respect for everyone in the class (teacher & students). Treat people the way you want to be treated.
- Listen to the teacher and/or other students without interruption. Wait your turn before speaking.
- When in doubt, always ask questions.
- No food or drink in the classroom, including gum, candy, and water.
- Use the restroom and get water between classes or during lunch. Please do not ask to leave the class unless it is an emergency.
- Students will obey all school rules while in the classroom.
- Have a positive attitude.
- Hats and hoods shall not be worn inside the building. Please remove hats/hoods upon entering the building.
- Stay on task and participate in class activities/discussions.
- Keep hands and feet to yourself and keep feet off school furniture.
- Sit upright and do not slouch.
- The class is dismissed by the teacher and NOT by the clock.

Lunch Rules

- Eat only in assigned areas.
- Keep food off the floor.
- Stay at one table until you are finished eating.
- Talk quietly and only with those students at your table.
- Clean up your area after finishing your meal.
- Return to class only when dismissed by your teacher or the teacher on duty.

Yard/Playground Rules

- Be prompt in leaving the yard/playground to get to salaah or class.
- Always stay within the school property.
- Speak to others politely and without raising your voices.
- Stay off trees and fences.
- Stay out of parking areas.
- Observe and obey safety rules.
- Listen to and obey teachers and/or other adults on duty.
- Keep school grounds clean and clear of all personal belongings and/or garbage.
- Treat all students and adults with respect.

Bathroom Rules

- Clean toilet seat after use.
- Boys are to sit, not stand, when using the bathroom.
- Clean yourself with water, as per the sunnah.
- Wash your hands with soap when you are finished.
- Finish your business in the bathroom quickly without socializing and playing.
- Place used toilet paper in the waste baskets/garbage cans and not in the toilet.

School Property Rules

- Keep all school furniture and property free of damage.
- Keep all school furniture and property free of graffiti.
- Show responsibility and respect for school equipment: TV's, Computers, etc.
- Follow allowed access rules for computers.

Hallway / Stairway Rules

- Show respect for others.
- Walk quietly in the hallways; speak in a normal tone of voice; no yelling or screaming.
- No running, shoving or pushing; keep your body to yourself.
- Keep to the right of the hallway or stairway and walk behind the person in front of you.
- Go directly to your next class.
- Keep hallways clean, no littering.

Musallah Rules

- Make wudu and be dressed appropriately before entering the musallah.
- Approach the proper entrance (Boys / Girls) and place shoes neatly on the shelves by the entrances.
- Stand on the designated line and pray two rak3ahs (tahiyyat-ul-masjid) if there is time.
- Sit quietly and wait for prayer to start. Make thikr while waiting for salaah to begin.
- After completing prayer, make tasbeeh and listen to the khatirah and/or instructions/reminders being given.
- Once dismissed, leave quietly and in an orderly fashion, put on shoes, and return to classrooms/designated areas.

Dismissal Rules

- Exit the building with your teacher or a designated adult and stay in the designated area until called to leave.
- Proceed directly to your car upon arrival.
- Follow the directions given by teachers/adults on duty at all times.
- Keep personal items with you at all times.
- Stay off playground equipment and away from balls, etc.
- Do not eat or drink during dismissal time.
- Remain in full uniform (including hijab for girls) while on-campus.
- Bad weather dismissal will be from the front of the building.

Behavior Expectations & Consequences

Policy Statement

Bayaan Academy aspires not only to provide quality education and high academic performance; it is also obligated to promote and maintain a high standard of personal conduct and discipline by following the school behavior expectations. The school is not only a place of learning academic concepts and skills, but also a place to learn Islamic Akhlāq (manners) and practice it in our daily lives. Students are expected to enhance the image and reputation of the school by observing high standards of Islamic Akhlāq and exemplary behavior. Parents must assume the responsibility to reinforce these values at home. Teachers are required to emphasize and demonstrate Islamic Akhlāq during school hours and in their daily lives. The school has adopted policies and procedures, which, when implemented, will help to ensure a safe and pleasant learning and working environment for students and teachers.

Narrated by Abdullah Bin Amr: The Prophet SAWs said, “A Muslim is the one who avoids harming Muslims with his tongue and hands.” (Reported in Sahih Al-Bukhari).

Student Misconduct

This section describes a broad range of misconduct, which is not allowed in school. Any misconduct not covered in the list will be left to the discretion of the classroom teacher and/or administrators. The policy and procedures will apply to actions by students during school hours; before and after school; while on school property; and during school-sponsored events, including transportation on school-arranged vehicles. All disciplinary actions will include a conference between the teacher (and / or administrator) and the student, followed by a notification to the student’s parents or guardian. The student, parent or guardian who feels that the action taken is unwarranted or unjustified has the right to appeal to the next higher administrative authority.

The intent of the disciplinary process is instructional and corrective, not punitive. Due consideration will be given to all mitigating circumstances prior to the disciplinary action and will ensure due process to each student. Corporal punishment of any kind will not be tolerated or accepted at Bayaan Academy.

Students exhibiting discipline problems will be referred to the Campus Director for guidance and/or consequences. Each student will be dealt with on an individual basis, with communication taking place between the Campus Director, the referring teachers and the parents, when necessary. If required, depending on the severity of the offense, the student may then be referred to the principal.

Bullying and Infractions against Other Students

Bayaan Academy has a zero-tolerance policy when it comes to any sort of bullying behavior.

Bullying Behavior is defined as “repeated, aggressive actions with an intentional power imbalance, and includes physical (hitting, damaging belongings), verbal (name-calling, threats, rumors), social/relational (exclusion, manipulation), and cyberbullying (online harassment).

The Reporting Process will be the same as that outlined under Reporting Misconduct in the Code of Ethics Policy.

Due Process

Any student or parent will be afforded due process in disciplinary matters.

Students:

- A notification of the violation.
- An opportunity to present his/her side of the story to the appropriate school personnel.
- Students will be reminded to tell the whole story as accurately as possible, without adding/omitting details.
- Students will be asked to write an account of what happened.

Parents:

- A written notification of the violation and the consequence decided by the school.
- Twenty-four-hour notice to meet with the proper school personnel for a fair and impartial conference, unless the student’s behavior is so disruptive that he/she cannot complete the academic day.

Behavior Guidelines

No.	Behavior Guidelines	Consequences for Not Meeting Behavior Guidelines
G01	All students are expected to maintain the neatness and cleanliness of their area.	1st - 3rd offense: Reminder to student and notice to parents. 4th offense: Student will serve after school detention and clean the building and/or campus for a period of no less than 20 minutes and no more than 30 minutes depending on need. Conference with parents & student presentation to other students.
G02	Students are expected to keep all their belongings in assigned areas.	
G03	Chewing gum is not allowed anywhere in school or during any school-sponsored activities.	
G04	Students are expected to abide by the uniform/dress code policies at all times while at school or at school events.	1st - 3rd offense: Reminder to student and parents. 4th offense: Parents will be called to replace the shirt, pants, or shoes, and the student will miss recess.
G05	Shoes with any kind of wheels are not allowed due to safety concerns.	1st - 3rd offense: Reminder to student and parents. 4th offense: Parents will be called to replace the shirt, pants, or shoes, and the student will miss recess.
G06	Students are not allowed to wear sweaters, sweatshirts, or other outer garments with any pictures, writing or logos on them, besides the Bayaan Academy logo and/or mascot.	1st - 3rd offense: Reminder to student and parents. 4th offense: Student must take off the sweater, hoodie or jacket. In cases of excessive cold, students must remain indoors.
G07	Makeup, nail polish, eyeliners and jewelry, beyond what is allowed in the Uniform Policy, are not allowed.	1st - 3rd offense: Reminder to student and parents. 4th offense: Student will take off the jewelry or makeup. Student will serve after school detention. Conference with parents & student presentation to other students.
G08	Students are expected to follow area rules at all times.	1st - 3rd offense: Reminder to student and parents. 4th offense: Conference with parents & student presentation to other students.
G09	Students are not allowed to bring cell phones, hand-held game systems, or any other non-educational materials, etc. to school.	1st offense: All unauthorized electronics will be confiscated, and parents must meet with the administration in person to retrieve the item(s). 2nd offense: The device will not be returned until the end of the year. Student presentation to other students.
G10	Parents will be asked to monitor and limit students' social media accounts (Facebook, Instagram, Twitter, Snapchat, etc.). Bayaan Academy will not be responsible for exchange of comments or content between students or others on social media outside of school time or school-sponsored activities.	Administration will meet with involved parties, and appropriate consequences will be determined on a case-by-case basis depending on the incident.
G11	All meetings (students, parents) taking place on the school premises should be conducted only with prior administrative approval (Campus Director or Principal).	Administration will meet with involved parties, and appropriate consequences will be determined on a case-by-case basis depending on the incident.
G12	All flyers (students, parents, staff) or notes must be pre-approved by the Campus Director or Principal before being posted anywhere on school premises.	Administration will meet with involved parties, and appropriate consequences will be determined on a case-by-case basis depending on the incident.

Policy Infractions

Policy Infractions are based on severity. Disciplinary actions are recommended for each category.

Group I - Policy Infractions

No.	Group I - Policy Infractions	Group I - Consequences
I101	Persistent tardiness to school or class (more than 5 times per month).	1st-2nd offenses: Verbal warning to student and written warning to both parents through email and a sincere apology if the offense was against another person. 3rd offense: Presentation about timeliness and respecting schedules. After 3rd offense: Missing recess for the number of minutes equal to the number of minutes late. For student drivers, driving privileges will be suspended for one week.
I102	Writing on school property.	1st-2nd offenses: Verbal warning to student and written warning to both parents through email. 3rd offense: Presentation about respecting others' property. After 3rd offense: 30 minutes of After School Detention to clean; what they are cleaning will depend on what they wrote on.
I103	Displaying excessive inappropriate behavior that is disruptive to the orderly process of classroom instruction.	1st-2nd offenses Students will not be allowed to attend the period and will be sent to the Campus Director. Written Notice will be emailed to both parents. Presentation about respecting others. 3rd offense: Student will be referred to the Principal for consequences. After 3rd offense: 1 Day Suspension. After 4th Offense: Move to Group II consequences. Note: Classroom teacher will handle daily classroom management behavior.
I104	Excessive late or missing assignments (Three assignments per month for one class).	1st offense: Verbal warning to student and written warning to both parents through email. Presentation by student to classmates. 2nd offense: No recess for the week, to complete missing assignments, notifying both parents through email. 3rd offense: Conference with Parent/Teacher/Student/Campus Director to discuss Bayaan Academy's expectations, continuing to miss recess. After 3rd Offense – Recommendation for non-admission the following year.

Group II - Policy Infractions

No.	Group II - Policy Infractions	Group II - Consequences
I201	Skippping classes without a valid excuse	1st Offense – Admin/Student/Parent Conference plus student presentation and a sincere apology if the offense was against another person. For cheating or plagiarizing on an exam, the student will receive a grade of zero in addition to any other consequences. 2nd Offense – Lunch detention for one week. Also includes consequences from above. 3rd Offense – Recommendation for non-admission the following year.
I202	Leaving the classroom without permission	
I203	Not telling the truth (lying)	
I204	Forgery	
I205	Plagiarizing or cheating on quizzes/exams	

Group III - Policy Infractions

No.	Group III - Policy Infractions	Group III - Consequences
I301	Using unkind or intimidating language or actions towards or about others.	1st Offense – Admin/Student/Parent Conference plus student presentation and a sincere apology if the offense was against another person. 2nd Offense – Lunch detention for one week. Also includes consequences from above. 3rd Offense – Recommendation for non-admission the following semester.
I302	Use of profane, abusive, immoral, and offensive language or gestures or any other behavior which is un-Islamic.	
I303	Backbiting against any student or adult.	
I304	Disobeying or disrespecting school authority.	
I305	Passing vulgar remarks or gestures to others.	
I306	Failing to abide by school rules and regulations.	
I307	Smoking or bringing any tobacco products on school premises	

Group IV - Policy Infractions

Although other schools have discipline policies that include the following violations, they are in no way expected to occur at Bayaan Academy. In case of occurrence, immediate expulsion will be seriously considered.

No.	Group IV - Policy Infractions	Group IV - Consequences Disciplinary action will be reviewed case by case to determine specific consequences from those below.
I401	Stealing, extortion, robbery.	1st offense - Parent / Teacher /Student/Principal conference 1-5 days out of school suspension. Also includes consequences from group II (Possible recommendation for Immediate Expulsion) 2nd offense - 3-5 days out of school suspension. Also includes consequences from group II (Possible recommendation for Immediate Expulsion) 3rd offense – Expulsion from Bayaan Academy
I402	Verbal and/or written threats to life or property against other students.	
I403	Vandalizing, defaming, or destroying school property or property in the school's premises.	
I404	Bringing a weapon to school.	
I405	Assault or fighting.	
I406	Use of alcohol, narcotics, and other illegal drugs.	
I407	Bomb or arson threat.	
I408	Bringing vulgar or immoral material to school.	
I409	Islamically-prohibited conduct between boys and girls.	

Afterschool Detention

Students in grades 2 –12 will be eligible for after-school detention based on their behavior. Students receiving the detention will be given a form to be signed by a parent or guardians.

Expulsion

Expulsion is the cancellation of the student's enrollment at Bayaan Academy for the remainder of the year without any refund of fees paid. Readmission in subsequent years can only be considered upon the presentation to the admissions committee of proof that the student's behavior problem has been addressed and improved, successful completion of the previous grade, and availability of a seat in the grade needed.

Appeal Process for Expulsion

Parents may appeal in writing any disciplinary action taken by the school administration or any other matter to the Principal. If, after the principal makes a decision, the parents are still not satisfied with the decision, they may request the decision be reviewed by a committee made up of the teacher involved, the Campus Director and the Principal; they may also request to meet with the full committee. After hearing all sides of the case, a final decision will be made by the Principal.

Disciplinary Records

Disciplinary records are part of the student's confidential records and are not available for access by other than the student, his/her parents, the Campus Director, the Vice Principal, the Principal and the Board of Bayaan Academy. The school reserves the right to forward these records to transfer schools based on the pertinence and severity of the offenses in the records.

Amendments &/or Addendums

Amendments may need to be made during the school or addendums added. If this occurs, written notice will be sent to parents, so that they are aware of these changes.

Standards of Ethical Conduct

It is the mission of Bayaan Academy to foster a God-conscious culture where everyone is valued and respected, providing a nurturing environment which cultivates students' creativity and their academic, social-emotional, physical and spiritual growth.

As such, every member of the Bayaan Academy team believes in complying with the Principles of Professional Conduct as set forth by the Florida Department of Education. These principles are reiterated below:

1. Our school values the worth and dignity of every person, the pursuit of truth, devotion to excellence, acquisition of knowledge, and the nurture of democratic citizenship. Essential to the achievement of these standards are the freedom to learn and to teach and the guarantee of equal opportunity for all.
2. Our primary concern is the student and the development of the student's potential. Employees will therefore strive for professional growth and will seek to exercise the best professional judgment and integrity.
3. Our faculty and staff:
 - a. Shall make reasonable effort to protect the student from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
 - b. Shall not unreasonably restrain a student from independent action in pursuit of learning.
 - c. Shall not unreasonably deny a student access to diverse points of view.
 - d. Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
 - e. Shall not intentionally expose a student to unnecessary embarrassment or disparagement.
 - f. Shall not intentionally violate or deny a student's legal rights.
 - g. Shall not harass or discriminate against any student on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition, sexual orientation, or social and family background and shall make reasonable effort to assure that each student is protected from harassment or discrimination.
 - h. Shall not exploit a relationship with a student for personal gain or advantage.
 - i. Shall keep in confidence personally identifiable information obtained in the course of professional service, unless disclosure serves professional purposes or is required by law.
4. Our faculty and staff are aware of the importance of maintaining the respect and confidence of colleagues, of students, of parents, and of the community. Employees of our school must display the highest degree of ethical conduct. This commitment requires that our employees:
 - a. Shall maintain honesty in all professional dealings.
 - b. Shall not on the basis of race, color, religion, sex, age, national or ethnic origin, political beliefs, marital status, handicapping condition if otherwise qualified, or social and family background deny to a colleague professional benefits or advantages or participation in any professional organization.
 - c. Shall not interfere with a colleague's exercise of political or civil rights and responsibilities.
 - d. Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.
 - e. Shall not make malicious or intentionally false statements about a colleague.

Training Requirement

All instructional personnel and administrators are required, as a condition of employment, to complete training on these standards of ethical conduct.

Reporting Misconduct by Instructional Personnel and Administrators

All employees and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the mental, emotional and/or physical health, safety, or welfare of a student. Examples of misconduct include obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors. Reports of misconduct of employees should be made to the Principal, Sr. Magda Elkadi Saleh. She may be contacted via email (magdasaleh@bayaanacademy.org), by telephone (813-493-3035), or by meeting with her.

Reports of misconduct committed by administrators should be made to the Chairman of the Board of Directors, Dr. Imad Dibo. He may be contacted via email (imaddibo@bayaanacademy.org) or telephone (706-816-9606).

Legally-sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affect the health, safety, or welfare of a student are posted in Bayaan Academy's Faculty and Staff Handbook.

Reporting Child Abuse, Abandonment or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: <http://www.dcf.state.fl.us/abuse/report/>. Employees should inform the Director or Vice Principal before reporting suspected abuse to ensure that signs seen are not from a specific injury, etc. In any case that any type of sign of abuse is noticed, an Incident Report must be completed the staff-member noticing any unusual behavior or marking on a child.

Signs of Physical Abuse

The child may have unexplained bruises, welts, cuts, or other injuries; broken bones; or burns. A child experiencing physical abuse may seem withdrawn or depressed, seem afraid to go home or may run away, shy away from physical contact, be aggressive, or wear inappropriate clothing to hide injuries.

Signs of Sexual Abuse

The child may have torn, stained or bloody underwear, trouble walking or sitting, pain or itching in genital area, or a sexually transmitted disease. A child experiencing sexual abuse may have unusual knowledge of sex or act seductively, fear a particular person, seem withdrawn or depressed, gain or lose weight suddenly, shy away from physical contact, or run away from home.

Signs of Neglect

The child may have unattended medical needs, little or no supervision at home, poor hygiene, or appear underweight. A child experiencing neglect may be frequently tired or hungry, steal food, or appear overly needy for adult attention.

Patterns of Abuse

Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

Liability Protections

Any person, official, or institution participating in good faith in any act authorized or required by law or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action. (F.S. 39.203)

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under F.S. Chapter 760. (F.S. 768.095)

Bayaan Academy's Standards of Ethical Conduct is in keeping with the Florida Statutes listed below:

Florida Statutes s. 1006.061 which states:

All employees and agents of the private schools that accept scholarship students, district school boards, and charter schools have an obligation to report misconduct by an instructional personnel member or school administrator.

Florida Statutes s. 1012.796 which:

Provides authority for the Department of Education to investigate and prosecute allegations of educator misconduct.

Florida Statute 786.095 which states that:

An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee is immune from civil liability for such disclosure or its consequences unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under Chapter 760;

Florida Statute 39.203 which states:

- 1) (a) Any person, official or institution participating in good faith in any act authorized or required by this chapter or reporting in good faith any instance of child abuse, abandonment, or neglect to the department or any law enforcement agency, shall be immune from any civil or criminal liability which might otherwise result by reason of such action.
(b) Except as provided in this chapter, nothing contained in this section shall be deemed to grant immunity, civil or criminal, to any person suspected of having abused, abandoned, or neglected a child, or committed any illegal act upon or against a child.
- 2) (a) No resident or employee of a facility serving children may be subjected to reprisal or discharge because of his or her actions in reporting abuse, abandonment, or neglect pursuant to the requirements of this section.
(b) Any person making a report under this section shall have a civil cause of action for appropriate compensatory and punitive damages against any person who causes detrimental changes in the employment status of such reporting party by reason of his or her making such report. Any detrimental change made in the residency or employment status of such person, including, but not limited to, discharge, termination, demotion, transfer, or reduction in pay or benefits or work privileges, or negative evaluations within a prescribed period of time shall establish a rebuttable presumption that such action was retaliatory.