

A-0000 A
DISTRICT BELIEF STATEMENT
AND GOALS

Mission Statement

Weaving Traditional Wisdom and Modern Knowledge.

Goal Focus Areas:

- Student achievement and opportunities.
- Student support.

Measures:

- Standards-based assessments.
- Satisfaction surveys.

Adopted: November 15, 2011

A-0050 © AA
SCHOOL DISTRICT LEGAL STATUS

The official name shall be Central Consolidated School District No. 22 .

Adopted: date of manual adoption

A-0081 © AA-E

EXHIBIT EXHIBIT

SCHOOL DISTRICT LEGAL STATUS

(Legal Description)

CENTRAL CONSOLIDATED SCHOOL DISTRICT NO. 22

SHIPROCK, NEW MEXICO

The District is bounded on the north by the Colorado State Line, on the south by the San Juan County Line, on the west by the Arizona State Line and on the east by the Farmington Municipal School District Western Boundary.

**A-0150 © ABA
COMMUNITY INVOLVEMENT
IN EDUCATION**

The Board recognizes that the public has substantial resources of training and experience that could be useful to schools. The strength of the local District is in large measure determined by the manner and degree to which these resources are utilized in an advisory capacity and to the degree that these resources are involved in supporting the improvement of the local educational program.

The advice of the public will be given careful consideration. In the evaluation of such contributions, the first concern will be for the educational program as it affects the students. The final decision may depart from this advice when in the judgment of the staff and the Board such advice is not consistent with goals adopted by the Board, consistent with current educational practice, or within the reach of the financial resources available.

Adopted: date of manual adoption

CROSS REF.: [IJ](#) - Instructional Resources and Materials

[KB - Parental Involvement in Education](#)

**A-0200 © ABAA
PARENTAL INVOLVEMENT**

Based on the philosophy of the District, it is the intent of the Board that parental involvement in the District, at both the District and site levels, be defined in the broadest possible terms.

Further, it is the intent of the Board, under such a definition, that the Superintendent will, within the capabilities of the District staff and the financial limitations of the District at both the District and site levels, incorporate, to the maximum extent possible, a variety of activities, strategies, and mechanisms into the District and site structures that provide for the:

active involvement of,

active support to,

effective interaction with, and

development of

parents as active partners in a student support team effort that will enhance the capacity of all students to reach their optimum potential.

Adopted: date of manual adoption

CROSS REF.: [KB](#) - Parental Involvement in Education

A-0250 © AC
NON - DISCRIMINATION / EQUAL OPPORTUNITY

The Board is committed to a policy of nondiscrimination and equal opportunity in relation to race, color, religion, sex, sexual orientation, age, national origin, and disability. This policy will prevail in all matters concerning staff members, students, the public, educational programs and services, and individuals with whom the Board does business. The Superintendent will appoint the compliance officers and/or Title IX Coordinators.

All reports or grievances regarding discrimination in employment other than those regarding discrimination on the basis of sex should be directed to the Superintendent's office of compliance. All complaints or reports of discrimination on the basis of sex shall be directed to the Title IX Coordinator per Policy ACA.

Adopted: November 17, 2023

LEGAL REF.: [22-5-4.3 NMSA](#)
[22-31-1 NMSA et seq.](#), [School Athletic Equity Act](#)
[28-1-2 NMSA et seq.](#)
[20 U.S.C. 1092\(f\)\(6\)\(A\)\(v\)](#), [Sexual Assault](#)
[20 U.S.C. 1400](#), [Individuals with Disabilities Education Act](#)
[20 U.S.C. 1681](#), Education Amendments of 1972, Title IX
[20 U.S.C. 1703](#), Equal Employment Opportunity Act of 1972
[29 U.S.C. 794](#), Rehabilitation Act of 1973, Section 504
34 U.S.C. 12291(a)(8), (10), (30) Domestic Violence, Dating
Violence, Stalking
[42 U.S.C. 2000](#), [Civil Rights Act of 1964, Titles VI and VII](#)
[42 U.S.C. 12101 et seq.](#), Americans with Disabilities Act
34 CFR Part 106, Nondiscrimination on the basis of Sex in
Education

CROSS REF.: [ACA](#) - Sexual Harassment

[GBA - Equal Employment Opportunity](#)

[GCQF - Discipline, Suspension, and Dismissal of](#)

Professional Staff Members

[GDQD - Discipline, Suspension, and Dismissal of](#)

Support Staff Members

[IHBA - Special Instructional Programs and](#)

Accommodations for Disabled Students

[JB - Equal Educational Opportunities](#)

[JII](#) - Student Concerns, Complaints, and Grievances

[JJIB](#) - Interscholastic Sports

[JK](#) - Student Discipline

[JKD](#) - Student Suspension/Expulsion

[KED - Public Concerns/Complaints about Facilities or](#)

Services

REGULATION REGULATION

NONDISCRIMINATION / EQUAL OPPORTUNITY

Compliance Officer

The Superintendent or designee, shall be the compliance officer. Any person who feels unlawfully discriminated against or to have been the victim of unlawful discrimination by an agent or employee of the District or who knows of such discrimination against another person should file a complaint with the Superintendent or designee. If the designee is the one alleged to have unlawfully discriminated, the complaint shall be filed with the Superintendent. If the Superintendent is the one alleged to have unlawfully discriminated, the complaint shall be filed with the President of the Board.

Complaint Procedure

The District is committed to investigating each complaint and to taking appropriate action on all confirmed violations of policy. The Superintendent shall investigate and document complaints filed pursuant to this regulation as soon as reasonable. In investigating the complaint, the Superintendent will maintain confidentiality to the extent reasonably possible. The Superintendent shall also investigate incidents of policy violation that are raised by the Governing Board, even though no complaint has been made.

If after the initial investigation the Superintendent has reason to believe that a violation of policy has occurred, the Superintendent shall determine whether or not to hold an administrative hearing and/or to recommend bringing the matter before the Board.

If the person alleged to have violated policy is a teacher or an administrator, the due process provisions of the District's Policy GCQF shall apply, except that the supervising administrator may be assigned to conduct the hearing. In cases of serious misconduct, dismissal or suspension proceedings in accordance with policy may be initiated.

If the person alleged to have violated policy is a support staff employee, the Superintendent may follow due process and impose discipline under Policy GDQD if the evidence so warrants. The Superintendent also may recommend a suspension without pay, recommend dismissal, or impose other appropriate discipline.

If the person alleged to have violated policy is a student, the Superintendent may impose discipline in accordance with policies JK and JKD.

If the Superintendent's investigation reveals no reasonable cause to believe policy has been violated, the Superintendent shall so inform the complaining party in writing and the matter shall be considered closed.

Timelines

The complaint must be filed within thirty (30) calendar days after the complaining party knew or should have known that there were grounds for a complaint/grievance.

Once the written complaint has been filed using the forms provided by the District, the Superintendent shall require the immediate supervisor or site administrator to investigate and respond in writing to the complaining party within five (5) working days.

If the immediate supervisor or site administrator does not respond, the Superintendent will have ten (10) additional working days to respond in writing to the complaining party.

If the Superintendent does not respond within the established time, then the complaining party may request in writing that the issue be brought before the Board. The Board will then review the record of the investigation and have thirty (30) days to respond to the complaining party in writing.

EXHIBIT EXHIBIT

NONDISCRIMINATION / EQUAL OPPORTUNITY

COMPLAINT FORM

(To be filed with the compliance officer as provided in AC-R)

Please print:

Name _____ Date _____

Address _____

Telephone _____ Another phone where you can be reached _____

During the hours of _____

I wish to complain against:

Name of person, school (department), program, or activity _____

Address _____

Specify your complaint by stating the problem as you see it. Describe the incident, the participants, the background to the incident, and any attempts you have made to solve the problem. Be sure to note relevant dates, times, and places.

Date of the action against which you are complaining _____

If there is anyone who could provide more information regarding this, please list name(s), address(es), and telephone number(s).

Name Address Telephone Number

The projected solution

Indicate what you think can and should be done to solve the problem. Be as specific as possible.

I certify that this information is correct to the best of my knowledge.

Signature of Complainant

The compliance officer, as designated in AC-R, shall give one (1) copy to the complainant and shall retain one (1) copy for the file.

**A-0300 © ACA
SEXUAL HARASSMENT**

All individuals associated with this District, including, but not necessarily limited to, the Governing Board, the administration, the staff, and students, are expected to conduct themselves at all times so as to provide an atmosphere free from sexual harassment.

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made by a member of the school staff to a student or to another staff member, or when made by a student to another student where:

- Submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment or education; or
- Submission to or rejection of such conduct is used as a basis for employment or education decisions affecting such individual; or
- Such conduct has the purpose or effect of substantially interfering with an individual's educational or work performance, or creating an intimidating, hostile, or offensive employment or education environment.

Sexual harassment may include, but is not limited to:

- Suggestive or obscene letters, notes, invitations, derogatory comments, slurs, jokes, epithets, assault, touching, impeding or blocking movement, leering, gestures, or display of sexually suggestive objects, pictures, or cartoons.
- Continuing to express sexual interest after being informed that the interest is unwelcome. (Reciprocal attraction between peers is not considered sexual harassment.)
- Implying or withholding support for an appointment, promotion, or change of assignment; suggesting that a poor performance report will be prepared; suggesting that probation will be failed; implying or actually withholding grades earned or deserved; or suggesting that a scholarship recommendation or college application will be denied.
- Coercive sexual behavior used to control, influence, or affect the career, salary, and/or work environment of another employee; or engaging in coercive sexual behavior to control, influence, or affect the educational opportunities, grades, and/or learning environment of a student.
- Offering or granting favors or educational or employment benefits, such as grades or promotions, favorable performance evaluations, favorable assignments, favorable duties or shifts, recommendations, reclassifications, etc., in exchange for sexual favors.

Anyone who is subject to sexual harassment, or who knows of the occurrence of such conduct, should inform the compliance officer, as provided in ACA-R.

A substantiated charge against a staff member in the District shall subject such staff member to disciplinary action.

A substantiated charge against a student in the District shall subject that student to disciplinary action, which may include suspension or expulsion.

All matters involving sexual harassment complaints will remain confidential to the extent possible.

Adopted: date of manual adoption

LEGAL REF.: [20 U.S.C. 1681, Education Amendments of 1972, Title IX](#)
[20 U.S.C. 1703](#), Equal Employment Opportunity Act of 1972
[42 U.S.C. 2000](#), Civil Rights Act of 1964 as amended, Title

CROSS REF.: [AC](#) - Nondiscrimination/Equal Opportunity

[GBA - Equal Employment Opportunity](#)

[IHBA - Special Instructional Programs and](#)

Accommodations for Disabled Students

[JB - Equal Educational Opportunities](#)

[KED - Public Concerns/Complaints about Facilities or](#)

Services

[KFA - Public Conduct on School Property](#)

REGULATION REGULATION

SEXUAL HARASSMENT

Compliance Officer

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SEXUAL HARASSMENT

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Date of the action against which you are complaining _____

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Name Address Telephone Number

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I certify that this information is correct to the best of my knowledge.

Signature of Complainant

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**A-0350 © ACB
NONDISCRIMINATION RELATED TO REPRODUCTIVE
OR GENDER AFFIRMING HEALTH CARE**

Neither a public body nor a person or entity acting on behalf of or within the scope of authority of a public body shall discriminate against or interfere with a person's rights or ability to access or provide reproductive or gender-affirming health care within the recognized medical standard of care.

Adopted: November 17, 2023

LEGAL REF.: Laws of New Mexico 2023, Chapter 11

A-0400 © ACBB
HUMAN RIGHTS ACT PROTECTION
GENDER OR GENDER IDENTITY

The New Mexico Human Rights Act provides that a governmental entity (which includes local school boards) may not refuse or otherwise limit or place conditions on services provided to a person because of gender or gender identity (among other listed conditions).

Adopted: November 17, 2023

LEGAL REF.: [28-1-7M NMSA 1978](#)
[Laws of New Mexico 2023, Ch. 29]

A-0650 AD
EDUCATIONAL PHILOSOPHY /
SCHOOL DISTRICT MISSION

The District Educational Plan for Student Success (EPSS) will be developed from a needs assessment based on data. Building administrators and their staff will jointly determine their School Improvement Plans based on student data and aligned with the District EPSS, to be achieved during the school year.

Student achievement shall be monitored, and interventions for improvement shall be initiated.

Student motivation is of primary importance in the learning teaching process. Motivation emanates from the inner being, thus the student motivates him/herself. The educator, however, provides the appropriate atmosphere; in essence he/she sets the stage for the student's motivation and continuous educational growth. (Student involvement through active classroom participation is the key to motivation.)

It is every educator's responsibility to help maintain a smoothly functioning school operation.

Educators shall respect each student's cultural heritage.

It is the responsibility of every staff member to contribute positively to high morale within the District. This morale can be developed and maintained through open communications and a cooperative spirit by individual staff members. The teaching profession is of ultimate importance to the democratic society and its preservation; therefore, it is an expectation that educators will work together in harmony and cooperation in order to afford the students of this District an adequate education.

Educators in the schools of the District shall maintain professional standards by carrying perceived problems through the appropriate administrative channels.

The Board recognizes that standardized testing measures student achievement. It is of primary importance that educators analyze the test data and use the results to structure educational programs to alleviate the performance gaps by prescriptive teaching, methodology and appropriate course content.

Every student in grades nine (9) through twelve (12) will have a written planned program of study to be used as a guide during the student's high school years. The plan will be determined in a cooperative manner involving the student, parents and school personnel.

All educational plans and programs will be conducted according to all applicable rules and regulations of the Department of Education, the Central Consolidated School Board and administrative directives. Appropriate input from community, tribe and parents will be utilized in the planning, implementation and evaluation of educational programs. This process will utilize needs assessment data, public hearing data, review of published policies and/or other means of public input.

It is essential that parents, the communities, various agencies and interested patrons be properly advised of all educational plans, programs and policies in the District. Consequently, information concerning policies, programs and educational planning will be disseminated throughout the District as required. This may include the publishing of materials for public distribution, publicly posting relevant materials, conducting public hearings and/or making materials available upon request.

The District will mail an annual District accountability report to patrons who live within the District boundaries. The report will be in the form and contain such information as required by Statute.

Adopted: date of manual adoption

A-0750 © ADB / ADC
DRUG / TOBACCO FREE SCHOOLS

See the following policies in reference to Tobacco, Alcohol and Drug Free Schools

Drug Free Workplace - GBEC

Non Medical Use or
Abuse of Drugs or Alcohol - GBECA

Tobacco Use by Staff Members - GBED

Administering Medicines to Students - JLCD

Tobacco Use by Students - JICG

Drug and Alcohol Use by Students - JICH

Tobacco Use at Public Functions - KFA

Adopted: November 17, 2023

LEGAL REF.: [24-16-3 NMSA et seq.](#), Dee Johnson Clean Air Act
[6.12.4.8 NMAC](#)
[1994 Op. Att'y Gen. No. 94-03, 1994 N.M. AG LEXIS 4.](#)
[20 U.S.C. 6083](#) Pro-Children Act of 1994 (Environmental Tobacco Smoke)
[34 C.F.R. Part 85 Drug Free Workplace Act](#)

A-0800 AEB
RECOGNITION FOR ACCOMPLISHMENT

The Board will recognize outstanding accomplishments for students and staff who have earned honors, as noted by the following criteria.

General Criteria

All New Mexico Activity Association (NMAA) state-sponsored first place winners awarded trophies or medallions for athletics and activities

**Valedictorians and Salutatorians
of each Class**

Top state or national awards for personal achievement or election that is sanctioned by the NMAA or National Association of Secondary Building Administrators.

Such honors that may be recommended by the Superintendent.

**Criteria for Recognizing
Excellence in Athletes**

Plaque to:

- Coaches whose teams receive a first-place trophy in a championship game or event.
- Individual students who place first in a state championship.

Medallion to students who are members of a team which receives a first-place trophy in a state championship competition.

The New Mexico Athletic Activity Association provides plaques and medallions.

**Criteria for Recognizing Excellence in
Academics and Activities**

Plaque to:

- Valedictorians and Salutatorians.
- Individual students who place first or receive the highest honor awarded in activities or performances at the state level.

Medallion to:

- National Merit Scholar finalist and semi-finalist.
- Students who receive a gold medal or honor designation in activities or performances at the state level.

When students achieve first place at state-level competitions, monetary donations to:

- Activity accounts.
- Booster clubs.

Plaques, medallions and monetary donations are provided by Central Consolidated School District (CCSD).

Criteria for Recognizing Others

Plaques or medallions also may be presented to parents, community members and employees as recommended by the Superintendent. The Board may recognize District employees who have earned awards or have brought recognition and honor to the District in other ways.

Building administrators may recommend to the Superintendent individuals from their schools who have made significant achievements at state level competition. The Superintendent will determine the type of award.

Adopted: date of manual adoption

