

Welcome to a new year!

Remember Operation Honeycomb:

“Pleasant words are a honeycomb;
sweet to the soul and healing to the bones.”
~Proverbs 16:24

Our mission this year is:
Be kind!

This will be our prayer each day: “May the words of my mouth and the meditation of my heart be pleasing in your sight, O Lord, my Rock and my Redeemer.” ~Psalm 19:14

Please carefully review the important policies and procedures in this handbook, and keep it on hand for reference throughout the year.

Note: This handbook and the policies contained within are subject to revision at any time during the school year.

Mission Statement

Freedom Christian Academy partners with parents to train students to love God and others, to serve, and to excel.

Revised 6/18/13

Beliefs

- Each individual is created in the image of God and is therefore unique and has value and worth.
- Each student will grow in understanding of God's will for his/her life through Christian leadership and the teaching of Biblical truths.
- High expectations for both teachers and students will result in a greater level of achievement, bringing glory to God.
- Behavior is transformed when the heart of an individual is transformed.
- Christian education is most effective when home, school, and church engage in a unified partnership.
- The most fruitful environment is cultivated when all work as for the Lord and not for men. (Colossians 3:23)
- Teachers should identify and nurture each student's academic and spiritual strengths.
- The school board, administration, and staff, when making decisions for the school, must be receptive and obedient to the leadership of the Holy Spirit.
- Education involves the whole child - spiritual, physical, intellectual and emotional.
- Christian identity and character are manifested in service to others.

Revised 1/18/16

Theme Scripture

"You shall know the truth and the truth shall set you free." John 8:32

Motto

"Distinctively Christian—Academically Excellent"

Goals

It is the goal of Freedom Christian Academy to:

1. nurture spiritual growth and understanding.
2. equip students with the knowledge and skills necessary to achieve academic excellence.
3. encourage personal growth, responsibility, and accountability.
4. develop Godly relationships.
5. impact our world for Christ.

Philosophy and Purpose

Freedom Christian Academy is distinctively Christian and academically excellent in its atmosphere and approach to education. Jesus Christ is the center of learning; therefore, we desire that our students come to have a personal relationship with Christ as Savior and Lord. We can best fulfill our mission when we cooperate with Godly parents to provide and model a consistently Christ-centered environment for children.

To that end, Freedom Christian Academy partners with parents and the church to provide quality Christian education from a Biblical worldview. Since Jesus Christ is not separate from any area of life, all coursework is centered on Christ, and students are taught Biblical truths in all studies and activities.

We emphasize the Biblical truth that God has a special plan for every child. Led by the Holy Spirit, we strive to equip each child to fulfill God's plan for his/her life and to live according to Christ's example. Our goal is to develop the whole person—spiritually, academically, socially, and physically. Spiritually, Scripture is the center of all studies and activities, so students are brought face-to-face with Christ in order to develop a personal relationship with him. Academically, students are expected to strive for excellence in all course work, so teachers make courses engaging and rigorous. All course work prepares students for future success. Socially and physically, students learn to properly engage with peers and adults in a school environment that is safe and nurturing.

Revised 4/21/14

Vision

When students graduate from FCA, they will

- believe they have great value in God's eyes by understanding they are uniquely created and loved by Him.
- have a personal and fruitful relationship with Jesus through salvation and discipleship.
- use their spiritual gifts to disciple, show compassion, and edify others.
- be grounded in the Word and have the skills to lead others to Christ.
- apply the knowledge, skills, and passion necessary to fulfill God's plan for their lives.
- understand that becoming a life-long learner glorifies God.
- display a work ethic and integrity that honor God (Col. 3:23).
- demonstrate servant leadership in their homes, churches, and communities.

Revised 1/18/16

Mascot

Flames

Colors

Red, White, and Navy

Admissions

All families wishing to enroll in Freedom Christian Academy must agree with and actively support the school's Mission Statement, Philosophy of Christian Education, and Statement of Faith as these will be the basis for all Biblical instruction and integration.

Students are admitted on the basis of previous school records, personal family interview, and testing when deemed necessary.

FCA admits students of any race, color, nationality, or ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students in the school. It does not discriminate on the basis of race, color, nationality or ethnic origin in the administration of its educational policies, admissions policies, or other school-administered programs.

FCA will only enroll those students whose academic, physical, and emotional needs can be met. FCA has the right to positively affect the school climate by refusing admission to or removing from the school any student or family whose influence would be detrimental to the goals of the school.

FCA will not receive students or families who have an outstanding debt at another private or Christian school.

Admission Procedures

1. An application for admission must be completed in full and submitted with the non-refundable registration fee. A copy of the student's most recent grade card and standardized testing, SAT, or ACT scores must be attached to the application.
2. Families are interviewed by a member of the administrative team to determine admission feasibility and grade placement. An admissions test may be administered to determine admission feasibility and/or grade placement.
3. Students enrolling for the first time must have: an official copy of their birth certificate (not the mother's copy), a complete medical examination form, proof of required immunizations, and social security number. Upon acceptance, all these types of information must be on file **prior** to the student's first day of school.
4. Parents will be notified of acceptance, non-acceptance, probationary placement, or waiting list by phone and/or mail.
5. **A signed financial contract must be submitted before the first day of school.**

If space becomes an issue, registration priority is as follows:

1. Current students and siblings
2. Chilhowee Hills Baptist Church members
3. New families

Lifestyle Agreement

Freedom Christian Academy's biblical role is to work in conjunction with the home to mold students to be Christ-like. Of necessity, this involves the school's understanding and belief of what qualities or characteristics exemplify a Christ-like life. The school reserves the right, within its sole discretion, to refuse admission of an applicant or to discontinue enrollment of a student if

the atmosphere or conduct within a particular home or the activities of the student are counter to or are in opposition to the biblical lifestyle the school endorses. This includes, but is not necessarily limited to, participation in, supporting, or condoning sexual immorality, homosexual activity, or bisexual activity; promoting such practices; or being unable to support the moral principles of the school. (See Leviticus 20:13 and Romans 1:27.)

Re-enrollment Procedures

Returning students must re-apply for each new school year and will only be re-enrolled provided they remain in good standing with respect to behavior, academics and financial obligations. Students who meet these conditions must submit a re-enrollment application with the non-refundable registration fee and will be guaranteed placement until February 28th. After that date, enrollment will be open to new families, and placement cannot be guaranteed.

Fees and Tuition

A non-refundable registration fee must be paid each year in order to reserve a position at Freedom Christian Academy. Fees and tuition rates will be determined by the Administration and School Board each year and will be made available before re-enrollment begins. Child care and lunches are not included in yearly tuition.

Tuition may be paid annually, biannually, or monthly. Monthly tuition must be paid by the use of ACH (automated clearing house), otherwise known as direct withdrawals, from a checking or a savings account. Families may choose the 1st, 2nd, 3rd, or 4th Friday of the month for automatic withdrawal of tuition. The ACH form authorizing automatic withdrawal must be submitted, along with the signed contract, before September 1. If funds are not available at the time of approved withdrawal, a fee of \$60 will be assessed.

If tuition has not been paid by the agreed upon date of each month, a \$60 late fee will be charged. Future payments will be applied to the delinquent balance before they are applied to current charges. Any student whose tuition account falls a month behind will be suspended and will not be allowed to return to class until payment has been made in full. A charge of \$35.00 will be assessed for all returned checks.

An activity fee is **due by July 1** and covers field trips, art supplies, music supplies, testing fees, supplemental materials, etc. A textbook fee is also **due by July 1** and covers textbook rental, all workbooks, and library fees. The growth and development fee is also **due by July 1**. ***These fees must be paid before students can attend Freedom Christian Academy.***

Student records will not be forwarded to another school until all financial obligations to Freedom Christian Academy have been satisfied.

If a student withdraws during the school year, tuition will be prorated based on the number of days the student attended FCA. The family will be responsible for the difference in the amount paid and the balance owed for actual days attended.

Fee Schedule for the 2017-2018 School Year:

Tuition for 6th-8th grades:	\$493.50 per month for 12 mos. (\$5,922 per year) <i>includes activity fee</i>
* <u>Active</u> CHBC members:	\$432.50 per month for 12 mos. (\$5,190 per year) <i>includes activity fee</i>
Tuition for 9th-12th grades:	\$557.50 per month for 12 mos. (\$6,690 per year) <i>includes activity fee</i>
* <u>Active</u> CHBC members:	\$465.50 per month for 12 mos. (\$5,586 per year) <i>includes activity fee</i>
Registration Fee (non-refundable):	\$125.00 per student
Activity Fee:	\$100.00 per student
Book Fee:	\$200.00 per student (7th – 8th) \$250.00 per student (high school)
Growth and Development Fee:	\$250.00 per student/\$500 max per family

Note: Students may not attend until these fees are paid.

In order to receive this discount the family must be active members of CHBC (attending and supporting) prior to the beginning of each semester—as evidenced by Bible Fellowship attendance. **Attendance at Bible Fellowship will be reviewed at the end of each semester (two grading periods) to determine if the family still qualifies as active. If church members letter out during the semester, the membership discount will apply until the end of that semester only. All subsequent semesters will be at non-member rates listed above.*

Fundraising

Fundraising is one way we are able to offer your child an excellent education while keeping cost comparatively low. Historically, fundraisers have financed about 10% of our total annual operating budget.

It is expected that all families participate in the joint effort of fund raising. We understand that fundraising is not for everyone; therefore, we are offering an option of making a tax-deductible donation to the school in lieu of participating in fundraising for the 2017-2018 school year*. While we do expect everyone to participate in the Stars of Freedom Gala, families would be excused from other fundraisers by making a donation of \$400 per child for the 2017-2018 school year. This should be paid prior to the beginning of the first fundraiser, which starts September 1. Please designate your donation as 2017-2018 school fund raisers.

*Families receiving tuition assistance are not eligible to opt out of fundraisers.

School Management

School Hours

The school day will begin at 8:00 a.m. and end at 3:00 p.m. The school building will be open at 7:30 each morning and all students must enter the building immediately upon arrival. No one will be allowed to enter the building prior to 7:30 a.m., and Freedom is not responsible for the supervision of students before 7:30 a.m. and after 3:10 p.m., with the exception of tutoring, athletics, or special teacher-led activities. **Any student not picked up by 3:10 will be sent to our after school care, and parents will be billed for after school care fees—no exceptions!**

Tardiness

All students are expected to be punctual. Beginning the school day on time is essential to the learning process and helps to teach our children responsibility. Any student arriving after 8:00 a.m. is tardy and must be signed in by a parent to obtain an admission slip before the student can report to class. Students who drive to school will sign in and obtain an admission slip before reporting to class. Three tardies will equal one absence.

After School Care

After school care is provided from 3:00 until 6:00 p.m. for \$10 per day. **All students not picked up by 3:10 will be sent to after school care and their accounts will be billed.** Students not picked up by 6:05 p.m. will be assessed a late charge of \$25 for each ten minutes thereafter.

Payment for after school care is expected weekly. If a family falls a month behind, the child(ren) will not be allowed to attend until payment is made in full.

Absences

A quality education requires that students be in regular attendance. Irregular attendance deprives the student of the opportunity to learn effectively. Upon returning to school after an absence, a written note signed by the parent stating the dates and reason for the absence is required. Any illness extending beyond two days will require a doctor's excuse.

FCA is required to report chronic absenteeism. After 10 parent notes (equal to 10 absences), further absences will be considered excessive. High school students who accrue more than 12 absences in any single class will not be awarded credit for that course. Excessive absences may be reported as truancy to juvenile court, and parents will be required to appear before the juvenile court judge.

One pre-arranged family trip (vacation or mission trip) will also be excused, but parents must give written notice of the upcoming trip to the principal at least two weeks in advance. If possible, assignments will be given to parents beforehand. All work is due upon return to the classroom, and any tests missed will be made up after the student returns to school.

Make-up Work

Testing and other work missed during an absence must be made up. Students who have missed class must make arrangements with the teacher to complete all work within a reasonable amount of time. In general, make-up work should be completed within the same number of days as the absence, plus one day. If a student is absent for only one day, the student will receive his/her work when he/she returns the following day. However, after the second consecutive day of a student's absence, if parents want to pick up the student's work,

the school must be notified no later than 9:00 a.m., and the work may be picked up between 3:00 and 3:30 p.m.

Planet HS/Planet K8

All students and families need to register at www.PlanetHS.com and create a user profile. Upon creating a working profile you will need to follow all classes and clubs in which your child participates. The faculty and staff of Freedom Christian Academy will utilize Planet HS as an additional source of communication.

School Performances

Students are expected to attend all performances (including when they perform at Family Night) which will be part of the music grade and could also count in other subjects. If a student cannot attend a performance, a written explanation must be submitted at least one week in advance and the absence excused by the principal, or the student will receive a zero for the missed performance. Students may also be excused for sickness with a doctor's note. A student with an excused absence may be given an alternate assignment to replace the performance grade.

Early Dismissal

When early dismissal is necessary, a note from the parent stating the time of dismissal should be given to the child's teacher in the morning. The parent must sign out the child and a staff member will summon the student. To avoid interrupting the educational process, early dismissals must be kept to a minimum.

Electronic Devices

Students are not permitted to use cell phones or other electronic devices at any time during the day, including after school care. Students will be responsible for turning in all electronic devices before the beginning of first period. All devices will be returned prior to dismissal. If an electronic device is not turned in by the beginning of first period, it will be confiscated and kept in the academy office for one week, at the end of which time a parent may pick it up, or a fine of \$20 may be paid and the phone picked up the next school day.

Teachers will have their cell phones turned off during school hours. **Please do not call or text your child's teacher during school!** Teachers will not accept calls or respond to texts while they have students. You may call the academy office at 525-7807 and leave a message, and the teacher will return your call.

Technology

An acceptable use policy will be provided at Open House. Students and parents will read, sign, and adhere to the prior to the first day of school.

Social Media

Please do not use social media (i.e. Facebook) to contact your child's teacher(s) regarding school issues. Teachers will communicate through emails, telephone, and/or in person.

Students need to be cautious about what they post on Facebook and other social media. This is not a place to criticize authority, policies, or other students. Students who post inappropriate comments, content, pictures, or videos will be subject to disciplinary action. Parents, as well, should refrain from posting disparaging comments about Freedom Christian Academy, its staff, and/or its students on social media. Doing so violates your signed Declaration of Agreement and Commitment and can result in dismissal.

Lockers

Students are assigned lockers at the beginning of the year and are responsible for keeping the lockers neat. Because the lockers are the property of the school, they must not be defaced with markers, stickers, etc.

Transportation and Parking

Freedom does not provide daily transportation for students. All vehicles must travel slowly while on campus. Anyone needing to enter the school building must park in a parking space so as not to disrupt the flow of traffic.

Students in grades 10-12 may apply for a permit to have a vehicle on campus. The cost of the permit is \$25 per semester (fall and spring). Driving to FCA is a privilege, not a right. Therefore, permits will be issued only to students with good attendance (which includes arriving to school on time), behavior, and grades. These areas will be reviewed regularly, and a student's permit may be revoked if attendance, behavior, and/or grades are unacceptable.

If anyone other than a parent needs to pick up a student, the teacher must have a written statement with the date and name of the person responsible for picking up your child. **Students will not be released without this signed permission.** If your child will be walking home, your child's teacher must have a written permission statement signed by the parent/guardian on file.

Inclement Weather

Freedom Christian Academy will make its own announcement regarding school closings or late schedules for inclement weather. These announcements will be made on PlanetHS and all three network television stations. Note: Freedom Christian does NOT follow the Knox County schedule for school closings.

Volunteers

Freedom Christian Academy understands that parental involvement is key to the success of our students. Volunteers will be needed in a variety of capacities throughout the school year. Because we have certain dress requirements for our students, all volunteers are asked to dress in a professional manner when volunteering at the school or at any school-sponsored trip or activity. Materials and a designated work area will be provided for all volunteers.

Hours of Christian Service

Each family is expected to give 20 hours of service to your school each year. There are many opportunities to earn this time, including volunteering in the library, the lunchroom, and/or the classroom and participating in school-wide events and fundraisers. Please be sure to sign in as a volunteer in the academy office every time you serve. This is our only means of tracking your service hours. Your family's hours of service will be documented and compiled electronically, and you will be notified throughout the year of your current status.

Visitors to Freedom

Parents are welcome to visit Freedom Christian Academy throughout the school day. Anyone wishing to visit the classroom must schedule an appropriate time with the teacher so as not to disrupt instruction, testing, or other activities. Guests are asked to be appropriately dressed when visiting the school.

Lunch Program

Freedom Christian Academy offers a hot lunch each day. White or chocolate milk or orange juice will be served with the meal. Students may purchase school lunch or they may bring lunch from home. **Students may not have lunch from restaurants brought to them except on**

special occasions. When sending lunch from home, please keep good nutrition in mind. Also, do not send foods that need to be heated because the students do not have access to a microwave. Milk and orange juice may be purchased for 50¢, an extra entrée may be purchased for \$1.00, and ice cream may be purchased for \$1.00.

High school students have the following privileges during lunch: access to a microwave, the use of vending machines, and permission to drink soft drinks brought from home.

Lunches will be ordered and paid for each morning. The cost of lunch is as follows:

6th grade:	\$4.50
7th-12 th grades:	\$5.00

Snacks

All upper school students may have water bottles and may consume PLAIN water throughout the day. Students may bring healthy snacks of fresh fruit, fresh vegetables, and/or granola bars to be consumed during the designated class period.

Withdrawals

In the event that a parent finds it necessary to withdraw a student from Freedom Christian Academy, the following procedure must be followed:

- Parents will submit written notice of the withdrawal, the reason(s) for withdrawal, and the last day the student will be in attendance.
- All hardcover books must be returned in good condition. The teacher will assess damage fees.
- Registration and activity fees are non-refundable.
- Tuition will be prorated based on the number of days the student attended FCA. The family will be responsible for the difference in the amount paid and the balance owed for actual days attended. Yearly tuition paid in advance will be refunded on the same prorated basis.
- **Grades and records will not be released until all financial obligations have been met.**

DCS Investigations

In the event that Freedom Christian Academy is contacted by the Department of Children's Services or a comparable agency of the state for the purpose of arranging a DCS social worker to interview an FCA student, Freedom will require presentation of a court order by the social worker before making the student available. An administrator will be present during the interview.

In accordance with state law and school policy, school staff members are obligated under penalty of fine and jail term to report the reasonable suspicion of physical abuse, sexual abuse, or child neglect. In this very serious and legally narrow area, the school will not contact parents in advance of making a report to authorities, which would be the procedure followed in most other legal matters. The clear intent of the law, based on the seriousness of the crimes listed above, is to mandate that a report of reasonable suspicion of abuse be made. School staff will make such reports in the best interest of the affected child and do not, once reasonable suspicion is established, have any legal alternative except to make the report to the proper authorities for their investigation and review.

Health

Communicable Diseases

Please notify the office in the case of chicken pox, hepatitis A and B, meningitis, rubella, measles, HIV, AIDS, or other communicable diseases. Students with such diseases will not be allowed to enroll or attend classes while they are contagious. A doctor's written notification will be required before the student can attend classes.

Students are expected to stay at home when they exhibit any of the following symptoms:

- Any communicable disease – including, but not limited to, chicken pox, strep throat, pink eye, lice, ringworm, or scabies. Freedom has a “no nit” policy; students who have contracted head lice will not be admitted back to class until all nits have been removed.
- A fever of 100 degrees or higher. The student's temperature should be normal for 24 hours before the student returns to class.
- Vomiting and/or diarrhea within the past 24 hours.

A student who becomes ill at school should notify his/her teacher. If necessary, the parent will be notified to pick up the child. It is imperative that all emergency information be kept current in order for the proper adults to be notified quickly.

Medication

No medication, including aspirin or Tylenol, is to be kept in the child's possession or belongings. **No medications of any kind will be disbursed by Freedom Christian Academy, with the exception of emergency life-saving medications.**

Accidents

Any accident in the school building, on the school property, or at any event sponsored by the school will be reported immediately to the person in charge and to the Administration. Accident reports will be filed and medical assistance obtained if necessary. The school will not be held legally or financially liable for accidents.

In the event a child becomes ill or is injured while under the supervision of Freedom Christian Academy, the school authorities will take the following steps:

1. Contact the parent and follow his/her instructions.
2. In the event neither parent can be contacted, contact the child's physician and follow his/her instructions.
3. If the situation is deemed an emergency, contact emergency personnel and transport the child to the nearest hospital.

Academic Program

The Faculty

The administration and faculty of Freedom Christian Academy profess Jesus Christ as their Lord and Savior and are active members of Bible-believing churches. Every faculty member holds at least a bachelor's degree from a recognized institution. The administrator and many faculty members hold advanced degrees in education. Teachers meet the requirements of the State Department of Education for their assigned teaching areas and are also licensed by ACSI.

Professional Affiliation

Freedom Christian Academy is a member of ACSI (Association of Christian Schools International) and is approved by the Tennessee Department of Education as a Category 4 school. We are accredited by ACSI and AdvancED (previously known as SACS).

Classes and Curriculum

Daily Bible instruction is provided, and all subjects are taught from a biblical world-view. Junior high students attend music classes twice a week and participate in physical education and art classes once a week.

Freedom Christian Academy uses a broad range of curricula and teaching strategies. Our textbook selections are made by the faculty with the approval of the FCA school board. Selections are made with the careful consideration of all materials fitting within the framework of our Mission Statement, Philosophy of Christian Education, and Statement of Faith. All students need a Bible for use in the classroom and for memorization.

Homework/Study Time

Homework is a learning tool that reinforces knowledge introduced in the classroom, teaches students to develop good study habits, teaches students to work independently, and helps students to develop the right attitudes about self-discipline, obedience, punctuality, and responsibility. Homework is assigned for the following purposes:

1. To provide further practice for skills and information presented in class.
2. To provide opportunities for extension and enrichment.
3. To individualize assignments in order to meet the needs, abilities, and interests of diverse groups of students.
4. To complete work begun in class.
5. To prepare students for new classroom instruction.

Homework is valuable for a variety of reasons:

- Homework builds responsibility.
- Homework can help build character.
- Homework helps students develop good study habits.
- Homework can help students become independent learners.
- Homework serves as an academic link between the home and the school.

Homework should not be overbearing but should be complementary to the class. Homework is not given on Wednesday evenings in order for families to worship together at mid-week services. The following is a guideline for the amount of time that should be spent on homework each night, including time spent studying for tests. *Please note this is a guideline and may vary from time to time.*

6th grade:	60 minutes
Jr. High/High School:	120 minutes

The amount of homework will vary according to a student's ability to use class time efficiently. However, if a child is consistently requiring more time than the expected amount for his/her grade level, the homeroom teacher should be informed.

Parents should provide guidance with homework in these ways:

- ◆ Provide a set place to work with good light and necessary supplies that is away from television and distractions.

- ◆ Set a definite time for study or reading.
- ◆ Provide help with oral drill, especially in spelling and math facts.
- ◆ Be available to answer questions, keeping in mind that the students have already received instruction and guided practice.
- ◆ Monitor the student's use of time to complete projects and assignments that require more than one evening's work.
- ◆ Contact the teacher immediately if the student is unsure of directions, procedures, or answers.

Homework is ultimately the responsibility of the student, not the parent. As a matter of Christian integrity, all work will be the student's own work completed in his/her own handwriting. All assignments not finished during class time become homework unless otherwise directed by the teacher.

Work Policy

* All assigned work is due by the beginning of class the following day unless otherwise stated by the teacher.

* All tests and quizzes are due the day they are taken. Students are not allowed to take tests or quizzes home to be completed.

* Late work will result in a 25 point deduction per assignment.

* All math daily assignments on which a student does not earn a 100% must be corrected and returned the following day on a separate sheet of paper. Half credit may be awarded for each corrected answer. Students who score below 80 on a math test will be re-taught and re-tested. A math test must have a score below 80 in order for a re-test be offered.

* NO EXTRA CREDIT will be given without a student showing a true need and acceptable work effort.

It is imperative that all work is turned in on time in order for students to receive the grade that is deserved. This also allows the teacher to better assess a student's understanding prior to further instruction.

Progress Reporting

Parents are expected to be aware of their student's progress and areas to be strengthened. A STAR (Students Taking Academic Responsibility) folder containing the student's weekly grade report and class work and tests from the previous week will be sent home each Friday unless otherwise informed. The weekly grade reports should be signed by both the parent and student and returned each Monday. A mid-term report is sent halfway through each grading period.

"Freedom Folders," the school and class newsletters, communications, and forms will be sent home each Friday. **A charge of \$5 will be assessed to replace a lost Freedom folder.**

Parent-Teacher Conferences

Teachers will be available for conferences with parents regarding their students. One conference for each student will be required in the fall. Furthermore, all teachers will be available for parent conferences on Monday, February 19, 2017. Other conferences can be scheduled as deemed necessary by the teacher or the parent.

The Matthew 18 Principle for Handling Concerns

Adapted from an article by Dr. Paul A. Kienel, former president, Association of Christian Schools International

Because a Christian school is made up of human beings—parents, students, teachers, and administrators—the people associated with a Christian school have the potential for misunderstanding, disagreement, and even wrongdoing. However, it is God’s will for us to live and work together in harmony, and He has given us His formula for solving person-to-person problems in His Word. The following is what Jesus says in Matthew 18:15-17:

If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over. But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.’ If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.

From Jesus’ teaching, we can discern several clear principles for solving people-to-people problems:

1. Keep the matter confidential. Share the problem only with those directly involved.
2. Keep the circle small. Usually the first and only step needed is for one of the people involved to initiate face-to-face dialogue. Most problems are solved at the two-people level.
3. Be straightforward. Jesus teaches us to be forthright and to love honestly. Sometimes it is difficult to be direct and tell someone the very heart of the matter, but restoration and resolution can only come when the issues are lovingly, yet clearly, presented.
4. Be forgiving. Once the matter is resolved, we should wholeheartedly forgive and restore the person whose fault has offended us.

The Matthew 18 principle requires that parents talk to teachers about student problems before they talk to the administrator. If the situation is not resolved at the two-people level, the matter is prayerfully and in an orderly fashion moved upward in the school organizational structure. This is the Lord’s way of solving people-to-people problems.

Freedom Christian Academy is a ministry in Christ’s name. Everything that is done in the context of the academy must be done Christ’s way. Therefore, based on the Matthew 18 principle, the FCA School Board has established the following series of steps for parents or teachers who need to officially voice their concerns:

1. If a parent has a concern, he/she will first contact the student’s TEACHER.
2. If extensive discussion and follow-up action do not solve the problem, the parents should consult the PRINCIPAL.
3. If the problem cannot be worked out at that level, the parent should contact the FCA School Board with a written request detailing the nature of the grievance.

Grading Periods

- Grade cards are issued every nine weeks.
- Reports of averages from each core class are issued each Friday unless otherwise informed.
- A full progress report from each core class is issued at the mid-term of each grading period.

All grade cards and progress reports should be signed by the parent and returned to the student's teacher the following school day. **A charge of \$25 will be assessed to replace a lost report card.**

Grading Scale

A= 100-93

B= 85-92

C= 77-84

D= 70-76

F= 69 and below

Tests 50%

Daily 30%

Quizzes 20%

Teacher comments may be used to communicate the student's participation, attitude, and effort.

Testing

A nationally normed standardized test is administered to all students each spring and is used as one measure of academic achievement. End of Course tests are given in Algebra I and II; English I, II, and III; Biology I; Chemistry I; and U.S. History.

Honor Roll

At the end of each grading period those students who have excelled academically will be recognized. Honor rolls will be awarded as follows:

Blue Honor Roll: All "A's" (includes behavior)

Red Honor Roll: All "A's" and "B's" (includes behavior)

Pastor's Partners

The Pastor's Partners award is designed to recognize students who have displayed outstanding Christian character. These honors are awarded each grading period to one student in each class; however, teachers may choose not to make a recommendation if no students merit the award. These students must also have excellent conduct and an "A" or "B" in Bible.

Promotion and/or Retention

A student with passing grades in all academic subjects, including Bible, will be promoted at the end of the year. If a student receives any failing grades in any nine weeks' grading period, he or she may be required to attend independent tutoring and may be retained if sufficient progress is not made. High school students with more than 12 absences in any class will not receive credit and will have to repeat that class.

Chapel

Freedom to Worship...

A time of praise and worship will be set aside for students at least once a week as part of the students' overall Christian training. We do not hold a chapel service each week just because we are a "Christian" school, but because chapel is a vital part of a distinctively Christian education. Our desire is that chapel will teach our students the priority of private and corporate worship in

the life of the believer and fellow believers. Chapel will let our students have a vibrant worship experience with their peers so that they can see that worship is normal and expected among God's children, and they can worship without fear among peers and elders. Throughout the year, students will have the opportunity to lead in chapel services as they feel called by the Holy Spirit to do so. Chapel will provide Freedom students an interaction with the faculty, administration, and church leadership that will keep us focused on what is really important and why we do what we do.

Dress Code

Students who attend Freedom Christian Academy must present a neat, attractive appearance as a testimony to our Lord. The following rules will govern the appearance of our students:

All students will wear solid khaki or navy (twill or corduroy) pants. Knit pants are not permissible. No jeans of any color are allowed. Pants are to be neat and presentable, exhibiting a normal degree of wear. They must be worn properly around the waist, not extending below the shoes. Pants with frays, tears, ragged edges, patches, holes, any type of hand-printed markings, or extreme styles are not permitted. Girls may wear navy or khaki capri pants.

Solid khaki or navy shorts may be worn but must be no shorter than three inches above the knee. Girls may also wear skorts, which may be no shorter than three inches above the knee when standing.

Each student will wear a Freedom polo shirt available for purchase from the school office, and the shirt must be tucked in. An FCA sweatshirt may be worn over an FCA polo shirt in cold weather; the collar must be outside of the sweatshirt. **Only Freedom shirts and sweatshirts or solid cardigans in neutral colors may be worn**, and no outerwear may be worn in the building.

As an option to pants, girls may wear solid navy or khaki skirts or jumpers. Jumpers and skirts should be no shorter than three inches above the knee when standing. Girls may wear neutral-colored tights and socks, but not leggings, with skirts and jumpers.

Shoes must have toes, sides, and heel enclosed. Sneakers or athletic shoes are preferable. Only white, khaki, black, or navy socks are to be worn – no neon colors. Girls may wear tights in navy, white, or neutral tones. No boots, sandals, or flip-flops are allowed.

Belts are required for boys and girls when pants have belt loops.

Jewelry must be kept to a minimum and must not be a distraction. (For reasons of safety, please avoid loose jewelry). Earrings are acceptable only for girls.

Hairstyles should be neat and tidy. Boys' hair should not touch their eyebrows or extend past the top of the collar. Extreme or distracting hairstyles, such as mohawks and feather extensions, are not permissible.

No hats or caps of any kind are to be worn.

Please note that any clothing bearing the Freedom logo must be purchased through the academy.

Wear What You Want

Throughout the year, special incentives may be offered that allow students to wear what they want to school. However, students are still expected to present a neat, attractive appearance

as a testimony to our Lord. Therefore, shirts with spaghetti straps and inappropriate sayings must be avoided along with any bottoms with holes. Shorts and dresses must still maintain an appropriate length of no shorter than 3 inches above the knee. Pajama pants/shorts are not allowed, and hats are never allowed in the building.

Discipleship (Conduct and Discipline)

Discipline and self-discipline are major aspects of an individual's education, and a student's behavior is a reflection of the condition of his/her heart. Therefore, the main objective of our discipline policy is to effect heart change, leading our students to grow in Christlikeness. Discipline is always restorative; it is not punitive. Our goal, when disciplining a student, is to lead the child to repentance and to a right relationship with God and others.

Students are expected to behave appropriately at school so that teaching and learning can take place. We teach them to obey without challenge, without excuse, and without delay. Disciplinary action is administered when necessary to protect students, school employees, and school property; to maintain essential order; to correct misconduct of the individual student; and to promote compliance of all students with the school's established rules and guidelines. Students shall be treated fairly and equitably. Disciplinary actions shall be based upon a careful assessment of the circumstances, the seriousness of the offense, the student's attitude, and the potential effect of the misconduct upon the school and social environment.

Each teacher is expected to establish firm, but fair, limits to behavior beginning on the first day of school. Each teacher will develop an assertive discipline plan, based on the school-wide discipline policy, for his/her classroom. The plan will be posted in the classroom and will be filed in the academy office.

Freedom Christian Academy holds the following expectations of its students:

- Be Christ-like (Ephesians 5:1).
- Obey the first request of those in authority (Ephesians 6:5-7).
- Show respect (John 15:12).
- Be honest (Romans 13:13).
- Be prepared (2 Timothy 2:15).
- Strive for excellence (1 Corinthians 10:31).

It is our belief that Christian education is most successful when the home, church, and school all work closely together. Cooperation between the home and school is of utmost importance. Teachers will communicate with parents frequently about discipline, and it is expected that parents will support the teacher and the school and vice-versa.

When students do not exhibit the expected behaviors, they will be subject to the following consequences:

First infraction: One verbal warning

Second infraction: Loss of privileges (determined at the individual teacher's discretion)

Third infraction: Loss of privileges and teacher notifies parents

If misbehavior continues or is deemed of a serious nature, the student will be sent to the principal's office and parents will be contacted. A parent-teacher conference may be called at any time that a student's behavior warrants such action.

Attendance at FCA is a privilege and not a right. Each person is expected to comply with the rules in a spirit of cooperation. Students or families who choose not to comply with the rules of FCA will be asked to leave and/or refused re-enrollment. Students involved in serious offenses may be subject to immediate suspension, restitution, or other appropriate consequences. Serious offenses include, but are not limited to, the following:

- Fighting
- Cheating
- Profane language
- Disrespect to academy staff or other students
- Intentional disobedience
- Non-compliance with school rules
- Threats to harm other students, staff members, or the school
- Bullying

An expulsion may occur after a student has shown that he/she will not comply with the school policies. The following infractions will warrant an expulsion on the first offense: (This is not an exhaustive list.)

- Possession and/or use of controlled or illegal items or substances such as
 - *Drugs
 - *Alcohol
 - *Tobacco
 - *Firearms
 - *Weapons of any kind
 - *Fireworks
- Threats to cause major harm to a staff member, other student, or the school at large
- Assault
- Profanity or verbal abuse of others
- Immorality, pornography, gambling
- Arson
- Stealing, cheating, vandalism

In the event a student commits an offense that is illegal in nature, the academy will contact law enforcement officials.

Expelled students have a right to appeal this decision to the school's board during its monthly meeting. Notification of appeals must be given through the academy office in writing prior to the scheduled meeting. Results of the appeal shall be conveyed to the administration as a recommendation only; the administration shall make the final decision.

Bullying

At Freedom Christian Academy, we are dedicated to our mission of training children to love God and others. Jesus' words in John 15:12 are our guiding principle: "My command is this: Love each other as I have loved you." God intends for us to live at peace and to edify, not tear down, each other. That is made very clear in Romans 14:19, which states, "Let us therefore make every effort to do what leads to peace and to mutual edification."

However, because we live in a sinful, fallen world, conflicts arise, feelings get hurt, and offenses occur, even in a Christian school. Sometimes bullying behaviors may even take place, but it is never acceptable, and it is important to understand that every unkindness is not necessarily bullying. So, we have established a clear framework for identifying and dealing with incidents of bullying.

Bullying is not:

- an isolated and/or impulsive incident (unkindness, teasing, prank)
- a disagreement
- being excluded from a single activity
- bossy behavior
- an innocent observation or expression of opinion
- accidental physical contact

Bullying occurs when repetitive, targeted words or actions are intended to frighten, intimidate, humiliate, control, or harm an individual or group. It is:

- recurring
- intentional
- malicious

These actions in ongoing form may be considered bullying:

- verbal and/or written disparaging comments
- abusive electronic messages (insults, name calling, teasing)
- threatening words, gestures, or actions
- physical aggression and/or harm
- damaging another person's property
- abuse of power/position
- ongoing exclusion

If an act of bullying, harassment, or intimidation is also a delinquent act, it will be promptly reported to the responsible law enforcement agency.

Reporting:

A parent who feels his/her child is being bullied, or a student who feels bullied, should first report to the teacher, who will inform the principal right away. The teacher will interview the parent/student and any other involved parties.

A student who believes he/she is witnessing bullying should report to a teacher or principal immediately. The teacher or principal will interview the parties involved.

Anyone who reports suspected bullying may be called on to supply additional information and to be involved in the restorative process. False reporting with malicious intent will be subject to disciplinary action.

Procedures:

- 1) Separate and conference individually with all involved students and bystanders.
- 2) Obtain written documentation of behaviors, signed by students.
- 3) Determine appropriate disciplinary actions.
- 4) Implement appropriate disciplinary actions.
- 5) Create a contract between the students to establish boundaries and promote reconciliation.
- 6) Conference with appropriate parents/guardians.
- 7) Take additional action in any case of retaliation.
- 8) Follow up on incidents and monitor students.

Factors that may contribute to disciplinary action:

- developmental and maturity levels of parties involved
- relationships between the parties involved
- continuing patterns of behavior
- nature and context of behavior
- potential for harm

Etiquette

All students must address each teacher as “Mr.,” “Mrs.,” or “Miss”. Boys should open the doors for girls, and girls should be allowed to enter and leave first as well. Students are to be encouraged to show respect for the school property, other students and their property, and those in authority over them. Students are also expected to use good table manners when in the lunchroom.

This handbook and the policies contained within are subject to revision at any time during the school year.

Statement of Faith

I. The Scriptures

The Holy Bible was written by men divinely inspired and is God's revelation of Himself to man.

II. God

There is one and only one living and true God. The eternal triune God reveals Himself to us as Father, Son, and Holy Spirit, with distinct personal attributes, but without division of nature, essence, or being.

A. God the Father

God as Father reigns with providential care over His universe, His creatures, and the flow of the stream of human history according to the purposes of His grace. He is all-powerful, all knowing, all loving, and all wise. God is Father in truth to those who become children of God through faith in Jesus Christ. He is fatherly in His attitude toward all men.

B. God the Son

Christ is the eternal Son of God. In His incarnation as Jesus Christ He was conceived of the Holy Spirit and born of the virgin Mary. Jesus perfectly revealed and did the will of God, taking upon Himself human nature with its demands and necessities and identifying Himself completely with mankind yet without sin. He honored the divine law by His personal obedience, and in His substitutionary death on the cross He made provision for the redemption of men from sin. He was raised from the dead with a glorified body and appeared to His disciples as the person who was with them before His crucifixion. He ascended into heaven and is now exalted at the right hand of God where He is the One Mediator, fully God, fully man, in whose Person is effected the reconciliation between God and man. He will return in power and glory to judge the world and to consummate His redemptive mission. He now dwells in all believers as the living and ever present Lord.

C. God the Holy Spirit

The Holy Spirit is the Spirit of God, fully divine. He inspired holy men of old to write the Scriptures. Through illumination He enables men to understand truth. He exalts Christ. He convicts men of sin, of righteousness, and of judgment. He calls men to the Savior, and effects regeneration. At the moment of regeneration He baptizes every believer into the Body of Christ. He cultivates Christian character, comforts believers, and bestows the spiritual gifts by which they serve God through His church. He seals the believer unto the day of final redemption. His presence in the Christian is the guarantee that God will bring the believer into the fullness of the stature of Christ. He enlightens and empowers the believer and the church in worship, evangelism, and service.

III. Man

Man is the special creation of God, made in His own image. He created them male and female as the crowning work of His creation. The gift of gender is thus part of the goodness of God's creation. In the beginning man was innocent of sin and was endowed by his Creator with freedom of choice. By his free choice man sinned against God and brought sin into the human race. Through the temptation of Satan man transgressed the command of God, and fell from his original innocence whereby his posterity inherits a nature and an environment inclined toward sin. Therefore, as soon as they are capable of moral action, they become transgressors and are under condemnation. Only the grace of God can bring man into His holy fellowship and enable man to fulfill the creative purpose of God. The sacredness of human personality is evident in

that God created man in His own image, and in that Christ died for man; therefore, every person of every race possesses full dignity and is worthy of respect and Christian love.

IV. Salvation

Salvation involves the redemption of the whole man, and is offered freely to all who accept Jesus Christ as Lord and Savior, who by His own blood obtained eternal redemption for the believer. There is no salvation apart from personal faith in Jesus Christ as Lord. In its broadest sense salvation includes regeneration, justification, sanctification, and glorification.

A. Regeneration, or the new birth, is a work of God's grace whereby believers become new creatures in Christ Jesus. It is a change of heart wrought by the Holy Spirit through conviction of sin, to which the sinner responds in repentance toward God and faith in the Lord Jesus Christ.

B. Justification is God's gracious and full acquittal upon principles of His righteousness of all sinners who repent and believe in Christ. Justification brings the believer unto a relationship of peace and favor with God.

C. Sanctification is the experience, beginning in regeneration, by which the believer is set apart to God's purposes, and is enabled to progress toward moral and spiritual maturity through the presence and power of the Holy Spirit dwelling in him. Growth in grace should continue throughout the regenerate person's life.

D. Glorification is the culmination of salvation and is the final blessed and abiding state of the redeemed.

V. God's Purpose of Grace

Election is the gracious purpose of God, according to which He regenerates, justifies, sanctifies, and glorifies sinners. Those whom God has accepted in Christ, and sanctified by His Spirit, will never fall away from the state of grace, but shall persevere to the end. Believers may fall into sin through neglect and temptation, whereby they grieve the Spirit, impair their graces and comforts, and bring reproach on the cause of Christ and temporal judgments on themselves; yet they shall be kept by the power of God through faith unto salvation.

VI. Last Things

God, in His own time and in His own way, will bring the world to its appropriate end. According to His promise, Jesus Christ will return personally and visibly in glory to the earth; the dead will be raised; and Christ will judge all men in righteousness. The unrighteous will be consigned to Hell, the place of everlasting punishment. The righteous in their resurrected and glorified bodies will receive their reward and will dwell forever in Heaven with the Lord.

VII. Education

Christianity is the faith of enlightenment and intelligence. In Jesus Christ abide all the treasures of wisdom and knowledge. All sound learning is, therefore, a part of our Christian heritage. The new birth opens all human faculties and creates a thirst for knowledge. Moreover, the cause of education in the Kingdom of Christ is co-ordinate with the causes of missions and general benevolence, and should receive along with these the liberal support of the churches. An adequate system of Christian education is necessary to a complete spiritual program for Christ's people.

In Christian education there should be a proper balance between academic freedom and academic responsibility. Freedom in any orderly relationship of human life is always limited and never absolute. The freedom of a teacher in a Christian school, college, or seminary is limited by the pre-eminence of Jesus Christ, by the authoritative nature of the Scriptures, and by the distinct purpose for which the school exists.

VIII. Cooperation

Christ's people should, as occasion requires, organize such associations and conventions as may best secure cooperation for the great objects of the Kingdom of God. Such organizations have no authority over one another or over the churches. They are voluntary and advisory bodies designed to elicit, combine, and direct the energies of our people in the most effective manner. Members of New Testament churches should cooperate with one another in carrying forward the missionary, educational, and benevolent ministries for the extension of Christ's Kingdom. Christian unity in the New Testament sense is spiritual harmony and voluntary cooperation for common ends by various groups of Christ's people. Cooperation is desirable between the various Christian denominations, when the end to be attained is itself justified, and when such cooperation involves no violation of conscience or compromise of loyalty to Christ and His Word as revealed in the New Testament.

IX. Religious Liberty

God alone is Lord of the conscience, and He has left it free from the doctrines and commandments of men which are contrary to His Word or not contained in it. Church and state should be separate. The state owes to every church protection and full freedom in the pursuit of its spiritual ends. In providing for such freedom no ecclesiastical group or denomination should be favored by the state more than others. Civil government being ordained of God, it is the duty of Christians to render loyal obedience thereto in all things not contrary to the revealed will of God. The church should not resort to the civil power to carry on its work. The gospel of Christ contemplates spiritual means alone for the pursuit of its ends. The state has no right to impose penalties for religious opinions of any kind. The state has no right to impose taxes for the support of any form of religion. A free church in a free state is the Christian ideal, and this implies the right of free and unhindered access to God on the part of all men, and the right to form and propagate opinions in the sphere of religion without interference by the civil power.

X. The Family

God has ordained the family as the foundational institution of human society. It is composed of persons related to one another by marriage, blood, or adoption. Marriage is the uniting of one man and one woman in covenant commitment for a lifetime. It is God's unique gift to reveal the union between Christ and His church and to provide for the man and the woman in marriage the framework for intimate companionship, the channel of sexual expression according to biblical standards, and the means for procreation of the human race. The husband and wife are of equal worth before God, since both are created in God's image. The marriage relationship models the way God relates to His people. A husband is to love his wife as Christ loved the church. He has the God-given responsibility to provide for, to protect, and to lead his family. A wife is to submit herself graciously to the servant leadership of her husband even as the church willingly submits to the headship of Christ. She, being in the image of God as is her husband and thus equal to him, has the God-given responsibility to respect her husband and to serve as his helper in managing the household and nurturing the next generation. Children, from the moment of conception, are a blessing and heritage from the Lord. Parents are to demonstrate to their children God's pattern for marriage. Parents are to teach their children spiritual and moral values and to lead them, through consistent lifestyle example and loving discipline, to make choices based on biblical truth. Children are to honor and obey their parents.

Declaration of Agreement and Commitment

- We have read and understand the school's Statement of Faith, Philosophy of Christian Education and Mission Statement, and we agree with the purpose of Freedom Christian Academy.
- We, as parents, accept the challenge to "train up a child in the way he should go" (Proverbs 22:6), and we do state that this training will be carried out at home. We place our trust in Freedom Christian Academy to extend the training more completely.
- We, as parents, agree to participate in the Christian education of our child by regularly attending a Bible-believing church as a family and by exemplifying Christian principles in our home.
- We do hereby state that we have made a thorough investigation of the school's program, curriculum, discipline, and dress code; and we agree to make them our choice while enrolled at Freedom Christian Academy.
- We understand that we have an obligation to be actively involved in the education of our child. We agree to uphold and support the high academic standards of this school by providing a place at home for our child to study and to give our child encouragement in the completion of school assignments.
- We understand that parental involvement in our child's education is pivotal to his/her success and agree to attend all parent meetings and lend support to the program of Christian education.
- We will willingly give hours of Christian service to Freedom Christian Academy in order to be a positive factor in our child's Christian education and to enrich his/her experience at FCA.
- We will faithfully support the school through our prayers and a positive attitude. In keeping with Matthew 18:15, we are committed to giving a good report by sharing any complaints and negative comments only with the people involved. Unresolved issues will be taken care of by using the school's chain of command.
- We understand that the standards of Freedom Christian Academy do not tolerate profanity, obscenity in work or action, lying, cheating, dishonor to the Trinity and the Word of God, disrespect to the personnel of the school, or continued disobedience to the established policies of the school.
- We understand that Freedom Christian Academy forbids the possession of tobacco, alcoholic beverages, non-prescription controlled substances, firearms, and weapons; and that the violation of any criminal or civil law shall be construed as a violation of Freedom Academy policy.
- We believe that discipline is necessary for the benefit of each student as well as for the entire school. We give permission to the teachers and administration to make and enforce regulations in accordance with the school's core beliefs and Statement of Faith.
- We understand that the standards of Freedom Christian Academy apply both on and off campus and that FCA students are expected to uphold these standards at all times.
- We understand that falsification, withholding pertinent information, or failure to comply with Freedom Christian Academy policies may result in denial of admission or immediate dismissal.
- **We understand that FCA is under no obligation to admit any student and has the right to accept or reject a student, as it deems advisable.**

Community Resources Available for Parents

Your pediatrician can be your best advisor when you have concerns about your child.

Other resources:

Cover Kids TN- free health insurance ages 0-18 http://www.covertn.gov/web/cover_kids.html

Knox County Health Department <http://www.knoxcounty.org/health/index.php>

Cherokee Health Systems <http://www.cherokeehealth.com/>

Knox County Schools Special Education

http://se.knoxschools.org/modules/groups/integrated_home.phtml?gid=503638&sessionid=12709d99ac6e3d382e862de9cdb736e0

Birth to Kindergarten

http://birthtok.knoxschools.org/modules/groups/integrated_home.phtml?sessionid=94a13f7112ee431ccf02127d78bfb465&gid=513123&sessionid=

Hearing Services

http://hearingservices.knoxschools.org/modules/groups/integrated_home.phtml?gid=521679&sessionid=3a59546036fb4dd80ca712a62acd424e

Vision Services

http://se.vision.knoxschools.org/modules/groups/integrated_home.phtml?gid=514582&sessionid=6535f0ce08356eac436d5b18fbe99624

Speech and Language Services

http://sespeech.language.knoxschools.org/modules/groups/integrated_home.phtml?gid=514583&sessionid=bebfa43889e885f92e1ccd1d76dc7c2e

EMERGENCY 9-1-1

Poison Control 1-800-222-1222

Non-Emergency

Knoxville Police 865-215-7268

Animal Control 865-215-8639

To report abuse or neglect: 1.877.237.0004

Child and Family of Tennessee <http://www.child-family.org/>

Child Help- Prevention and Treatment of Child Abuse

<http://www.childhelp.org/programs/entry/childhelp-childrens-center-of-east-tennessee/>

National Child Abuse Hotline: 1-800-4-A-CHILD (1-800-422-4453)