

## Ericson Elementary

10621666006217

Principal's Name: Karen Walker

Principal's Signature:



The Fresno Unified School District Board of Education approved this plan on: May 3, 2017

FRESNO UNIFIED SCHOOL DISTRICT  
Staff/Student/Parent Compact  
Ericson Elementary School

**Staff Section:**

I understand the importance of the school experience to every student and my role as an educator. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Receive training in strategies to effectively communicate with parents
- ◆ Teach California adopted grade level standards, skills, and concepts that provide high quality curriculum instruction in a supportive and effective learning environment
- ◆ Strive to address the individual needs of your child
- ◆ Communicate with you regarding your child's progress
- ◆ Provide a safe, positive and healthy learning environment for your child
- ◆ Communicate homework and classroom expectations
- ◆ Correct and return appropriate work in a timely manner
- ◆ Support your child's primary language and culture
- ◆ Show respect to self and others at all times
- ◆ Provide opportunities for parents to volunteer, participate and observe in child's classroom

Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Student Section:**

I know that my education is important and that I am the one responsible for my own success. Therefore, I agree to carry out the following responsibilities to the best of my ability:

- Attend school every day on time and ready to learn
- Review my class work with my parent(s) weekly
- Return completed homework on time
- Follow school rules and be responsible for my own behavior at all times
- Ask for help when needed
- Show respect to self and others at all times

Student's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Parent Section:**

I understand that my participation in my child's education will help his/her achievement and attitude. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Attend Back to School event, Parent/Teacher conferences, Open House, and other events
- ◆ Encourage my child to engage in reading activities for at least 20 minutes every day
- ◆ Provide a quiet place/time for my child to complete his/her homework
- ◆ Make sure my child gets adequate sleep and has a healthy diet
- ◆ Adhere to the school's homework, discipline, dress code and attendance policies
- ◆ Participate in district opportunities for parenting training
- ◆ Support all elements of the Parent Involvement Policy adopted by the FUSD School Board.
- ◆ Show respect to self and others at all times

Parent's Signature \_\_\_\_\_ Date \_\_\_\_\_

FRESNO CHEEB TSAM CHAW KOOM KEV KAWM  
Daim Ntawv Neeg Khiav Dej Num/Tub Kawm Ntawv/Niam Txiv Cog Lus  
Tsev Kawm Ntawv Phab Qis Ericson

**Xib Fwb Sob Lus:**

Kuv nkag siab txog qhov tseem ceeb ntawm txoj kev kawm rau txhua tus tub kawm ntawv thiab kuv lub luag hauj lwm tam li ib tug tub txawg tub ntse. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Txais kev cob qhia txog tej tswv yim ua los sib txuas lus kom tau txiaj ntsim nrog niam txiv
- ◆ Qhia theem qib tej qauv ntawv teev tseg, tej kev txawj, thiab tej niam tswv yim California tau txais yuav uas muab tau kev qhia tej zaj kev kawm zoo heev nyob rau hauv ib lub chaw kawm txhawb zog thiab tau txiaj ntsim
- ◆ Siv zog los daws tej kev ntshaw raws tej twb tug neeg rau nej tus me nyuam
- ◆ Nrog nej sib txuas lus txog nej tus me nyuam kev kawm tau li cas lawm
- ◆ Npaj muaj ib lub chaw kawm nyab xeeb, kaj siab, thiab dawb huv rau nej tus me nyuam
- ◆ Cev lus qhia txog ntaub ntawv teem ua hauv vaj tse thiab tej kev cia siab hauv chaw kawm
- ◆ Tshuaj xyuas thiab xa tej ntaub ntawv muaj feem kom ua rov qab raws ib tug yam ntxwv ua nrawm nroos
- ◆ Txhawb nqa nej tus me nyuam hom lus chiv thawj thiab haiv neeg kev coj
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm
- ◆ Muab tej sij hawm qhib kev rau niam txiv tuaj pab dawb, koom tes, thiab ntsuam xyuas me nyuam yaus hauv chaw kawm

Xib Fwb Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

**Tub Kawm Ntawv Sob Lus:**

Kuv paub tias kuv txoj kev kawm txuj yog ib qho tseem ceeb thiab tias kuv yog tus thaj tsob rau kuv txoj kev kawm vam meej ntiag tug. Yog li ntawd, kuv kam los ua kom tiav tej kev ris dej num nram no txog rau qhov zoo tshaj plaws ntawm kuv txoj kev muaj peev xwm:

- Mus koom kev kawm txhua hnub ncav sij hawm thiab npaj ntsoov tos kawm
- Tshuaj xyuas kuv tes hauj lwm kawm ntawv nrog kuv niam kuv txiv txhua lim tiam
- Xa tej ntaub ntawv teem ua hauv vaj tse tiav lawm rov qab ncav sij hawm
- Taug raws tsev kawm ntawv tej cai thiab thaj tsob rau kuv kev coj xeeb ceem ntiag tug txhua sij hawm
- Thov kev pab thaum twg xav tau
- Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Tub Kawm Ntawv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

**Niam Txiv Sob Lus:**

Kuv nkag siab tias kuv kev koom tes rau hauv kuv tus me nyuam txoj kev kawm txuj yuav pab tau nws kev kawm tau thiab kev coj yam ntxwv zoo. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Mus koom Kev Saib Kev Rov Mus Kawm Ntawv, Niam Txiv/Xib Fwb Tej Rooj Sib Tham, Kev Qhib Saib Kev Kawm Dhau Los, thiab lwm cov xwm txheej
- ◆ Txhawb kuv tus me nyuam kom txuam rau hauv tej dej num ua kev nyeem ntawv yam tsawg 20 feeb txhua hnub
- ◆ Npaj muaj ib lub chaw/sij hawm ntsiag to rau kuv tus me nyuam los ua nws tej ntaub ntawv teem ua hauv vaj tse
- ◆ Xyuas kom kuv tus me nyuam tau txais kev pw tsaug zog txaus thiab muaj ib pluas zoo noj
- ◆ Ua raws tsev kawm ntawv tej cai tswj ntaub ntawv teem ua hauv vaj tse, kev rau txim, kev hnab tsoos, thiab kev mus koom kev kawm
- ◆ Koom rau hauv cheeb tsam tsev kawm ntawv tej hau kev qhib muaj rau kev cob qhia kev ua niam ua txiv
- ◆ Txhawb nqa tag nrho tej feem ntawm txoj Cai Txuam Niam Txiv tau txais yuav los ntawm FUSD Pawg Thawj Tswj Kev Kawm
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Niam Txiv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

# **Ericson Elementary School School Site Council Bylaws**

## **Article I Name of Council**

The name of this council shall be Ericson School Site Council (SSC).

## **Article II Role of the Council**

The SSC shall develop and recommend the school improvement plan including the budgets that support the plan, to meet student academic need. Following approval of a school improvement plan by the school district governing board, the SSC shall review a minimum of one time per year the implementation of the school improvement program and assess the effectiveness of the program with the principal, teachers, other school personnel, and students using the district criteria in Board Policy 6191. The SSC shall annually review SSC bylaws and the school site dress code and make modifications to the school improvement plan or budget when necessary. The SSC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California

## **Article III Members**

### **Section 1: Size and Composition**

The SSC shall be composed of 10 members. Alternates shall be elected for the parent representatives and staff representatives.

The needs and resources of the school improvement program require that membership include broad representation of parents and staff, including all socioeconomic and ethnic groups in the school attendance area.

Representation on the SSC shall be: the Principal, representatives of teachers elected by teachers, parents of pupils attending the school elected by such parents or community members residing or working in the school attendance area and selected by parents of children attending the school. The council shall be balanced with five members representing the school staff, teachers in the majority of school staff representatives and five parent members. Parents representative of the SSC may be district employees but shall not be employees at the site.

## **Section II: Election Procedures**

Notices in the major languages represented at the school of the SSC election will be sent home with the student to the parents and staff of the site to solicit any nominations including self-nominations for available representative vacancies. Oral announcements and written announcements detailing the SSC nomination and election process, role of the SSC, meeting dates, and site plan development will be distributed in a four week period and no later than the end of the first quarter using a variety of ways to notify the entire school community prior to the final election ballot distribution.

The Principal shall schedule a public meeting prior to the election to explain the role and responsibilities of the SSC, the schedule for nominations and the SSC election process to encourage broad community involvement. Written notices of nomination including self-nomination opportunities will be posted in prominent places around the campus and the surrounding community to assure community access. Nomination forms will be compiled and carried home by students at least two weeks in advance of the election. Nomination forms will also be available in the school office.

One election ballot per parent or legal guardian or certified caretaker will be carried home with the oldest child in the family for parent/community representative elections. Election polling times will be at times convenient for parents and announced and posted. Polling times will occur over one week's time. Voters will be considered registered and eligible to vote when they are matched to a class roster of students. Parents may request assistance from school personnel to complete the mechanics of voting without undue influence on the vote cast. In a similar manner, each staff member will receive one ballot to elect his or her representatives. Ballots shall be placed in locked, secure box until counted in public view at a duly noticed SSC meeting. Ballots shall be counted and verified by two neutral persons. Results shall be posted and announced for all new SSC members at the same SSC meeting. Nominees will be elected in descending order according to the criteria of highest number of votes. If there is a tie for an SSC representative position a run off vote will be taken as soon as feasible using a similar election process. The results of all SSC elections shall be recorded in the SSC minutes. Ballots shall be retained for the record in the event of disputes.

## **Section III: Term of Office**

All members of the council shall serve for a two-year term. However, in order to achieve staggered membership, one half, or the nearest approximation thereof, of the members representing parents or community members and one half, or the nearest approximation thereof of the members representing teachers and other school personnel, except the Principal, shall serve for a one year term only during the first year of the council's existence. After the first year of the council's

existence, all terms shall be two years in length. At the first regular meeting of the council after elections, a chance method shall be used to determine which members shall serve one-year terms. At the conclusion of the member's term, at least one year shall elapse before such members may be selected to a new term.

#### **Section IV: Member Vacancies**

The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year. If the composition of the SSC falls below legal requirements and no alternatives are available vacancies for the unexpired term may be filled by a new regular election.

#### **Section V: Voting Rights**

Each elected representative of the SSC is entitled to one vote and may cast that vote on each formal motion submitted to a vote by the council. The elected alternate shall vote in the absence of the elected representative he or she replaces. Absentee ballots or proxy ballots shall not be permitted.

#### **Section VI: Termination of Membership**

Membership shall automatically terminate if a member no longer meets the membership requirements under which elected or is absent without good cause from any regular meetings for three consecutive members. A written warning shall be issued to any member who misses two consecutive meetings for no good cause by either the chairperson and/or Principal. The constituency electing a member may petition the SSC with a simple majority of the constituency to suspend or expel a member for just cause.

#### **Section VII: Transfer of Membership**

Membership in the SSC is not transferable or assignable.

#### **Section VIII: Resignation**

Any member may resign by filing a written resignation with the Principal. The written resignation shall become a part of the SSC records in the event of a dispute.

#### **Section IX: Vacancy**

Any vacancy on the council shall be filled for the remainder of the school year by appointment by the chairperson. The chairperson shall, make every attempt possible with the help of the Principal, to select a replacement based on the ranked election results from the previous SSC member election. Replacement

alternates shall also be selected from this list. In the event this is impossible the chair shall be provided a list of possible replacements that reflect the constituency of the departed member. If the unexpired term is for another school year thereafter, the term for that year shall be filled by the regular election process described in Section II above.

## **Article IV Officers**

### **Section I: Officers**

The officers of the SSC shall be a chairperson, vice chairperson, secretary, and other such officers, as the council may deem desirable.

### **Section II: Election and Term of Office**

The officers of the SSC shall be elected annually by the elected SSC members and shall serve for one year or until each successor has been elected.

### **Section III: Vacancy**

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall, by special election, be filled by the members of the SSC for the unexpired portion of the term. The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year.

### **Section IV: Chairperson**

The chairperson shall preside at all meetings and sign the assurances in the site plan and other communications from the SSC. The chairperson develops the meeting agenda in coordination with the Principal, assigns SSC members to subcommittee work, advances the work of the posted agenda, assures all voices are heard in the SSC and develops skills in meeting management with the assistance of the Principal. The chairperson facilitates the meeting using Robert's Rules of Order.

### **Section V: Vice Chairperson**

The vice chairperson shall represent the chairperson in assigned duties and to substitute for the chairperson during his or her absence.

## **Section VI: Secretary**

The secretary shall with the assistance of the Principal keep factual, true and accurate minutes of all SSC meetings and shall transmit the copies of the minutes to each of the SSC members. The secretary shall also keep a current list of all SSC members with role, name, address, phone number and start and end dates of terms. The secretary shall keep all copies of information distributed at the meetings attached to the meeting agenda and minutes and give them to the Principal for distribution and storage.

## **Section VII: Parliamentarian**

The SSC may elect a Parliamentarian or ask a neutral, non-elected community member to serve as a Parliamentarian to resolve questions of procedure using Robert's Rules of Order. Non SC members serving in this role hold none of the responsibilities or privileges of duly elected SSC members.

## **Section VIII: Principal**

The Principal is a voting member of the council. He/she provides information and leadership to the council and administers the school level activities in the single plan for school improvement. The Principal works with the SSC to assure the single plan for student achievement is legal, based on student achievement data and student needs and is monitored for implementation and effectiveness. The Principal shall consult with the SSC secretary in advance of the meeting to assure minutes are accurate and available and to assure that the SSC membership continues to be duly formed. The Principal shall oversee the public position of the agenda. The Principal shall keep all SSC meeting documentation and correspondence in an organized manner and assure all SSC documentation is available to the public on request. The Principal shall assure that all SSC members are appropriately trained to fulfill their roles and responsibilities.



DISTRITO ESCOLAR UNIFICADO DE FRESNO  
Convenio del Personal/Estudiante/Padre  
Ericson Elementary School

**Sección del Personal:**

Yo comprendo la importancia de la experiencia en la escuela para cada estudiante y mi función como educador(a). Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro(a).
- ◆ Recibiré capacitación en estrategias para comunicarme eficazmente con los padres.
- ◆ Enseñaré los estándares del nivel del grado, destrezas, adoptados de California y conceptos que proveen un plan de estudio educativo de alta calidad en un ambiente de apoyo y aprendizaje efectivo.
- ◆ Me esforzaré por atender las necesidades individuales de su niño(a).
- ◆ Me comunicaré con usted en relación al progreso de su niño(a).
- ◆ Proveeré un ambiente de aprendizaje seguro, positivo y saludable para su niño(a).
- ◆ Le comunicaré la tarea y expectativas del salón de clase.
- ◆ Corregiré y regresaré el trabajo apropiado en una manera oportuna.
- ◆ Apoyaré a su niño(a) en el idioma natal y cultura.
- ◆ Mostraré respeto a mí mismo y a los demás todo el tiempo
- ◆ Proveeré oportunidades para que los padres ayuden como voluntarios, participen y observen en el salón de clase del niño(a).

Firma del Maestro \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Estudiante:**

Yo sé que mi educación es importante y que soy el/la único(a) responsable de mi propio éxito. Por lo tanto, estoy de acuerdo en llevar a cabo las siguientes responsabilidades lo mejor posible:

- Asistiré a la escuela todos los días a tiempo y preparado para aprender.
- Revisaré mi trabajo de la clase con mi(s) padre(s) semanalmente.
- Regresaré la tarea completada a tiempo.
- Seguiré las reglas de la escuela y ser responsable de mi propio comportamiento todo el tiempo.
- Pediré ayuda cuando sea necesario.
- Mostraré respeto a mí mismo y a los demás todo el tiempo.

Firma del Estudiante \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Padre:**

Yo comprendo que mi participación en la educación de mi niño(a) le ayudará a él/ella en su desempeño académico y actitud. Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro
- ◆ Asistiré al evento de Noche de Regreso a la Escuela, conferencias de Padre/Maestro, Exhibición de Trabajos y otros eventos.
- ◆ Motivaré a mi niño(a) para que participe en las actividades de lectura por lo menos 20 minutos todos los días.
- ◆ Proveeré un lugar/tiempo tranquilo para que mi niño(a) complete su tarea.
- ◆ Aseguraré que mi niño(a) duerma adecuadamente y tenga una dieta saludable.
- ◆ Adheriré las pólizas de la tarea, disciplina, código de vestir y asistencia de la escuela.
- ◆ Participaré en las oportunidades de capacitación para padres del distrito.
- ◆ Apoyaré todos los elementos de la Póliza de Participación de Padres adoptadas por la Junta Escolar del Distrito Escolar Unificado de Fresno (FUSD).
- ◆ Mostraré respeto a mí misma(o) y a los demás todo el tiempo.

Firma del Padre \_\_\_\_\_ Fecha \_\_\_\_\_

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Staff/Student/Parent Compact  
Ericson Elementary School

**Staff Section:**

I understand the importance of the school experience to every student and my role as an educator. Therefore, I will voluntarily:

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- ◆ Support your child's primary language and culture
- ◆ Show respect to self and others at all times
- ◆ Provide opportunities for parents to volunteer, participate and observe in child's classroom

Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Student Section:**

I know that my education is important and that I am the one responsible for my own success. Therefore, I agree to carry out the following responsibilities to the best of my ability:

- Attend school every day on time and ready to learn
- Review my class work with my parent(s) weekly
- Return completed homework on time
- Follow school rules and be responsible for my own behavior at all times
- Ask for help when needed
- Show respect to self and others at all times

Student's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Parent Section:**

I understand that my participation in my child's education will help his/her achievement and attitude. Therefore, I will voluntarily:

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- ◆ Attend Back to School event, Parent/Teacher conferences, Open House, and other events
- ◆ Encourage my child to engage in reading activities for at least 20 minutes every day
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- ◆ Participate in district opportunities for parenting training
- ◆ Support all elements of the Parent Involvement Policy adopted by the FUSD School Board.
- ◆ Show respect to self and others at all times

Parent's Signature \_\_\_\_\_ Date \_\_\_\_\_

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Daim Ntawv Neeg Khiav Dej Num/Tub Kawm Ntawv/Niam Txiv Cog Lus  
Tsev Kawm Ntawv Phab Qis Ericson

**Xib Fwb Sob Lus:**

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- ◆ Qhia theem qib tej qauv ntawv teev tseg, tej kev txawj, thiab tej niam tswv yim California tau txais yuav uas muab tau kev qhia tej zaj kev kawm zoo heev nyob rau hauv ib lub chaw kawm txhawb zog thiab tau txiaj ntsim
- ◆ Siv zog los daws tej kev ntshaw raws tej twb tug neeg rau nej tus me nyuam
- ◆ Nrog nej sib txuas lus txog nej tus me nyuam kev kawm tau li cas lawm
- ◆ Npaj muaj ib lub chaw kawm nyab xeeb, kaj siab, thiab dawb huv rau nej tus me nyuam
- ◆ Cev lus qhia txog ntaub ntawv teem ua hauv vaj tse thiab tej kev cia siab hauv chaw kawm
- ◆ Tshuaj xyuas thiab xa tej ntaub ntawv muaj feem kom ua rov qab raws ib tug yam ntxwv ua nrawm nroos
- ◆ Txhawb nqa nej tus me nyuam hom lus chiv thawj thiab haiv neeg kev coj
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm
- ◆ Muab tej sij hawm qhib kev rau niam txiv tuaj pab dawb, koom tes, thiab ntsuam xyuas me nyuam yaus hauv chaw kawm

Xib Fwb Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

**Tub Kawm Ntawv Sob Lus:**

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- Mus koom kev kawm txhua hnub ncav sij hawm thiab npaj ntsoov tos kawm
- Tshuaj xyuas kuv tes hauj lwm kawm ntawv nrog kuv niam kuv txiv txhua lim tiam
- Xa tej ntaub ntawv teem ua hauv vaj tse tiav lawm rov qab ncav sij hawm
- Taug raws tsev kawm ntawv tej cai thiab thaj tsob rau kuv kev coj xeeb ceem ntiag tug txhua sij hawm
- Thov kev pab thaum twg xav tau
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Tub Kawm Ntawv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

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- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Mus koom Kev Saib Kev Rov Mus Kawm Ntawv, Niam Txiv/Xib Fwb Tej Rooj Sib Tham, Kev Qhib Saib Kev Kawm Dhau Los, thiab lwm cov xwm txheej
- ◆ Txhawb kuv tus me nyuam kom txuam rau hauv tej dej num ua kev nyeem ntawv yam tsawg 20 feeb txhua hnub
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- ◆ Koom rau hauv cheeb tsam tsev kawm ntawv tej hau kev qhib muaj rau kev cob qhia kev ua niam ua txiv
- ◆ Txhawb nqa tag nrho tej feem ntawm txoj Cai Txuam Niam Txiv tau txais yuav los ntawm FUSD Pawg Thawj Tswj Kev Kawm
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Niam Txiv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

DISTRITO ESCOLAR UNIFICADO DE FRESNO  
Convenio del Personal/Estudiante/Padre  
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**Sección del Personal:**

Yo comprendo la importancia de la experiencia en la escuela para cada estudiante y mi función como educador(a). Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro(a).
- ◆ Recibiré capacitación en estrategias para comunicarme eficazmente con los padres.
- ◆ Enseñaré los estándares del nivel del grado, destrezas, adoptados de California y conceptos que proveen un plan de estudio educativo de alta calidad en un ambiente de apoyo y aprendizaje efectivo.
- ◆ Me esforzaré por atender las necesidades individuales de su niño(a).
- ◆ Me comunicaré con usted en relación al progreso de su niño(a).
- ◆ Proveeré un ambiente de aprendizaje seguro, positivo y saludable para su niño(a).
- ◆ Le comunicaré la tarea y expectativas del salón de clase.
- ◆ Corregiré y regresaré el trabajo apropiado en una manera oportuna.
- ◆ Apoyaré a su niño(a) en el idioma natal y cultura.
- ◆ Mostraré respeto a mí mismo y a los demás todo el tiempo
- ◆ Proveeré oportunidades para que los padres ayuden como voluntarios, participen y observen en el salón de clase del niño(a).

Firma del Maestro \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Estudiante:**

Yo sé que mi educación es importante y que soy el/la único(a) responsable de mi propio éxito. Por lo tanto, estoy de acuerdo en llevar a cabo las siguientes responsabilidades lo mejor posible:

- Asistiré a la escuela todos los días a tiempo y preparado para aprender.
- Revisaré mi trabajo de la clase con mi(s) padre(s) semanalmente.
- Regresaré la tarea completada a tiempo.
- Seguiré las reglas de la escuela y ser responsable de mi propio comportamiento todo el tiempo.
- Pediré ayuda cuando sea necesario.
- Mostraré respeto a mí mismo y a los demás todo el tiempo.

Firma del Estudiante \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Padre:**

Yo comprendo que mi participación en la educación de mi niño(a) le ayudará a él/ella en su desempeño académico y actitud. Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro
- ◆ Asistiré al evento de Noche de Regreso a la Escuela, conferencias de Padre/Maestro, Exhibición de Trabajos y otros eventos.
- ◆ Motivaré a mi niño(a) para que participe en las actividades de lectura por lo menos 20 minutos todos los días.
- ◆ Proveeré un lugar/tiempo tranquilo para que mi niño(a) complete su tarea.
- ◆ Aseguraré que mi niño(a) duerma adecuadamente y tenga una dieta saludable.
- ◆ Adheriré las pólizas de la tarea, disciplina, código de vestir y asistencia de la escuela.
- ◆ Participaré en las oportunidades de capacitación para padres del distrito.
- ◆ Apoyaré todos los elementos de la Póliza de Participación de Padres adoptadas por la Junta Escolar del Distrito Escolar Unificado de Fresno (FUSD).
- ◆ Mostraré respeto a mí misma(o) y a los demás todo el tiempo.

Firma del Padre \_\_\_\_\_ Fecha \_\_\_\_\_

# **Ericson Elementary School School Site Council Bylaws**

## **Article I Name of Council**

The name of this council shall be Ericson School Site Council (SSC).

## **Article II Role of the Council**

The SSC shall develop and recommend the school improvement plan including the budgets that support the plan, to meet student academic need. Following approval of a school improvement plan by the school district governing board, the SSC shall review a minimum of one time per year the implementation of the school improvement program and assess the effectiveness of the program with the principal, teachers, other school personnel, and students using the district criteria in Board Policy 6191. The SSC shall annually review SSC bylaws and the school site dress code and make modifications to the school improvement plan or budget when necessary. The SSC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California

## **Article III Members**

### **Section 1: Size and Composition**

The SSC shall be composed of 10 members. Alternates shall be elected for the parent representatives and staff representatives.

The needs and resources of the school improvement program require that membership include broad representation of parents and staff, including all socioeconomic and ethnic groups in the school attendance area.

Representation on the SSC shall be: the Principal, representatives of teachers elected by teachers, parents of pupils attending the school elected by such parents or community members residing or working in the school attendance area and selected by parents of children attending the school. The council shall be balanced with five members representing the school staff, teachers in the majority of school staff representatives and five parent members. Parents representative of the SSC may be district employees but shall not be employees at the site.

## **Section II: Election Procedures**

Notices in the major languages represented at the school of the SSC election will be sent home with the student to the parents and staff of the site to solicit any nominations including self-nominations for available representative vacancies. Oral announcements and written announcements detailing the SSC nomination and election process, role of the SSC, meeting dates, and site plan development will be distributed in a four week period and no later than the end of the first quarter using a variety of ways to notify the entire school community prior to the final election ballot distribution.

The Principal shall schedule a public meeting prior to the election to explain the role and responsibilities of the SSC, the schedule for nominations and the SSC election process to encourage broad community involvement. Written notices of nomination including self-nomination opportunities will be posted in prominent places around the campus and the surrounding community to assure community access. Nomination forms will be compiled and carried home by students at least two weeks in advance of the election. Nomination forms will also be available in the school office.

One election ballot per parent or legal guardian or certified caretaker will be carried home with the oldest child in the family for parent/community representative elections. Election polling times will be at times convenient for parents and announced and posted. Polling times will occur over one week's time. Voters will be considered registered and eligible to vote when they are matched to a class roster of students. Parents may request assistance from school personnel to complete the mechanics of voting without undue influence on the vote cast. In a similar manner, each staff member will receive one ballot to elect his or her representatives. Ballots shall be placed in locked, secure box until counted in public view at a duly noticed SSC meeting. Ballots shall be counted and verified by two neutral persons. Results shall be posted and announced for all new SSC members at the same SSC meeting. Nominees will be elected in descending order according to the criteria of highest number of votes. If there is a tie for an SSC representative position a run off vote will be taken as soon as feasible using a similar election process. The results of all SSC elections shall be recorded in the SSC minutes. Ballots shall be retained for the record in the event of disputes.

## **Section III: Term of Office**

All members of the council shall serve for a two-year term. However, in order to achieve staggered membership, one half, or the nearest approximation thereof, of the members representing parents or community members and one half, or the nearest approximation thereof of the members representing teachers and other school personnel, except the Principal, shall serve for a one year term only during the first year of the council's existence. After the first year of the council's

existence, all terms shall be two years in length. At the first regular meeting of the council after elections, a chance method shall be used to determine which members shall serve one-year terms. At the conclusion of the member's term, at least one year shall elapse before such members may be selected to a new term.

#### **Section IV: Member Vacancies**

The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year. If the composition of the SSC falls below legal requirements and no alternatives are available vacancies for the unexpired term may be filled by a new regular election.

#### **Section V: Voting Rights**

Each elected representative of the SSC is entitled to one vote and may cast that vote on each formal motion submitted to a vote by the council. The elected alternate shall vote in the absence of the elected representative he or she replaces. Absentee ballots or proxy ballots shall not be permitted.

#### **Section VI: Termination of Membership**

Membership shall automatically terminate if a member no longer meets the membership requirements under which elected or is absent without good cause from any regular meetings for three consecutive members. A written warning shall be issued to any member who misses two consecutive meetings for no good cause by either the chairperson and/or Principal. The constituency electing a member may petition the SSC with a simple majority of the constituency to suspend or expel a member for just cause.

#### **Section VII: Transfer of Membership**

Membership in the SSC is not transferable or assignable.

#### **Section VIII: Resignation**

Any member may resign by filing a written resignation with the Principal. The written resignation shall become a part of the SSC records in the event of a dispute.

#### **Section IX: Vacancy**

Any vacancy on the council shall be filled for the remainder of the school year by appointment by the chairperson. The chairperson shall, make every attempt possible with the help of the Principal, to select a replacement based on the ranked election results from the previous SSC member election. Replacement

alternates shall also be selected from this list. In the event this is impossible the chair shall be provided a list of possible replacements that reflect the constituency of the departed member. If the unexpired term is for another school year thereafter, the term for that year shall be filled by the regular election process described in Section II above.

## **Article IV Officers**

### **Section I: Officers**

The officers of the SSC shall be a chairperson, vice chairperson, secretary, and other such officers, as the council may deem desirable.

### **Section II: Election and Term of Office**

The officers of the SSC shall be elected annually by the elected SSC members and shall serve for one year or until each successor has been elected.

### **Section III: Vacancy**

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall, by special election, be filled by the members of the SSC for the unexpired portion of the term. The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year.

### **Section IV: Chairperson**

The chairperson shall preside at all meetings and sign the assurances in the site plan and other communications from the SSC. The chairperson develops the meeting agenda in coordination with the Principal, assigns SSC members to subcommittee work, advances the work of the posted agenda, assures all voices are heard in the SSC and develops skills in meeting management with the assistance of the Principal. The chairperson facilitates the meeting using Robert's Rules of Order.

### **Section V: Vice Chairperson**

The vice chairperson shall represent the chairperson in assigned duties and to substitute for the chairperson during his or her absence.



## **Section VI: Secretary**

The secretary shall with the assistance of the Principal keep factual, true and accurate minutes of all SSC meetings and shall transmit the copies of the minutes to each of the SSC members. The secretary shall also keep a current list of all SSC members with role, name, address, phone number and start and end dates of terms. The secretary shall keep all copies of information distributed at the meetings attached to the meeting agenda and minutes and give them to the Principal for distribution and storage.

## **Section VII: Parliamentarian**

The SSC may elect a Parliamentarian or ask a neutral, non-elected community member to serve as a Parliamentarian to resolve questions of procedure using Robert's Rules of Order. Non SC members serving in this role hold none of the responsibilities or privileges of duly elected SSC members.

## **Section VIII: Principal**

The Principal is a voting member of the council. He/she provides information and leadership to the council and administers the school level activities in the single plan for school improvement. The Principal works with the SSC to assure the single plan for student achievement is legal, based on student achievement data and student needs and is monitored for implementation and effectiveness. The Principal shall consult with the SSC secretary in advance of the meeting to assure minutes are accurate and available and to assure that the SSC membership continues to be duly formed. The Principal shall oversee the public position of the agenda. The Principal shall keep all SSC meeting documentation and correspondence in an organized manner and assure all SSC documentation is available to the public on request. The Principal shall assure that all SSC members are appropriately trained to fulfill their roles and responsibilities.

Ericson Elementary School  
**Title I Parent Involvement Policy**  
2017-2018

Ericson Elementary School recognizes that parents are their children's first and most influential teacher and that sustained parent involvement in the education of their children contributes greatly to student achievement and a positive school environment.

Ericson Elementary School with input from their Title I parents, has developed and distributed the Title I Parent Involvement Policy. The policy includes four dimensions:

- Policy involvement
- Shared responsibilities for High Academic Achievement
- Building capacity for involvement
- Accessibility

This policy will be updated annually to meet the changing needs of parents and the school.

**Policy Involvement**

- Ericson Elementary School will convene Title I Parent Meetings to review, revise and comment on the following items:
  - Site level Parent Involvement Policy
  - School Parent Compact
  - Single Plan for Student Achievement (SPSA)
  - Title I requirements, involvement rights, and programs offered at the site
  - State adopted ELA/Math curriculum, academic assessment tools and proficiency levels of student achievement at the site
  - Parent survey results related to the academic programs and learning environment at the site
  - Parent involvement opportunities for helping children succeed
  - Parent recommended meetings with flexible dates and times supported by funding for transportation, child care and/or home visits from Home School Liaisons when available.
  - Parent requested meetings related to the educational decisions for their children

**Shared Responsibilities for High Student Academic Achievement**

- Staff/Student/Parent Compact – the jointly developed School-Parent compact will identify staff-parent strategies that best support student academic achievement. This compact will be widely distributed to all students, staff and parents of Title I students. The Compact describes and defines the following:
  - The school's responsibilities in providing high quality curriculum and instruction in a supportive learning environment
  - Parent and student responsibilities promoting improved academic learning
  - Effective and ongoing communication methods between parents and teachers

**Building Capacity**

- During Back to School and Parent Conferences teachers will inform parents about curriculum content, achievement standards, assessment results and monitoring student progress
- Parents will be provided with requested training and materials helping to improve their children’s achievement
- Teachers and other staff members will be trained on working with parents as equal partners and building ties between parents and the school
- Teachers will inform parents and students about individual goals based on local and state assessment results
- Ericson Elementary School will provide opportunities for parents to volunteer and participate in their child’s classroom.
- Parents will be encouraged to participate in school activities through memos, weekly letters, surveys, email, Teleparent and flyers. Information will be provided in a language and format parents can understand.
- Examples of programs and activities at <school> that encourage parent participation in the education of their children, include the following:

- ◆ *English Language Advisory Council*
- ◆ *School Site Council*
- ◆ *District Sponsored Kids First Festival*
- ◆ *Parent Training—PIQE, Parent University*
- ◆ *Back to School Night*
- ◆ *Open House*
- ◆ *Parent/Staff Coffee Hour*
- ◆ *Classroom Participation*
- ◆
- ◆



**Examples only:**  
Refer to site SPSA for  
specific items

**Accessibility**

- Ericson Elementary School will provide opportunities for full participation to parents with limited English proficiency, parents of migrant children and parents with disabilities. School information and required reports will be provided in a format and, to the extent practicable, in a language, such parents understand.

Ericson  
**Title I Txoj Cai Txuam Niam Txiv**  
2017-2018

Ericson lees paub tias niam txiv yeej yog lawv cov me nyuam tus xib fwb xub thawj thiab muaj cuab kav cob qhia tau zoo tshaj plaws thiab tias kev txuam niam txiv nraim rau hauv txoj kev kawm txuj ntawm lawv cov me nyuam yeej pab tau ntau heev rau tub kawm ntawv kev kawm tau thiab ib lub chaw kawm zoo.

Ericson, nrog rau tej lus tawm tswv yim los ntawm nws cov niam txiv Title I, tau tsim muaj thiab faib tawm txoj Cai Txuam Niam Txiv Title I. Txoj cai ntawd muaj plaub feem:

- Kev muaj feem nrog txoj cai
- Tej dej num sib faib ris kom muaj Kev Kawm Tau Txuj Ci Siab
- Kev ua kom muaj peev xwm txuam nrog
- Kev muaj peev xwm paub

Txoj cai no yuav raug kho dua txhua xyoo kom ua tau raws tej kev ntshaw hloov lawm ntawm cov niam txiv thiab lub tsev kawm ntawv.

**Kev Muaj Feem Nrog Txoj Cai**

- Ericson yuav teem qhib Niam Txiv Title I Tej Rooj Sib Tham los tshuaj xyuas, hloov kho, thiab txhab lus ntxiv rau tej nqe lus hais nram no:
  - Txoj Cai Txuam Niam Txiv rau Theem Tsev Kawm Ntawv
  - Tsev Kawm Ntawv-Niam Txiv Kev Cog Lus
  - Tib Txoj Kev Npaj rau Tub Kawm Ntawv Kev Kawm Tau (SPSA)
  - Title I tej kev tseev kom muaj, tej cai txuam nrog, thiab tej kev pab qhib muaj hauv lub tsev kawm ntawv
  - Tej zaj kev kawm ELA/Math lub xeev tau txais yuav, tej twj soj ntsuam kev kawm tau txuj ci, thiab tej them kev paub ntawm tub kawm ntawv kev kawm tau hauv lub tsev kawm ntawv
  - Ntawv nug niam txiv tej lus qhia tawm muaj feem rau tej kev kawm txuj thiab lub chaw kawm hauv lub tsev kawm ntawv
  - Tej hau kev qhib txuam niam txiv rau kev pab me nyuam yaus kom vam meej
  - Tej rooj sib tham niam txiv pom zoo muaj nrog tej hnub thiab sij hawm teem tseg hloov tau kom haum raug txhawb nqa nrog kev pab nyiaj txiag rau kev thauj mus los, kev zov me nyuam, thiab/los yog kev mus ntsib hauv vaj tse los ntawm cov Neeg Cev Lus Rau Vaj Tse-Tsev Kawm Ntawv thaum twg muaj
  - Tej rooj sib tham niam txiv thov muaj feem rau tej kev txiav txim kawm txuj rau lawv cov me nyuam

**Tej Dej Num Sib Faib Ris Kom Muaj Tub Kawm Ntawv Kev Kawm Tau Txuj Ci Siab**

- Daim Ntawv Neeg Khiav Dej Num/Tub Kawm Ntawv/Niam Txiv Cog Lus – Daim ntawv cog lus tsev kawm ntawv-niam txiv sib koom tsim muaj yuav qhia tawm neeg khiav dej num-niam txiv tej kev npaj ua uas yuav txhawb pab tub kawm ntawv kev kawm tau txuj ci zoo tshaj plaws. Daim ntawv cog lus no yuav raug faib tawm thoob plaws rau tag nrho cov tub kawm ntawv, neeg khiav dej num, thiab niam txiv ntawm cov tub kawm ntawv Title I. Daim ntawv cog lus tau piav thiab teev cov ntsiab lus hais nram no:
  - Lub tsev kawm ntawv tej kev ris dej num rau kev npaj muaj tej zaj kev kawm thiab kev qhia ntaub ntawv kom zoo heev rau hauv ib lub chaw kawm txhawb pab tau zoo
  - Niam txiv thiab tub kawm ntawv tej kev ris dej num txhawb nqa kev kawm tau txuj ci kom nce zus
  - Tej tswv yim sib txuas lus kom tau txiag ntsim thiab ua ntu zus ntawm niam txiv thiab xib fwb

### **Kev Ua Kom Muaj Peev Xwm**

- Thaum saib Kev Rov Tuaj Kawm Ntawv thiab qhib Niam Txiv Tej Rooj Sib Tham, xib fwb yuav qhia niam txiv txog tej zaj kev kawm, tej lus teev kev kawm tau, tej lus qhia tawm kev soj ntsuam pom, thiab kev tswj tub kawm ntawv kev kawm tau
- Niam txiv yuav raug muab kev cob qhia thiab tej khoom siv tau thov los pab nce lawv cov me nyuam txoj kev kawm tau
- Cov xib fwb thiab lwm cov neeg koom khiav dej num yuav raug cob qhia txog kev ua hauj lwm nrog niam txiv tam li neeg sib koom tes muaj vaj huam sib luag thiab kev ua kom muaj chaw sib raug zoo ntawm niam txiv thiab lub tsev kawm ntawv
- Cov xib fwb yuav qhia niam txiv thiab tub kawm ntawv txog tej twb tug tej hom phiaj raws li tej lus qhia tawm kev soj ntsuam pom hauv nroog thiab hauv xeev
- Ericsonyuav muab sij hawm qhib kev rau niam txiv tuaj pab dawb thiab koom tes hauv lawv tus me nyuam chav kawm
- Niam txiv yuav raug nqua hu kom tuaj koom rau hauv tsev kawm ntawv tej dej num los ntawm tej ntawv cev lus qhia, ntawv xa xov txhua lim tiam, ntawv nug lus, ntawv hluav taws xob, Kev Kaw Lus Hu Qhia Niam Txiv, thiab ntawv tshaj lus qhia. Tej lus qhia yuav raug muab raws hom lus thiab tus qauv teeb lus niam txiv muaj peev xwm to taub
- Tej yam ua piv txwv ntawm tej kev pab thiab tej dej num ua hauv Ericsonuas txhawb kom muaj niam txiv kev koom rau hauv txoj kev kawm txuj ntawm lawv cov me nyuam yog xam nrog rau cov nram no:

- ◆ *Pawg Neeg Tuav Tswv Yim Kawm Lus As Kiv*
- ◆ *Tsev Kawm Ntawv Pawg Neeg Tuav Tswv Yim*
- ◆ *Koob Tsheej Me Nyuam Yaus Ua Ntej*  
*Cheeb Tsam Tsev Kawm Ntawv Txhawb Nqa*
- ◆ *Kev Cob Qhia Niam Txiv—PIQE, Parent University*
- ◆ *Hmo Saib Kev Rov Mus Kawm Ntawv*
- ◆ *Thaum Qhib Saib Kev Kawm Dhau Los*
- ◆ *Niam Txiv/Neeg Khiav Dej Num Xuaj Moo Haus Kas Fes*
- ◆ *Kev Koom Tes hauv Chav Kawm*
- ◆
- ◆

**Cov no tsuas yog ua piv txwv xwb:**  
Mus saib lub tsev kawm ntawv qhov  
SPSA rau tej nqe lus hais ntsees twg

### **Kev Muaj Peev Xwm Paub**

- Ericson yuav muab sij hawm qhib kev kom koom tau puv npo rau cov niam txiv muaj kev paub lus As Kiv tsawg, cov niam txiv ntawm cov me nyuam ib sij tsiv chaw, thiab cov niam txiv muaj kev tsis taus. Tej lus qhia txog tsev kawm ntawv thiab tej lus tseev kom tshaj tawm yuav raug muab raws ib tug qauv teeb lus thiab, txog rau tus ciam ua tau nyog, raws hom lus cov niam txiv ntawd to taub.

Escuela Primaria Ericson  
**Póliza de Participación de Padres del Título I**  
2017-2018

La escuela Ericson reconoce que los padres son los primeros maestros e influyen más en sus niños y que el apoyo de participación de los padres en la educación de sus niños contribuye bastante al desempeño académico y al ambiente positivo en la escuela.

La escuela Ericson, con opiniones/sugerencias de los padres del Título I, ha desarrollado y distribuido la Póliza de Participación de Padres del Título I. La póliza incluye cuatro elementos:

- Póliza de participación
- Compartir responsabilidades para un Alto Desempeño Académico
- Aumentar la capacidad de participación
- Accesibilidad

Esta póliza será actualizada anualmente para satisfacer los cambios necesarios de los padres y la escuela.

**Póliza de Participación**

- La escuela Ericson convocará las Juntas de Padres del Título I, para repasar, revisar y comentar sobre los siguientes asuntos:
  - Póliza de Participación de Padres a Nivel Escolar.
  - Convenio de Escuela/Padres.
  - Plan Individual del Desempeño Académico del Estudiante (SPSA).
  - Requisitos del Título I, derechos de participar y programas que se ofrecen en la escuela.
  - Plan de estudio de ELA/Matemáticas, herramientas de evaluación académica y niveles de desarrollo del desempeño académico en la escuela, adoptados por el Estado.
  - Resultados de la encuesta de padres relacionada a los programas académicos y ambiente del aprendizaje en la escuela.
  - Oportunidades de participación de padres para ayudar a los niños a tener éxito.
  - Los padres recomendaron juntas con fechas y horarios flexibles apoyadas por fondos de transportación, cuidado de niños y/o visitas a casa por la Persona Encargada de la Comunicación entre Casa/Escuela ( Liaisons) cuando esté disponible.
  - Los padres pidieron juntas relacionadas a las decisiones educativas para sus niños.

**Responsabilidades Compartidas del Alto Rendimiento Académico del Estudiante**

- Convenio del Personal/Estudiante/Padre – el convenio desarrollado conjuntamente de Escuela-Padre identificará las estrategias del personal-padre las cuales apoyarán mejor el desempeño académico del estudiante. Este convenio será distribuido a nivel escolar para todos los estudiantes, personal y padres de estudiantes del Título I. El Convenio describe y define lo siguiente:
  - Responsabilidades de la escuela proveer un plan de estudio de alta calidad y educación en un ambiente de aprendizaje favorable.
  - Responsabilidades del padre y estudiante promover el mejoramiento del aprendizaje académico.

- Métodos de comunicación efectiva y continua entre los padres y maestros.

## Póliza de Participación de Padres del Título I – página dos

### Aumentando la Capacidad

- Durante el Regreso a la Escuela y las Conferencias de Padres los maestros les informarán a los padres acerca del contenido del plan de estudio, estándares del desempeño académico, resultados de la evaluación y monitoreo del progreso del estudiante.
- Se les proveerá a los padres con capacitación solicitada y materiales para ayudar a mejorar el desempeño académico de sus niños.
- Los maestros y otros miembros del personal serán capacitados en trabajar con los padres como socios en igualdad y elaborar enlaces entre los padres y la escuela.
- Los maestros informarán a los padres y a los estudiantes acerca de las metas individuales basadas en los resultados de la evaluación local y estatal.
- La escuela Ericson proveerá oportunidades para que los padres sean voluntarios y participen en el salón de clases de su niño(a).
- Se motivará a los padres a participar en las actividades escolares a través de notas, boletín semanal, encuestas, correo electrónico (email), sistema de Teleparent y volantes. Se proveerá información en un lenguaje y formato el cual los padres puedan comprender.
- Ejemplos de los programas y actividades en la escuela Ericson los cuales animan la participación de los padres en la educación de sus niños, incluyen lo siguiente:
  - ◆ *Cómite Consejero de los Estudiantes Aprendices de Inglés*
  - ◆ *Concilio Escolar*
  - ◆ *Festival Primero los Niños Patrocinado por el Distrito*
  - ◆ *Capacitación Para Padres—PIQE, Universidad Para Padres*
  - ◆ *Noche de Regreso a la Escuela*
  - ◆ *Exhibición de Trabajos (Open House)*
  - ◆ *Hora de Café Para Padres/Personal*
  - ◆ *Participación en el Salón de Clase*
  - ◆
  - ◆

**Ejemplos solamente:**  
Se refieren al SPSA de la escuela de asuntos específicos

### Accesibilidad

- La escuela Ericson proveerá oportunidades de participación completa para los padres de estudiantes con desarrollo de inglés limitado, padres de estudiantes migrantes y padres de estudiantes con incapacidades. La información de la escuela y reportes requeridos se proveerán en un formato y hasta la extensión posible, en un lenguaje el cual los padres comprendan.

# **Ericson Elementary School School Site Council Bylaws**

## **Article I Name of Council**

The name of this council shall be Ericson School Site Council (SSC).

## **Article II Role of the Council**

The SSC shall develop and recommend the school improvement plan including the budgets that support the plan, to meet student academic need. Following approval of a school improvement plan by the school district governing board, the SSC shall review a minimum of one time per year the implementation of the school improvement program and assess the effectiveness of the program with the principal, teachers, other school personnel, and students using the district criteria in Board Policy 6191. The SSC shall annually review SSC bylaws and the school site dress code and make modifications to the school improvement plan or budget when necessary. The SSC shall carry out all other duties and responsibilities assigned by the district governing board and any state or federal laws and related codes of the State of California

## **Article III Members**

### **Section 1: Size and Composition**

The SSC shall be composed of 10 members. Alternates shall be elected for the parent representatives and staff representatives.

The needs and resources of the school improvement program require that membership include broad representation of parents and staff, including all socioeconomic and ethnic groups in the school attendance area.

Representation on the SSC shall be: the Principal, representatives of teachers elected by teachers, parents of pupils attending the school elected by such parents or community members residing or working in the school attendance area and selected by parents of children attending the school. The council shall be balanced with five members representing the school staff, teachers in the majority of school staff representatives and five parent members. Parents representative of the SSC may be district employees but shall not be employees at the site.



## **Section II: Election Procedures**

Notices in the major languages represented at the school of the SSC election will be sent home with the student to the parents and staff of the site to solicit any nominations including self-nominations for available representative vacancies. Oral announcements and written announcements detailing the SSC nomination and election process, role of the SSC, meeting dates, and site plan development will be distributed in a four week period and no later than the end of the first quarter using a variety of ways to notify the entire school community prior to the final election ballot distribution.

The Principal shall schedule a public meeting prior to the election to explain the role and responsibilities of the SSC, the schedule for nominations and the SSC election process to encourage broad community involvement. Written notices of nomination including self-nomination opportunities will be posted in prominent places around the campus and the surrounding community to assure community access. Nomination forms will be compiled and carried home by students at least two weeks in advance of the election. Nomination forms will also be available in the school office.

One election ballot per parent or legal guardian or certified caretaker will be carried home with the oldest child in the family for parent/community representative elections. Election polling times will be at times convenient for parents and announced and posted. Polling times will occur over one week's time. Voters will be considered registered and eligible to vote when they are matched to a class roster of students. Parents may request assistance from school personnel to complete the mechanics of voting without undue influence on the vote cast. In a similar manner, each staff member will receive one ballot to elect his or her representatives. Ballots shall be placed in locked, secure box until counted in public view at a duly noticed SSC meeting. Ballots shall be counted and verified by two neutral persons. Results shall be posted and announced for all new SSC members at the same SSC meeting. Nominees will be elected in descending order according to the criteria of highest number of votes. If there is a tie for an SSC representative position a run off vote will be taken as soon as feasible using a similar election process. The results of all SSC elections shall be recorded in the SSC minutes. Ballots shall be retained for the record in the event of disputes.

## **Section III: Term of Office**

All members of the council shall serve for a two-year term. However, in order to achieve staggered membership, one half, or the nearest approximation thereof, of the members representing parents or community members and one half, or the nearest approximation thereof of the members representing teachers and other school personnel, except the Principal, shall serve for a one year term only during the first year of the council's existence. After the first year of the council's

existence, all terms shall be two years in length. At the first regular meeting of the council after elections, a chance method shall be used to determine which members shall serve one-year terms. At the conclusion of the member's term, at least one year shall elapse before such members may be selected to a new term.

#### **Section IV: Member Vacancies**

The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year. If the composition of the SSC falls below legal requirements and no alternatives are available vacancies for the unexpired term may be filled by a new regular election.

#### **Section V: Voting Rights**

Each elected representative of the SSC is entitled to one vote and may cast that vote on each formal motion submitted to a vote by the council. The elected alternate shall vote in the absence of the elected representative he or she replaces. Absentee ballots or proxy ballots shall not be permitted.

#### **Section VI: Termination of Membership**

Membership shall automatically terminate if a member no longer meets the membership requirements under which elected or is absent without good cause from any regular meetings for three consecutive members. A written warning shall be issued to any member who misses two consecutive meetings for no good cause by either the chairperson and/or Principal. The constituency electing a member may petition the SSC with a simple majority of the constituency to suspend or expel a member for just cause.

#### **Section VII: Transfer of Membership**

Membership in the SSC is not transferable or assignable.

#### **Section VIII: Resignation**

Any member may resign by filing a written resignation with the Principal. The written resignation shall become a part of the SSC records in the event of a dispute.

#### **Section IX: Vacancy**

Any vacancy on the council shall be filled for the remainder of the school year by appointment by the chairperson. The chairperson shall, make every attempt possible with the help of the Principal, to select a replacement based on the ranked election results from the previous SSC member election. Replacement

alternates shall also be selected from this list. In the event this is impossible the chair shall be provided a list of possible replacements that reflect the constituency of the departed member. If the unexpired term is for another school year thereafter, the term for that year shall be filled by the regular election process described in Section II above.

## **Article IV Officers**

### **Section I: Officers**

The officers of the SSC shall be a chairperson, vice chairperson, secretary, and other such officers, as the council may deem desirable.

### **Section II: Election and Term of Office**

The officers of the SSC shall be elected annually by the elected SSC members and shall serve for one year or until each successor has been elected.

### **Section III: Vacancy**

A vacancy in any office because of death, resignation, removal, disqualification, or otherwise shall, by special election, be filled by the members of the SSC for the unexpired portion of the term. The alternate for the vacant position to be replaced shall fill the vacancy. Replacement of alternates shall also be selected from the election rankings first or by appointment for the remainder of the current school year.

### **Section IV: Chairperson**

The chairperson shall preside at all meetings and sign the assurances in the site plan and other communications from the SSC. The chairperson develops the meeting agenda in coordination with the Principal, assigns SSC members to subcommittee work, advances the work of the posted agenda, assures all voices are heard in the SSC and develops skills in meeting management with the assistance of the Principal. The chairperson facilitates the meeting using Robert's Rules of Order.

### **Section V: Vice Chairperson**

The vice chairperson shall represent the chairperson in assigned duties and to substitute for the chairperson during his or her absence.

## **Section VI: Secretary**

The secretary shall with the assistance of the Principal keep factual, true and accurate minutes of all SSC meetings and shall transmit the copies of the minutes to each of the SSC members. The secretary shall also keep a current list of all SSC members with role, name, address, phone number and start and end dates of terms. The secretary shall keep all copies of information distributed at the meetings attached to the meeting agenda and minutes and give them to the Principal for distribution and storage.

## **Section VII: Parliamentarian**

The SSC may elect a Parliamentarian or ask a neutral, non-elected community member to serve as a Parliamentarian to resolve questions of procedure using Robert's Rules of Order. Non SC members serving in this role hold none of the responsibilities or privileges of duly elected SSC members.

## **Section VIII: Principal**

The Principal is a voting member of the council. He/she provides information and leadership to the council and administers the school level activities in the single plan for school improvement. The Principal works with the SSC to assure the single plan for student achievement is legal, based on student achievement data and student needs and is monitored for implementation and effectiveness. The Principal shall consult with the SSC secretary in advance of the meeting to assure minutes are accurate and available and to assure that the SSC membership continues to be duly formed. The Principal shall oversee the public position of the agenda. The Principal shall keep all SSC meeting documentation and correspondence in an organized manner and assure all SSC documentation is available to the public on request. The Principal shall assure that all SSC members are appropriately trained to fulfill their roles and responsibilities.

Ericson Elementary School  
**Title I Parent Involvement Policy**  
2017-2018

Ericson Elementary School recognizes that parents are their children's first and most influential teacher and that sustained parent involvement in the education of their children contributes greatly to student achievement and a positive school environment.

Ericson Elementary School with input from their Title I parents, has developed and distributed the Title I Parent Involvement Policy. The policy includes four dimensions:

- Policy involvement
- Shared responsibilities for High Academic Achievement
- Building capacity for involvement
- Accessibility

This policy will be updated annually to meet the changing needs of parents and the school.

<b>Policy Involvement</b>
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- Ericson Elementary School will convene Title I Parent Meetings to review, revise and comment on the following items:
  - Site level Parent Involvement Policy
  - School Parent Compact
  - Single Plan for Student Achievement (SPSA)
  - Title I requirements, involvement rights, and programs offered at the site
  - State adopted ELA/Math curriculum, academic assessment tools and proficiency levels of student achievement at the site
  - Parent survey results related to the academic programs and learning environment at the site
  - Parent involvement opportunities for helping children succeed
  - Parent recommended meetings with flexible dates and times supported by funding for transportation, child care and/or home visits from Home School Liaisons when available.
  - Parent requested meetings related to the educational decisions for their children

<b>Shared Responsibilities for High Student Academic Achievement</b>
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- Staff/Student/Parent Compact – the jointly developed School-Parent compact will identify staff-parent strategies that best support student academic achievement. This compact will be widely distributed to all students, staff and parents of Title I students. The Compact describes and defines the following:
  - The school's responsibilities in providing high quality curriculum and instruction in a supportive learning environment
  - Parent and student responsibilities promoting improved academic learning
  - Effective and ongoing communication methods between parents and teachers

**Building Capacity**

- During Back to School and Parent Conferences teachers will inform parents about curriculum content, achievement standards, assessment results and monitoring student progress
- Parents will be provided with requested training and materials helping to improve their children’s achievement
- Teachers and other staff members will be trained on working with parents as equal partners and building ties between parents and the school
- Teachers will inform parents and students about individual goals based on local and state assessment results
- Ericson Elementary School will provide opportunities for parents to volunteer and participate in their child’s classroom.
- Parents will be encouraged to participate in school activities through memos, weekly letters, surveys, email, Teleparent and flyers. Information will be provided in a language and format parents can understand.
- Examples of programs and activities at <school> that encourage parent participation in the education of their children, include the following:

- ◆ *English Language Advisory Council*
- ◆ *School Site Council*
- ◆ *District Sponsored Kids First Festival*
- ◆ *Parent Training—PIQE, Parent University*
- ◆ *Back to School Night*
- ◆ *Open House*
- ◆ *Parent/Staff Coffee Hour*
- ◆ *Classroom Participation*
- ◆
- ◆

**Examples only:**  
Refer to site SPSA for  
specific items

**Accessibility**

- Ericson Elementary School will provide opportunities for full participation to parents with limited English proficiency, parents of migrant children and parents with disabilities. School information and required reports will be provided in a format and, to the extent practicable, in a language, such parents understand.

Escuela Primaria Ericson  
**Póliza de Participación de Padres del Título I**  
2017-2018

La escuela Ericson reconoce que los padres son los primeros maestros e influyen más en sus niños y que el apoyo de participación de los padres en la educación de sus niños contribuye bastante al desempeño académico y al ambiente positivo en la escuela.

La escuela Ericson, con opiniones/sugerencias de los padres del Título I, ha desarrollado y distribuido la Póliza de Participación de Padres del Título I. La póliza incluye cuatro elementos:

- Póliza de participación
- Compartir responsabilidades para un Alto Desempeño Académico
- Aumentar la capacidad de participación
- Accesibilidad

Esta póliza será actualizada anualmente para satisfacer los cambios necesarios de los padres y la escuela.

**Póliza de Participación**

- La escuela Ericson convocará las Juntas de Padres del Título I, para repasar, revisar y comentar sobre los siguientes asuntos:
  - Póliza de Participación de Padres a Nivel Escolar.
  - Convenio de Escuela/Padres.
  - Plan Individual del Desempeño Académico del Estudiante (SPSA).
  - Requisitos del Título I, derechos de participar y programas que se ofrecen en la escuela.
  - Plan de estudio de ELA/Matemáticas, herramientas de evaluación académica y niveles de desarrollo del desempeño académico en la escuela, adoptados por el Estado.
  - Resultados de la encuesta de padres relacionada a los programas académicos y ambiente del aprendizaje en la escuela.
  - Oportunidades de participación de padres para ayudar a los niños a tener éxito.
  - Los padres recomendaron juntas con fechas y horarios flexibles apoyadas por fondos de transportación, cuidado de niños y/o visitas a casa por la Persona Encargada de la Comunicación entre Casa/Escuela ( Liaisons) cuando esté disponible.
  - Los padres pidieron juntas relacionadas a las decisiones educativas para sus niños.

**Responsabilidades Compartidas del Alto Rendimiento Académico del Estudiante**

- Convenio del Personal/Estudiante/Padre – el convenio desarrollado conjuntamente de Escuela-Padre identificará las estrategias del personal-padre las cuales apoyarán mejor el desempeño académico del estudiante. Este convenio será distribuido a nivel escolar para todos los estudiantes, personal y padres de estudiantes del Título I. El Convenio describe y define lo siguiente:
  - Responsabilidades de la escuela proveer un plan de estudio de alta calidad y educación en un ambiente de aprendizaje favorable.
  - Responsabilidades del padre y estudiante promover el mejoramiento del aprendizaje académico.

- Métodos de comunicación efectiva y continua entre los padres y maestros.

## Póliza de Participación de Padres del Título I – página dos

### Aumentando la Capacidad

- Durante el Regreso a la Escuela y las Conferencias de Padres los maestros les informarán a los padres acerca del contenido del plan de estudio, estándares del desempeño académico, resultados de la evaluación y monitoreo del progreso del estudiante.
- Se les proveerá a los padres con capacitación solicitada y materiales para ayudar a mejorar el desempeño académico de sus niños.
- Los maestros y otros miembros del personal serán capacitados en trabajar con los padres como socios en igualdad y elaborar enlaces entre los padres y la escuela.
- Los maestros informarán a los padres y a los estudiantes acerca de las metas individuales basadas en los resultados de la evaluación local y estatal.
- La escuela Ericson proveerá oportunidades para que los padres sean voluntarios y participen en el salón de clases de su niño(a).
- Se motivará a los padres a participar en las actividades escolares a través de notas, boletín semanal, encuestas, correo electrónico (email), sistema de Teleparent y volantes. Se proveerá información en un lenguaje y formato el cual los padres puedan comprender.
- Ejemplos de los programas y actividades en la escuela Ericson los cuales animan la participación de los padres en la educación de sus niños, incluyen lo siguiente:
  - ◆ *Cómite Consejero de los Estudiantes Aprendices de Inglés*
  - ◆ *Concilio Escolar*
  - ◆ *Festival Primero los Niños Patrocinado por el Distrito*
  - ◆ *Capacitación Para Padres—PIQE, Universidad Para Padres*
  - ◆ *Noche de Regreso a la Escuela*
  - ◆ *Exhibición de Trabajos (Open House)*
  - ◆ *Hora de Café Para Padres/Personal*
  - ◆ *Participación en el Salón de Clase*
  - ◆
  - ◆

**Ejemplos solamente:**  
Se refieren al SPSA de la escuela de asuntos específicos

### Accesibilidad

- La escuela Ericson proveerá oportunidades de participación completa para los padres de estudiantes con desarrollo de inglés limitado, padres de estudiantes migrantes y padres de estudiantes con incapacidades. La información de la escuela y reportes requeridos se proveerán en un formato y hasta la extensión posible, en un lenguaje el cual los padres comprendan.



FRESNO UNIFIED SCHOOL DISTRICT  
Staff/Student/Parent Compact  
Ericson Elementary School

**Staff Section:**

I understand the importance of the school experience to every student and my role as an educator. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Receive training in strategies to effectively communicate with parents
- ◆ Teach California adopted grade level standards, skills, and concepts that provide high quality curriculum instruction in a supportive and effective learning environment
- ◆ Strive to address the individual needs of your child
- ◆ Communicate with you regarding your child's progress
- ◆ Provide a safe, positive and healthy learning environment for your child
- ◆ Communicate homework and classroom expectations
- ◆ Correct and return appropriate work in a timely manner
- ◆ Support your child's primary language and culture
- ◆ Show respect to self and others at all times
- ◆ Provide opportunities for parents to volunteer, participate and observe in child's classroom

Teacher's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Student Section:**

I know that my education is important and that I am the one responsible for my own success. Therefore, I agree to carry out the following responsibilities to the best of my ability:

- Attend school every day on time and ready to learn
- Review my class work with my parent(s) weekly
- Return completed homework on time
- Follow school rules and be responsible for my own behavior at all times
- Ask for help when needed
- Show respect to self and others at all times

Student's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Parent Section:**

I understand that my participation in my child's education will help his/her achievement and attitude. Therefore, I will voluntarily:

- ◆ Foster/encourage parent/teacher partnerships
- ◆ Attend Back to School event, Parent/Teacher conferences, Open House, and other events
- ◆ Encourage my child to engage in reading activities for at least 20 minutes every day
- ◆ Provide a quiet place/time for my child to complete his/her homework
- ◆ Make sure my child gets adequate sleep and has a healthy diet
- ◆ Adhere to the school's homework, discipline, dress code and attendance policies
- ◆ Participate in district opportunities for parenting training
- ◆ Support all elements of the Parent Involvement Policy adopted by the FUSD School Board.
- ◆ Show respect to self and others at all times

Parent's Signature \_\_\_\_\_ Date \_\_\_\_\_

DISTRITO ESCOLAR UNIFICADO DE FRESNO  
Convenio del Personal/Estudiante/Padre  
Ericson Elementary School

**Sección del Personal:**

Yo comprendo la importancia de la experiencia en la escuela para cada estudiante y mi función como educador(a). Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro(a).
- ◆ Recibiré capacitación en estrategias para comunicarme eficazmente con los padres.
- ◆ Enseñaré los estándares del nivel del grado, destrezas, adoptados de California y conceptos que proveen un plan de estudio educativo de alta calidad en un ambiente de apoyo y aprendizaje efectivo.
- ◆ Me esforzaré por atender las necesidades individuales de su niño(a).
- ◆ Me comunicaré con usted en relación al progreso de su niño(a).
- ◆ Proveeré un ambiente de aprendizaje seguro, positivo y saludable para su niño(a).
- ◆ Le comunicaré la tarea y expectativas del salón de clase.
- ◆ Corregiré y regresaré el trabajo apropiado en una manera oportuna.
- ◆ Apoyaré a su niño(a) en el idioma natal y cultura.
- ◆ Mostraré respeto a mí mismo y a los demás todo el tiempo
- ◆ Proveeré oportunidades para que los padres ayuden como voluntarios, participen y observen en el salón de clase del niño(a).

Firma del Maestro \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Estudiante:**

Yo sé que mi educación es importante y que soy el/la único(a) responsable de mi propio éxito. Por lo tanto, estoy de acuerdo en llevar a cabo las siguientes responsabilidades lo mejor posible:

- Asistiré a la escuela todos los días a tiempo y preparado para aprender.
- Revisaré mi trabajo de la clase con mi(s) padre(s) semanalmente.
- Regresaré la tarea completada a tiempo.
- Seguiré las reglas de la escuela y ser responsable de mi propio comportamiento todo el tiempo.
- Pediré ayuda cuando sea necesario.
- Mostraré respeto a mí mismo y a los demás todo el tiempo.

Firma del Estudiante \_\_\_\_\_ Fecha \_\_\_\_\_

**Sección del Padre:**

Yo comprendo que mi participación en la educación de mi niño(a) le ayudará a él/ella en su desempeño académico y actitud. Por lo tanto, voluntariamente:

- ◆ Fomentaré/animaré las relaciones de padre/maestro
- ◆ Asistiré al evento de Noche de Regreso a la Escuela, conferencias de Padre/Maestro, Exhibición de Trabajos y otros eventos.
- ◆ Motivaré a mi niño(a) para que participe en las actividades de lectura por lo menos 20 minutos todos los días.
- ◆ Proveeré un lugar/tiempo tranquilo para que mi niño(a) complete su tarea.
- ◆ Aseguraré que mi niño(a) duerma adecuadamente y tenga una dieta saludable.
- ◆ Adheriré las pólizas de la tarea, disciplina, código de vestir y asistencia de la escuela.
- ◆ Participaré en las oportunidades de capacitación para padres del distrito.
- ◆ Apoyaré todos los elementos de la Póliza de Participación de Padres adoptadas por la Junta Escolar del Distrito Escolar Unificado de Fresno (FUSD).
- ◆ Mostraré respeto a mí misma(o) y a los demás todo el tiempo.

Firma del Padre \_\_\_\_\_ Fecha \_\_\_\_\_

FRESNO CHEEB TSAM CHAW KOOM KEV KAWM  
Daim Ntawv Neeg Khiav Dej Num/Tub Kawm Ntawv/Niam Txiv Cog Lus  
Tsev Kawm Ntawv Phab Qis Ericson

**Xib Fwb Sob Lus:**

Kuv nkag siab txog qhov tseem ceeb ntawm txoj kev kawm rau txhua tus tub kawm ntawv thiab kuv lub luag hauj lwm tam li ib tug tub txawg tub ntse. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Txais kev cob qhia txog tej tswv yim ua los sib txuas lus kom tau txiaj ntsim nrog niam txiv
- ◆ Qhia theem qib tej qauv ntawv teev tseg, tej kev txawj, thiab tej niam tswv yim California tau txais yuav uas muab tau kev qhia tej zaj kev kawm zoo heev nyob rau hauv ib lub chaw kawm txhawb zog thiab tau txiaj ntsim
- ◆ Siv zog los daws tej kev ntshaw raws tej twb tug neeg rau nej tus me nyuam
- ◆ Nrog nej sib txuas lus txog nej tus me nyuam kev kawm tau li cas lawm
- ◆ Npaj muaj ib lub chaw kawm nyab xeeb, kaj siab, thiab dawb huv rau nej tus me nyuam
- ◆ Cev lus qhia txog ntaub ntawv teem ua hauv vaj tse thiab tej kev cia siab hauv chaw kawm
- ◆ Tshuaj xyuas thiab xa tej ntaub ntawv muaj feem kom ua rov qab raws ib tug yam ntxwv ua nrawm nroos
- ◆ Txhawb nqa nej tus me nyuam hom lus chiv thawj thiab haiv neeg kev coj
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm
- ◆ Muab tej sij hawm qhib kev rau niam txiv tuaj pab dawb, koom tes, thiab ntsuam xyuas me nyuam yaus hauv chaw kawm

Xib Fwb Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

**Tub Kawm Ntawv Sob Lus:**

Kuv paub tias kuv txoj kev kawm txuj yog ib qho tseem ceeb thiab tias kuv yog tus thaj tsob rau kuv txoj kev kawm vam meej ntiag tug. Yog li ntawd, kuv kam los ua kom tiav tej kev ris dej num nram no txog rau qhov zoo tshaj plaws ntawm kuv txoj kev muaj peev xwm:

- Mus koom kev kawm txhua hnub ncav sij hawm thiab npaj ntsoov tos kawm
- Tshuaj xyuas kuv tes hauj lwm kawm ntawv nrog kuv niam kuv txiv txhua lim tiam
- Xa tej ntaub ntawv teem ua hauv vaj tse tiav lawm rov qab ncav sij hawm
- Taug raws tsev kawm ntawv tej cai thiab thaj tsob rau kuv kev coj xeeb ceem ntiag tug txhua sij hawm
- Thov kev pab thaum twg xav tau
- Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Tub Kawm Ntawv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_

**Niam Txiv Sob Lus:**

Kuv nkag siab tias kuv kev koom tes rau hauv kuv tus me nyuam txoj kev kawm txuj yuav pab tau nws kev kawm tau thiab kev coj yam ntxwv zoo. Yog li ntawd, kuv tuaj yeem yuav:

- ◆ Txhawb nqa/txhawb zog rau niam txiv/xib fwb tej kev sib koom tes
- ◆ Mus koom Kev Saib Kev Rov Mus Kawm Ntawv, Niam Txiv/Xib Fwb Tej Rooj Sib Tham, Kev Qhib Saib Kev Kawm Dhau Los, thiab lwm cov xwm txheej
- ◆ Txhawb kuv tus me nyuam kom txuam rau hauv tej dej num ua kev nyeem ntawv yam tsawg 20 feeb txhua hnub
- ◆ Npaj muaj ib lub chaw/sij hawm ntsiag to rau kuv tus me nyuam los ua nws tej ntaub ntawv teem ua hauv vaj tse
- ◆ Xyuas kom kuv tus me nyuam tau txais kev pw tsaug zog txaus thiab muaj ib pluas zoo noj
- ◆ Ua raws tsev kawm ntawv tej cai tswj ntaub ntawv teem ua hauv vaj tse, kev rau txim, kev hnab tsoos, thiab kev mus koom kev kawm
- ◆ Koom rau hauv cheeb tsam tsev kawm ntawv tej hau kev qhib muaj rau kev cob qhia kev ua niam ua txiv
- ◆ Txhawb nqa tag nrho tej feem ntawm txoj Cai Txuam Niam Txiv tau txais yuav los ntawm FUSD Pawg Thawj Tswj Kev Kawm
- ◆ Nthuav tawm kev saib taus tus kheej thiab lwm leej lwm tus txhua sij hawm

Niam Txiv Xee Npe \_\_\_\_\_ Hnub Tim \_\_\_\_\_