



Guiding Standards Staff & Volunteers



Mission and Vision

- **Mission:** As a community of Christians, we desire to educate for life. Our mission is to teach students to know God, His Word and His world, challenging students to excel, yet with humility serve God and humanity.
- " **Vision:** King's Christian School seeks to honour God by preparing Christian Leaders of tomorrow to serve the Lord Jesus Christ.



ARTICLES I TO V OF KCS CONSTITUTION

Article I. NAME

The name of the Society is: “Shuswap Christian Education Society”. **Article**

II. PURPOSE

- A. The purpose of the Society is to establish and maintain Christian schools to serve the North Okanagan and Shuswap areas in accordance with Articles III, IV, and V of this Constitution.
- B. To provide the highest possible level of education for children in accordance with the Holy Bible and to train children in the Christian view of life and the world.
- C. To provide, direct and carry out a curriculum of Christian education, based on Articles III, IV, and V of this Constitution.
- D. To hold as Trustees or otherwise own, buy, sell, convey, mortgage, lease and otherwise deal in lands and properties calculated to help and affect the above-mentioned objective and that which generally may benefit the Society.

Article III. BASIS

The basis of the Society is the Word of God, the Bible - Old and New Testaments - which we hold to be in its entirety, as originally given, the only infallible revelation of God. We hold the following truths to be fundamental and self-evident teachings from the Word of God:

- A. God is one, yet three persons, co-equal; the Father - the Son - the Holy Spirit;
- B. He is the Creator of heaven and earth, having created life and substance by a direct creation act, and furthermore, up-holding and directing all things according to His will and by His power;
- C. He reveals Himself, as well as His will for man, through His written Word, the Bible, and especially in these last days, He has spoken unto us through Jesus Christ, the Word become flesh;
- D. Jesus Christ is both truly God and truly man, conceived by the Holy Spirit and born of the virgin, Mary;
- E. His death on the cross was a substitutionary atonement for the sins of all who believe in Him as their Saviour;

- F. He arose from the grave, a physical, personal resurrection;
- G. He shall come again, in person, to judge the living and the dead, and to bring about a new heaven and a new earth;
- H. All are dead in sin and need the new birth through the regenerating power of the Holy Spirit;
- I. Salvation, from sin and condemnation, is by grace alone, through faith in the Lord Jesus Christ;
- J. The believer, saved by grace, as a new creature in Christ will, through the gifts of the Holy Spirit, manifest a joyful, thankful, living witness to the saving power of Jesus Christ.

This article is unalterable.

Article IV. RELIGIOUS PRINCIPLES

- A. Creation: The universe and all things created by God in the beginning were made good and perfect as we read in Genesis 1:31 "And God saw everything that He had made, and behold it was good".
- B. Man: Man was created by God in His own image to enjoy fellowship with his Creator. Furthermore, man endowed with special gifts far above any other living creature, received the mandate to have dominion over all things in accordance with God's will to His honour and glory. (Genesis 1:26)
- C. Sin: Sin, which is lack of conformity unto, or transgression of the law of God, brings about man's estrangement from God, his fellow man and the world and blindness to the true meaning and purpose of life. (Ephesians 2:1-6).
- D. Life: The purpose of life is to glorify God (I Corinthians 10:31) and enjoy Him forever. (Ps. 73:25-26).
- E. Jesus Christ: Jesus Christ is God's provision (Genesis 3:15) to remove His curse and wrath so that through Him, man and creation would be redeemed and reconciled to God (John 3:16, Romans 8:21). All those who by a true faith accept Jesus Christ as God's provision are no more under condemnation, but are reconciled with God (Romans 8:1-2). There is no other way of reconciliation with God than through Jesus Christ (Acts 4:12). Through Jesus Christ, there is a renewal of our educational endeavours because He is the redeemer of our corrupted human life in its entirety.

- F. The Believer: A person is a believer when by true repentance and faith he trusts in Christ alone for his salvation (Acts 16:31); is born again through the power of the Holy Spirit (John 3:5) and being in Christ is a new creation (II Corinthians 5:17).
- G. The Kingdom of God: Through His perfect sacrifice and obedience to God's will, Christ received dominion over all things (Psalm 72:8). It is the proper and urgent mandate of all believers to "Go therefore and make disciples of all nations...." (Matthew 28:18-19) and thus, as members of the Kingdom of Heaven, to defend and further this recognition of Christ's lordship in all areas of life.

This article is unalterable.

Article V. ELEMENTS OF CHRISTIAN EDUCATION

- A. Educational Freedom: Christian education given in accordance with legitimate standards and provisions for schools should receive full recognition and freedom within the Society.
- B. The Christian School: The purpose of the Christian school is to provide a high level of education to help train children for a life of obedience to their calling in the world as image-bearers of God. This calling is to know God's Word and His Son, to consecrate the whole of human life to God, to love their fellow man, and to be faithful stewards in their God-given life tasks.
- C. Parents: The responsibility for the direction of education rests primarily upon the parents to whom children are entrusted by God. Since the Bible teaches that all of life is subject to God's rule (Philippians 2:9-13, Deuteronomy 11:18-21) and that the fear of the Lord is the beginning of knowledge (Proverbs 1:7), Christians should continually strive to provide for their children scripturally-based teaching at home, at church and at school.
- D. Teachers: In addition to possessing high academic standards the teacher, as a born-again believer, must reflect by word and example the love of Christ and reverence of God.
- E. Students: Children are a heritage of the Lord (Psalm 127:3), and should be brought up in the fear and admonition of the Lord (Proverbs 22:6). Students, having a variety of abilities, but being born in sin, are in need of guidance and instruction, so that they may be allowed to develop their bodies, minds and spirits to the glory of God. Their total potential and uniqueness should be taken into account when they are taught in a Christ-centred manner.
- F. Community: The entire Christian school community, ought to support the cause of Christian education by prayer, work and financial assistance.



HR300-01 Community Standards Policy

Section: HR/Staff
Effective: 2010
Revised: Oct. 2023
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Approval: Board

1. Purpose

King's Christian School is a faith-based community. Allegiance to that community is demonstrated through agreement with the school's standards of conduct and through the modeling of conduct that is consistent with those standards.

The purpose of this policy and procedure is to outline the behaviour expectations required for teachers, educational support and administrative employees, other high level school employees, board and committee members, and other high-level volunteers of King's Christian School. This policy also explains the consequences for a breach in keeping the standards.

At King's Christian School, we are defined by our commitment to Christ-centered education, as described in our Purposes, Foundational Statements, and Mission. Our community consists of parents and other family members committed to educating our children in accordance with Christian belief and practice, and the administrators, educators and staff who partner with them to carry out that mission. Our beliefs and practices are integrated, so the ways in which we interact with one another and conduct ourselves (whether in public or in private) are a vital part of our mandate and identity. Having freely chosen to belong to this community, we joyfully affirm the standards that mark us as distinctly Christian.

Our standards of conduct are organized around the general themes of loving God, loving one another, and loving who God created us to be. These are derived from Jesus' response when asked to name the most important command in the Law (Matthew 22:37-39). We affirm that Christ's commands to love God with all our heart and soul and mind and love our neighbour as ourselves are the ultimate standard for conduct in King's Christian School, and the source from which more specific guidelines are drawn.

Because our conduct is integral to our mission, all our employees (including administrators, educators, and staff) and our volunteer leaders (including board and committee members) agree to be held accountable to our community standards. All our volunteer leaders commit to these standards, and they are incorporated into the employment contract for our employees. Where the conduct of an employee or volunteer leader may have fallen short of these standards, we will engage in conversation with that person in a spirit of seeking restoration, mutual understanding, and reaffirmation of commitment to our community and its standards.

2. Persons/Area Affected

All teachers, educational support and administrative employees, other high level school employees, board and committee members, and other high-level volunteers of King's Christian School.



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3. Policy

All teachers, educational support and administrative employees, other high level school employees, board and committee members, and other high-level volunteers are expected to live up to the ethical standards set by the school's statement of faith, constitution and bylaws, or other foundational documents. These expectations are rooted in the Christian tradition and the Biblical values that the school community wishes to exemplify in the modeling to students and other school community members expected of all of the above persons. A breach of the community standards expectations can be cause for termination of employment or a volunteer position with the school.

4. Definitions

- 4.1. **Community Standards or Standards of Conduct:** These terms are used interchangeably and refer to the lifestyle and behaviour expectations rooted in the Christian tradition and the Biblical values that the school community wishes to exemplify in the modeling provided to the students and other members of the school community. The ethical standards of the school are found in the statement of faith, constitution and bylaws, or other foundational documents.
- 4.2. **Marriage:** One man and one woman exchanging vows before God, the church and the community to the exclusion of all others.

5. Responsibilities

- 5.1. All educational, administrative, and other high-level employees must, as a term and condition of employment, comply with the ethical standards set by the school's statement of faith, constitution and bylaws, or other foundational documents and with the specific lifestyle and behaviour requirements set out in this policy.
- 5.2. All board and committee members and other high-level volunteers must, as a term and condition of their volunteer position with the school, comply with the ethical standards set by the school's statement of faith, constitution and bylaws, or other foundational documents and with the specific lifestyle and behavior requirements set out in the policy.
- 5.3. All individuals held to these community standards are expected to model these standards to the students and other members of the school community in their public and private life and in school related and non-school related activities.
- 5.4. The principal and board chair are expected to encourage individuals to comply with the standards, and to take steps if there is a breach of the standards.

6. Procedures





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- 6.1. **Community Standards:** The following lifestyle and behavior expectations are considered important non-exhaustive examples of how education, administrative, and other high-level employees, board and committee members, and other high-level volunteers are to conduct themselves in the school community:
- 6.1.1. Actively involved in a Christian church.
Promotes Christian beliefs, principles, conduct and practice. Respects all people who may adhere to other religions and traditions but professes and teaches the Christian faith as outlined in or foundational statements.
 - 6.1.2. Believes gathering for worship and participating as an active member in Christian community is integral to Christian life.
 - 6.1.3. Invests in individual spiritual formation through the practice of Christian disciplines such as study of Scripture and Christian writings, prayer, solitude, rest, service, and giving.
 - 6.1.4. All employees and volunteer leaders are to hold a high regard for Christian Education. Reduced tuition is available to all staff members who choose to enroll their child(ren) in King's Christian School.
 - 6.1.5. Respects the traditional view of marriage, as that of one man and one woman exchanging vows before God, the church and the community to the exclusion of all others. Affirms that co-habitation before marriage is unacceptable.
 - 6.1.6. Affirms that sexuality is a gift from God to be valued and treated with care. Exercises discipline in sexual expression out of respect for self and others. Does not engage in sexual harassment, sexually exploitative behavior, or the viewing of pornography.
 - 6.1.7. Respects the sanctity of life from the time of conception to death.
 - 6.1.8. Demonstrates respect for all members of the community (students, parents, education, administrative, and other high-level employees, board and committee members, and other high level volunteers).
Values dialogue, civil discourse, and edifying language appropriate to a community of care and respect. Agrees that the appropriate process to resolve disagreements or conflict is to first speak directly to one another, and engage the assistance of another appropriate member of the community if needed. Avoids gossip, slander, obscenity, foolish talk, and coarse joking, whether in face-to-face conversations or on social media.
 - 6.1.9. Avoids harassment of any members of the school community based on gender, same-gender attraction, race, political views, religion, or other grounds protected under the BC Human Rights Code.
Believes that every person, whether they are part of the school community or a neighbour outside of it, is uniquely created to reflect the image of God and as such is worthy of the highest respect and dignity regardless of race, culture, religion, sex, sexual orientation, gender identity, or age. Affirms that words or behaviour that diminish, harass, or abuse any person have no place in our community.
 - 6.1.10. Refrains from accessing any type of pornographic and/or sexually explicit material.
 - 6.1.11. Refrains from the use of illegal drugs.
 - 6.1.12. Refrains from the abuse of alcohol, prescription or over-the-counter drugs; drunkenness and/or impaired driving; or the irresponsible use of other substances that may affect mood or job performance.
Treats their body with care and reverence, recognizing the importance of healthy food, exercise, self-care, and rest. Avoids overuse of alcohol, abuse of legal drugs, and any use of illegal drugs.
 - 6.1.13. Refrains from engaging in criminal activity or civil wrongdoing.



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- 6.1.14 Views all of creation, including our facilities and material goods, as gifts entrusted to our care and makes every effort to care for and protect creation. Cares for school and personal property and respects the property of others. Approaches material resources with gratitude and generosity.
- 6.1.15 Affirms that personal identity is found in participation with Christ and in bearing the image of God. As such, individuals are worthy of respect for self that humbly acknowledges gifts and accomplishments, and graciously accepts and forgives weaknesses and failures.
- 6.1.16 Actively pursues learning, discovery, and self-development that addresses emotional, spiritual, mental, and physical dimensions.

Educational, Administrative, and other High-Level Employees:

King's Christian School is an interdenominational Christian school that serves a diverse community, and the potential exists for differences in the school regarding whether certain conduct breaches the standards of conduct of the school. In the case of such differences that remain unresolved, the King's Christian school board of directors will make the final determination around such matters.

- 6.2. **Investigation Process:** The principal is expected to immediately confer with the employee concerned, if a breach has been observed, or if a breach is reported, to verify whether it actually occurred.

- 6.2.1. Meet with the board and determine a course of action:

- 6.2.1.1. Allow the employee to give an account of his or her behaviour to at least three board members and the principal.
- 6.2.1.2. The board will determine at its discretion whether to terminate employment for cause in accordance with the terms and conditions of the employment agreement or take other action as deemed appropriate. The consequences of breach will be determined on a case by case basis in view of the relevant circumstances.

- 6.3. **Investigation Outcome:** In the event that it is determined that a breach has occurred, the principal will:

- 6.3.1. Ensure that all facts are recorded and signed off by the employee in question.

- 6.4. **Possible Consequences:** The consequences of breach may involve:

- 6.4.1. a letter of reprimand, suspension from duties, or termination, depending on the nature and seriousness of the breach.
- 6.4.2. For some single instances of breach, such as a criminal offence, or serious sexual misconduct, immediate termination may be the consequence.
- 6.4.3. In cases of less serious breach, some form of progressive discipline may be imposed.
- 6.4.4. In all cases of breach, discernment will be exercised to recognize the difference between a single and deeply regretted mistake and a flagrantly disobedient lifestyle, which is not open to correction. In these cases, all disputes pertaining to community standards will also be sought to be resolved directly between the involved parties, failing which, the dispute will then be resolved by an SCSBC mediator or arbitrator, in accordance with SCSBC policies and procedures.



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- 6.4.5. The employee may access the dispute resolution procedure in accordance with his or her employment contract and/or the school's dispute resolution policy and contact CEBC for dispute resolution purposes.

Board, Committee Members and Other High-Level Volunteers:

- 6.5. **Investigation Process:** The board chair is expected to immediately confer with the board/committee member/other high-level volunteer if a breach has been observed or if a breach is reported to verify if it actually occurred.
- 6.6. **Investigation Outcome:** In the event that it is determined that a breach has occurred, the board chair (or a designated board member in case the breach involves the chair) will:
- 6.6.1. Ensure that all facts are recorded and signed off by the board/committee member/other high-level employee.
- 6.6.2. Allow the board/committee member/other high-level employee to give an account of his or her behaviour to at least three board members and the principal.
- 6.6.3. The board will determine at its discretion whether to terminate the board/committee member/other high-level employee or take other action as deemed appropriate by the board at its discretion. The consequences of breach will be determined on a case-by-case basis in view of the relevant circumstances.
- 6.7. **Possible Consequences:** The consequences of breach may involve:
- 6.7.1. a letter of reprimand, suspension from duties, or termination, depending on the nature and seriousness of the breach
- 6.7.2. for some single instances of breach, such as a criminal offence, or serious sexual misconduct, immediate termination may be the consequence
- 6.7.3. in cases of less serious breach, some form of progressive discipline may be imposed
- 6.7.4. in all cases of breach, discernment will be exercised to recognize the difference between a single and deeply regretted mistake and a flagrantly disobedient lifestyle, which is not open to correction. In these cases, all disputes pertaining to community standards will also be sought to be resolved directly between the involved parties, failing which, the dispute will then be resolved in accordance with the school dispute resolution policy
- 6.7.5. the board/committee member/other high-level volunteer may access the dispute resolution procedure in accordance with the school's dispute resolution policy

7. Revision History

Date	Rev No.	Change
Sept 16, 2022	1	updated to be consistent with new employment contracts
Sept. 18, 2023	2	Updated to incorporate SCSBC template and recommendations



Guiding Standards | Agreement

Acknowledgment of Agreement

I hereby acknowledge that I have read and agree to uphold the enclosed Guiding Standards (HR300-001 Community Standards, KCS Mission and Vision, and Society Articles) as terms of my employment / volunteerism at King's Christian School.

Date: _____

Name of Employee/Volunteer: _____

Signature of Employee/Volunteer: _____