STATEMENT OF FAITH, BELIEFS, & STANDARDS OF CHRISTIAN & PROFESSIONAL CONDUCT

OUR VISION

- Environment that is Christ-Centered
- Education that is Challenging
- Excellence that is Resolute

OUR MISSION

Gateway Academy exists to partner with families to prepare students to impact the world for Jesus Christ, through Biblical teaching, academic excellence, and a Christ-centered environment.

CORE VALUES

Gateway Academy is committed to training up children in the way they should go (Proverbs 22:6). We value:

- Discipleship Training
- Academic Excellence
- Leadership Development

SCHOOL-WIDE EXPECTED STUDENT OUTCOMES

Students at Gateway Academy are expected to…

- Grow in their relationship with Jesus Christ, become disciples of our Lord, and advance the Kingdom of God…
- Be academically equipped to fulfill their God-given destiny…
- Use their unique talents, spiritual gifts and academic abilities to influence society in a positive manner.

STATEMENT OF FAITH

Holy Bible | The sole basis for our beliefs is the Bible, which is uniquely God-inspired, without error, and the final authority on all matters on which it speaks. As the Bible teaches, there is one God, eternally existing in three persons - Father, Son, and Holy Spirit - each possessing all the attributes of deity.

Sin And Salvation | God created humans to have fellowship with Him, but they defied God by sinfully going their own way. As a result, we need God's saving grace to end our alienation from Him. Salvation comes only through God's grace - not human effort - and must be received personally by repentance and faith.

Christ's Redemptive Work | Jesus Christ lived a sinless life on earth and voluntarily paid for our sin by dying on the cross as our substitute. This accomplished salvation for all who receive grace by trusting in Him alone. He rose from the dead and is the only mediator between God and us. He baptizes believers in the Holy Spirit. He will return to earth to consummate history.

The Holy Spirit | The Holy Spirit draws people to Christ and indwells the believer to live an overcoming and victorious Christian life. We believe in and depend on the power of the Holy Spirit to meet our needs, in every arena of life. We believe in the present-day gifts of the Holy Spirit that empower Christians to live the life God intends for them.

BELIEFS

- We believe all children can learn.
- We believe in the worth and dignity of every child.
- We believe positive self-esteem is critical to academic success.
- We believe that successful programs produce high achievement.
- We believe that the home, the church, the school, and the community are all critical influences in preparing students to excel in society.
- We believe in the necessity of teaching our children through the inspired, infallible, authoritative Word of God about the virgin birth, sinless life, resurrection, and deity of our Lord and Savior Jesus Christ.
- We believe learning is not isolated but integrated across the curriculum.
- We believe effective teachers prepare for and facilitate creative learning.
- We believe developmentally appropriate activities create successful learning for every child.
- We believe that respect is essential to success, whether it be to the student, teacher, parent, or to property.
- We believe teachers, parents, and children working together promote student success.

This statement of faith does not exhaust the extent of our beliefs, especially our Christian beliefs and values. Gateway Academy unashamedly believes, teaches, and practices a literal interpretation of the Word of God on all topics. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the final source of all that we believe. **For purposes of Gateway Academy's faith, doctrine, practice, policy, and discipline, our founding and lead pastor, Steve Vaggalis, is Gateway's final interpretive authority on the Bible's meaning and application.**

STAFF SPIRITUAL & PROFESSIONAL DISCIPLINES

Gateway Academy cares deeply for the development of each of our students. We admit students of any race, color, national and ethnic origin, or disability to all rights, privileges, programs, and activities generally accorded or made available to students at the school. Gateway's admission policy is restricted, however, to families who are like-minded spiritually, who are supportive of our philosophy, objective, and standards of education, and whose children meet our enrollment standards. Our purpose is to serve families who desire not only private education, but a distinctively Christian education for their children.

To this end, our staff…

- ➢ Will be active members in the Body of Christ in their individual church homes through regular attendance in worship services; regular Bible study opportunities for spiritual growth and discipleship; and regular, substantial service to their home congregation.
- ➢ Will maintain the integrity and outreach of Gateway Academy and Destiny Worship Center.
- ➢ Will set an example for our students with regards to dress and attire (1 Corinthians 10:31) by presenting a conservative, favorable appearance including appropriate hygiene and dress. Specific dress code restrictions are listed in Gateway's employee handbook. Staff will also dress in accordance to one's God-given biological sex and use restrooms, changing facilities, etc. conforming with one's God-given biological sex.
- ➢ Teachers understand and agree they are to minister to students and parents, to integrate biblical truth into all instruction, and to assist in the formation and inculcation of biblical faith in the lives of students.
- ➢ Will recognize marriage as a covenant relationship between a man and a woman and abstain from sexual conduct and cohabiting outside the marital union.
- ➢ Will strive for professional growth and will seek to exercise the best professional judgment and integrity.
- ➢ Will make a reasonable effort to protect our students from conditions harmful to learning and/or to the student's mental and/or physical health and/or safety.
- ➢ Shall not unreasonably restrain a student from independent action in pursuit of learning.
- ➢ Develop lesson plans and instructional materials to facilitate learning experiences for their students. Lessons should be developmentally appropriate and varied for presentation (i.e. inquiry, group discussion, whole group presentation, hands-on discovery, etc.). Classroom instruction should also intertwine daily Biblical teaching and concepts into academic subjects being taught. Faithfulness in keeping God at the center of our instruction will allow Him to bless our classrooms with His divine favor and will empower our students towards excellence in all their academic subjects.
- ➢ Shall not intentionally suppress or distort subject matter relevant to a student's academic program.
- ➢ Shall not intentionally expose a student to unnecessary embarrassment or disparagement. Students are entitled to an environment free of discrimination and harassment by other students, adult employees, and volunteers. Such behavior will not be tolerated and should be reported to Gateway's Administration team for attention.

- ➢ Shall not exploit a relationship with a student for personal gain or advantage.
- ➢ Shall maintain honesty in all professional dealings.
- ➢ Will keep circumstances and names surrounding any student or anyone being counseled by the staff confidential. This level of confidential trust is necessary because of the nature of the work that is done with our Gateway children and families and through the ministries of Destiny Worship Center, especially with regards to developmental issues of the children or personal family situations.
- ➢ Shall not make malicious or intentionally false statements about a colleague.

CODE OF CONDUCT TRAINING

All instructional personnel, educational support employees, and administrators are required as a condition of employment to complete training on these standards of Christian and Professional Conduct each year. This training will for the most part occur during pre-planning staff workdays, but can also be scheduled periodically throughout the year as needed.

Reporting Misconduct by Instructional Personnel and Administrators

All employees, educational support employees, and administrators have an obligation to report misconduct by instructional personnel and school administrators which affects the health, safety, or welfare of a student. Examples of misconduct include inappropriate/obscene language, drug and alcohol use, disparaging comments, prejudice or bigotry, sexual innuendo, cheating or testing violations, physical aggression, and accepting or offering favors. For the health of our school, misconduct should be reported to our Gateway Principal, Sondra Dutram (dutram@destinygatewayacademy.com). Reports of misconduct committed by administrators should be made to our Gateway Board Chairman, Pastor Steven Vaggalis (steven@destinyworship.com). Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services. Policies and procedures for reporting misconduct by instructional personnel or school administrators which affects the health, safety, or welfare of a student are disseminated each employee in their annual staff binder and posted on our school's website (thegatewayacademy.com/wp-content/uploads/2023/04/Standards-of-Christian-Professional-Conduct-2022.pdf). Abbreviated contact information posters for reporting staff misconduct are posted in our staff resource/workrooms and can be found under the ***What is the Safety Protocol at Gateway?*** on our website at https://thegatewayacademy.com/faqs-2/.

Gateway also realizes that in any organization of considerable size, there are bound to be incidents that may give rise to problems among its employees. Gateway Academy has, therefore, established an employee grievance procedure because unsettled problems or grievances of employees with their colleagues or employees with their supervisors are of serious concern to the business and professional management of our school and of the church we support. The purpose of the grievance procedure is to provide a speedy and logical method for the presenting of employee concerns in order that fair and practical adjustments may be made. Grievances amongst employees or with the Gateway Administration team should be mediated by Gateway's Principal, Sondra Dutram. Grievances involving our Gateway Principal should be mediated by our

DWC leadership representative, Pastor Steven Vaggalis, who will work in close coordination with Gateway's Advisory Board to resolve the issue being presented. Legally sufficient allegations of misconduct by Florida certified educators will be reported to the Office of Professional Practices Services.

Reporting Child Abuse, Abandonment, or Neglect

All employees and agents have an affirmative duty to report all actual or suspected cases of child abuse, abandonment, or neglect. Call 1-800-96-ABUSE or report online at: http://www.dcf.state.fl.us/abuse/report/.

Signs of Physical Abuse

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

Signs of Sexual Abuse

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

Signs of Neglect

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

Patterns of Abuse

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

Liability Protections

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

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