



STUDENT-PARENT HANDBOOK

2022-2023

שְׁתֵּה-מַיִם מִבּוֹרְךָ; וְנַזְלִים, מִתּוֹךְ בְּאֵרְךָ. יִפּוּצוּ מַעְיִנְתֶיךָ
חוּצָה; בְּרַחֲבוֹת, פְּלִגֵּי-מַיִם.

משלי פרק ה: טו-טז

“Drink waters out of your own cisterns and running waters out of your own wells.
Your springs *will* spread outwards, streams of water in the thoroughfares.”

Proverbs 5:15-16

OUR MISSION, OUR VALUES, & OUR PROGRAM

MISSION STATEMENT

Ma'ayanot Yeshiva High School for Girls sets the standard for excellence in Jewish education and leadership where personal growth, a love of Torah, and holistic learning inspires our students everyday. Our mission is dedicated to the following objectives:

To foster the development of a Torah personality

- § whose life decisions are guided by the values and traditions of a *halakhically* committed community
- § who strives to build a personal relationship with God through fulfillment of מצוות , study and reflection
- § who is committed to acting with integrity, compassion and respect in her relationships with people
- § whose general conduct is informed by אהבת ה' and יראת שמים .

To provide an academically stimulating and challenging program that

- § promotes active, critical, and creative thought
- § fosters both the discipline and the joy of learning
- § sharpens the student's ability to communicate articulately and effectively
- § encourages collaborative intellectual activity and respect for the opinions of others

To provide curricular and co-curricular programs that

- § foster the development of a variety of student strengths and talents
- § encourage the development of leadership qualities, initiative and teamwork
- § develop the student's proficiency in the use of technology and other resources

To foster in the student the development of

- § self-awareness and self-esteem
- § a sense of responsibility for personal academic achievement
- § an appreciation for her ability to impact on her environment

To foster in the student an awareness of

- § her membership in various communities including family, school, Jewish nation, the United States and the world at large
- § her obligations and commitments to these communities
- § the centrality of ארץ ישראל and מדינת ישראל in her life
- § the rich texture of the world around her

To attract teachers who

- § possess superior academic credentials
- § demonstrate broad-based knowledge coupled with expertise in their specific disciplines
- § exhibit personal integrity and commitment to the philosophy of the school
- § employ effective pedagogic strategies to meet the individual needs of students
- § strive to grow professionally and share their expertise with their colleagues

The creation of the State of Israel is one of the seminal events in Jewish history. Recognizing the significance of the State and its national institutions, we seek to instill in our students an attachment to the State of Israel and its people as well as a sense of responsibility for their welfare.

Educational Philosophy

Ma'ayanot is an all girls Modern Orthodox Yeshiva High School dedicated to providing a Torah-based education that promotes each students' growth in middot and derekh erez, and academic excellence across all disciplines. Our program is dedicated to a holistic education that is supportive and nurturing and uniquely allows young women to flourish religiously, socially and intellectually as they build and shape their personal skills to be proud members of our community.

Ma'ayanot prepares graduates who:

- **Lead** lives shaped by Halakha, Avodat Hashem, and Torah learning .
- **Strive** to personalize Torah scholarship and achieve academic success.
- **Pursue** their passion and leadership voice, take initiative, and embrace creativity.
- **Engage** and embrace the world with humility and curiosity.
- **Value** each person, their ideas and experiences, with empathy and respect.
- **Impact** their communities, Am Yisrael, and the broader world.
- **Support and love** Medinat Yisrael and advocate on her behalf.

Our Academic Program

Ma'ayanot is dedicated to helping students develop the skills and habits of mind for lifelong learning and religious growth. We offer a four-year program of College Preparatory and Judaic Studies courses.

Judaic Studies

Talmud Torah is a gateway towards living a meaningful Torah life. We approach Torah learning as a source of inspiration from the truths embedded in the lessons of Torah and the rich dialogue of our Mesorah throughout the generations. Our courses invite students to delve into important and personally relevant concepts that impact and inspire their *avodat Hashem*.

Of course, Judaic Studies education goes far beyond the classroom. Students enjoy access to a wide array of extracurricular and co-curricular programs to enhance their Jewish life and learning. Please click [here](#) to view the Midreshet Ma'ayanot learning opportunities.

Ma'ayanot provides a well-rounded, comprehensive Judaic studies program. Tanakh, Gemara, Jewish Philosophy, and Hebrew Language courses are tracked throughout a student's years at Ma'ayanot. Core courses include:

- **Tanakh** - 4 years
In *Tanakh* classes, students strengthen their ability to read, understand, analyze and personalize their connection with *peshat* and *parshanut*. They often work in *havruta* to develop their textual and analytical

skills and their familiarity with classical and contemporary *mefarshim*. Our narrative choices and teaching methodology reflect our goal of improving skills and deriving meaning from the words, people, challenges and ethics reflected in our Torah.

Students at Ma'ayanot study the following *sefarim* in Tanakh:

9th grade: *Bereishit* and *Melakhim*

10th grade: *Shemot* and *Yeshayahu*

11th grade: *Bamidbar* and *Yirmiyahu*

12th grade: *Devarim*, *Parshat Bereishit*, and sections of *Neviim* and *Ketuvim* relating to *Shivat Zion*

- **Gemara** - 4 years

In *Gemara* classes, students strengthen the skills necessary for understanding and analyzing the text and structure of the *Gemara*. Understanding the intricacies and internal logic of the *Gemara* builds an appreciation of the development of the *halakhic system* as *devar Hashem*. Students often work in *havruta* to develop reading and analytical skills. Each unit delves deeply into important areas of Jewish law, introduces fundamental Jewish concepts that emerge from the *masekhet* they are learning, and allows students to master key *Talmudic* terminology while joining a dialogue with our Mesorah.

Students at Ma'ayanot study the following *masekhtot*:

9th grade: *Masekhet Berakhot*

10th grade: *Masekhet Bava Kamma*

11th grade: *Masekhet Sanhedrin*

12th grade: *Masekhet Kiddushin*

- **Halakha** - 4 years

In ninth grade, the study of *Halakha* is integrated into the *Gemara* curriculum, while *Halakha* is a separate class in tenth, eleventh, and twelfth grades. In *Halakha* classes, students learn important areas of practical *Halakha* including *Kashrut*, *Tefillah*, *Shabbat*, and *Halakhot* related to women and relationships. The goals of the *Halakha* curriculum are to help Ma'ayanot students understand basic concepts of practical *Halakha* in important areas of life in order to enhance their observance of *Halakha*, and to appreciate the development of *Halakha* from the words of the Torah through the *Gemara*, *Rishonim*, and *Acharonim*.

- **Hebrew Language and Literature** - 3 years

We proudly teach Hebrew as the national language of *Medinat Yisrael*. In Ivrit classes, students study Hebrew language, grammar and literature from across the centuries, with a focus on modern *Ivrit*. The goal of the Hebrew language and literature curriculum is to help Ma'ayanot students gain proficiency in the Hebrew language, understand the culture of modern Israel, and appreciate our rich literary heritage.

- **Jewish Philosophy** - 1 year

In 11th grade, students study Jewish Philosophy, where they explore fundamental questions that have fascinated major Jewish thinkers over the centuries. This course, which encourages students to bring themselves into that tradition, helps them embody a Jewish life that is both halakhic and personally meaningful. Units include Faith and Reason, The Chosen People, Modern Orthodoxy, and Free Will.

- **Contemporary Israel** - 1 year

In 12th grade, students study Contemporary Israel in a course that begins with an overview of the history of Zionism and the establishment of *Medinat Yisrael*, and continues all the way through the present day. The goals of the course are to educate students about the political, social, and religious history of the

State of Israel, and to encourage them to engage deeply in the conversations, challenges, and ideals that frame the realities of the State. Students are exposed to different perspectives through audiovisual presentations, guest speakers, articles, and in-class discussions and debates.

Lev HaShavua

Once a week at Ma'ayanot, each students' Gemara or Tanakh teacher will transform their classroom and the style of their teaching in order to create and deepen genuine connections between classroom teachers and students. Building a shared language and investing in the human fabric of the school from a whole person approach based on the Jewish tradition, this weekly class is a cross-section between social emotional learning and Torah education. Developing skills of attentive listening, bonding as a classroom community, and providing students with opportunities to share about their inner world and their connection to Torah text, Lev HaShavua provides our students with a unique weekly experience of spirituality and community.

Tefillah

Tefillah is the special time we set aside each day to communicate with *Hashem* and to reflect on our relationship with Him.

Our goal is to create a community where *davening* is an active and heartfelt part of our day. Starting with Shacharit students will begin their day in thoughtful uplifting spaces of tefillah and will also be encouraged to take an active role in serving as *chazzanit*, reciting *tehillim*, sharing words of Torah and special *tefillot*. *Mincha* takes place at the end of seventh period and is supervised by seventh-period teachers. The faculty and student body are committed to creating and maintaining an environment of devotion and respect for *Hashem* and for each other at all times that we *daven* together. *Tefillah* is a central value of our school community, and all students are expected to be on time for *Tefillah* each day and to contribute to an atmosphere of *berov am hadrat melekh*

Davening Locations:

9th & 10th Grade: Beit Midrash

11th & 12th Grade: Student Center

General Studies

Ma'ayanot takes pride in its rigorous, creative general studies program. English, History, Math, and Science are tracked throughout the school. Honors and Accelerated designations are noted on the report card and transcript.

Core courses include

- **English Language and Literature** - 4 years

The English department aims to inspire in all our students a deep love of reading and facility in writing. English classes focus on literary analysis and on effective and creative communication skills. Students work in groups, participate in class discussions, and produce essays and projects in which they practice

using these skills independently. Readings include works of literature, prose, poetry and drama. In addition, students study the rules of English grammar, increase their vocabulary, and write often so that they can learn how to express their thoughts, opinions and feelings through the written word.

Courses offered include:

9th grade: English I and Introduction to Writing

10th grade: English II

11th grade: American Literature

12th grade: English electives, including:

AP literature and Composition

Nineteenth Century Gothic Literature

A Literary Feast: Reading and Writing about Food

Crime, Punishment, and Innocence in Literature

Tell Me A Memory

- **History** - 4 years

The History department seeks to develop in our students a historical sensibility as well as an understanding of how historical processes and knowledge inform our present. History classes focus on critical thinking and research skills, map skills, world geography, current events, and primary and secondary historical sources. Each year, students work on research projects or papers that weave together the skills they have learned and encourage serious analysis and articulate writing. Courses offered include:

9th grade: World & Jewish History I

10th grade: World & Jewish History II

11th grade: American History; AP American History

12th grade: U.S. Government; AP U.S. Government

- **Math** - 3 years

The Math department seeks to expose our students to the myriad of approaches inherent in robust mathematical thinking. We emphasize the conceptual understanding that is the driving force behind every aspect and procedure. Math classes focus on developing logical reasoning and problem-solving skills, as well as a deep knowledge of mathematics. Over the course of their years at Ma'ayanot, students delve into more advanced and complex mathematical analysis.

Courses offered include:

9th grade: Algebra I; Algebra II and Trigonometry

10th grade: Geometry

11th grade: Algebra II and Trigonometry; Precalculus

12th grade: Precalculus; AP Calculus AB; AP Calculus BC; Introduction to Statistics; AP Statistics

- **Science** - 3 years

Science classes focus on developing knowledge of the basic structure and nature of life, matter, motion, forces and energy. Students often complete experiments in the laboratory, learning how scientists think and work, developing analytical skills as well as stimulating imagination and discovery. Science studies at Ma'ayanot help students appreciate more fully the order, complexity and majesty of Hashem's creation.

Those students who want to delve deeply into the sciences are encouraged to participate in advanced research and competitions.

Courses offered include:

9th grade: Biology

10th grade: Chemistry

11th grade: Physics; AP Biology; AP Chemistry

12th grade: AP Biology; Physics; AP Physics; Forensics

- **STEAM- 2 years**

In the STEAM Program, students explore the cutting-edge fields of computer programming, engineering, robotics, fabrication and 3-D design. The courses integrate science, math, engineering, computer science, and technology content and skills, and emphasize creativity and problem-based learning through hands-on exploration in cooperative groups. The ninth and tenth grade core STEAM classes provide a solid foundation in STEAM and students are encouraged to delve further into advanced engineering and technology by taking the 11th and 12th grade STEAM electives.

Courses offered are:

9th grade: Engineering I: Coding and Fabrication

10th grade: Engineering II: Robotics and Design

11th grade: Engineering III: Advanced Computer Aided Design

12th grade: AP Computer Science

- **Physical Education- 4 years**

The goal of the Physical Education curriculum is to encourage fitness and health in a fun and engaging environment. In Physical Education courses, students participate in all forms of active movement designed to encourage cardiovascular fitness, general health and team building skills.

- **Health- 1 year**

Health is a required course in 10th grade. In Health class, students discuss important topics such as nutrition, first aid, safety, substance abuse, eating disorders, mental health and physical development. The goals of the Health education curriculum are to give students the information they need to ensure their physical and emotional well-being, and to offer them a safe platform to discuss sensitive topics.

Electives and Academic Concentrations

Ma'ayanot students may select elective courses *a la carte* to explore areas of interest. Beginning with the class of '25, students may also choose an organized elective course of study to concentrate in a specific area of interest. Each elective meets for at least three periods per week, giving students the opportunity to pursue their passions and develop their skills in their chosen disciplines.

A student who pursues courses within a concentration for at least three years of high school will earn a notation of that Academic Concentration on her transcript.

Our Academic Concentrations are:

- Communications** with courses in oral and written communication, including Creative Writing, Public Speaking, Podcasting, and Multimedia Communications
- Fine Arts** with courses in the visual and manual arts, including Studio Art, Graphic Design, and Photography
- Health Sciences** with courses in health-related fields, including Brain and Behavior, Anatomy and Physiology, Health and Nutrition, and Psychology
- Matmidot** with courses in Tanakh, Gemara, and other areas of Judaic Studies beyond core classes
- Performing Arts** with courses including Drama, Improv, Music Appreciation, and Dance
- Spanish** with courses in Spanish language and culture, leading toward linguistic proficiency

Individual elective courses include:

Judaic Studies:

- Chassidut (10th grade)
- Tanakh Seminar (11th grade)
- Advanced Ulpan Elective (12th grade)
- Parsha Perspectives (12th grade)
- Independent Torah Enrichment Project (all 4 years)

General Studies:

- Spanish
- Fine Arts
- Performing Arts
- Engineering
- Communications
- Health Sciences
- And more

Textbooks and *Sefarim*

Most General Studies textbooks will be distributed to students without charge. Students will be held responsible for any loss, theft, damage or defacement of books that the school lends them. Students are asked to purchase novels, workbooks, lab manuals, AP course review materials, and some books that will become part of their personal library. AP courses and electives may have additional materials required for student purchases.

Sefarim that are required for Judaic Studies courses are available for purchase through the school prior to the beginning of the school year. Students who do not order them in advance will be required to purchase them on their own.

A Holistic Education Includes a Robust Student Life

Student Leadership & Student Activities

Student activities at Ma'ayanot are designed to offer every student a chance to develop and strengthen skills, talents and interests beyond their academic experience. Committees, Clubs, Academic teams, Athletic teams, Publications, Performing Arts, and Crews are an integral part of the Ma'ayanot experience. A robust student life program allows students to make new friends and take an active role in envisioning, initiating, and planning school programming or representing Ma'ayanot in academic competition against local schools. In this way, our students develop core values, such as leadership, teamwork, perseverance and commitment.

Below is a summary review of our co-curricular offerings. Please click [here](#) to view our comprehensive *Student Life Guidebook*. It contains a full listing of participation opportunities.

Leadership Pledge: Lead with your Best

At Ma'ayanot, we strive to uphold our values of responsibility, leadership, and accountability, while also maintaining a healthy balance between academic workload, co-curricular involvement, and life outside of school. To that end, students are encouraged to choose from many leadership opportunities and are limited in the number of Participation Opportunities/Executive Leadership positions they may hold. In this manner, student leadership is facilitated within the framework of responsibility. Students may hold Executive Leadership positions with a sum not exceeding **6 points**. Other co-curricular opportunities are limited as well.

Students applying for all Executive Leadership positions must be willing to uphold the following pledge, which highlights the values that Ma'ayanot seeks in its student leaders:

Student leaders at Ma'ayanot are excited to bring their passions and leadership skills to our student body. As leaders, they are also role models who lead by example and consistently exhibit positivity, school spirit, middot tovot, and a clear commitment to school rules and Torah values. Being given a leadership role depends on adherence to school rules, consistency with dress code and tefillah, class attendance and respectful interactions with faculty and peers that promote a culture of personal growth and kindness at Ma'ayanot. Students with leadership responsibilities understand that being a leader is a year-long commitment.

Committees & Clubs

Committee involvement enables students to engage in raising awareness about important issues and planning programs that shape school culture. A faculty advisor and a student-led board lead each committee and determine the committee's specific agenda for the year. Committees offer opportunities for students to volunteer throughout the year.

Students going into grades 10-12 applied for Executive Leadership positions on Committees and Performing Arts Societies towards the end of the previous school year. All other positions will open up to applicants in Fall, after our Committee Fair. The Committee Fair is also an opportunity for 9th-graders and transfer students to learn about and apply for open positions.

Committees and clubs are composed of Executive Leaders/Committee Heads, an executive board, and committee members. These students work hand in hand with faculty advisors to determine the committee's specific agenda for the year and plan school and gradewide programs.

Performing Arts Societies

Ma'ayanot produces a musical, which takes place during the Fall semester, and a dramatic production, which takes place during the Spring semester. Students have the opportunity to audition for either one or both. Our students also produce Heartbeats, an annual show of song and dance that is open to the community and raises funds for *tzedaka*, and takes place in late Spring. These performances are always highlights of the school year. Participation in theatrical and musical performances allows students to showcase their creative talents, both as actors and as non-actors who are involved in the technical elements of production, such as sound, costume design, lighting, scenery, and stage management.

Sports Teams

Ma'ayanot is a member of the Metropolitan Yeshiva High School League. Athletics plays an important role at Ma'ayanot. We are proud of the competitive and successful teams that our school fields year-after-year as well as the growth and development of our student-athletes under the guidance of our professional and expert coaches.

The goals of our athletic program are to offer a rewarding athletic experience and to develop the athletic potential of our students. Ma'ayanot athletes are encouraged to develop a sense of positive sportsmanship, integrity, values, ethics, and *derech erez*, and to display these qualities on and off the field. Development of leadership, personal responsibility, self-esteem, sensitivity, and compassion towards others are equally important goals of the athletic program. The students learn to excel as individual players as well as members of a team.

We offer many opportunities for students to get involved in competitive sports as part of the following teams:

- Varsity Basketball
- Junior Varsity Basketball
- Swim
- Varsity Volleyball
- Varsity Volleyball B
- Junior Varsity Volleyball
- Outdoor Soccer
- Hockey
- Softball
- Tennis
- Track
- Varsity Soccer
- Junior Varsity Soccer

Academics Teams/Clubs and Competitions

Aside from competitive sports, there are varied opportunities for our students to exercise their competitive spirit. These include the Better Together, Debate Team, *Chidon HaTanakh*, Mock Trial, Math League, Moot Beit Din, Model Congress, Model United Nations, Chess, Torah Bowl, History Bowl, Poetry Slam, Science Olympiad, The Jerusalem Science Contest and College Bowl. All of these competitions are great opportunities for

learning, having fun and meeting other students from other schools throughout the greater New York area and beyond.

Academic Team Captains are selected by faculty advisors. Details about tryouts, participation, and the meeting schedules are sent out throughout the Fall. Each team follows a different schedule.

Student Government

Student Government, or G.O., is the vehicle by which students can infuse Ma'ayanot with their own sense of excitement and fun. They work with the Director of Student Activities in creating and implementing school programs, activities, and events. They are also the representatives of the student body in addressing some student concerns. All G.O. members understand that they will work together tirelessly for their peers before and after the regular school day, and they will thrive and enjoy it because they know it's worth it!

G.O. elections for students going into grades 10-12 are held towards the end of the previous school year. 9th-grade elections are held a few weeks into the start of the new school year. All students seeking to run for GO must receive permission from an administrator and the Student Activities Coordinator.

Positon	Who can serve in this position	Responsibilities
President	11 th graders	<ul style="list-style-type: none"> ■ Determines when programs are needed and plans them ■ Oversees all G.O. sponsored activities and gets them done ■ Ensures that all members are fulfilling their responsibilities ■ Plans and runs weekly G.O. meetings ■ Acts as the liaison between G.O. and the faculty supervisor and the school administration and updates them about all G.O. programs. ■ Makes Ma'ayanot a great place for her fellow students!
Vice President of Programming	10 th graders	<ul style="list-style-type: none"> ■ President's right hand woman (i.e. runs meetings when President is not there) ■ Oversees all programming details ■ Can be relied upon to get the job done ■ Helps ensure that all members are pulling their weight ■ Mentors the freshmen on G.O.
Vice President of Publicity	9 th or 10 th graders	<ul style="list-style-type: none"> ■ Publicizes all school/G.O. events through flyers, banners, videos, etc. ■ Anticipate school programs and takes pictures ■ Provides pictures for the Stream and official Ma'ayanot social media accounts ■ Creates slideshows for events such as the Student Appreciation Breakfast and other events ■ Helps out V.P. Programming during major G.O. programming
Treasurer	Students in any grade	<ul style="list-style-type: none"> ■ Suggests and oversees fundraising activities for G.O. ■ Collects \$ for all G.O. programs ■ Must be able to keep track of all \$ collected and spent ■ Expected to collect all money owed in a timely fashion

		<ul style="list-style-type: none"> ■ Organizes the \$ for the bank in standard fashion
Secretary	9 th grader	<ul style="list-style-type: none"> ■ Must be computer proficient and creative ■ Takes notes during G.O. meetings and emails summary to members ■ Assists VP of Publicity in creating flyers for G.O. events ■ Prepares all forms of written communication for G.O. (grade emails, Facebook group/page)
Class Representative	2 from every grade	<ul style="list-style-type: none"> ■ Proactively plan and prepare grade treats and special activities ■ Compile and manage a grade email list and Whatsapp group ■ When asked, forward important G.O. and Student Activity emails to this list in a prompt manner. ■ Willing to volunteer to help out with school wide programs ■ Able to collect the \$ for school programs and keep track of who paid ■ Plans and coordinates her grade's Shabbaton (collecting money, programming, trip.).

Shabbatonim & Trips

There are many opportunities throughout the year both in and out of school for students and teachers to bond and develop school spirit.

The annual school *Shabbaton* is a highlight of the year, enabling us to spend a spirited *Shabbat* together as a whole school. The *Shabbaton* is one of the most memorable events of the school year. There are also Oneg Shabbat programs and formal and informal get-togethers on various shabbatot. Each grade also has chesed or educational trips and their own Shabbat experience and bonding events.

Our entire school enjoys both the Rapids Retreat in the early Fall and a welcome to winter trip towards the beginning of the second semester. Additionally, in conjunction with and through the generous support of NJ NCSY, Ma'ayanot sends groups of students to participate in humanitarian missions to communities devastated by natural disasters. Such missions allow our students to apply the values of chesed and community service in a context that allows them to meet people whose lives are very different from their own.

Some of our athletic teams participate in one of several yeshiva league invitational tournaments on a bi-yearly basis.

Torah Programming

Providing extra opportunities to learn Torah is a core value at Ma'ayaot as it sends the message to our students that Torah learning, aside from what is covered in class, must be learned and lived outside of the classroom as well. Throughout the school year, programs such as Mishmars, *yemei iyun*, pre-holiday speakers and events, Friday night onegs, *Shabbatonim*, Mishmover and *shiurim* enhance religious life at Ma'ayanot. Torah programming and question-and-answer sessions are integrated into *limudei kodesh* classes as well.

Publications

A student who loves to write should consider becoming a writer or staff member for one of Ma'ayanot's student publications. *The Source*, our student newspaper, reports on school events as well as issues of interest to the student body. *Ma'ayanei Torah* is our holiday *dvar Torah* journal. *Talelei Orot* is our weekly, student-run *dvar Torah* publication. *Sambatyon* is the Ma'ayanot literary journal, which showcases student prose, poetry, photography and artwork. The Senior Class works collaboratively to produce a memorable yearbook including reminiscences, humorous features, literary tributes, to serve as an everlasting memento of their time spent at Ma'ayanot.

Crews

A Ma'ayanot "Crew" is the name given to student-run and student-led initiatives. Students are encouraged to think of new programs and committees they would like to see formed at Ma'ayanot which will benefit the Ma'ayanot community. Students will be responsible for running their own Crews and executing their programs and events. A Crew may be formed to run a one-time event or fundraiser, or as an ongoing mini-committee which meets and plans regular events. This is a chance to start a new initiative that will function similarly to the already established committees that exist at Ma'ayanot.

Before a Crew may be formed and formally recognized by the school it must go through an application process. Once approved, each Crew will be assigned a faculty point-person whom they will consult with for ongoing support and advice.

A Healthy and Wholesome School Community

Guidance

Guidance at Ma'ayanot is designed in a tiered approach so that each student has many different adults who are there to support her growth throughout her career in Ma'ayanot. Students are able to benefit from the advice of our Deans and Guidance counselors throughout their careers in Ma'ayanot. Each grade is supported by the Grade Mashpi'im who serve as a resource for Torah Guidance and inspiration as students strengthen their avodat Hashem throughout the year. Additionally, our Freshmen and Seniors have the benefit of a weekly Freshmen/Senior Seminar where students have the opportunity to learn about topics ranging from student skills, social/emotional development and community building.

As our students progress through the years our College Guidance and Israel Guidance counselors support them as they identify and plan for the best next step after high school.

A. Deans

The 9th Grade Dean and Dean of Students are the initial points of contact for each grade as a whole as well as each individual student. Setting a positive tone, establishing school culture, and acting as an available presence and role model to the student body, the Deans focus their attention on the whole child- embracing each student in her totality.

The 9th Grade Dean welcomes and nurtures each freshman as they enter the exciting (and at times overwhelming) high school experience. Meeting freshmen in small groups, and one-on-one, the 9th Grade Dean facilitates warm and lasting bonds with students and enables them to confidently immerse themselves in the Ma'ayanot environment. Once they become sophomores, the Dean of Students continues this process, assisting the students with academic needs, co-curricular interests, religious inquiries and navigating social dynamics while instilling within the students the confidence to self-advocate, explore their creative interests and uncover meaning in their life as a Jewish teenager.

B. Guidance Counselors

At Ma'ayanot, a warm, experienced guidance staff is available to our students. Our guidance counselors provide a nurturing, safe environment for students to discuss any personal experiences and challenges that they encounter. Guidance counselors make sure to meet with all of their students at least once a semester, so that all students feel comfortable approaching them at any time.

C. Grade Mashpi'im

The role of the Mashpia at Ma'ayanot is to be a thoughtful, and active religious presence in the lives of our students. Each Mashpia focuses his/her attention on the entire educational program and Ma'ayanot experience as it speaks to the developmental religious needs of the grade. This includes coordinating an overview of the grade with Limudei Kodesh faculty and programming staff, as well as ensuring that any individual student who wants religious guidance can get it.

D. Freshmen and Senior Seminars

Freshman Seminar is a weekly advisory program aimed at promoting social and emotional growth in our students. Through weekly sessions, students will explore topics aimed at helping them transition into high school, develop new and healthy friendships, and balance workload and stress. Led by our deans, guidance team, and select faculty members, teachers will support students and serve as role models in this important stage of their high school journey.

Senior Seminar is a weekly program designed to enhance the senior year experience by creating opportunities to learn about topics ranging from life skills, social/emotional development and community building. This program is run by 12th grade faculty members in conjunction with the administration to focus on themes that supplement the robust Ma'ayanot curriculum.

E. College Guidance

The Ma'ayanot College Guidance Department has created a highly personal and effective approach toward college admissions. The counselors view the college process as part of a student's total Ma'ayanot education, involving personal reflection, independent reasoning, and informed decision-making.

The College Guidance Department at Ma'ayanot is fully committed to providing college guidance to all students, beginning in ninth grade. The formal college guidance process begins in eleventh grade with a series

of group and individual meetings and several evening programs for parents and students, college guidance counselors are available for consultation throughout high school.

Every October, tenth and eleventh graders take the PSAT and a practice ACT in school. College guidance counselors are available to advise ninth, tenth, and eleventh graders about their elective choices each year, and about the standardized tests they may choose to take. They also run informational programs for parents in the evening several times throughout the year.

Ma'ayanot students over the years have earned the respect of college admissions officers as a result of the quality of their academic preparation, their individuality and their thoughtful, well-written essays.

F. Israel Guidance

The Israel Guidance Department helps students learn about the many different post-high school Israel programs, identify the programs that will help them achieve their goals for their year in Israel, and navigate the application process. During the second semester of eleventh grade, each student is assigned an Israel Guidance Counselor, with whom she will meet frequently throughout the application process. Parents attend some of these meetings and communicate regularly with their daughter's Israel Guidance Counselor.

Our Values, Daily Expectations, & Rules

School Hours

The school day begins at 8:00 AM daily, and students should be in school at least five minutes before that time and head directly to the davening locations listed below. *Tefillah* begins each day at 8:00 and students who come after 8:10 will be marked late. Students who are marked late three times will be given a cut and receive a lunch detention. If there are additional incidents, a student will face further consequences.

Dismissal is at 5:00 PM Monday through Thursday. On Friday, dismissal is at 1:00 PM throughout the year. The building opens at 7:45 AM for arrival and closes 30 minutes after dismissal, with the exception of athletics and after-school programs. Students not picked up when the building is closed will need to wait outside the building without security. Mishmar will take place on Thursday evenings at 5:15pm - 6:00pm and buses will leave school on Thursday at 6:00pm.

Lunch

NEW Lunch Plan

Most students bring lunch from home and may take advantage of the refrigerators and microwaves available in the Student Center. Students should bring their own utensils.

Students will also be able to purchase lunch Mon - Thursday in the Student Center. An à la carte menu will be provided by local vendors. There are new coffee and vending machines for snacks and drinks, available for students.

Beginning the second semester of Freshman year, students may also choose to go off campus to a local kosher eatery. *Students who choose to go off campus for lunch must be sure to return on time for class and may not bring their lunch into class to eat.*

Food on Campus

Students are only permitted to eat meals in the Student Center and outdoors. Students are always responsible to clean up after themselves. Meals may not be eaten in the classrooms, the Beit Midrash, or the Library during free periods, lunch times, or class time. Specific AP courses which meet during lunch will be permitted to eat during class. Students are permitted to snack discreetly during class with their teacher's permission. Any student who has a medical concern about eating during the day should discuss this possible accommodation with Mrs. Braun, our Dean of Students.

Food Deliveries

In recent years, Covid restrictions made it difficult for us to offer a lunch program and our students benefited from the proliferation of food delivery apps (Uber Eats, GrubHub, etc.) to get lunch. While sometimes helpful, these deliveries were disruptive to the learning environment, distracted campus security, and presented kashrut challenges, and we have decided that this service is no longer appropriate or necessary for school. ***Therefore, NO commercial food delivery services (Uber Eats, GrubHub etc.) are permitted at any time during the school day.***

Attendance Policies

We believe that students learn best as a community. Students serve as both contributors to and beneficiaries of the knowledge, perspective, and culture generated in the classroom. Every student matters. Absences should be kept to the minimum necessary to maintain the health and wellness (physical and emotional) of the individual student and classroom community.

Students are solely responsible for work missed while absent whether for illness, school-approved activity, or parent-approved activity. Ma'ayanot is eager to support students' success by posting materials to Google Classroom and meeting with students during office hours. Teachers will not be expected to re-teach or prepare additional materials for absent students. Students are expected to review missed material with a classmate and/or attend teachers' office hours.

In case of an extended absence or other extenuating circumstance, please contact a member of the administration who will help facilitate special arrangements.

A. **Daily Attendance** will be recorded to assure accurate records in the case of a campus emergency. Attendance in class will be included as a component of students' grades. When a student is out for the day, parents should report the absence to attendance@maayanot.org. Extended absences should be avoided when possible.

B. Class Attendance will be recorded by each teacher.

- If a student misses class due to a conflict such as a medical appointment, school trip, or other school-approved activity, the student will be marked “Absent with Permission,” and will not receive a cut.
- If a student cuts class or did not receive permission, the student and her parents will receive a cut notification email and will be expected to serve lunch detention. If a student cuts three classes in a single subject, she will meet with her dean and also have one point deducted from her semester grade.

C. Every 10 absences with or without permission will result in an exploratory meeting with the student’s dean. Together, the dean and the student will discuss the impact of missed classes on her academic growth, the classroom community, and her relationship with her teacher and make a plan to make any changes needed for the future. The goal will be to balance the student’s academic growth and overall well being with her contribution to the Ma’ayanot community. Failure to comply with the plan may result in further disciplinary action.

D. Lateness

- Students arriving late to school must go to the front office to sign in for the day.
- Students who miss 15 minutes or more of a class are considered to have missed the whole class and must follow the procedures outlined above.
- Students who miss fewer than 15 minutes of class will be marked late and experience the natural consequences of missing class time.

E. Leaving Campus

If a student is leaving early or has a medical appointment during the day, she must sign out at the main office. If she is returning to school, she must sign back in with the main office before returning to class. We ask parents to try to make appointments at the beginning or end of the school day, whenever possible.

F. Teacher Absence

- If a teacher is absent, you must check Google Classroom and complete any work assigned. This will count as your attendance and engagement for the day.
- In the event of an extended teacher absence, alternative arrangements will be made.

Academic Policies

Track and Elective Changes

We aspire to offer an appropriate balance of academic challenge and support to the diverse learners of the Ma’ayanot community. To help us achieve that, we offer tracked classes in academic subjects that may differ in complexity and volume of the content, pacing, expectations of student independence, and more. We strive to find the placement that will help maximize the student’s potential to thrive.

Students may request a track or course change until the end of October by submitting a completed Track Change Request Form to the Associate Principal. Track Change Request Forms will be available in the main office.

Assessments

At Ma'ayanot, we view assessments not only as tools for measuring how well students have learned, but also as educational opportunities for reinforcing the skills, content, and values that they have learned. As such, we administer two types of assessments at Ma'ayanot:

Summative assessments evaluate a student's mastery of what she has learned. These assessments include tests, quizzes, projects, papers, and other writing assignments and are always graded.

Formative assessments help the teacher along with the student herself monitor her own progress in the subject area. These include checks for understanding, bell work at the beginning of class, exit tickets at the end of class, and other assignments that immediately follow the learning of a small amount of material, and they involve either no grades or grades that are not heavily weighted in semester averages.

A. Testing Guidelines

- Students will be informed by their teacher of any test or major project/paper, and the units of study to be covered on the assessment, a week in advance of the due date.
- Quizzes may assess up to three days' worth of material covered in class, and they must be designed to require no more than 15 minutes to complete.
- Students should usually have no more than one test and one quiz, or two quizzes (and no tests) on a given day. In rare instances, a student may have two tests on one day, but that should never happen more than once in a week.
- AP courses function at the college level by definition, and because they are designed to prepare students for the culminating AP exams, they involve more frequent and/or longer tests than other courses. As such, students in these courses may legitimately carry a larger assessment load than the one mentioned in the previous bullet point.
- With rare exceptions, no tests will be scheduled on fast days or on days following *yamim tovim*, long vacations, or major school functions.
- Teachers should return all summative assessments (tests, papers, essays, projects, and quizzes) with feedback within two weeks of students' having handed them in and at least one week before the next assessment is due.
- If a student earns below a grade of 70 on any summative assessment, or displays a downward trend in her grades in a given class, the teacher will send a log through 360 to inform the student's parents and partner for growth.

B. Test Calendar

- An assessment calendar for each grade, including all summative assessments that require at-home preparation, will be accessible on Google Calendar through each student's Ma'ayanot email account. All students and parents will receive information about how to gain access to these calendars.
- All summative assessments will be entered into Google Classroom.

C. Make-up Tests

- Make-up tests and quizzes will be administered on Mondays and Thursdays during the Flex period only. If a student misses a test or quiz during its regular administration, she will make it up as soon as possible and within two weeks during Flex. Students who require additional flexibility must consult with a principal or dean.

D. Grading

- Semester and year-end grades are based on various course assessments as well as engagement (per the Engagement Rubric; see below). Report cards, which are for internal use, are issued in January and June and include both semester and year-end grades. Transcripts, which are sent to colleges, Israel seminaries, and other institutions, include only year-end grades.
- All grades at Ma'ayanot are numerical, and the passing grade for all subjects is 65; semester and year-end failures receive a uniform grade of F.
- In December, students and parents are invited to participate in Family Conferences with teachers. In March, students receive anecdotal progress reports, in which teachers reflect on each student's skills and overall growth.
- If a teacher sees significant improvement in a student's grades over the course of a year within the same track, s/he is encouraged to give more weight to the second-semester grades. If a student switches tracks within a semester she will discuss the implications for her grades with her principal or dean.

E. Engagement

Student engagement in class is critical for academic and personal growth, and it is an essential component of the classroom community. Engagement includes preparation for learning, prompt and consistent attendance and attention, participation in classroom discussion and activities, and more. Teachers will provide ongoing feedback and opportunities for improvement to students. If a student establishes a pattern of poor engagement or displays a downward trend from her norm in a given class, the teacher will reach out to the student and parent to discuss and support growth in that area.

F. Ethical Standards, Personal and Academic Integrity

Students are responsible for standing behind all of their work with honesty and integrity. In life and in school, cheating and plagiarism are serious offenses.

Steps that will be taken when cheating occurs:

- The teacher of the course will meet with the student(s), together with a guidance counselor or dean. If the evidence clearly supports that the student plagiarized or cheated, the student and any accomplice will get a failing grade for the assignment or test. This cannot be dropped as a student's lowest grade. If the failing grade results in failure of the course, the student must retake the course.
- The student's parents will be notified.
- In case of a second violation, a note will be placed in the student's permanent file, and additional disciplinary action may be taken.

Visible Values: A Culture of Growth, Respect, and Accountability

These rules are important to help ensure that our physical and social environments are comfortable for all of us and allow for an atmosphere conducive to learning and growth.

A. Timeliness - Make it Count!

The Ma'ayanot day and week offers students a full program. The daily schedule begins with davening at 8:00am and includes 9 academic periods, one lunch period, mincha, and two additional breaks. Students must learn their schedule and arrive **on time** for davening, class periods, and co-curricular programs. During the week there are two FLEX periods which offer students time to meet with faculty, friends, committees, club, and complete work or plan ahead. Lateness or absences will be noted and may result in detentions and/or impact students' classroom grades, or leadership opportunities.

B. Communication - It's a Partnership!

In the event of an absence or lateness due to sickness, appointments, or family semachot it is the students' responsibility to have a parent send the appropriate email to attendance@maayanot.org. Any student who accumulates latenesses or absences will be required to meet with a member of the administration.

C. Classroom Learning - Stay Focused!

Ma'ayanot classrooms are places of learning and deep engagement. Our faculty design curricula and associated assessments that are intentional and recursive, each unit or assignment building skills and insights throughout the course. Student learning requires investment in both the classroom and at home. Classroom engagement includes timeliness, respect for the norms, participation and communication. After class students are required to review, complete and submit work and take initiative to meet with teachers and counselors who can support them.

While every teacher will shape their own classroom and communication norms, the following are baseline expectations for a positive classroom learning environment.

❖ Decorum & Discipline

The classroom is a place where we invite thoughtful, respectful, and constructive discussion about all ideas that are germane to the learning. There may be times of conflict about opinions, policies, decisions etc. We do not permit any form of disrespect of any member of our school

community. Additionally, any expressions of racism, bullying, or harassment will be reported and dealt with as a disciplinary incident. When there are disagreements students and faculty should set a time to discuss the issue constructively after class and are invited to include a member of our Guidance team as well.

❖ **Technology, Digital Devices, & Cellphone Use**

Students may use a digital device to support their classroom learning only with their teachers' permission and only when following instructions with regard to when they are permitted or forbidden.

- Cell phones are not permitted to be used in class.
- We encourage students to leave their cell phones in their locker throughout the school day. Students who choose to keep their cell phones in their bags during the day are responsible to keep them out of sight during tefillah, class, and any programs.
- Any cell phone that is visible during class, *tefillah*, or school programs, will be confiscated and held by the main office until the end of the school day.
- Students who repeatedly use their cell phones inappropriately may be required to drop their phones off in the office during the school day.

D. Public Property - This is our Home!

Please help maintain the cleanliness of the school building and grounds. Personal responsibility includes cleaning up after oneself at all times, especially after meals. The custodial staff is here to maintain school property, not to clean up messes created by other people.

E. Lockers / Personal Property - Make it Personal & Keep it Neat!

Lockers are an important part of settling in at school. Students may personalize their lockers **only** on the inside and only with pictures and decorations appropriate to a Yeshiva environment. Please be sure that your locker is closed at all times. **Fire codes require that passageways must always remain clear.** Please do not leave books or school bags in the hallways or classrooms. Any bag not inside a locker will be confiscated.

Students are allowed to bring their own locks for lockers, if they wish. The school does not assume responsibility for lost property. If the school needs to access a locker, the lock will be removed at the expense of the student.

F. Respecting Differences - Honor & Learn with Humility!

Recognizing that we each strive to support one another in the growth and development of a Torah personality, students are expected to act appropriately and honor the Tzelem Elokim in everyone. All members of the Ma'ayanot school community are expected to treat everyone with respect and dignity and refrain from any actions or communications that convey bias, or constitute harassment. Please see specific examples and the reporting protocol on pg. 25 below. Students, faculty and staff members must manage all conflicts appropriately, act towards others with sensitivity, and use respectful language in all interactions in and out of the classroom. This expectation extends to our digital footprint online. Our expectation for respect relates to all parts of our community, including, but not limited to, the classroom, the hallways, sports games, etc.

G. Digital & Social Media Etiquette - Your Digital Footprint is Your Responsibility!

Technology and Social Media has offered all of us many benefits in building relationships and enjoying the opportunity to connect in so many different ways. As we work on developing ourselves and understanding the way we can and should engage with social media, it is critical that we consider how powerful this platform is. What we see, do and post on social media has a larger impact than simply the enjoyment of the moment. Therefore, Ma'ayanot is committed to educating our students about both proper and improper uses for social media. We ask parents to take interest in the apps that their daughters are using and to be active members of their social media platforms. Ma'ayanot expects that all student behaviors and representation online, in writing and/or any other form, will abide by our policies and reflect our Torah values. We expect all students to recognize that their choices online in emails, chats, and social media platforms are a representation of themselves and we expect that all of our students will respect and reflect the Torah values that we are striving to strengthen together. Any inappropriate written, visual or audio social media content that students post and that reflect behaviors that go against Ma'ayanot policies will be grounds for disciplinary actions.

H. Dress Code - Valuing Self Expression & Modesty!

Our Ma'ayanot Dress Code is designed to support our students' growth as Ovdot Hashem and to foster an environment where we make our Torah values visible. We are proud of the broad reach of Ma'ayanot and we recognize that your family may understand *tzniut* differently. Therefore, over the course of their years at Ma'ayanot, in different venues, students will spend time reflecting upon the hashkafic values and the halakhic basis for the Ma'ayanot Dress Code. It is important to us to acknowledge that while halakha and the values of modesty are the foundations of our dress code, each student's personal journey in understanding and internalizing those values and practices will certainly be different. With this in mind we ask parents and students to be full partners in fostering a Torah environment where *tzniut* is a prominent value in the way we dress and also in the way that we speak, the way we engage with popular culture and media, and how we treat each other, and everyone, with exemplary *derekh eretz*.

Dress Code

The Ma'ayanot dress code reflects *halakhic* considerations and a commitment to an environment that appropriately supports religious and academic growth. Since no code can be all-encompassing, students are expected to abide by the letter as well as the spirit of these guidelines.

*All students are expected to wear dress-code appropriate clothing at all times on campus. Dress code rules also apply when students are off campus and are representing Ma'ayanot.

- ❖ Skirts and/or dresses should cover knees at all times whether sitting or standing. Slits must comply with this as well.
- ❖ Shirts must be modestly cut, not transparent, with necklines that approach the collarbone: therefore, no v-neck, low-cut, or cropped shirts.
- ❖ Shirt sleeves may be short, not cuffed, and should be closer to the wearer's elbow than to her shoulder.
- ❖ Printed tee-shirts and sweatshirts should be designed with only appropriate messages and images in line with our yeshiva's values
- ❖ Open-toe shoes, except for flip-flops, are permitted.
- ❖ Pants are not permitted to be worn under skirts (leggings are allowed to be worn under an appropriate length skirt).

Dress Code Follow up

Students who are not following dress code will receive an email at the end of the day, with their parents cc-ed, indicating a Dress Code infraction. After the second or third incident, there will be a lunch detention assigned. After the fourth incident, a parent meeting will be required with the student and an administrator. If a student exceeds four infractions, additional disciplinary action, which may include detention or suspension, may be taken.

Community Service- Chesed Requirement

Developing compassionate and contributing members of society who seek ways to integrate chesed into their daily lives is one of our top priorities at Ma'ayanot. With this goal in mind, Ma'ayanot requires that students participate in at least four community service projects each semester, for a total of eight per-year.

Please keep in mind the following points when selecting chesed opportunities or initiating a chesed project:

- They must be unpaid.
- In general, the chesed requirement cannot involve assisting members of your family. Under certain circumstances allowances are sometimes made. However, prior administrative-approval is required.
- Babysitting does not qualify for Community Service *unless* you are specifically referred to a family in need of assistance through one's shul or the school. The circumstances must be described in the submitted form why you feel this should qualify as a chesed project. Prior, administrative-approval is required.
- Activities organized by the Chesed Committee that take place during a full lunch period or outside of school hours may be submitted as one project.
- Grade chesed trips, chesed missions, activities during class time or working on a program at school as a member of a particular committee do not count toward the chesed requirement.

- Students must spend at least 45 minutes or 1 full period (assuming it is not during class time) at a chesed activity in order for it to count.
- Class note takers qualify for 2 chesed projects each semester and must be verified by the class teachers and a staff member of the learning center.
- Students who are chosen and accept the responsibility of being a class note taker qualify for 2 chesed opportunities each semester.
- 4 sessions of peer tutoring qualify as one chesed opportunity and must be verified by the learning center staff.
- No more than 4 chesed opportunities can be fulfilled in the Ma'ayanot School Community.

The Community Service/Chesed requirement is meant to **enhance the students' school year**. Therefore, only community service completed between September and June will count toward the chesed requirement. However, if one receives an *Incomplete* in the course, she may perform community service during the summer to complete the requirement.

Documentation of fulfillment of the chesed requirement will be due two weeks before the first day of midterm or final exams for each semester. Students receive a P/F grade for Community Service, which is dependent on fulfilling the requirement. This grade will appear on report cards and is required to matriculate/graduate.

Information regarding how students should submit and track chesed hours will be shared separately.

Health and Safety

Health Records

According to state law, all school-age students must have documented proof of adequate immunization. Any student who does not meet these requirements will not be permitted into school. Ma'ayanot does not accept religious exemptions. All required forms, including a Health form signed by a physician for entering students, must be submitted on the Magnus Health web portal prior to the first day of school. Student athletes who participate in after-school sports programs are also required to complete a Sports Health Examination form annually.

Emergency Contact Form and Permission Slips

To ensure each student's safety, emergency contacts must be updated on the Magnus Health web portal annually as part of the student Vital Health Record.

Medication

The school nurse may administer medication to a student with expressed written permission from a parent. Students who will self-medicate during the school day also must have a permission form signed by her parent and physician on file in the nurse's office. Permission forms can be completed on the Magnus Health web portal.

Covid-19 Policies - (August 2022)

At the current time we are grateful that Covid-19 no longer represents the same threat that it did over the last two years. Local reports indicate that Bergen County has a low incident and transmission rates, and a population with a vast majority of strengthened immunity. Therefore, we expect to be able to function in school without Covid-19 restrictions playing a prominent role AND with an ongoing commitment to providing awareness and education to support all our community members staying healthy.

This means that every member of the Ma'ayanot community understands that:

- They do not come to school sick
- They consult with their Primary Care physician about any symptoms or exposures and follow their guidelines
- They report any positive Covid-19 results to our school nurse by emailing nurse@maayanot.org

We are sharing the current CDC guidelines [here](#) which will serve as the framework regarding individual questions when students/faculty members/family members test positive for Covid-19.

These policies will remain in place unless federal or local conditions and guidelines change at which point new policies will be issued.

Security

If you should notice any suspicious activity in or around Ma'ayanot, please report it immediately to the security guard on duty.

Examples of suspicious activity include:

- Unknown vehicles or persons on campus
- Strangers taking interest in the building (taking photographs, asking questions about the school, the building, arrival time, etc.)
- Packages or backpacks that are left on campus
- Anything that seems out of the ordinary

Please Remember:

- Faculty and students should display their Ma'ayanot Parking Permit on their dashboard when parked on the facility. Additional or replacement permits can be obtained from the main office.
- Only the main front doors should be used for both entering and exiting the building except in case of an emergency evacuation (e.g. fire drill).
- Backpacks and personal belongings should be kept with you at all times or inside your locker.

Keeping our Campus & Community Safe

Ma'ayanot Yeshiva High School is committed to assuring that our community is an open and safe place for all members of our community. The circumstances surrounding an allegation of harassment or abuse are clearly

sensitive to everyone involved therefore, it is vital that parents, students, and faculty recognize that the following values and commitments guide our policies and procedures.

Reporting & Consequences

Ma'ayanot's administration will respond to harassment, intimidation or bullying if it takes place on school property, at a school-related function, on a school bus, or off school grounds if the incident(s) interfere with or disrupt the orderly operation of the school or the rights of other students. Faculty and staff are required to report any incidents of harassment, bullying, or incidents that violate our appropriate boundaries guidelines. Students and parents are strongly encouraged to report concerns with a commitment to reasonable anonymity and without concern for any form of retaliation.

Ma'ayanot aims to implement procedures that ensure appropriate punitive consequences and remedial responses for students or staff members who commit one or more acts of harassment, intimidation or bullying. Ma'ayanot Administrators, Deans and Guidance staff will consider a number of factors when determining appropriate consequences and remediation. The factors that will be taken into account include: the age and maturity of the offender, the context and severity of the offense, the offender's history of inappropriate behavior, the social-emotional and behavioral supports available to the offender, and parental input.

Based on analysis of all of the aforementioned factors, the administration will impose any one or a combination of the following remedial and punitive responses to any act of harassment, intimidation or bullying. Remedial responses are intended to educate about appropriate behavior, prevent future violations, and provide support for the victim. Remedial responses may include a variety of positive behavioral interventions such as counseling within the school, increased supervision during free periods, and outside therapy. Punitive consequences may include admonishment, deprivation of in-school privileges including participation in co-curricular activities, detention, suspension, expulsion, and the involvement of law enforcement.

Ma'ayanot prohibits anyone from engaging in reprisal, retaliation or false accusations against a victim, witness, reporter, or anyone else involved in a possible act of harassment, intimidation or bullying. The appropriate remediation and punitive consequences for a person who engages in reprisal or retaliation shall be determined by the principal after consideration of the nature, severity and circumstances of the act.

All students and staff members must report an incident of harassment, intimidation or bullying to the Head of School or in the event that the Head of School is the source of concern the report is made to the Executive Director. Male faculty members who are more comfortable reporting incidents to Rabbi Zev Prince may choose to do so. When a student report is made the Head of School, Assistant Principal, or Dean or a guidance counselor will inform the parents or guardians of all students involved and will initiate an investigation within three school days. The parents are entitled to receive information about the investigation such as whether evidence of harassment, bullying and intimidation was found and whether discipline, remediation or other services have been imposed or provided.

Harassment, Intimidation, and Bullying

Ma'ayanot Yeshiva High School for Girls prohibits acts of harassment, intimidation and bullying of any student, faculty, staff member of our community. We know that a safe and civil environment that reflects the values and ethics of a Torah lifestyle is absolutely necessary for our community and for our students to achieve and grow academically and personally. Harassment, intimidation and bullying are behaviors that disrupt our community and our school's ability to educate in a safe and disciplined environment. Bullying is defined as any form of victimization or abuse that a reasonable person would recognize as potentially harmful to a student's physical or emotional wellbeing. It is intentional and involves an imbalance of power and strength. Since Ma'ayanot believes that students learn by example, school administrators, faculty, staff and volunteers are committed to demonstrating appropriate behavior by treating others with civility, respect, which includes a refusal to tolerate harassment, intimidation or bullying.

Bullying includes any gesture, written or physical act, or communication via telephone or computer ("cyberbullying"). Bullying can occur in a single incident or a series of incidents. It may be motivated by an actual or perceived characteristic such as family situation, ethnicity, physical appearance, religious attitude, intelligence or class placement, socioeconomic status, sexual orientation, social group, or mental, physical or sensory disability. Students are expected to behave in a way that creates a supportive learning environment as described in the student handbook. We believe that it is the responsibility of the Ma'ayanot faculty to educate students toward self-discipline and to use instances of behavioral violations as opportunities to help students to assume responsibility for their behavior and its consequences.

Anti-Harassment Policy

We subscribe to the tenets of the "Conduct Policy and Behavioral Standards" distributed by the Association of Modern Orthodox Day Schools and Yeshiva High Schools, which is reprinted below.

Ma'ayanot is committed to providing a safe and appropriate environment for all students, staff and employees. Parents entrust their children to our school. All students are taught to respect and trust their rebbe, teacher, administrator and all school personnel (educational, clerical and custodial). The school strives to establish a safe environment for every child's physical, emotional and spiritual well-being.

This policy details a broad outline of proper faculty/student, student/student and faculty/faculty interaction and behavior. Because the school is an exemplar of role modeling in the community, these standards encompass conduct inside and outside the school during school hours, after-school activities, and/or in private interactions with students outside of school.

These behavioral guidelines place a special emphasis on unwanted touch and exerting any form of verbal, physical, or inappropriate psychological influence or control on students. Any violation of these guidelines will not be tolerated. In keeping with its commitment to maintain a safe environment, the school will conduct a thorough investigation, report such violations when

legally mandated to appropriate authorities and take necessary measures to counsel or remove individuals who violate these principles.

As noted above, any allegations of abuse, harassment or violation of behavioral standards should be reported promptly to Mrs. CB Neugroschl or Rabbi Zev Prince.

To achieve these goals all Ma'ayanot staff is expected to adhere to the following Conduct Policy and Behavioral Standards:

Appropriate Boundary Guidelines

Guidelines for Maintaining Appropriate Boundaries between Ma'ayanot Students and Employees, Volunteers, and Employees of Contracted Service Providers

The interactions between administration, staff and students will typically fall well within the range of normal healthy relationships. Still, to protect everyone and to assure we avoid even the appearance of impropriety the following behaviors are regarded as incompatible with the goals and standards of Ma'ayanot and, therefore, are always prohibited:

- Teachers/staff may not be alone with a student (or minor) in an area which cannot be seen or observed by other faculty members or adults. Employees of contracted service providers and volunteers who work at the high schools may not be alone with a high school student in a non-public space or inside a room with a closed door that does not have a window. Coaches and other athletic staff should likewise not be alone with a student, especially when engaging in otherwise permitted physical contact such as when teaching a skill. Coaches or coaching staff may not be present when students or athletes are changing.
- It is expected that Ma'ayanot teachers will meet with their students for educational purposes outside of classroom time and that some of those meetings will involve one-on-one meetings. Any such private meeting with a student should, whenever possible, occur during school hours, in a public area, and with the door open. If the circumstances require the door to be closed because additional privacy is needed, the meeting must be in a room with visibility, such as a window which must remain uncovered, and the door to the room must remain unlocked.
- Classroom and Office doors with windows, to permit visibility, must remain unobstructed at all times. Following an emergency drill, all window shades must be raised back up.
- Physical force may never be used other than to safeguard against immediate physical danger.
- There must never be unwelcome physical contact, such as patting, pinching, punching, pushing and physical assault or inappropriate touching. Faculty / staff must not have extended affectionate physical contact with a student. Any such contact should be limited to a supportive, congratulatory, or quick hug, arm squeeze, or pat on the back. Patting of the buttocks with a hand even in an athletic context is prohibited.
- Teachers/staff must refrain from any communication that ridicules, insults, belittles or denigrates students publicly or privately or from attempts to control or manipulate students through psychological means.

- Teachers/staff must assure that any communication with students doesn't inappropriately assert their power to reward or punish students even when enforcing the stated rules and policies of the school.
- Teachers/staff may never forbid students to share any conversations or information with parents or administration, nor instruct students to "keep secrets" from their parents.
- Teachers/staff shall not distribute or display inappropriately sexually explicit or pornographic material.
- There can be no indirect or explicit invitations to engage in inappropriate or suggestive activities which may or may not include a promise of reward for complying or a threat of reprisal for not complying.

In addition to the prohibited behavior described above Ma'ayanot employees, volunteers, and employees of contracted service providers are expected to adhere to the following guidelines:

- Must not engage in any type of behavior that might have the appearance of impropriety if observed by others.
- Must not lavish inappropriate attention on a particular student, including giving inappropriate gifts to individual students.
- Must not converse with students about their sexual lives except for an educational, health, or safety-related purpose, nor should they reveal details of their own sexual lives or romantic relationships to students.
- Must not reveal other inappropriate details about their personal lives to students.
- Must not inappropriately "hang out" with students outside of school or spend an inordinate amount of time "hanging out" with students even inside the school. Adults at Ma'ayanot should always remember they are not the students' "friends" and should therefore not be engaging in peer-like behavior with the students.
- Must not provide alcohol or drugs to a student, nor permit one to drink or use drugs in their presence, except when medications have been prescribed.
- Must not engage in physical horseplay, roughhousing, or other inappropriate games with a student.
- Must not tutor a student in his or her home without the student's parent or guardian present. In addition, Ma'ayanot employees should not tutor students in the employees' homes unless another adult is present, and the student's parent/guardian has given permission.
- Must not allow students to ride in the employees' personal cars without written (email will suffice) permission from a parent/guardian. In addition, Ma'ayanot employees, volunteers, and employees of contracted service providers should not ride in students' cars. If a situation arises that requires deviation from this rule, the adult involved should get written permission from his or her supervisor to deviate.
- Ma'ayanot faculty must not be present at a student's home when a parent/guardian is not present, whether for a social gathering or otherwise. In addition, Ma'ayanot employees should not invite students to their homes for Shabbat, other holidays, or any other occasion without approval from the Head of School/Principal. When faculty hosts a group of students in their home, with school permission, Ma'ayanot should publicize the event to parents. Finally, a Ma'ayanot employee should never have only one student alone at his or her home, nor should they have students at their home at all unless there is another adult present.

SAFE STAFF AND STUDENT DIGITAL COMMUNICATIONS

Staff and Student Interactions using Social Media

Students and staff should not communicate on personal social media sites or platforms. Examples of such communication include, but are not limited to, “friending,” “following,” “commenting,” “liking” and posting messages on personal social media sites. Similarly, “posting” or “tagging” photos or videos of students on any personal social media site or platform by staff members is prohibited. If a staff member is currently engaged in such communication with a student, he/she should immediately cease such activity. Staff members who are involved in non-Ma'ayanot sponsored activities or employment requiring social media interaction with students must create a **professional** social media page to foster such communication. For example, if a staff member works at a summer camp attended by students and is encouraged to have social media interaction with these students/campers, the staff member must set up a professional (camp, in this example) social media page to engage in such communication.

Staff and Student Interaction Using Electronic Communication

Strong teacher-student communication and warm relationships are an important part of the Ma'ayanot experience. All electronic communications between staff and students must be professional, acceptable in content to any reasonable person, and limited to information that is School-related and in compliance with Ma'ayanot' Anti-Harassment Policy and other applicable Ma'ayanot policies.

Email

Ma'ayanot has provided to all students and staff a Ma'ayanot email address. All electronic communications between staff and students should only be sent using Ma'ayanot-issued email addresses, and staff must limit their own communications to between the hours of 6 a.m. and 10 p.m. (Eastern Standard Time). If a personal email account must be used, a copy of the communication must also be sent to the Ma'ayanot email addresses of the student and staff member. The staff member should also inform the Head of School of the communication and explain the circumstances surrounding the communication. Staff members are expected to check their Ma'ayanot email every day, and to respond to emails within 24 hours.

Cell Phones & other forms of Digital Communications between Staff and Students

Students and Staff members may not communicate privately over text, Whatsapp, or exchange cell phone numbers for use in private communications. Staff members seeking to communicate one-on-one with a student outside the classroom using FaceTime, Zoom, or similar technology must notify a parent and the Head of School or their direct supervisor via email.

Communication between staff and students over personal cell phones has the potential to be interpreted as inappropriate and unprofessional. Accordingly, staff members should not call or text a student on the student's personal cell phone and vice versa. Exceptions may be made if (1) the text qualifies as a “mass text”, such as WhatsApp, which is defined as a text message sent to a school group, this means a class or club or even an ad hoc group with a specific school / professional function, each “mass text” must have a defined appropriate purpose, 3 or more students, and at least 2 Ma'ayanot employees. All messages must relate to a school-related communication, and maintain appropriate standards in tone and language. If a specific situation arises where the staff member needs to communicate with the student for a School-related purpose and there is no reasonable alternative available, they must include their direct supervisor on the message. Examples include: a

coach who has a last-minute change in game time or location, a teacher leading a School trip who needs to communicate with a student during the trip, or the School Office staff who needs to locate a particular student during School hours. In addition, staff must not give their personal cell phone numbers to students except when a specific student will need to communicate with the staff member outside of School for a School matter and there is no other reasonable alternative available as in the examples above. In such an instance, the staff member must request permission from the HOS or their direct supervisor, and instruct the student to only contact him/her for the School-related purpose for which the phone number was given.

The only exception to this rule is in a case of safety concern or emergency. In a case of safety concern or emergency, staff / faculty must notify their supervisor of the situation and the mode of communication, as soon as it is safe to do so.

Additional General Guidelines for Participating in Social Media and Electronic Communications

The following are additional guidelines to abide by in social media and electronic communications. Always use appropriate “netiquette.” Netiquette is the social code of network communication including manners and etiquette on the internet, online and digital worlds. Adhering to appropriate “netiquette” ensures that all students and staff are treated with the respect and sensitivity necessary to foster a safe working and learning environment.

Some important general rules are:

- Treat others as you would like to be treated. Staff and students should be respectful of others in their communications, both private and public, and refrain from posting statements directed at others that are false, misleading, obscene, malicious, degrading, threatening, harassing, hateful, insulting, inflammatory, offensive, unlawful, fraudulent, discriminatory or invasive of the privacy of others.
- Always use appropriate language. Staff and students should not use obscene, profane, lewd, vulgar, rude, inflammatory, threatening or disrespectful language.
- Be honest. Make sure that you are honest and accurate. Never post any information or news that you do not believe to be true. If you make a mistake, you should correct it immediately.
- Protect Personal Information. Do not post Personal Information. “Personal Information” means information that can be used to identify an individual, such as an individual’s name, work or home address, e-mail address, telephone or facsimile number, Social Security number (SSN) or other government identification number, employment information, background information, financial tracking information, medical or health information, health insurance identification number or condition, account numbers, certificate or license numbers, vehicle identifiers or serial numbers (including license plate numbers), device identifiers or serial numbers, biometric identifiers (including finger and voice prints) and photographs.
- Speak up and report inappropriate conduct. Staff must promptly report to the Head of School any incident that is not consistent with this Policy, including the Guidelines, or any other Ma'ayanot policy. For example, a staff member who becomes aware that a student has received an abusive, offensive, threatening, or harassing email message or other such communication, must immediately report that communication to the Head of School.
- Know and follow the rules. Staff and students must read the policies and ensure that postings and communications are consistent with them.

National Yeshiva Substance Abuse Policy

Ma'ayanot is a school community dedicated to fostering students' educational, spiritual, and personal development. We partner with students and parents to nurture this growth in every student. As part of this commitment, we also promote the safety and health of our greater yeshiva community: the families and neighborhoods we serve. To further this noble goal, we have collaborated as yeshiva high school leaders and consulted with mental health professionals to develop guidelines for addressing substance use among our students. Substance use includes the use of marijuana and other legal or illegal drugs, alcohol, cigarettes, electronic cigarettes, vapes, or other similar devices and substances, and abuse of medications.

Please review this [National Yeshiva Substance Abuse Policy](#) which guides our policies and approaches to any instances of use or abuse in our school community.

It is our fervent and sincere hope that this policy will encourage our students to feel safe turning to school faculty for help in addressing substance abuse issues, with the knowledge that they will be supported and respected. *B'ezrat Hashem*, we are committed to helping our students pursue healthy life choices that enable them to grow and flourish.

Inclusivity Policy

Ma'ayanot strives to ensure that all students feel included, valued, and supported. We are committed to treating all of our students with compassion and respect, and as commanded by the Torah's prohibition of *onaat devarim* (alienating people through unkind speech). With full and unwavering commitment to all halakhic precepts, and in consultation with leading *rabbanim*, we commit to the following with regard to gay students.

We commit that our yeshiva will be a place where gay students are treated with the respect and caring that all students deserve. They will be welcomed to participate in the full range of educational, co-curricular, and religious opportunities offered by our school. We will ensure that they are treated with dignity by all members of our school, and our guidance department will strive to provide them with appropriate support determined by their individual circumstances.

Ma'ayanot strives in all ways to embody the Torah's values of peace and compassion, and to ensure that every student is treated with dignity and kindness.

Responsible Use of Technology Policy

The Ma'ayanot network, devices, technology tools and facilities are intended to enrich the academic experience of its students and staff. These resources should be viewed as an extension of Ma'ayanot's physical environment, and their use entails the same privileges and responsibilities that accompany the use of any school facility. As a Torah institution, Ma'ayanot requires the Torah standard of behavior to govern students'

use of Ma'ayanot's technology equipment. Students who disregard these guidelines and rules will be denied the use of devices, tools and technology facilities.

Technology is an important and integral part of the curriculum and programs of Ma'ayanot. When used properly and safely, technology can enhance the education Ma'ayanot strives to provide its students. In order to further our goal of assuring that our students maintain a technologically advanced but safe atmosphere, Ma'ayanot has adopted the following policy regarding the use of technology, the Internet and the "Ma'ayanot Yeshiva Computer Network". A student's activities while using the Internet in this school must be in support of education and research, and consistent with the educational objectives of Ma'ayanot.

To assist our students in accomplishing these goals in the classroom, Ma'ayanot has a Bring Your Own Device policy and may bring their own device for class. All students are required to sign an Acceptable Use Policy to use any device (school or personal).

In addition, a student accessing the Internet is responsible for all online activities that take place through the use of her account. All files and e-mails created by a student on the "Ma'ayanot Yeshiva Computer Network" shall be considered the property of Ma'ayanot, and the school administration shall have access to such files at any time in order to ascertain that any and all rules and regulations set forth in this policy have been adhered to by the student.

The following actions (which are not exclusive) constitute unacceptable use of the MYCN and the Internet, whether that use is initiated from school or any other site.

- Using impolite, abusive, or otherwise objectionable language in either public or private messages
- Using the Internet illegally; including using, sending, downloading, or duplicating copyrighted materials without permission
- Using the Internet at school for non-school-related activities during class time
- Changing any computer file that does not belong to the user
- Knowingly giving one's password to others
- Using another person's password or accessing another person's resources, programs, or data
- Using Internet or network access for sending or retrieving content inappropriate to the standards of conduct and ethical behavior befitting a student of Ma'ayanot
- Using or retrieving files dangerous to the integrity of the network
- Circumventing security measures on school or remote computers or networks
- Using remote access programs such as PC-Anywhere or Remote Admin to either gain access to school computers or to access another computer from school
- Disseminating or publishing information that could be harmful to any individual or to Ma'ayanot
- Falsifying one's identity to others while using the Internet

Any violation of these policies will result in disciplinary actions as well as compensation for any and all damages incurred as a result of any prohibited use of the MYCN. Students and parents accept full responsibility for internet use conducted outside the school setting.

Students may use the Student Wifi Network on all school and personal computers. Students may not share network passwords with others. Students may not access the Teacher or Guest WiFi networks.

Parental Financial Responsibility Policies

We understand that the costs of Jewish Education are significant and that this may cause a burden on families. Please know that the School takes its fiscal responsibilities duties seriously to ensure that money is spent in a responsible manner.

All tuition and fee requirements must be paid in full or scheduled in FACTS before a student enters school. Students will not receive her schedule or locker assignment without her tuition plan in place and she will not be allowed to attend orientation or classes.

Payment plans are typically scheduled from July through April and must be completed before June 30th

All prior year balances must be cleared before the next academic year.

If payments are not made on time, the following actions may be implemented until the account is up-to-date:

- Report cards and progress reports on hold and not accessible for review by students or parents
- Transcripts will not be sent to colleges, seminaries or other high schools
- Students will not be allowed to take her midterm or final exams
- Student will not be allowed to return to school after Winter vacation, Pesach vacation or the next school year

Payments for transportation must be paid on time or the student will not be allowed to board the bus.

At the end of the school year all school-issued textbooks, devices and materials must be returned. The value of any returned item constitutes an outstanding balance and subject to the same policies above.

Students in their senior year have an obligation to raise funds through the purchase of yearbook ads. Seniors who fail to sell ads must pay the obligatory amount or will not receive a yearbook or be allowed to attend Senior trip.

Registration fees for the next academic year are due in early March. Payments received by the deadline qualify for a reduced registration fee. After the registration deadline, payment must be issued for the full registration fee. Registrations received after the deadline may be subject to space requirements. If space is not available for the student then the registration fee will be refunded. Registration is non-refundable for all other circumstances.

For students who transfer out of Ma'ayanot mid-year, tuition payments already processed are non-refundable. Any tuition due will be prorated by the month and any outstanding balance must be paid in order to release her transcript.

Students entering Ma'ayanot must be cleared by their prior school's business office. Students with outstanding obligations will not be allowed to set up payment plans or start school until clearance is received.

Financial aid for tuition is available by applying on the yeshivahaid.org website. All awards are need-based only. There is no assistance available for additional fees including student activities, building fund, graduation fee, security, registration fees and transportation costs. The scholarship committee reviews all applications with the understanding that yeshiva tuition takes priority over discretionary spending. Additional financial aid policies are available on the school's website at www.maayanot.org/financial-aid

If a family has a change in financial circumstances at any point in the year, they must apprise the business office as soon as possible. A written letter from the family explaining the changes may be required. The committee will review the circumstances and may adjust payment plans and tuition obligations as appropriate.