



BRUCE RANDOLPH SCHOOL

3955 Steele Street
Denver, Colorado 80205
Office Phone: 720-424-1080
Attendance Line: 720-424-1083
Office Hours: 7:00 – 3:00

School Colors: Maroon and Silver
Mascot: Grizzly Bear

Administrative Staff:

Erin Olson, Principal
Dr. Sarah Peterson, High School Assistant Principal
Sara Ochoa Lozoya, Middle School Assistant Principal
Andres Botello, Athletic Director - Assistant Principal
Joseph Kidane, High School Dean of Culture
Royal Hurst, Middle School Dean of Culture



Bruce Randolph Vision

The Vision of Bruce Randolph Middle School

We will be a community that embraces the whole child by teaching responsibility, living our values, and fostering joy so that all learners have pride in who they are, what they can do, and what they contribute.

The Vision of Bruce Randolph High School

As members of Bruce Randolph High School we own our education, commit to service, and honor personal and cultural pride as the foundation of our future success.

Philosophy

Bruce Randolph staff members are committed to providing the highest quality educational program focused on preparing all students for college and career readiness. Students receive high quality instruction in all classrooms and staff members support academic and social emotional growth and development. We believe in collaboration between all stakeholders and we encourage all members of the Grizzly community including parents/guardians, family members, and community partners to engage in the teaching and learning process. Preparing all students for college and career readiness is a collective responsibility which requires the support and input from all members of the Grizzly family.

B.R.U.C.E Core Values - The Bruce Randolph Code of Conduct

The Bruce Randolph School program is driven by the following core values which honor Daddy Bruce and serve as the guiding principles of the work we do each day and how we prepare to learn and interact in classrooms, hallways, and social situations.

Brilliance



Brilliance is one part talent, two parts wisdom and three parts passion.

— *Margaret Mitchell* —

Brilliance is striving for academic excellence. You demonstrate brilliance when thinking critically and creatively. When you are brilliant, you are a shining force that propels you towards success and inspires others. Daddy Bruce showed brilliance when he designed his very own barbeque pit and crafted a successful business plan for his restaurant. What are your plans for shining bright?

Examples of Brilliance	Non-examples of Brilliance
Demonstrating passion for learning	Asking, "Why do we have to do this?"
Making connections to other content areas, texts, self, and the world; going beyond the obvious	Hiding how intelligent you are
Volunteering to demonstrate thinking/show work	Copying
Goal setting; progress monitoring; revision	Thinking, "This is good enough."

Respect



I'm not concerned with your liking or disliking me... All I ask is that you respect me as a human being.

JACKIE ROBINSON

GRACIOUSQUOTES.COM

Respect is the foundation for positive relationships and a safe and fun community. Respect is a “language” that we express through our words, body language, actions, and even our thoughts. When we respect others, we try to understand their point of view and we focus on being polite by “treating others how we want to be treated.” Daddy Bruce showed respect by giving kindness and care to those in his community. Daddy Bruce became a local legend because he treated others with care and respect and earned respect in return. Are you “speaking” the language of respect and giving others the type of treatment you would like to get back?

Examples of Respect	Non-examples of Respect
Active listening for every speaker (leaning, making soft eye contact, nodding)	Talking, whispering, making noise, rolling eyes, folding arms, and/or not looking at speaker
Listening to others; allowing speakers to finish	Interrupting someone or talking back
Understanding and following norms and expectations of the place or people you are with	Ignoring or acting against norms Interrupting classroom instruction
Being considerate of shared materials, resources, and space	Drawing on desks, throwing objects, messing with other people's belongings, not cleaning up

Unity



For the strength of the Pack
is the Wolf, and the strength
of the Wolf is the Pack.

RUDYARD KIPLING

GRACIOUSQUOTES.COM

We are connected to our community. Our actions affect others and their actions affect us. We are connected to our mission: We will graduate 100% of seniors prepared to succeed without remediation in a four-year college or university. Only together as Grizzlies can we achieve this mission.

Daddy Bruce liked to say, "You can't beat love. Nothing beats love. If you give just one thing, you get three things back." We each have our own history. Yet we are connected to this history of unity as well. As a Bruce Randolph student, you are connected to Daddy Bruce, to our school, and to the community we serve. We use who we are individually to form who we are as a Bruce Randolph community. Do your actions promote unity?

Examples of Unity	Non-examples of Unity
Giving a shout out to someone who shares their thinking in class	Laughing or teasing when someone makes a mistake.
Asking questions of people in your group to understand their thinking	Allowing a group member to "feel left out" without trying to get them involved
Picking up a piece of trash at school; going out of your way to help others	Sticking gum under a desk; walking past someone who clearly needs assistance
Considering multiple perspectives and different ways to do things	Preventing others from speaking and sharing; saying, "You're dumb!"

Character



I like to see a man proud of
the place in which he lives. I
like to see a man live so that
his place will be proud of
him.

ABRAHAM LINCOLN

GRACIOUSQUOTES.COM

Your character is the kind of person you are. It is not something you are born with; it is something you must work to shape and mold. Your character is formed by the words you say, the choices you make, and the learning you take from your experiences. One way Daddy Bruce showed his character was through his continual acts of charity and kindness. Do your actions reflect the kind of person you are, or that you want to be?

Examples of Character	Non-examples of Character
Showing self-control in the classroom	Blurting out without thinking
Telling the truth	Being dishonest; not taking responsibility
Showing gratitude and kindness to others	Not working hard, taking the easy way out; name-calling; bullying
Dressing like a scholar	Violating BRS dress code policy

Effort



Continuous effort– not
strength or intelligence – is
the key to unlocking our
potential.

WINSTON CHURCHILL

GRACIOUSQUOTES.COM

Effort is what helps you show your best and leads to personal and academic success. Effort is necessary to reach your dreams and goals. Showing effort requires your focus, your positive attitude and giving your best in every situation. Daddy Bruce showed effort everyday by setting goals to positively influence his community and worked hard everyday to make those dreams a reality. Are you giving your TRULY best effort in all you do? What great dreams and goals might you accomplish if you practiced a 100% effort?

Examples of Effort	Non-examples of Effort
Giving 100% care and focus to tasks; Practicing a skill or goal until you succeed	Being distracted, daydreaming, saying you would rather do something else
Preparing for school and class—having the appropriate materials and assignments	Attending school without your supplies and assignments
Persevering on a difficult task, even if it's tempting to give up	Not starting, giving up, saying, "I can't", not using resources, and/or working in a careless manner
Managing your time and schedule to arrive in class on time and prepared to begin learning	Unexcused absences, tardies, rushing into a classroom or other shared space

School Supplies

Students must show up to school each day with their Chromebooks charged and ready to work in order to fully participate in class. Teachers of individual classes will communicate supply needs to their students during the first week of school.

All students in physical education are required to have a gym uniform. Students and or families may receive one from the social worker if buying a uniform would be a financial hardship.

Backpacks and Materials

To set themselves up for success, students should come prepared for every class period. Students are allowed to carry materials in a backpack into their classrooms, and should store their backpacks on the back of their chairs or in a location identified by the teacher. **Materials for each class period must be out upon the student's desk at the start of the class period.**

Inappropriate Items

Inappropriate items such as any controlled substance, weapons, orbeez or water guns, laser pens, lighters, smoking paraphernalia, vape pens, etc., are not allowed on school grounds under any circumstances. These items will be confiscated and not returned. Students will face appropriate interventions for bringing items that endanger the safety, health, and security of our learning community, and guardians will be contacted.

Items, such as **electronic games, skateboards, scooters, etc.**, may be brought to school but must be stored in lockers, backpacks, or with a staff member when appropriate.

Student Cell Phone and Technology Policy

Cell phones, earbuds, and other personal technology may be used respectfully in common spaces such as in hallways during passing periods. High school teachers may permit high school students to utilize cell phones for academic purposes only, and will have a visual on the board to indicate permitted use. Cell phones should not be used in middle school classrooms for any reason, and instead Chromebooks should be used. Any teacher may decide that earbuds are needed for an educational purpose, and should have a visual reminder of the permitted use.

If cell phones and other technology are not being used appropriately, staff will provide the student with a verbal warning for the first reminder. If a student is given a second warning, the technology will be turned into the teacher, a member of the SST, or an administrator.

- First technology removal, student can pick up technology at the end of the period
- Second technology removal, student can pick up technology from the dean at the end of the day.
- Third technology removal, a parent/guardian must come to the school to pick up the confiscated item and a technology contract will be implemented.
- Earbuds are not permitted for personal use; however, teachers may ask students to use earbuds while accessing technology for learning purposes or allow students to use technology in relationship to an Individualized Education Plan or 504.
- Bluetooth speakers are not permitted at any time

In order to respect the learning environment, we request that parents contact students through the main office (720) 424-1080 during the school day. In case of emergency - office staff will locate and communicate with the student as needed.

Lunch and Food Policy:

The first ten minutes of advisory includes breakfast in the classroom that students bring from home or from our daily breakfast offerings. Students can pick-up breakfast each day in the lobby when they arrive at school.

Students are encouraged to bring their own water bottle to school to protect the environment and promote health. Other food, candy, beverages are not allowed in the classroom.

Students in the 6th- 10th grade will eat lunch in the cafeteria or in specified outdoor locations.

Students in the 11th-12th grade who are passing all of their classes and have a pass will be allowed to eat lunch off campus. Students that choose off campus lunch must ensure that they return for their next scheduled class. Students that do not arrive to school on time for their next scheduled class will be marked absent or tardy in Infinite Campus and may lose off-campus lunch privileges. Students may bring lunch from home or get school lunch from the cafeteria. Student food deliveries from Uber Eats, Grub Hub, Post Mates etc... **will not be accepted** whether purchased by students, parents, or guardians due to district food services contract.

Students are not permitted to sell food during the school day or on school grounds unless the food is approved by the Dean of Culture and for the purpose of fundraising for a club. In such approved cases, students will be allowed to sell during approved times only.

Bathroom Policy (During Class Period)

To demonstrate BRILLIANCE, Bruce Randolph students must be present in class and learning from bell to bell. Students must work to manage their time during the 3-minute passing periods to reduce the number of bathroom requests during instructional periods. If a student needs access to the restroom during the class period, they must respectfully raise their hand to indicate they need to use the restroom. Teachers reserve the right to limit restroom access at their discretion.

The following policies and procedures should be followed:

- Bathroom access is not allowed during the first/last 10 minutes of class.
- No more than one student at a time from the class may be allowed access to the restroom
- Students must be in possession of the teacher's restroom pass.
- Students may not leave their classroom pod to use the restroom. (Classrooms which are not in a specific pod will designate a pod for restroom use).
- If teachers abuse the bathroom pass, they may lose the privilege during the class period.

Hall Passes

In order to maintain a safe and productive learning environment, students must be in possession of a timed and dated school pass or be with an adult whenever they are in the hallways during class time.

Clinic

If a student becomes ill at school, they will report symptoms to their classroom teacher. If the symptoms persist, the teacher may write a pass to the nurse, who will examine the student and decide on appropriate action. All students should have a pass to enter the clinic. All communications about being sick and needing to go home should be coordinated through the health clinic instead of calling a parent/guardian directly.

All prescribed medications MUST be turned in to the nurse or main office, in the pharmacy container, with instructions on proper administration and include the DPS medical form. According to Denver Public School's policy, non-prescription drugs are prohibited and cannot be given at school without written permission from parents.

Lost and Found

The lost and found is located in the Dean's office. If lost items are not claimed within a reasonable length of time, they are sent to a local social service agency.

Restorative Approaches

To demonstrate UNITY and RESPECT, students and staff will engage in restorative approaches when possible to support the growth and development of our community members. Restorative approaches may be used for a number of reasons including but not limited to: classroom disruption to student-teacher, student-student, or teacher-student conflict or disagreements. The goals and benefits of restorative approaches are repairing harm caused by wrongdoing in an inclusive way, shifting towards a more positive school culture, improving student-teacher relationships and reducing the need for suspensions. Restorative approach coordinators and staff members utilize reactive circles, mediations, reintegration strategies, and Values Council to embed the restorative values (Respect, Responsibility, Repair, Relationships and Reintegration) into our school community.

Values Council

Values Council is a peer council of 7th - 12th graders whose aim is to support positive relationships across students and teachers at Bruce Randolph School. Values Council will meet daily under the supervision of the Dean of Culture to consult with the students and teachers to make recommendations to improve the student experience. Once the recommendation has been made, students and teachers will have an opportunity to agree or make revisions to the recommendation. The Dean of Culture, with the support of students on Values Council, will follow up with the teacher and student to determine if recommendations were carried out, and if not, what additional support is needed for the student and teacher to be successful. Each member of the Values Council will sign a confidentiality agreement.

Bullying Policy

Bruce Randolph School students and staff strive to build UNITY and CHARACTER as well as create a RESPECTFUL and bully free learning environment for all students. Examples of bullying include but are not limited to: verbal, physical and cyber bullying. The consequences for bullying are:

1st time	2nd time	3rd time	After 3rd bullying incident
Referral to student advisors if severe or requiring a larger restorative conversation or triggering the DPR process and documented warning Phone call home.	Second referral to student advisors (documented) Phone call home Required anti-bullying training and reflection with restorative approach coordinator. Parent conference.	Third referral to student advisor (documented) ISS with reflection Conference with student advisors and parents	Referral to student advisor ISS or OSS

Alternative Learning Center (ALC)

To be successful in class, students must demonstrate all BRUCE values. Teachers plan lessons that are engaging, relevant, and meet students needs including making every attempt to keep all students in the classroom learning environment. Teachers use a variety of deescalation and restorative strategies to support students in their learning. When students do not make positive changes to their behavior, the teacher will attempt to engage the student in a restorative conversation, quietly, and one-on-one with the student as well as ask for push-in support. After three, formal restorative attempts and an unsuccessful attempt at push-in support, the student will be escorted to the ALC space with their classwork for the remainder of the class period. While in the ALC, students are expected to work silently and independently on assignments in an assigned seat.

ISS: In-School Suspension (Academic and Behavioral Support)

When appropriate based upon the DPS Discipline Matrix, Students may be assigned to the ISS program for receiving a behavior referral.

Students who are assigned to the ISS program will be provided with classroom assignments/materials or grade level appropriate academic practice in core content areas. Students will work silently at an independent work table and be monitored by a full-time staff member. Students that are assigned ISS are still responsible for the learning and completion of any classroom assignments.

Behaviors that endanger and/or threaten other students or staff members, violate the law, or are repeated after targeted interventions have been used, will be immediately referred to the student support team. These behaviors include but are not limited to:

- Physical violence or the threat of physical violence
- Verbal harassment based on race, ethnicity, sexual orientation, gender identity, disability or religion
- Recurring defiance or significant disruption of the learning environment which occurs after a student has completed a Level C or Level D conference
- Sexual harassment
- Theft
- Possession of or being under the influence of tobacco products, drugs, or alcohol
- Possession of lighters or weapons
- Bullying

Teachers or staff members who observe these behaviors will immediately notify the Dean's Office that an "automatic referral" is being written for the identified student and request for support. Teachers or staff will complete a referral notifying office staff of the identified behavior. The Dean's office will conference with the student, contact the family and determine appropriate behavioral and discipline interventions.

Bus Conduct

Riding a school bus is a privilege that requires four main responsibilities:

1. Stay seated while the bus is moving,
2. Keep hands, feet, and objects to yourself
3. Keep noise at a safe level at all times.
4. Use classroom appropriate language.

Failure to uphold these responsibilities will result in a bus referral being submitted by the driver to the student support staff. Bus privileges may be revoked for a week, month, quarter, or the entire school year while putting the burden on the family to still get a student to school.

Behavior Intervention and Support Ladder

Goal: In order for students to own their education and demonstrate personal and cultural pride at school, we will use the Bruce Randolph School Behavior Intervention Ladder to teach responsibility and live our values. The Behavior Intervention Ladder is used to support the academic and behavior development of all students and provide appropriate interventions which impact positive and sustained growth.

Bruce Randolph School Intervention Ladder

Type One Offenses

Classroom Teacher Managed Levels

Level A – Teacher, Student

1. Engage the student in a restorative conversation

2. Construct and implement interventions as appropriate
3. Document all interactions in the Type 1 Intervention tab in Infinite Campus
4. Contact family
5. Monitor all interventions

Level B – Teacher, Additional Staff Member, Student, Parent/Guardian

1. Engage the student in a restorative practice (as appropriate) with additional staff member.
2. Modify or construct and implement interventions as appropriate
3. Document all interactions in the Type 1 Intervention tab in Infinite Campus
4. Monitor all interventions

Level C – Teacher, Support Staff, Student, Parent/Guardian

1. If intervention at Level B has not been successful, the teacher or designated staff should refer the student to MTSS.
2. The parent/guardian is notified and a family meeting is set up with student support staff, teacher, student, and family.
3. Restorative conversation takes place with the student, family, and team.
4. One or more interventions are initiated as appropriate.
5. Any referrals or interventions will be documented.

Type Two Offenses

Student Success Team Managed

Level D - Teacher(s), Support Staff, Student, Parent/Guardian, Dean

1. Statements are gathered from all parties involved.
2. Dean's conferences with student and parent/guardian including a restorative conversation and utilization of the Intervention Guide.
3. Where appropriate, dean's may construct and implement a Behavior Plan or Functional Behavior Assessment/Behavior Intervention Plan
4. Administrators may assign In-School-Suspension in accordance with the DPS Discipline Matrix when safety concerns exist and planning time is needed to reintegrate a student into learning setting or placement into PACE (MS only).

Type Three Offenses & Type Four Offenses

Dean of Culture Managed Levels

Level E - Teacher(s), Support Staff, Student, Parent/Guardian, Advisor, Administrator

1. Repeat Level D steps 1 through 3
2. Refer to and utilize the Intervention Guide for the intervention for the specific offense.
3. Engage the student in a restorative conversation
4. Review and revise Behavior Plan or Functional Behavior Assessment/Behavior Intervention Plan
5. Building Leader will assign 1 to 3 days In-School Suspension and/or 0 to 1 day Out-of-School Suspension when safety concerns exist and planning time is needed to reintegrate student into learning setting (If an OSS is assigned, only 0 to 1 day ISI can be assigned) or placement into PACE (MS only).

Level F - Support Staff, Student, Parent/Guardian, Advisor, Administrator

1. Repeat Level E steps 1 through 3
2. Refer to and utilize the Intervention Guide for the intervention for the specific offense.
3. Engage the student in a restorative conversation
4. Review and revise Behavior Plan or Functional Behavior Assessment/Behavior Intervention Plan
5. Building Leader may give 0 to 3 days In-School Suspension (ISI) and/or 0 to 3 days Out-of-School Suspension (OSS) when safety concerns exist and planning time is needed to reintegrate student into learning setting
6. Building Leader may request approval of an extension to an Out-of-School Suspension and a review request for a possible expulsion hearing if the incident warrants the request.

Attendance Policy

To demonstrate EFFORT and BRILLIANCE, students should be in attendance and on time for every class, every day when healthy. Daily attendance is critical to the student's learning and academic success. Our goal is for each student to reach 95% or higher attendance for the school year. Students who meet attendance goals will be eligible for attendance incentives and awards.

Per DPS Policy, any student with more than 10 unexcused absences may be referred to truancy court by the social worker. If a student is absent due to illness or family emergency, the parent should call the attendance line and inform the school of the reason for the absence. The principal reserves the right to determine if an absence is excused or not excused per state law. Students are responsible for completing all missed work due to any absences. Students may not call and excuse an absence and if a parent or guardian is not able to call in, the school will notify the family of the absence.

The attendance hotline is (720)424-1083

Tardy Policy and Procedures

Our tardy policy is defined by the following:

Present	Absent	VS	Tardy Excused	Tardy Unexcused
Student seated in chair at bell with class materials out.	Student does not attend class or is more than 20 minutes late to the assigned class without a pass from staff.		Student arrives late to class with a pass signed by a teacher or staff member.	Student arrives late to class without a pass (with or without an escort).

Students with excessive tardies or absences may meet with the Values Council, the Attendance Team, and/or School Leadership to develop a plan to improve attendance.

High School Credit Recovery

Success in semester 1 and 2 is defined by passing all classes, and showing mastery of grade level competencies. Credit or unit recovery is mandatory for any student failing a semester 1 or 2 class, and may be offered during the school year and during the summer.

Dress Code

To demonstrate RESPECT and UNITY, students must follow the DPS and Bruce Student Dress Code Guidelines.

All Students Must Wear:

- Shirt.
- Bottoms: pants/sweatpants/shorts/skirt/dress/leggings
- Shoes; activity-specific shoes requirements are permitted (for example for sports)

Students May Wear:

- Hats, including religious headwear
- Hoodie sweatshirts (overhead is allowed)
- Fitted pants, including leggings, yoga pants and “skinny jeans”
- Midriff baring shirts
- Pajamas
- Ripped jeans and sagged pants, as long as underwear is not exposed.
- Tank tops, including spaghetti straps, halter tops, and “tube” (strapless) tops
- Athletic attire
- Clothing with commercial or athletic logos that does not violate any of the mentioned items below.

Students Cannot Wear:

- Violent language or images.
- Images or language depicting drugs or alcohol (or any illegal item or activity)
- Hate speech, profanity, pornography.
- Images or language that creates a hostile or intimidating environment based on any protected class.
- Visible underwear. Visible waistbands or straps on undergarments worn under other clothing are not a violation.
- Shirts or tops that resemble an undergarment.
- Bathing suits.
- Helmets or headgear that obscures the face (except as a religious observance).

BRUCE Community Agreement

Bruce Randolph School staff and community commit to ensure the health, safety, and security of each of our students. We also strive to provide fun, loving, and rigorous learning experiences

for our students to prepare them for college and beyond. We thank you for your ongoing support and partnership as we embark on another school year.