

# Parent / Student Handbook

## 2022-23



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## **INTRODUCTORY MATERIALS**

### **Letter From the Director**

Dear Oasis Parents,

I would like to take this opportunity to welcome you to the 2022-2023 school year. This 19th year of serving the international community in Ankara. Entering this year we have made many campus improvements and program enhancements that will contribute to a wonderful experience for all this year. Thank you for entrusting the Oasis staff to partner with you in the education of your children.

By having your child enrolled at Oasis, you have become part of a diverse community, committed to developing the whole child, and dedicated to academic excellence. Our student body, made up of 400+ students representing over 70 countries, provides a unique opportunity for rich diversity in each classroom and at every grade level. Our highly qualified Oasis staff is excited to invest in your children both inside and outside of the classroom in an effort to model responsible global citizenship and to mentor them to become citizens of high moral character on a foundation of truth. Commitment to these goals will ensure Oasis as a leading educational institution in this city and country. I am looking forward to a year of learning and growing together.

Sincerely,

A handwritten signature in black ink, appearing to read 'Karl Nielsen', written in a cursive style.

Karl Nielsen, Director  
Oasis International School, Ankara



*“The mission of the global network of OASIS International Schools is to establish a worldwide network of international schools staffed by qualified educators, instilling in each student a values-based worldview in an environment of academic excellence and respect for people of all cultures and religions.”*

## **MISSION STATEMENT**

Oasis International School is a community of students, parents, and qualified educators working together as an Oasis network school, to instill in our school community:

- a passion for truth,
- a commitment to excellence,
- and an appreciation for diversity.

*Veritas, Virtus, Varietas!*

## **PURPOSE/VISION STATEMENT**

Our purpose is to influence our school community by exemplifying truth, pursuing excellence, and respecting diversity.

Oasis International School exists because of our belief that a major impact can be made on our world through the education of international children who will in turn impact others in a positive way.

## **CORE VALUES**

Oasis International School strives to reflect each of the following interrelated core values in every aspect of the school’s operation:

### ● **Truth** (*Veritas*)

Education exists for the purpose of understanding truth as revealed in every facet of life. Truth forms the foundation of reality on which all sound ideals must be constructed. A quality education inspires students toward a lifelong pursuit of truth and equips them to continue exploring the world, seeking to understand and apply the truth displayed therein.

### ● **Excellence** (*Virtus*)

The display of excellence demonstrates truth and virtue through effort. Excellence demands a vigorous commitment to fulfilling every task in such a way as to clearly exhibit its worth. We believe that education is worthy of our commitment to excellence, and we aim to assist students in developing personal commitments to excellence for both present and future endeavors.

### ● **Diversity** (*Varietas*)

The presence of diversity challenges our assumptions and adds beauty to the world. As we learn to respect the unique qualities of others, we are encouraged to step outside of our safe havens, thoughtfully critique our own biases, and understand a more complete picture of truth. We are committed to fostering an environment in which students enjoy the beauty of diversity.

## **PHILOSOPHY STATEMENT**

Oasis International School believes in educating the entire child – mentally, socially, physically, and spiritually – in an environment that is disciplined, values-based, academically strong, and respectful of people of all cultures and religions.

## **EXPECTED STUDENT OUTCOMES**

Our Expected Student Outcomes are built around the four areas of the whole child targeted for development (mental, social, physical, and spiritual) and can be summed up in an acrostic format using the name of our school, OASIS.

Oasis International School students will be educated in such a way as to learn, develop, and apply the following:

### **O – Outstanding Character**

- View all of life from a values-based perspective centered on truth.
- Develop personal traits of positive virtues and character qualities.
- Develop a spirit of others-centeredness, valuing diversity, thus becoming a valuable and productive member of society.

### **A – Academic Excellence**

- Set and strive to achieve high personal standards of excellence.
- Always work hard and cheerfully, giving 100% to the task at hand.
- Master and effectively apply basic skills and concepts of literacy, logic, science, technology, history/culture, and the arts.

### **S – Servant Leadership**

- Learn and apply basic skills of good leadership (having a vision worth pursuing, becoming the kind of person others want to follow, and standing firmly for truth).
- Learn to first be a good follower, showing respect for and obedience to authority.
- Develop servant-leadership through seeking, finding, and meeting the needs of one's peers and community and world.

### **I – Intellectual Curiosity**

- Exercise critical thinking to seek truth and to find effective solutions to problems.
- Understand information learned in the classroom and apply it to diverse, real-life situations.
- Become a self-directed learner and a life-long learner with a thirst for knowledge.

### **S – Sportsmanship**

- Learn and apply habits of good physical health and hygiene.
- Strive for excellence in activities and sports designed to promote teamwork and healthy living.
- Maintain a well-balanced and organized life, including the development of good study habits and time management skills.

## Non-Discrimination Policy

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Oasis International School does not discriminate in its admissions on the basis of ethnicity, race, or religion. The school grants admission to students based on the ability to meet school academic requirements and the family support and students willingness to abide by school rules and regulations. The Turkish Ministry of Education has determined that students must possess a foreign (i.e., non-Turkish) passport to enroll at OIS.

## ACADEMICS

### **ACADEMIC SUPERVISION**

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OIS has an academic supervision program designed to help students who receive a report card containing D's or F's. Students with F's are placed on academic probation. The following steps are in place to help students find academic success who have low grades at midterm progress reports and report cards:

1. Students with one or more F's on their mid-term progress report or end of quarter progress reports will be placed on academic probation.
2. The guidance counselors will send an email to the parents/guardians stating the student has received at least one F and is currently on academic probation.
3. These students will be required to attend an Academic Supervision Study Hall after school during the ECA time from 3:30-4:30 pm (it will be open until 4:50 pm) on either Tuesday or Wednesday. Parents of students with D's will be notified that Academic Supervision Study Hall is available but optional for their child.
4. Parents must choose which day their student will attend. Attendance will be taken and the Guidance Counselor will monitor that students are working. One day is required, but both days may be requested by the parents with the principal's approval.
5. Students will be required to attend the Academic Supervision Study Hall weekly until the next grade report that shows all passing grades. If a student pulls up his/her grades to passing within a week of the midterm progress report, the principal may determine if he/she must continue in the Academic Supervision Study Hall.
6. If a student is on academic probation they are allowed to continue with other after school activities, but will not be allowed to play in any team games until their grades improve to passing.
7. If a student is on academic probation for multiple midterm progress reports

### **ACCREDITATION**

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The purpose of accreditation is to ensure that OIS measures up to certain objective standards of quality and maintains its own strategic plan for improvement. OIS is fully accredited by the Middle States Association of Colleges and Schools (MSA), one of the six major regional accrediting bodies in the United States, MSA also accredits many international schools in Europe, Africa, and the Middle East.

### **CHEATING**

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Cheating is a serious offense and will result in a grade of "zero" as well as parental notification. Cheating includes giving or receiving unauthorized help on a school assignment and/or handing in someone else's work as your own. This includes plagiarism. Talking during a test is considered cheating. Multiple instances of cheating can jeopardize a student's ability to remain enrolled at Oasis.

## **COLLEGE BOARD / ADVANCED PLACEMENT (AP) COURSES**

...

OASIS offers an expanding Advanced Placement (AP) program at the school and online through NorthStar Academy to help prepare students for the demands of university education. AP courses follow specific content and learning objectives that are set by The College Board, which allows students to sit for exams at the end of the course. Students who score well on the exam could receive college credit at the discretion of individual colleges and universities. Students will be accepted into AP courses on the basis of having successfully met all prerequisites including being at grade level or above on MAP, having an A or B in the prerequisite class, and having the previous teacher's recommendation. During the course pre-registration process in the spring, students will have the opportunity to consult with their teacher and guidance counselor to ensure that they are adequately prepared for AP studies.

## **DROP / ADD POLICY**

...

Secondary students may add or drop a course, with parental approval and at the discretion of the administration, so long as it is done **within 2 weeks of the start of each semester** (or 2 weeks from the first day of school for a new/transfer student). Students who drop a course after the allotted time period will receive a WF (withdrawal F) on their transcript and won't be penalized with negative GPA points for the F.

## **EXTRA CREDIT**

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Please do not ask for extra credit to help raise your child's grades. If a student is not able to keep up in his regular schoolwork, then he does not need to be given extra work. Raising grades through extra credit work only masks the problem and gives parents and students a false sense of accomplishment.

## **GRADING SYSTEM**

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The school year is divided into two semesters consisting of two quarters each. **Report cards** containing a student's grades and absences are issued to parents at the end of each quarter through the document tab on Sycamore (OASIS' School Information System). **Progress reports** are also posted on Sycamore for parents in the middle of each quarter if the student's average is near or below 70 or below the expected level of performance. **Transcripts** list all of a student's high school courses that count as credits toward a diploma, though only OIS courses are included when calculating a student's grade point average (GPA). [NOTE: Oasis International School will only revise transcripts if a clear and correctable mistake was made on the current transcript. Any requests for transcript revisions must be submitted to the OIS administration for review. Once approved, changes will be reflected in the Student Information platform and a new transcript will be processed.]

Grades 1–6 are marked with A, B, C, D, or F in core academic subjects (i.e., language arts, math, science, social studies) and with E, G, S, N, or U for all other subjects (i.e., art, music, computer,



P.E., library, etc.). Grades 7-12 are marked with numerical grades for all subjects. Conduct grades for all students follow the E, G, S, N, U scale.

- E = Excellent
- G = Good
- S = Satisfactory
- N = Needs Improvement
- U = Unsatisfactory

A weighted GPA in high school is applied as follows: Honors classes will receive grades based on a 4.5 GPA scale - Advanced Placement (AP) courses will receive grades based on a 5.0 GPA scale. Transfer students may receive the AP weighted grades if transferring in from a sister Network school including NorthStar Academy. Students who take an AP course but don't take the AP exam will receive the AP listing on the transcript but will have an unweighted GPA grade (the rationale being to honor all the extra work going into studying, practice exams, and prepping for the exams in May).

High school classes that are excluded from the GPA include teacher's aide, office aide, library aide, or any other highschool class that receives a pass/fail grade.

Letter Grade	Numerical Grade %	Grade Point Average (GPA)		
		Standard	Honors	AP
A+	97-100	4.0	4.5	5.0
A	93-96	4.0	4.5	5.0
A-	90-92	3.7	4.2	4.7
B+	87-89	3.3	3.8	4.3
B	83-86	3.0	3.5	4.0
B-	80-82	2.7	3.2	3.7
C+	77-79	2.3	2.8	3.3
C	73-76	2.0	2.5	3.0
C-	70-72	1.7	2.2	2.7
D+	67-69	1.3	1.8	2.3
D	65-66	1.0	1.5	2.0
F	0-65	0	0	0

## GRADUATION REQUIREMENTS

Subject	Required for Graduation	Recommended for College and required for High Honors
English	4 credits	4 credits
Mathematics	3 credits	4 credits
Science	3 credits	4 credits
Social Studies	3 credits	4 credits
Physical Ed./Health	1 credit	1 credit
Foreign Language	2 credits	2 credits
Fine Arts	1 credit	1 credit
Technology	1 credit	1 credit
Electives	6 credits	6+ credits
Total	24 credits	27+ credits

**English**, 4 credits required: 4 credits from any high school English course. Typical courses include 9th grade English, World Literature, American Literature, British Literature, AP English Language and Composition, and AP English Literature and Composition.

**Math**, 3 credits required: 3 credits from any high school math course. Typical courses include Algebra I, Geometry, Algebra II, Pre-Calculus, and Calculus. Additionally, Fundamentals of Math, Consumer Math, and Intermediate Algebra courses may be offered. Universities in the U.S. want to see a minimum of Algebra II. Students transferring in with Integrated Math will receive a placement test to see at which course they are best suited to enter. Algebra and Geometry from middle school may be placed on the high school transcript with prior parent and teacher approval.

**Science**, 3 credits required: 3 credits from any mixture of the three branches of science: Physical Science (General Physical Science, Chemistry, Physics, etc.), Life Science (Biology, Anatomy, Zoology, etc.), and Earth Science (Environmental Science, Astronomy, etc.).

**Social Studies**, 3 credits required: 3 credits from any high school social studies course. Typical courses include World Geography, World History, U.S. History, U.S. Government / Economics, etc. (U.S. Government / Economics is required for all students who are U.S. citizens or who plan

on attending a U.S. university.). Students may also take AP World History, AP US History, AP Psychology, and AP Human Geography for credits in the Social Sciences.

**Physical Education**, 1 credit required: No more than 2 credits may be earned in PE. Each graduate must earn at least a half-credit in PE that is derived from a PE course. The remaining half-credit PE requirement may be satisfied by another PE course or by earning PE waivers through participation in extracurricular sports (each varsity sport played in high school counts as a 0.25 PE waiver and must be earned within two consecutive school years). Waivers satisfy the PE requirement but do not count toward the 24 credits needed for graduation.

**Fine Arts**, 1 credit required. Typical courses are Studio Art, Ceramics, Yearbook, Drama, and Speech.

**Foreign Language**, 2 credits required in the same language. Typical at OASIS are Spanish, Turkish, and ESL Levels 1-3. Many other languages are available from online learning with NorthStar Academy.

**Computer**, 1 credit required. Typical at OASIS are Computer Programming, Computer Animation, and Yearbook. Other computer electives are offered online on NorthStar Academy and Keystone.

**Electives**, 6 credits. Once core class requirements are met, additional classes in those areas count towards electives. Typical elective classes at OASIS include World Religions, Bible classes, Psychology, and Sociology and vary yearly depending on teacher interest and availability.

Total credits that must be earned for graduation: 24

Per the Carnegie Unit system, one credit equals 135 clock hours earned in high school-level courses and 0.5 credits being 68 hours each semester.

Any students seeking early graduation (end of 11th grade year) must discuss this with the school administration by April 15 of their 10<sup>th</sup> grade year and pay the early graduation fee of \$1000 and additional course fees.

OASIS offers up to 7 credits each year and the guidance counselors will transfer up to 7 credits per year for transfer students enrolling.

Outside credits are those coming from a pre-approved, accredited program where a certified teacher or coach has given the student a grade following 68 hours of direct instruction per 0.5 credit. Outside credits can include credits from other online schools or foreign language institutes and may be added to the students' transcript once an official transcript from the accredited company is shared.

## HONOR ROLL

...  
HIGH HONOR ROLL (Required current-year enrollment) - Students in grades 7 – 12 are eligible for this award if they have a 3.8 average or higher on their semester grades. Any grade of a C or below in either semester will disqualify the student for this award.

HONOR ROLL (Required current-year enrollment) - Students in grades 7 – 12 are eligible for this award if they are with a 3.2 - 3.79 average on their semester grades. Any grade of a C or below in either semester will disqualify the student for this award.

## HONORS / HIGH HONORS DIPLOMA

**Honors:** To graduate with “Honors,” a student must complete all of the normal graduation requirements plus achieve a final overall GPA of 3.5 or higher (on a 4.0 scale) for all high school courses taken at OIS.

Students achieving this will receive the following: gold honor cords at graduation, an “Honors” seal on their diploma, an “Honors” denotation on their transcript, and an “Honors” designation on the graduation program.

**High Honors:** To graduate with “High Honors,” a student must complete all of the normal graduation requirements plus do all of the following:

- ~ complete at least two years of high school at OIS, including one's senior year;
- ~ achieve a final overall GPA of 3.75 or higher (on a 4.0 scale) for all high school courses taken at OIS;
- ~ earn 27 high school credits by the time of graduation;
- ~ earn 4 credits in each of the following subject areas: English, Social Studies, Mathematics, and Science (Consumer Math does not count toward this requirement);
- ~ successfully complete at least one Advanced Placement (AP) course
- ~ earn the OASIS Aslan Award\* twice, once during one's senior year.

Students achieving this will receive the following: white & gold high-honor cords at graduation, a “High Honors” seal on their diploma, a “High Honors” denotation on their transcript, and a “High Honors” designation on the graduation program.

### **\*Aslan Award:**

To earn the OASIS Aslan Award at the end of a school year, a secondary student must do all of the following:

- ~ participate in at least one school-sponsored / approved extra-curricular activity during the year;
- ~ complete 20 hours of school-approved community service during the year (as confirmed in writing by a supervising adult); and
- ~ receive recommendations from two persons (one OIS staff member and one other adult).

## **RETENTION POLICY**

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Grades 1 – 2: Unsatisfactory progress in reading (including reading comprehension) and failure to complete the necessary levels of reading can result in the necessity of repeating the grade.

Grades 3 – 8: Failure of two major subjects (math, English, reading, social studies, or science) will result in the necessity of repeating the grade. Reading below grade level can be considered as failure of a major subject.

Grades 9 – 12: High school students must earn at least 5 credits during a school year (and make plans to recover a missing 6<sup>th</sup> credit) in order to progress to the next grade level the following school year.

## **SEMESTER EXAMS**

...

Students in grades 9–12 are required to take final exams at the end of each semester in most courses. Semester exams count as ten percent (10%) of the semester grade for 9<sup>th</sup>-10<sup>th</sup> grade courses and fifteen percent (15%) of the semester grade for 11<sup>th</sup>-12<sup>th</sup> grade courses. Please ensure that your child is not absent for these exams. Semester exams can only be rescheduled for a serious illness, death in the family, or other family emergency. Missing the exam for any other reason will require an exam grade of zero.

## **ATTENDANCE/ENROLLMENT**

### **ADMISSIONS**

The admission committee evaluates students records from previous schools including any standardized testing. Students that are deemed to need additional support (ESL, academic support, Special Education support, or additional evaluation) are enrolled after being submitted to the Instructional Services team to determine if there is support available that meets the students needs. The admissions procedures are accomplished through the following sequence:

1. Parents contact our Admissions Counselor for information on admission procedures. There is “open enrollment” at Oasis, meaning students can transfer in anytime during the year if they have withdrawal grades from their previous school.
2. Parents must submit the properly completed application form, a recent photo of the student, at least 2 years of previous report cards, standardized testing (if any), reports of special needs (if any), vaccination records (if any), the student’s passport, and the student’s residence permit (may be submitted after acceptance).
3. After the application and report cards have been submitted, the Admissions Counselor may schedule a Zoom call to do an English assessment (WIDA screening) with the student. WIDA screening will be done for students applying for grades 1-12 whose report cards do not show a mastery of the English language.
4. For students applying for grades 10-12, a Guidance Counselor will review their previous high school credits to make sure they are on track to graduate from Oasis.
5. Students with special needs will have their psycho-educational evaluations and other relevant documentation reviewed by the Academic Support teacher to determine if Oasis can meet the needs of the student. .
6. When all supporting documents have been submitted and steps 3-5 have been done (if needed), the Admissions Counselor will present the application to the Admissions

Committee for their review and enrollment decision.

7. Students admitted during the school year will have a 24 hour waiting period before they join their classes (a day will be given for teachers to prepare for the student).

#### Class Size Limits at Oasis

1. PreKindergarten: 12-14 students
2. Kindergarten: 15-18 students
3. 1<sup>st</sup> Grade: 21 students
4. 2nd Grade: 22 students
5. Grades 3-12: 23 students

#### Age Requirements

Students must be 6 years old by September 1 to enroll in Grade 1 at Oasis. If a student is born September 2-December 31 (the “gray window”) and is requesting enrollment for the next grade level, the student may complete grade-placement testing with a teacher or MAP testing with the Admissions Counselor.

#### Admission Policy for Turkish Citizens

The Turkish Ministry of Education (MEB) does not allow Oasis to enroll Turkish citizens, including dual citizens and former citizens.

#### Probationary Admissions

Select applicants may be admitted on probationary status. Probationary admissions are reviewed each grading period by the administrator, guidance counselor and teachers. If the necessary requirements have not been achieved, the student will be denied continued admittance. If the administrator and the teachers agree that the probationary period should be extended, it can be extended for another nine weeks (total of a semester).

#### Transfer Student Policy

Students transferring to Oasis in grades 9 through 12 will be permitted to transfer a maximum of 7.0 credits for each academic year that they have completed.

Following verification and review of transfer records, the Guidance Counselor will determine the specific classes that will be accepted to meet high school graduation requirements and the credits that can be awarded from each class accepted. Classes and grades accepted for transfer to Oasis will be reflected on the student’s official transcripts as transferred credits.

#### Withdrawal Procedures

All withdrawal procedures are handled by the Admissions Counselor, who will complete a Withdrawal Checklist for each leaving student. When the Withdrawal Checklist is complete, the Admissions Counselor will confirm with the Elementary or Secondary Principal that the student can be made noncurrent in Sycamore. The Admissions Counselor will then make the student noncurrent. Final report cards will not be released to the family until the following are settled:

1. School fees paid
2. Bus fees paid
3. All school textbooks, library materials, and musical instruments have been returned

## **CHANGE OF ADDRESS**

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Please notify the school immediately whenever your contact information changes (i.e., phone numbers, email addresses, mailing addresses, etc.). Several times throughout the year we must pass on important information to the parents, and in the case of an emergency, it is extremely important that we have up-to-date contact information.

## **MORNING ARRIVAL**

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Please have your children arrive between 8:00 and 8:25am. No vehicles will be allowed inside the front gate during this time, so please drop your students off at the side entrance. Once students have arrived on campus in the mornings, they are not to leave until the school day is finished. Students should enter through the elementary entrance and report directly to their designated area when they arrive at school, not going to their classrooms or other parts of the school until they are dismissed by their supervising teacher. The designated area for students in grades PK-6 is the outdoor play space (or the elementary lunchroom/gymnasium, when the weather is too cold or wet). The designated area for students in grades 7-12 is the recreation room.

All students (even those with 1<sup>st</sup> period PE) should arrive at school in proper dress code attire. After your children's first week at our school, we ask that you please allow them to enter the school premises on their own and to unpack their bags by themselves, as this helps them to develop a healthy independence. Any students who arrive after 8:30am should report directly to the office to explain the reason for their lateness and receive a late pass.

## **MORNING TARDY POLICY**

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Every incident of a student being tardy to school is designated as either "excused" or "unexcused," to be decided by the office staff. Tardies will generally be considered **excused** for incidents such as a vehicle breakdown, a family emergency, or a dental appointment. (Tardies due to oversleeping, running late, or missing a bus are considered unexcused.)

**Unexcused tardies** of elementary students will result in parental contact. Unexcused tardies of secondary students to class will be tracked and handled by the secondary teachers.

## **ABSENTEE POLICY**

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At no time may a student leave the school campus during the school day, unless it is for a supervised school activity.

The absent student is responsible to find out what work he/she has missed and is expected to make up all such work in a timely way (generally within the same number of days as the actual absence). Requests for homework assignments should be made to teachers with plenty of advance notice (at least half the number of days as the anticipated absence), so that the teacher has enough time to write out the assignments.

The number of absences each year will be recorded on the final report card. There is ample time built into the school calendar for vacations; please try to schedule your travels around these times. If, however, a family has an urgent conflicting activity, the parent should notify the school office as soon as possible detailing the anticipated absence.

Every student's absence is designated as either "excused" or "unexcused." An absence may qualify as **excused** in one of the following ways:

- A) The parent of the absent student must give written / phone notice to the office (and to the classroom teacher, if the student is in elementary school) at least 24 hrs. in advance. This type of pre-arranged, parent-approved absence will be excused on up to three (3) days throughout the school year. Beyond these initial three (3) days, a parent must request and receive advance permission from the administration, which will be determined at its discretion and on the basis of the student's academic record, attendance record, and length of time remaining in the semester.
- B) In cases of illness or emergency, the parent should call the office on the day of the absence, before 8:40 am. After three (3) or more consecutive days of absence due to illness, a medical certificate is required upon the student's return to school.
- C) In cases where a student is given an out-of-school suspension, then he/she is absent from school at the behest of the administration and should be considered excused.

For each **unexcused** absence per class in which the student acts alone without parental permission, the following disciplinary measures will be taken for students in grades 7-12:

- A zero daily grade,
- A 20% grade reduction on the make-up of any graded work missed, and
- A letter sent to the parents and put in the student's permanent record.

Only the 2<sup>nd</sup> bullet point applies to secondary students who act with parental permission (e.g., in conjunction with a family vacation, etc.).

Unexcused absences of elementary students in grades PK--6 will be dealt with on a case-by-case basis and may involve a conference with the parents.

Students who are absent from any high-school course for ten (10) days or more in a single semester will not receive any academic credit for that course *unless* those absences have been approved by the school administration and the student earns passing grades on both quarters' schoolwork as well as any semester exam for the course.



## **EARLY CHECK-OUT PROCEDURE**

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Only a parent or designated guardian will be allowed to check students out of school before 3:00pm. Any other individual **will not** be allowed to check a student out of school unless specific permission is gained from the administration as a pre-planned checkout. Parents of elementary students must come in person and should go directly to the office when wanting to check out their child. Parents of secondary students may call the front reception desk, send a handwritten note, or email [frontdesk@oisankara.net](mailto:frontdesk@oisankara.net) to communicate permission for their child's early checkout. The office will notify teachers of any students who check out early via Sycamore PAN (Pass-A-Note). The student should then check Sycamore to find out what homework assignments have been given.

## **AFTER SCHOOL PICK-UP**

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We love our students. However, all students should depart school at 3:00 pm, when school ends.

Elementary students should either (a) wait with their supervising teacher on the front pavement outdoors (or inside the building, during bad weather) for their parent or designated driver to pick them up, or (b) follow their teacher to the bus area to board their bus, or (c) use public transportation (if their parents have granted permission for this). Elementary students who remain on campus after 3:15 pm will be supervised by the front office until parents can make arrangements to pick them up.

Students may stay after school only with written permission from their parents and with approval from both the supervising teacher and administration (i.e., for a school-sponsored extracurricular activity). Siblings of students in such extra-curricular activities may remain on campus, provided that the teacher who sponsors the ECA is willing to supervise them.

OIS bears no liability for students who loiter on campus unsupervised after 3:15 pm. Secondary students will be escorted off campus, and elementary students will be escorted to the front office. Such students' privilege of participating in extra-curricular activities may be revoked, or the school bus service may be required, or fines may be levied.

## **BUS POLICY**

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OIS has contracted with a private bus company to provide transportation to and from school for those parents desiring it for their children. Responsible behavior on the bus is expected from all students using the service. Misbehavior on the bus may result in suspension from the bus. Only students who are registered for the bus service or have advance permission to ride will be allowed to board the bus. The afternoon buses depart school at 3:30pm. Secondary students who are bus riders will be left behind if they are not on the bus by that time. Elementary students who are bus riders will not be allowed to remain on campus after that time unless the office has received a note or phone call from the parents in advance. Bus riders who will not be riding the bus on a particular afternoon must notify the school office that morning via a written note or phone call from their parents.

A late bus is available to students at an additional fee to bring them home from extracurricular activities in the afternoons after school.

## **SNOW DAYS**

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In the event of a canceled day of school due to snow, parents will be informed of this by 6:45am via a message posted on the home page of the OIS website as well as on our Sycamore database. (It is our normal policy to follow the decision of the Turkish Ministry of Education regarding snow days, but at times we may vary from this, so stay tuned to our school website and/or database.)

## **WITHDRAWAL**

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Withdrawal from OIS for any reason must be transacted through the school office by the parent or guardian. Parents should provide the school with official written notification of the withdrawal, as well as forwarding contact information. All money owed to the school must be paid before the withdrawal is complete and records can be released. **A fourteen-day minimum notice should be given prior to the withdrawal of any student.** In the event of an early withdrawal from OIS, a 5% administrative fee will be charged on any unused tuition for the year; the remainder of semester school fees will be refunded on a pro-rated basis, upon request.

## **MISCELLANEOUS**

### **ASSIGNMENT NOTEBOOKS**

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All students in grades 4-12 are expected to obtain and regularly use an assignment notebook in which they daily record their homework, tests, quizzes, projects, and any other schoolwork that is due. (The school will have customized assignment books made for all students who are in grade 7 or who have been placed on academic supervision. Students below grade 4 will be provided with weekly assignment sheets from their teachers.) Parents are urged to periodically review their child's notebook (as well as the Sycamore database) to ensure that assignments are being accomplished. These notebooks may also be periodically checked by teachers.

### **BEHAVIOR OF STUDENTS**

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Students are to behave respectfully toward their teachers and their fellow students. Students may not hit, trip, roughhouse, or fight with other students. Throwing sticks, rocks, snowballs, or other objects at people is not allowed. Students are not to possess or use alcohol, inhalants (including anything smoked or sniffed), illegal drugs, or weapons at any time on campus or at a school-sponsored event.

### **Bullying**

OIS does not tolerate harassment, intimidation, or bullying within our student body. The term *bullying* is defined as "intentionally aggressive behavior, repeated over time, that involves an

imbalance of power.” Bullying may be physical, verbal, relational, or carried out via technology. Depending on the degree of severity of the bullying, it is possible that the school administration may warn first-time offenders before dismissing them from school. Nevertheless, continued acts of bullying are grounds for permanent expulsion from OIS.

### **Physical Affection**

Students should not display physical affection with anyone else on campus or at a school-sponsored event (this particularly includes cross-gender hugging, kissing, hand-holding, etc.), as it is considered inappropriate at any time and will be subject to disciplinary actions laid out in the secondary behavior policy.

### **Sexual Purity**

OIS is a school for children, not adults. Students who engage in sexual activity take on the roles of adulthood, enjoying privileges reserved for married adults and exposing themselves to the many adult responsibilities / potential consequences that are inherent in such activity. OIS has a duty to protect the moral environment of our school and to ensure the health and welfare of all our students. Due to this, OIS expects sexual purity from all of its students (which includes refraining from misuses of technology such as “sexting,” etc.). The administration reserves the right to dismiss from the school any students discovered to be willfully and/or continually sexually active. However, if a student is struggling in this area and in need of help / counseling, or has been the victim of any kind of sexual abuse, he/she may seek the assistance / advice of a teacher of the same gender or our guidance office, who stand ready to help.

## **CAMPUS CLEANLINESS**

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Students should take pride in their campus and keep it clean. Gum is prohibited on the OIS campus at all times (both inside and outside) due to the mess and hygiene issues caused by its inappropriate disposal; any gum chewing violations will result in a lunch detention. All trash should be properly thrown away, and students should pick up stray litter when they see it. Please do not pick off bark or branches or leaves from the plants in the garden areas.

## **CONFERENCES AND SCHOOL VISITATION**

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Formal parent / teacher conferences are held on a school-wide basis after the 1<sup>st</sup> quarter. Other individually requested conferences are encouraged but should occur on a scheduled basis outside of class hours. Parents may arrange for these conferences by contacting the teacher with whom they wish to meet. The administration can be made available for any of these conferences, if necessary. If you have a classroom-related concern, it is normally advisable to first approach your child’s teacher before addressing your concerns to the administration. Your child’s teacher wants to be approachable and responsive to your concerns.

If a student has an out-of-town friend who wishes to visit for a day, he/she should receive a signed campus pass, wear nothing immodest or offensive, and abide by all school rules while on campus. (Limit: one visit per person per semester.) Please contact the administrative office at least 24 hours in advance to seek permission and make arrangements for such visits.

## **DISCIPLINE**

As mentioned in our Philosophy Statement, “OIS believes strongly in a learning environment that is disciplined.” We believe that respect for authority is an essential ingredient to quality education and character development. Therefore our classrooms are controlled with firm, loving discipline by qualified and dedicated teachers who strive to live their lives in such a way as to model the exemplary behavior expected from the students they teach.

OIS classroom teachers are tasked with the primary responsibility of ensuring that their students behave in a proper way. At the beginning of the school year each teacher creates a classroom discipline plan, clearly communicating the rules and consequences to the students, and then consistently implementing it. Teachers send these classroom policies home to the parents at the beginning of the school year.

The administration, however, is charged with final responsibility for conformity with school standards. So if a student commits a particularly serious offense or has developed a habit of repeatedly committing the same offense, then that student may be referred to the administration for special action. Such action may take one of several forms, including but not limited to the following: \*

- loss of lunch or break privileges
- Friday after-school detention
- conference with the parents
- in-school suspension
- out-of-school suspension
- permanent expulsion from OIS

\*School discipline may occur for behavior outside of school if it is of a nature that exhibits extremely bad conduct.

Please be supportive of the teachers and administration in their decisions, and let your children know that you and the school are on the same team – their team. One of the best ways for a parent to support the school is to implement consistent, firm, and loving discipline in the home, teaching respect for authority and not making excuses for misconduct.

## **DRESS CODE**

At all times on campus or during school-sponsored activities, students' clothing should fit properly, and their overall appearance should be neat, modest, and non-offensive. OIS students should conform to the following dress code ([click here](#) for pictures of acceptable and unacceptable attire):

### **GIRLS:**

- **PANTS, CAPRI PANTS, AND SKIRTS:** Female students may wear any solid color long pants and calf-length Capri-style pants. They may also wear solid color skirts (that go the knee or lower) with a collared shirt. Dresses without collars may be worn as long as the skirt goes to the knee or lower and sleeves cover the shoulders. Blue jeans and sweatpants are not permitted. Leggings are not permitted unless worn under appropriate skirts. Pants should fit properly (not too baggy or too tight) and should be in good condition (not torn/raggedy or too

faded).

- **SHIRTS:** Shirts with sleeves and fold-down collars should be worn, properly buttoned. Students may wear any color shirt provided they do not have pictures, words, or messages other than a discreet logo. (Hawaiian style shirts with tasteful patterns are acceptable.)
- Sheer shirts are not permitted.
- Tight fitting or low cut clothing is not permitted. No midriff skin should be visible, even when arms are raised. (Tucked-in, tank top undershirts/camisoles should be worn, if necessary, to ensure this.)
- No excessive jewelry or makeup. No facial jewelry. No more than two earrings per ear.
- Hairstyles must be of a natural color, not extreme, and should not cover the eyes.

### **BOYS:**

- **PANTS:** Long pants (ankle-length) of a solid color should be worn. Blue jeans and sweatpants are not permitted. Pants should fit properly (not too baggy or too tight) and should be in good condition (not torn/ragged or too faded).
- **SHIRTS:** Shirts with sleeves and fold-down collars should be worn, properly buttoned. Students may wear any color shirt provided they do not have pictures, words, or messages other than a discreet logo. (Hawaiian style shirts with tasteful patterns are acceptable.)
- No earrings or other facial jewelry.
- Hairstyles must be of a natural color, not extreme, and not extend over the eyes, ears or collar.
- Any facial hair should be kept neatly trimmed.

### **ALL STUDENTS:**

- **OUTERWEAR:** Outerwear such as sweaters, fleeces, jackets, and coats (but not sweatshirts or jerseys) may be worn, provided that a dress-code appropriate shirt is worn underneath – and provided that they do not have pictures, words, or messages other than a discreet logo. (Oasis zipper fleeces are acceptable.)
- **SHOES:** Shoes may be dress shoes, athletic shoes, or sandals. Flip-flops are not permitted. Clean, non-marking athletic shoes must be worn for PE and after-school sports.
- Hats and hoods may be worn outside the school building (provided they do not bear inappropriate logos, etc.), but they may not be worn inside.
- No undergarments should be visible.
- **NOTE:** Any clothing that is immodest or offensive is never appropriate to be worn at school or at school-related functions. (This includes dress-down days, field trips, concerts/recitals, carnivals, luaus, P.E. classes, ECAs, etc.)

### **DRESS CODE CONSEQUENCES:**

The student dress code will be monitored daily. Students will be sent to an administrator if the dress code is violated. Students must wear dress code appropriate clothing provided by the office if they are in violation of the dress code. Students will have the option to call home. Parents may bring appropriate clothing for students to wear. If students repeatedly violate the dress code, a parent conference will be arranged with the administration.

## **ENGLISH ONLY**

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All OIS students who are fluent in English are required to speak only English while on the school premises – unless, of course, they are in a foreign language class or have received special permission from a teacher to speak in another language.

## **FIELD TRIPS**

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A permission slip listing emergency information must be submitted by a parent for a student to take part in school-sponsored trips away from school premises. Regular school dress applies to field trips unless otherwise noted. They will be expected to behave well and follow the directions of the teacher and parents who may be assisting. Misbehavior by a student may result in his/her exclusion from future field trips.

## **GADGETS, GAMES, TOYS**

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Small gadgets, games, toys, cell phones, cameras, MP3 players, etc., may be brought to school only if they are **turned off** and kept securely hidden and not used on campus during school hours. [Large gadgets, games, and toys that cannot be easily stored in a locker or bag (e.g., skateboards, etc.) belong at home and not school.] Students bring these items at their own risk. Should such items be seen or heard on campus, they will be taken away and brought to an administrator and returned only to the parent, not the student. The second time a student is caught with any of these items it will be taken, and the school reserves the right to **not return** them.

School aids such as cell phones, computers, laptops, and e-readers may be brought to school at the owner's risk, provided that they are only used in class, by the owner, with teacher permission, and for academic purposes. Otherwise, they are subject to the same type of confiscation as mentioned above. Smart watches may be brought to school, provided they are not worn during any tests / quizzes.

## **LIBRARY**

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Elementary classes have scheduled library times to check out materials and to develop reading and research skills. OIS welcomes parents to donate books, but they will become the school's property, and OIS will reserve the right to decide if / how to use any such books. Students should exercise much care in handling all books. Fines will be charged for overdue or lost books.

## **LOCKERS**

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Each secondary student will be assigned a locker to use for the year to store personal, school-related belongings. Keys will not be provided. The lockers are school property, and the student's use of them is a privilege. All lockers should be kept neat and clean, with no materials stored on top of them or spilling out of them. No lockers should be damaged, decorated on the

exterior, or decorated in ways that are permanent or are of questionable morality. The school reserves the right to search any student locker at any time. The school is not responsible for any items lost or stolen from lockers. Students should keep any valuables on their person.

## **LOST AND FOUND**

Books, purses, clothing, and any other articles of value found lying around the campus will be taken to the school office and placed in the Lost and Found area. Students may visit the office to reclaim any lost items for a fee. Periodically, all of the items in Lost and Found will be disposed of. Please label all clothing, books, bags, etc., with the student's name for easy identification.

## **LUNCH**

OIS will provide an optional catered lunch program as a service to our students. Lunch order forms will be sent home as an attachment to the school's Weekly News email every two weeks. To order a school lunch you should print the form, fill it in, and send it to school by Friday morning of that week in an envelope along with the exact payment. (If printing the form is not possible for you, then your child may pick up a printed form at school and bring it home.)

Students are also welcome to bring packed lunches from home or to purchase food from the school's snack shop on campus. No food deliveries from outside vendors are allowed to be made to students during the school day. The school provides microwave ovens for heating food, if desired. However, the school does not provide refrigeration for packed lunches, nor will it furnish students with napkins, straws, utensils, or dishes, so please keep this in mind when packing a lunch. Students who occasionally forget to buy or bring their lunch can be provided with a packet of crackers kept on hand in the office. However, this should not become a habit.

All lunches should be eaten in the lunchroom and not in the classrooms. Break-time snacks may be eaten in classrooms with special permission from a teacher. Students should leave the lunch room clean upon their departure from lunch. Students who fast during the month of Ramazan will be allowed to spend lunchtime in a classroom with a supervising teacher.

Elementary students are to sit according to grade level at lunch. All students are allowed to bring water bottles to school and may use them during class.

## **OFF-LIMITS AREAS**

At no time is a student allowed to be in the teacher workroom, faculty lounge, records room, boiler rooms, storage rooms, or other areas that are off-limits. Secondary students should not play on the elementary playground equipment. Any students who need to be out of the classroom should have a hall pass from their teacher; this includes permission to use the restroom, visits to the office, etc.

## **PALS (PARENTS ACTIVELY LENDING SERVICE)**

PALS is a service organization involving parents who volunteer their services to assist the school and the teachers in a variety of ways. If you would like to know more about how you can be involved with the PALS, please contact the school office.

## **PARENT/STUDENT APPEALS PROCESS**

In a situation where there may develop an irreconcilable difference between a parent / student and a member of the school faculty, staff, or administration, there is a formal means by which such grievances should be handled. OIS follows the Appeals Process as established by the global network of Oasis International Schools, of which our school is a member. The full text of this appeals process is available from the school office upon request.

## **SCHOOL OFFICE**

The school office is a place of business, and students should only be in the office when on official business for a teacher or parent. Student use of the office fax/phone is restricted to emergency situations only. Students are not to use the school's photocopy machines to make personal copies. Students are not to request the office to make monetary change for them.

## **SENIOR LUNCH PRIVILEGE**

Seniors may leave campus during lunch break, unsupervised, provided that their parents have sent written permission to the school for this. Seniors must sign out and in at the office when leaving and returning, and they are expected to adhere to OIS dress code and conduct themselves in an appropriate manner during their off-campus lunch. Seniors are not to purchase lunches for other students or conduct favors for other students while off campus. Seniors who cross Turgut Özal Blv. should not climb over the median embankment. Seniors are to be in their next class by the time the bell rings to begin the period. Failure to adhere to these rules may result in a loss of this privilege for a period of time.

## **TEXTBOOKS**

The school fees cover the cost for the use of all textbooks. The school expects students to treat all books with care and keep them covered at all times. Book covers should not be taped or glued to the book in any way that causes significant damage upon removal. Loss of or damage to textbooks that goes beyond reasonable "wear and tear" will be paid for by the student. Replacement of lost or damaged textbooks will be charged at a rate to replace the textbook plus shipping.



## WEEKLY NEWS

Because good communication between school and home is so essential, the administration will send home a Weekly News publication via email each Tuesday afternoon, containing news / announcements about school-wide events as well as various attachments, including a bi-weekly lunch order form for each two-week period. Please anticipate this email each week and read it carefully to stay well informed of school happenings.

## WINTER WEATHER

During the winter months, Oasis students should always wear or have at school a warm jacket, hat, waterproof gloves or mittens, and warm, waterproof boots. There are many school days when the temperatures are near or below 0°C (32° F) during the school day. In addition to winter boots, students will need indoor sports-shoes at school during the winter season; please consider leaving a pair of sports shoes at school for use in the buildings and sports complex. **(Remember that shoes with clean, dry, non-marking soles are required in the gymnasium.)**

Temperature Guidelines for Outdoor Play

	Temperature + Wind Chill > -5°C (about 23° F)	Temperature (no wind) at -6° C or -7°C (about 20° F)	Temperature below -7°C, icy surfaces, and/or poor visibility
Grades 3-6	Outside Recess Outside PE (or walk on sidewalks to sports complex to use the gym)	<b>Recess:</b> Students choose inside or outside (winter wear required for outside play) <b>PE:</b> indoors (in RecRoom or gym)	Indoor Recess Indoor PE in Rec Room
Grades PreK-2		Indoor Recess and PE in RecRoom	

Students with physician-documented chronic health issues (e.g., asthma) requiring the student to stay inside for more than 3 days at a time will be permitted to sit in the school office during recess times if the outside temperature is below 0 C (32F). Parents should inform Mr. Meier [stephenmeier@oisankara.org](mailto:stephenmeier@oisankara.org) and provide a doctor's letter if a student in your family has such as illness.

Students with temporary illnesses (e.g., cold, sinus infection, bronchitis) will be permitted to sit in the school office during recess times if the outside temperature is below 0 C (32F) with a written note or email from a parent; please make these arrangements each day as needed with the classroom teacher/school office prior to 9 AM.

## SAFETY

### ACCIDENT PREVENTION

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Students are expected to walk from one activity to another and to run only in designated play areas. Students are also expected to exit the campus properly after school and cross the street safely. For any serious accidents and/or injuries that may occur on campus, Memorial Hospital and Tobb Etu Hospital are our default medical providers.

### CHILD ABUSE / SUICIDAL TENDENCIES

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OIS has staff policies in place to address any detected signs of child abuse or any suicidal expressions and/or actions of any student. In the case of any expression of suicidal tendencies, the parents of the student will be notified promptly.

### ILLNESS POLICY

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Anyone at school with a fever over 38°C (100°F), vomiting, moderate to severe diarrhea, undetermined rash or spots, head lice, pink eye, severe headache, grossly productive cough, or other such symptoms of illness will be sent home with parents and advised to seek medical care. **Those who have recently experienced a fever, vomiting, or diarrhea should stay at home for 24 hours following the unmedicated cessation of such symptoms.** People who have only minor symptoms will be allowed to remain at school but are encouraged to wash their hands frequently and to cover their mouth and noses when coughing and sneezing.

If a doctor confirms that someone has a communicable disease, and if notifying parents of other students is warranted, the office will send an informative email to tell parents about the situation and to relay helpful information about the disease.

Guidelines for policy regarding suspected COVID-19 symptoms can be found on this website.

### INSURANCE

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Though great care is taken to protect students, accidents do sometimes occur. All of our students are protected with insurance that covers medical expenses incurred by any student who receives an accidental injury during a school-sponsored activity.

### MEDICATION POLICY

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1. Students are not to bring any medication to school unless it is absolutely necessary.
2. If a student must bring medication to school, he/she may only bring the dosage required to be taken during normal school hours except in the case of extenuating circumstances. All exceptions must be approved by the administration.

3. The parent must send precise instructions written in English indicating the following:
  - a) time when medication is to be taken
  - b) dosage
  - c) name of medication
  - d) reason the child must take the medication
  - e) name & phone number of prescribing doctor for prescription medicine

**(If the instructions are not clear to the administering OIS faculty or staff member, the child will not be allowed to take the medication until the parents are contacted for clarification.)**

4. Students must give all medication (along with the parent's instructions) to the nurse's office in the morning. There the medication will be stored and administered to the student at appropriate times during the day, when the student goes to the office to receive timely doses of medicine. Elementary teachers should note when the student is to receive doses and send the student to the nurse for this purpose at timely intervals.
5. If a student must maintain the medication on his/her person, due to possible medical emergencies (e.g., asthma problems), then this must be approved by the administration.
6. No student may at any time give or sell another student medication.
7. All medication will be stored in a secure area that is not accessible to students.
8. No medication is to be administered without first checking the student's medical form.
9. The nurse will dispense Tylenol / Ibuprofen tablets when the child comes to the nurse's office with a note from the teacher, but only after the child's emergency medical record has been checked to make sure that parental permission has been given for this.

## **SPORTS**

### **SECONDARY EXTRACURRICULAR ATHLETIC ACTIVITIES**

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#### **OIS Philosophy Statement:**

Oasis International School believes in educating the entire child – mentally, socially, physically, and spiritually – in an environment that is disciplined, values-based, academically strong, and respectful of people of all cultures and religions.

One of the ways in which we work to accomplish the above task is through our secondary (high school and middle school) sports teams. Oasis offers its secondary students the opportunity for athletic competition with other area private schools in our Fall Soccer, Winter Basketball, and Spring Volleyball extra-curricular programs. This document is designed to give both participants and parents a general understanding of how these programs operate.

#### **1. Eligibility for Participation:**

**Age** – Our high school sports teams are strictly for students in grades 9 through 12. Our middle school sports teams are strictly for students in grades 6 through 8.

**Academic Eligibility** - Students who remain on Academic Supervision for two successive periods are ineligible for participation.

**Behavior** - One of our core values at Oasis is sportsmanship. Students wanting to participate in our extracurricular athletics programs must be willing to behave in a respectful manner toward coaches, teammates, referees, and opponents. Any student unwilling to do this will be subject to removal from their respective team.

**Ability Level** - In our secondary extracurricular athletics, one of our goals is to have our teams compete at the highest possible level while maintaining a high degree of sportsmanship. Coaches are encouraged to assess a student's ability along with the student's level of commitment and overall attitude. With this in mind, there are occasions when:

- a. a child, who is otherwise eligible to play a sport, is cut from the team do to their low level of ability and/or the low amount of effort they are willing to put forth to improve;
- b. a child is invited to remain on the team but not selected to receive a uniform for games, or
- c. a child receives a uniform for games but has little to no playing time in games.

In the case of a child with a low ability level, we may, depending on the circumstances, work to employ either option “b” or “c” from the above list. This allows the child to continue to be a part of the team (attending practices and games) and enables them to develop or improve the necessary skills for their particular sport. As in much of life, there are roles on teams and we believe that there is great value in a student understanding and filling their particular role. It is also good to remember that roles can change. Through hard work and development a child can work their way out of a supporting role and into a starting or leading role.

## **2. Commitment Level:**

In Oasis varsity athletics we ask for a high level of commitment. Students will be expected to attend all practices and games and fully participate when called upon to do so. Exceptions to this would include things such as illness or injury. In some circumstances injured students may be encouraged to attend practices and/or games, which will enable them to continue to learn plays or strategies. In the event of a scheduling conflict, a child can be excused from a practice session or a game provided they have cleared it with their coach ahead of time. It is important to understand, however, that even excused absences can affect a player's role and playing time in games for a particular team. Practice sessions are generally held 3 days per week (Monday, Wednesday and Friday) from 15:15 to 17:00 for high school, and 2 days per week (Tuesday and Friday) from 15:15 to 17:00 for middle school. The frequency and times for games will vary depending on the availability of teams from other schools.

## **3. Coaching:**

At Oasis we have a somewhat unique situation in that all of our coaches are strictly volunteers. Due to this fact, the coach or coaches for a particular sport may have limited coaching experience. However, the voluntary nature of these positions helps to ensure proper motivation for the teachers who give of their free time to guide, encourage and invest in the students.

#### **4. Cost:**

Students participating on an Oasis athletics team will be required to pay a per-student, per-sport fee. The amount will be 400.00 Turkish Lira for each of the sports that the child participates in. This fee will cover all (\*) related expenses, including transportation costs, facilities rentals, uniform rentals, and tournament fees.

*\* In the event that we are able to participate in out of town competitions, additional fees for travel and housing will be required.*

#### **5. Concerns or Questions:**

All concerns or questions regarding the Oasis secondary extracurricular athletics activities should be directed toward the Athletic Director.