



Cov txheej txheem

Thwg teb qhia
Page 2

Sis cov cai thiab tes num
Page 3

Tsev kawm ntawv vaj tsiaj Culture
Page 6

Koog Tsev kawm ntawv yuam txoj cai, cov dauv
Thiab tes num
Page 8

Qauv ntawm tus kawm li cwjpwv thiab cov
neeg ua hauj lwm teb
Page 19

Kev kawm ntawv tshwj xeeb thiab Section 504
tiv thaiv
Page 22

Kev txhawj xeeb thiab Grievances
Nplooj ntawv 24

Hom lus
Page 25

Qhia txog cov ntaub ntawv
Page 28

Kev kawm
Dawn Comeau
Laurie Cooper Stoll
Juan Jimenez
Pelli Lee
Jeff Meyer
Dave Rudolph
Connie Troyanek
Keonte Turner
Brad Quarberg

Superintendent
Randy Nelson



Nyob zoo txog niam txiv, tus saib xyuas, thiab menyuam kawm ntawv,

Rau peb koog tsev kawm ntawv cov neeg ua hauj lwm, koom haum saib xyuas thiab kev kawm, kuv txaus siab txais tos koj tus menyuam rau peb cov tsev kawm ntawv! Nyob rau hauv koog tsev kawm ntawv hauv La Crosse, peb siv zog los xyuas kom meej tias peb cov menyuam kawm ntawv paub txog ib puag ncig ntawm lawv thiab menyuam yuav muaj kev **npau suav** txog lawv lub neej tom ntej, **ntseeg** lawv lub peev xwm mus kawm tau ntawv zoo thiab **ncav cuag** lawv lub homphiaj siab li siab tau.



Peb rau siab qhia ntawv rau txhua tus menyuam txhua txhua hnuv thiab xav tau kev koom tes zoo los ntawm koj. Nyob nrog daim ntawm no muaj cov cai thiab yus feem uas peb tau muab raws li cov neeg nyob hauv koj tus menyuam txoj kev kawm ntawv los txhawb cov tsev kawm ntawv zoo thiab tus kawm txoj kev koj tus cwj pwm. Kuv thov koj siv sijhawm los tham nrog koj tus menyuam txog lawv lub luag hauj lwm ua ib tus tub kawm thiab pab kom lawv to taub tias lawv yuav paub txhawb lub tsev kawm ntawv thiab muaj ib feem nyob rau lub tsev kawm ntawv zoo.

Nov yog kev txaus siab los ntawm cov neeg ua haujlwm rau koog tsev kawm ntawv hauv La Crosse kom muaj kev sib raug zoo nrog cov menyuam kawm ntawv, pab kom txhua hnuv txhua tus menyuam yuav pom tau hais tias lawv tau txais kev ncaj ncees, luas saib taus lawv li tsim nyog yog ib tus tibneeg. Txhua tus menyuam yeej tseem ceeb. Txhua hnuv.

Ua tsaug koj los xaiv koog tsev kawm ntawv hauv La Crosse, uas peb ntseeg hais tias thaus hais txog kev qhia ntawv rau ib tus menyuam twg, ib lub ris (one size) tsis haum tag nrho txhua tus.

A handwritten signature in black ink, appearing to read 'Randy Nelson', with a stylized, cursive script.

Randy Nelson
Thawj koj ntawm tsev kawm ntawv

Qhia txog cov (Code) Muaj Cai thiab Yus Feem

Yog hais tias koj xav tau cov lus qhia no ua lwm yam lus, thov hu rau koj lub tsev kawm ntawv.
Yog nej rau xav tau cov paj ntaub ntawv tsis muaj ua lus Hmoob, thov tiv tauj rau lub tsev kawm ntawv.
Yog hais tias koj xav tau cov ntaub ntawv no hais lus Mev, thov hu rau koj lub tsev kawm ntawv.

Daim ntawv no qhia txog cov kev muaj cai thiab yus feem ntawm cov me nyuam kawm ntawv thiab cov neeg muaj feem koom rau qhov zoo thiab siv rau ntawm peb cov tsev kawm ntawv. Cov muaj cai thiab yus feem siv rau txhua tus nyuam kawm ntawv rau koog tsev kawm ntawv hauv La Crosse. Cov cai siv no feem ntau cov neeg ua haujlwm rau tsev kawm ntawv yuav tsis siv dhau ntawm cov tsev kawm cov av, tsuas tshwj hais tias tsev kawm ntawv muaj lwm yam uas ua dhau ntawm lawv cov av lawm xwb, tus uas coj cov nyuam mus mam li qhia rau cov niam/txiv lossis tus saib xyuas nyuam paub.

Yog koj muaj lus nug txog tej yam koj nyeem nyob rau hauv tus nyuam kawm ntawv Code cov muaj cai thiab yus feem, thov hu rau koj tus nyuam (los yog) tus xibfwb los yog tus thawj xibfwb. Los saib xyuas cov cai hauv Internet, thov xyuas www.lacrosseschools.org.

Cov neeg uas pom kev tsis meej, yog xav tau daim ntawv no ua lwm yam, xws li luam cov tshiaj ntawv kom loj loj lossis muab kaw suab, hais mus rau Student Services Department ntawm 608-789-7688.

Acknowledgements (Lees Paub)

Cov Code muaj cai thiab yus feem raug tsim nrhiav kev pab thiab raug txhawb los ntawm cov koom haum thiab cov neeg nyob rau nram qab no. Koog tsev kawm ntawv hauv La Crosse xav thov ua tsaug rau lawv txoj kev koom tes los tsim cov kev cai hauv daim ntawv no.

- Nyuam kawm ntawv pab pawg Central High School thiab Logan High School
- Southside niam United
- Cov niam txiv thoob plaws koog tsev kawm ntawv pawg neeg
- Koog tsev kawm ntawv hauv La Crosse cov neeg ua haujlwm
- Saint Paul Public Schools uas kam qhia thiab tso cai siv lawv ib co kev cai.

Txoj cai vaj huam sib luag/Non-Discrimination

Nws yog txoj cai ntawm koog tsev kawm ntawv hauv La Crosse, los §118.13 Wisconsin Statutes and PI 9 uas tsis muaj ib tug neeg vim yog tseeb los yog dab tsi: Tub los ntxhais, haiv neeg, kev ntseeg, keeb kwm teb chaws, caj ces, ntseeg, muaj los pluag, xeeb tub, cuab los yog niam txiv raws li txoj cai, sexual orientation, leejtwg yog txivneej los pojniam, txivneej los pojniam qhia, yog txivneej los pojniam nonconformity lub cev, kev xav, los yog kawm tsis tau, yuav tsis raug hais tias tsis lees yuav cov neeg zoo li no rau cov tsev kawm ntawv pub dawb hauv koog tsev kawm ntawv no, lossis tsis pum koom tes ua ib yam dab li, lossis tsis tau kev pab dab tsi li, lossis tsis raug xaiv los koom lwm yam (curricular), lwm yam kev uasi ntau pob, ncaws pob, lwm yam kev pab cov nyuam kawm ntawv, kev lomzem uasi, lossis lwm yam kev pab cuam lossis kev uasi.

Ntawv qhia txog kev ntxub ntxaug, yuam, los yog lwm yam kev ua ntsuj ua tsiv:

- Thov pib los ntawm hu tau rau tus thawj xibfwb ntawm lub tsev kawm ntawv thiab/lossis tus thawjsaib txog qhov kev pab cuam.
- Mus qhia txog kev ntxub ntxaug, nrog rau Title IX (deev cais) txhaum cai los yog txhaum cai ntawm tus nyuam kawm ntawv human rights, thov hu rau Student Services Department ntawm 608-789-7688.

Sib Qhia Muaj Cai thiab Yus Feem ua

Hwm txoj cai ntawm lwm tus neeg los ntxiv kev hwm, yus feem thiab kev Ruaj ntseg

Koog tsev kawm ntawv hauv nroog La Crosse hwm cov cai ntawm cov menyuam kawm ntawv, niam txiv, tus saib xyuas, thiab cov neeg ua haujlwm thiab rau siab chiv kom muaj kev ruaj ntseg thiab kev txais tos kom zoo rau txhua tus menyuam. Peb sawvdaws pab tsim qhov kev kawm zoo thiab hwm lwmtug los ntawm chiv muaj ib lub chaw zoo rau menyuam kawm thiab cov lus hauv qab no muaj ib cov cai thiab feem peb qhia kom tsim tau kev coj noj coj ua nyob rau peb cov tsev kawm ntawv thiab cheeb tsam.

Menyuam Kawm Ntawv

Muaj Cai	Yus Feem
Mus kawm ntawv thiab tau txais kev kawm dawb thiab tsim nyog	Mus kawm thiab koom teg rau hauv lub tsev kawm ntawv tsis tu ncu
Lub chaw qhia ntawv muaj kev ruaj ntseg zoo	Coj zoo kom muaj kev ruaj ntseg rau koj thiab lwm tus
Tau txais kev zoo, saib taus thiab fwm los ntawm cov kawm thiab cov neeg ua haujlwm hauv tsev kawm ntawv	Hwm koj tus kheej, lub chaw kawm, lwm cov menyuam kawm ntawv, cov niam txiv/cov saib xyuas, cov tsev neeg thiab txhua tus neeg ua hauj lwm
Tau txais koog tsev kawm ntawv cov cai thiab cov txheej txheem	Kawm thiab ua raws li txoj cai kom ua thiab cov txheej txheem
Coj cov lus nrhawv siab los yog muaj kev txhawj xeeb rau tsev kawm ntawv tus thawj xibfwb lossis cov neeg ua haujlwm los ntawm tsis txiav txim	Coj cov lus nrhawv siab los yog muaj kev txhawj xeeb mus rau tus thawj xibfwb hauv tsev kawm ntawv lossis cov neeg ua haujlwm hauv
Tau txais koj cov ntaub ntawv qhia txog kev kawm	Thov los yog sib tw sau ntawv piav qhia tej yam nyob hauv koj cov ntaub ntawv qhia txog kev kawm
Ua ntej yuav txiav txim siab rau txim yuav tau qhia cov ntsiab lus saib vim li cas tso	Kawm thiab ua raws li cov kev xav tau thiab cov txheej txheem
Ib tug niam txiv lossis tus saib xyuas tuaj koom kev sablaj muaj feem xyuam thiab cov rooj sib hais	Kev hwm/saib taus yog ib qho uas muaj feem xyuam kev sablaj thiab cov rooj sib hais

Cov Niamtxiv/Cov Saib Xyuas

Muaj Cai	Yus Feem
Rau koj tus menyuam mus kawm ntawv thiab yuav muaj kev vam meej	Txhawb koj tus (cov) menyuam kev kawm ntawv
Tau txais kev zoo, saib taus thiab fwm los ntawm cov kawm thiab cov neeg ua haujlwm hauv tsev kawm	Tsim thiab tuav qhov kev sib raug zoo nrog cov neeg ua haujlwm ntawm koj tus menyuam lub kev kawm
Tau txais koog tsev kawm ntawv cov cai thiab cov txheej txheem	Kawm thiab tham nrog koj tus (cov) menyuam txog cov cai xav kom ua thiab cov txheej txheem ntawm tsev kawm ntawv. Txhawb cov menyuam kom muaj kev ruaj ntseg, hwm thiab lub luag haujlwm
Tau txais ntaub ntawv tsis tseg los ntawm sau ntawv los yog hais ntawm ncauj, ntawm tsev kawm ntawv txog koj tus (cov) menyuam txoj kev kawm	Hwm thiab txhawb txoj kev kawm tau ntawv zoo thiab feem ntau qhov tseem ceeb ntawm kev npaj kom txhij rau kawm ntawv
Txais ntaub ntawv sai los ntawm tsev kawm ntawv cov neeg ua haujlwm uas qhia txog kev kawm lossis cwj pwm kev txhawj xeeb, lwm yam uas txog kev qhuab qhia	Koom nrog tsev kawm ntawv cov neeg ua haujlwm txais cov ntaub ntawv hais txog txoj kev los txhawb koj tus (cov) menyuam rau kev kawm lossis coj cwj pwm; nrog rau cov kev pab ntxiv muaj nyob, kev txhawb zog, thiab ntau yam kev pab ntxiv
Tau txais ntaub ntawv thiab kev sib txuas lus kom sib nkag siab yooj yim	Thov kev pab thaum koj xav tau kev pab. Tawm suab rau koj tus (cov) menyuam los ntawm kev sib txuas lus nrog tsev kawm ntawv cov neeg ua haujlwm
Rau koj tej kev txhawj xeeb tau hnov thiab tham txog	Coj kev txhawj xeeb mus rau tus thawj xibfwb hauv tsev kawm ntawv lossis cov neeg ua haujlwm

Txhua Tus Neeg Ua Haujlwm Hauv Koog Tsev Kawm Ntawv




Muaj Cai	Yus Feem
Qhia thiab ua haujlwm hauv lub chaw muaj kev ruaj ntseg	Tsim lub chaw txais tos zoo. Muaj kev ntshaw rau txhua tus mevnyuam. Tsim thiab soj ntsuam kom zoo thiab muaj kev ruaj ntseg rau hauv tsev kawm ntawv
Tau txais kev zoo, saib taus thiab fwm los ntawm cov menyuam kawm ntawv, niam txiv, cov saib xyuas thiab cov neeg ua haujlwm nrog yus	Tsim thiab tuav qhov kev sib raug zoo nrog txhua tus menyuam kawm ntawv, lawv tsev neeg, thiab cov neeg ua haujlwm nrog yus
Tau txais koog tsev kawm ntawv cov cai thiab cov txheej txheem	Qhia, ua qauv thiab pab txhawb ntxiv rau tsev kawm ntawv cov cai xav tau thiab cov txheej txheem. Ua raws li lub moj khaum cwj pwm hauv tsev kawm.
Coj kev txhawj xeeb mus rau tus thawj xibfwb hauv tsev kawm ntawv lossis cov koom haum saib xyuas	Tham tsis tu ncu nrog lub tsev kawm ntawv tus thawj xibfwb lossis cov koom haum saib xyuas
Qhia qhov tseeb rau cov kawm thiab cov tsev neeg txog tus menyuam kawm ntawv txoj kev kawm saib mus zoo li cas	Tham tsis tu ncu nrog cov menyuam kawm ntawv thiab cov tsev neeg. Pab txhawb nqa lawv thaum lawv nug txog kev pab
Nrhiav kev pab txhawb txoj kev kawm ntawv lossis tus cwj pwm kev tu ncu ntawm ib tug neeg kawm ntawv	Ntseeg hais tias cov neeg ua haujlwm muaj peev xwm txhawb cov menyuam kawm ntawv zoo kom ncau cuag lawv lub homphiaj txoj kev cia siab thiab npau suav

Tau txais tus cob qhia kev thiab cob koj ua hauj lwm zoo

Npaj koj tus kheej, nqis tes ua, thiab qhia ntaub ntawm yam tsim nyog, ntxiv yam kev qhia uas txhawb menyuam kawm tej tswv yim txawj nrog

Tsev Kawm Ntawv Zoo Culture

Koog tsev kawm ntawv hauv nroog La Crosse paub qhov tseem ceeb kom muaj kev coj noj coj ua zoo thiab muab kev txhawb zog zoo uas tsim nyog tau txais rau cov menyuam kawm thiab cov neeg ua haujlwm thoob plaws cov tsev kawm kom cov teebmeem cuam tshuam muaj tsawg li tsawg tau rau kev kawm nyob rau cheeb tsam no. Hauv qab no yog ib txoj kev ntawm qhov kev daws teebmeem ua ntej tswm sim (proactive) los tsim kom muaj kev coj noj coj ua zoo thiab txais tos zoo rau peb cov tsev kawm ntawv.

	<p>Zoo coj cwj pwm pab ntxiv thiab kev txhawb (PBIS): Ib lub Moj Khaum rau tagnrho cov Tsev Kawm Ntawv</p> <p>Zoo coj cwj pwm pab ntxiv thiab kev txhawb (PBIS) yog ib qho kev kawm, tiv thaiv thiab ua kom rov zoo tuaj pab rau tug cwj. Qhov kev pab no pab rau tsev kawm ntawv tsim thiab txhawb tej kev kawm uas txhawb txoj kev kawm ntawv thiab kev kawm rau cov menyuam kawm ntawv. Tag nrho cov tsev kawm ntawv siv ib lub moj khaum PBIS qhia thoob plaws rau cov menyuam kawm ntawv txog yam uas lawv yuav tau ua thiab thaus lawv ua li hais lawm, tsev kawm ntawv yuav los lees pom txog lawv. Pab pawg neeg me me thiab ib leeg ib leeg kuj muaj feem txhawb cov kauj ruam no. Txhua lub tsev kawm ntawv nyias tsim nyias peb-theem hauv kev:</p> <p>Theem 1: txhua tus menyuam kawm coj cwj pwm hauv tsev kawm ntawv. Cov neeg ua haujlwm qhia, ua qauv thiab nco cov kev ntshaw no thoob plaws hauv lub xyoo kawm ntawv.</p> <p>Theem 2: ib co menyuam kawm muab faib tej pawg me me tau txais kev pab ntxiv thiab los xyaum yam uas lawv twb kawm tag saum theem 1 lawm.</p> <p>Theem 3: ob peb tug tub ntxhais muaj qee leej tau txais kev pab ntxiv thiab kev thiab kev txhawb zog.</p> <p>Ntawm txhua theem, menyuam kawm ntawv kawm thiab xyaum cov kev thiab coj cwj pwm zoo lawv yuav tsum ua zoo rau hauv tsev kawm ntawv thiab thoob plaws hauv lawv lub neej. Kev txhawb los ntawm txhua theem xws li muaj kev koom uake thiab ua kom yog los ntawm kev coj, cov kev pab cuam thiab cov kev txhawb hauv qab no.</p>
	<p>Qho Kev Xyaum</p> <p>Qho kev xyaum ua no yog rau lub zej zog ib lub tsev kawm ntawv kom lawv muaj kev sib raug zoo, daws tau teeb meem thiab kawm tau. Nyob rau qhov no, kev sib raug zoo yog qhov tseem ceeb tshaj ua rau peb paub txog lub ntiajtec thiab peb tus kheej. Ib txhia tsev kawm ntawv no kev siv qho kev coj tsev kawm ntawv thoob plaws li ib txoj kev proactively tsim lub zej zog cov neeg muaj feem thiab siv qho tswj yim los tsim kho thaus muaj teebmeem, thaum twg xav tau.</p>
	<p>Kawm Kev Sib Raug Zoo-Xav</p> <p>Kev kawm tau ntawv yog li cas cov menyuam thiab cov laus yuav tsum tswj txoj kev xav zoo, teev thiab npaj kom cuag cov homphiaj zoo, xav thiab tshua txog lwm tus, tsim kom muaj thiab tswj txoj kev sib raug zoo thiab muaj kev txiav txim siab kom yog. Tsev kawm ntawv thiab cov saib xyuas nyob rau hauv koog tsev kawm ntawv no koom tes ua tej pab pawg txhawb kev sib raug zoo thiab kev xav. Lub tsev kawm ntawv muaj cai xaiv siv ib hom Kev sib raug zoo-kev xav kawm cov kev pab cuam txhawb nqa kev kawm ntawv thiab kev kawm tau zoo.</p>



Kev Noj Qab Haus Huv thiab Lub Hlwb

Kev puas siab puas ntsws thiab kev nyab xeeb hais txog cov kev pab txog kev txhawb pab rau cov kawm thiab cov khiav dejnum. Kev txhawb siv zog los tsim kom muaj kev **ruaj ntseg** zoo kev kawm ib puas ncig, ua kom kev sib **koom tes** loj li loj tau los ntawm cov menyuam thiab cov laus, muab ntau yam kev **xaiv** rau cov menyuam kawm, tsim kom muaj kev **ntseeg siab** kev sib raug zoo, thiab **txhawb** cov menyuam kom ua qhov zoo tshaj plaws.

Coog tsev kawm txoj cai Tseem ceeb, muaj cai thiab yus feem

Cov menyuam uas kawm koog tsev kawm ntawv hauv nroog La Crosse no yuav tau ua lub luag haujlwm rau kev kawm thiab ua raws li ntau txoj kev cai thiab cov txheej txheem. Cov cai hais lub ntsib lus luv luv xwb tsis tau hais tas nrho txhua txoj cai uas yuav siv. Hais raws cov tsiaj ntawv, seem no piav txoj cov cai tseem ceeb, tus menyuam kawm ntawv muaj cai, muaj feem thiab yus feem hauv koog tsev kawm ntawv ntawm hauv nroog La Crosse. Tag nrho cov kev cai yuav muab rov rau <https://www.lacrosseschools.org/Administrative-policies/>

Cwj pwm txhoj puab heev (nrog rau kev hais lust sim txom)

Muaj Cai/Caij Nyoo

- Menyuaam kawm ntawv muaj cai paub tau tias yuav muaj kev ruaj ntseg hauv tsev kawm ntawv txhais tau tias lawv yuav tsum tau mus kawm ntawv yam tsis ntshai kev hem thawj, tsim txom, kev thab plaub lossis kev siab phem.

Dejnum (Yus Feem)

- Menyuaam kawm ntawv muaj feem los muaj cai xws li hwm txoj kev ruaj ntseg, cov cai thiab kom saib taus txhua tus neeg.
- Menyuaam kawm ntawv muaj feem hais qhia seb lawv xav thiab txoj kev xav uas hais tawm tsis muaj kev phomsij, ntsw lwm tus, rhuav npe, thuum, ua phem lossis ua saib tsis tau lwm tus.
- Nws yog lub luag haujlwm ntawm cov menyuaam kawm ntawv, tsev kawm ntawv cov neeg ua haujlwm, thiab ib leeg tus twg uas pom, paub txog, uas muaj kev txhawj xeeb txog cov neeg hem thawj, tsim txom lossis kev siab phem kom nws qhia tej no ncainraim rau lub tsev kawm ntawv cov neeg ua haujlwm.
- Yog xav paub ntxiv, mus saib kev kawm txoj cai 4430.71 hauv [La Crosse tsev kawm ntawv kev cai](#)

Tiv Thaiv-kev siab phem/athab plaub

Muaj cai/Caij Nyoo

- Menyuaam kawm ntawv muaj cai thov kom muaj kev nyab xeeb nyob rau hauv tsev kawm ntawv uas txhais tau tias lawv yuav tsum tau mus kawm ntawv yam tsis ntshai kev thab plaub los yog kev siab phem.
- Koog tsev kawm ntawv hauv nroog La Crosse saib kev siab phem kis tau tus cwj pwm tsis zoo ua tag ua dua thiab sijhawm ntev zuj zus los ntawm ib tus lossis ntau tus neeg. Qhov no muaj xws li:
 1. Lub cev ntaj ntsug (xws li ua phem, quab yuam, xuas nrig ntaus lossis ncaws, tub sab)
 2. Hais lus (xws li tau los tsuam lus lossis qog luas lus, thab plaub thiab hu npe phem, hais lus saib tsis tau lwm haiv neeg)
 3. Indirect (Tua xu dag tom tej) (xws li. Nkawg xaiv tej yam phem uas tsis tseeb, sib thuum los ntawm piav tes taw, sib cais, thiab xa tej lus thuum lossis duab hu xov tooj mus txawb los yog siv qhov internet connected ntaus ntawv, xws li tablet, computer (lab), lossis laptop - tseem hu ua kev sib tham saum huab cua.)
 4. Nyob ntsuab ntsab ntawm cov menyuaam kawm ntawv thiab menyuaam kawm ntawv, menyuaam kawm ntawv thiab cov neeg laus, lossis cov neeg laus thiab neeg laus.
- Yuav tsum muaj tsis thaiv kuv kom kuv rau cov neeg uas ua daim ntawv tsis txaus siab. Retaliatory tus cwj pwm pib tus neeg yuav raug kev txiav txim.
- Koog tsev kawm ntawv yuav zais npog zoo tsis pub leejtwg paub txog tej lus tsis txaus siab, raws li txoj cai rau ob tog, rau tus neeg raug liam thiab tus ua liam.

Yus Feem

- Menyuaam kawm ntawv muaj feem los coj cai zoo ntawm lawv tus kheej kom hwm txoj kev ruaj ntseg, kev muaj cai, thiab qab hau saib taus txhua tus.
- Menyuaam kawm ntawv muaj feem hais qhia txog lawv qhov kev xav thiab kev xav los ntawm tsi ua phem rau ib leej tus twg thiab ua saib tsis tau lwm tus.

- Tag nrho txhua tus menyuam kawm ntawv, cov neeg ua haujlwm thiab ib leeg tus twg uas nws pom, lossis paub txog kev thab plaub, kev tsim txom lossis kev siab phem, nws muaj feem qhia tej kev ua no rau tsev kawm ntawv cov neeg ua haujlwm lossis teb ib daim ntawv tabmeej nyob rau hauv txhua lub tsev kawm ntawv lossis tom qab daim ntawv no tag.
- Yog xav paub ntxiv, mus saib kev kawm txoj cai 4430.71 hauv [La Crosse tsev kawm ntawv kev cai](#).

Tuaj thiab Tuaj lig

Muaj Cai/Caij Nyoog

- Menyuaam kawm ntawv muaj cai kawm ntawv pub dawb raws li nomtswv hauv xeev thiab tsoom fww teb chaws txoj cai.
- Txhua tus menyuaam kawm ntawv muaj cai, raws kev txiav txim siab los ntawm lub tsev kawm ntawv cov neeg ua haujlwm, yuav tau ua cov ntaub ntawv tuaj rau tsev kawm ntawv thaus nws qhaj tsis tuaj kawm ntawv ntawd.

Yus Feem

- Nyob rau hauv Wisconsin Cov Cai, niam txiv thiab cov saib xyuas yog cov muaj feem xyuas kom menyuaam tuaj kawm ntawv tsis tu ncu.
- Menyuaam kawm ntawv thiab cov niam txiv/cov saib xyuas yog lawv feem yog ua lawv li tsev kawm ntawv cov cai tuaj kawm ntawv thiab tuaj lig cov kev cai thiab cov txheej txheem uas teev nyob rau hauv lub tsev kawm ntawv phau ntawv thiab qhia rau lub tsev kawm ntawv paub (piv txwv li, sau ntawv ceeb toom, hu xov tooj) ua ntej tus menyuaam nqaj ntawv lossis thaus twg nws mam rov tuaj kawm ntawv, rau tsev kawm ntawv.
- Menyuaam kawm ntawv feem yog nyob rau hauv chav kawm lossis raug mus rau ib qhov chaw, tsuas yog ntu sijhawm hloov chav kawm ntawd, los yog thaum nws nqa ib daim ntawv dhau kev, yog hais tias yuav tsum tau.
- Kom paub meej ntxiv, mus saib kev kawm txoj cai 4310 nyob [La Crosse tsev kawm ntawv kev cai](#)

Kev txhawj xeeb txog kev kawm

Muaj Cai/Caij Nyoog

- Menyuaam kawm ntawv thiab cov niam txiv/cov saib xyuas muaj cai coj tej kev txhawj xeeb txog cov ntaub ntawv kawm thiab/lossis cov ntaub ntawv rau tsev kawm ntawv cov neeg ua haujlwm.

Yus Feem

- Tej kev txhawj xeeb ntsig txog cov ntaub ntawv kawm thiab/cov ntaub ntawv yuav tsum tau qhia rau koj tus (cov) menyuaam tus xibhwb lossis thawj xibfwb hauv tsev kawm paub.
- Yog xav paub ntxiv, mus saib kev kawm txoj cai 3610.1 hauv [La Crosse tsev kawm ntawv kev cai](#)

Caij Nyoog Kawm Sib Txig Sib Luag

Muaj Cai/Caij Nyoog

- Menuam kawm ntawv muaj cai muaj hwj huam, tso cai los ntawm txoj cai lijchoj, koom rau hauv cov tsev kawm ntawv thiab cov tsev kawm ntawv cov kev kawm uas lawv tsim nyog tau txais.

Muaj Feem

- Menuam kawm ntawv feem yog ua raws cov kev cai thiab cov txheej txheem ntawm tsev kawm ntawv-kev txhawb kev ua rau lawv, los yog lwm tus neeg, muaj feem koom nrog. Cov menuam kawm ntawv yuav tsum tsis xob txo lwm tus lub zog txog koom tes nrog lwm tus menuam kawm ntawv.
- Xav paub meej ntxiv, mus saib kev kawm txoj cai 4110 nyob [La Crosse tsev kawm ntawv kev cai](#)

Kev kawm ntawv Ncaj Ncees

Muaj Cai/Caij Nyoog

- Kev kawm ntawv ncaj ncees pab tau tag nrho peb cov menuam kawm ntawv thiab peb lub zej zog. Menuam uas kawm ntawv tiav los ntawm koog tsev kawm ntawv hauv La Crosse npaj txhij mus kawm tau ntawv zoo nyob rau hauv yus lub zej zos, txawv tebchaws thiab thoob ntiajteb.
- Lub ntsiab lug kev kawm ntawv ncaj ncees kom koob pheej ntawm zoo tshaj li yav tas los lawm – uas txhua tus menuam kawm ntawv yuav tau txais kev zoo tib yam – yuav tsim muaj qhov chaw zoo uas yuav tsis thaiv cov menuam kev kawm -uas txhua tus menuam muaj feem tau kev pab tsis hais lawv yog haiv neeg dab tsi, haiv neeg, kev ntseeg, tuaj lub teb chaws twg tuaj, caj ces, ntseeg, muaj los pluag, muaj poj niam muaj txiv lossis muaj tub ki lawm, cev xeeb tub, tub los ntxhais, pojniam deev pojniam txivneej deev txivneeg, yog txivneej los pojniam keeb neeg/txivneej los pojniam qhia lub cev, kev ntaj ntsug, kev meej pem, txoj kev xav, los yog kawm tsis tau, yog pej xeeb Amelikas, tuaj saib nom tswv twg, caj ces ntaub ntawv, lossis ib yam qhov zoo tshaj yuav txwv los ntawm lub xeev los yog tsoom fww teb chaws txoj cai lijchoj.

Yus Feem

- Txhua tus menuam kawm ntawv muaj peev xwm kawm tau thiab nws yog lub luag hauj lwm ntawm koog tsev kawm ntawv cov neeg haujlwm muab caij nyoog thiab txhawb rau txhua tus menuam kawm ntawv kom lawv ncav cuag lawv lub peev xwm uas siab tshaj plaws.
- Yog xav paub ntxiv, mus saib kev kawm txoj cai 4110.5 hauv [La Crosse tsev kawm ntawv kev cai](#)

Hais Lus Tawm Ywj Pheej

Muaj Cai/Caij Nyoog

- Menuam kawm ntawv muaj cai hais lus ywj pheej tsuav lawv hais tsis txhaum cai rau lwm tus xwb.

Yus Feem

- Menuam kawm ntawv muaj feem lav lawv cov lus hais tawm, luam tawm ntaub ntawv sau thiab faib rau neeg nyeem yam uas tsis yog ntaub ntawv raug foob, lus phem, hais lus cais, los yog lus qias neeg; uas tsis muaj neeg ua tim khawv rau cawv, tshuaj, luam yeeb, lossis lwm yam tshuaj uas tsis raws cai siv ntawm cov menuam tsis tau txwm noob nyoog; uas tsis txuam nrog rau cov cai ntawm lwm tus; ntawd tsis txhob cuam tshuam rau tej chaw hauv tsev kawm ntawv; thiab ua raws li lub tsev kawm ntawv cov kev cai thiab cov txheej txheem tsis hais lub sijhawm twg, qhov chaw thiab coj ua zoo.
- Menuam kawm ntawv yuav tau siv hom lus uas tsev kawm ntawv pom tias tsim nyog thiab tsis txhob hais lus phem thiab qias.
- Yuav tsum tau kev tso cai los ntawm tus thawj xibfwb hauv tsev kawm ntawv ua ntej yuav faib lossis lo tej ntaub ntawv sau rau ntawm tej qhov chaw.

Txivneej los Pojniam

Muaj cai/Caij Nyoog

- Menyuam kawm ntawv muaj cai siv dua ib lub npe uas lawv nyiam, chaw, thiab tias tub los ntxhais nyob hauv tsev kawm ntawv cov ntaub ntawv, kev kawm tej qhov chaw, cov vaj tse, thiab koom cov num raws li kev.

Yus Feem

- Menyuam kawm ntawv yuav tsum tham nrog tsev kawm ntawv cov neeg ua haujlwm, yog lawv cov ntaub ntawv qhia txog lawv tsis meej li lawv nyiam npe, chaw, thiab/lossis tub los ntxhais tiag.
- Thaus muaj kev hloov ntawm yus tus kheej hais txog tias yus yog txivneej los pojniam yuav tsum tau qhia kev hloov ntawd rau koog tsev kawm ntawv raws li lawv txoj cai.

Kev pab uas tsis muaj tsev nyob

Muaj cai/Caij Nyoog

- Cov menyuam yaus thiab cov hluas uas tsis muaj tsev nyob, tsi muaj ib qhov chaw nyob ruaj thiab txhua hmo thaus tsaus ntuj los tsev kawm ntawv yuav pab kom lawv kev kawm ntawv muaj tib yam lwm tus thiab.
- Cov kev pab no yuav muaj xws li tsheb thauj mus los, khoom siv hauv tsev kawm ntawv, mov noj hauv tsev kawm ntawv thiab xa npe mus rau cov koom haum hauv lub zej zog.
- Tsev kawm ntawv cov neeg pab cuam thiab cov neeg khiav haujlwm pab cov tsev neeg hauv tsev kawm ntawv sawv cev rau cov menyuam kawm ntawv uas tsis muaj tsev nyob.
- Yog xav paub ntxiv, mus saib kev kawm txoj cai 4110.6 hauv [La Crosse tsev kawm ntawv kev cai](#)

Qhia Kom Paub

Muaj cai/Caij Nyoog

- Menyuam kawm ntawv muaj cai mus kawm lub tsev kawm ntawv uas paub nrho cov neeg hauv los lawv qhia qhov tseeb hais tias lawv tus kheej yog leejtwg tiag.

Yus Feem

- Menyuam kawm ntawv feem yog qhia qhov tseem txog ntawm lawv tus kheej thaum cov neeg hauv tsev kawm ntawv cov neeg ua haujlwm lossis cov saib xyuas noog lawv.
- Txhua tus qhua (tsis hais cov menyuam lossis cov laus) nruab hnub, lawv yuav tsum mus qhia tamsim rau qhov chaw ua haujlwm tias lawv yog leejtwg tiag lawv thiaj tau kev tso cai rau nyob hauv tsev kawm ntawv lossis tsev kawm ntawv cov av ntxiv mus.

Khoom Siv Txhaum Cai: Yeeb Tshuaj, Dej cawv, Luam Yeeb thiab Vaping

Muaj cai/Caij Nyoog

- Menuam kawm ntawv muaj cai mus kawm ntawv nyob rau hauv ib qho chaw uas tsis muaj siv cov dej caw thiab tej tshuaj uas tsis yog kev kho mob tswj lawv thiab lwm yam dej caw los yog teeb meem muaj feem xyuam nrog txoj kev siv yeeb tshuaj uas txhaum cai thiab tshuaj.
- Menuam kawm ntawv muaj txoj cai tsis pub cov cawv los yog lwm yam teeb meem uas siv yeeb lossis lwm nicotine cov khoom, xws li cov kua nicotine, e-yeeb, cwjmem vaper, lossis siv lwm qhov kev haus luam yeeb.

Yus Feem

- Menuam kawm ntawv feem yog tshawv kom muaj thiab tuav tsawv kev ua neej zoo los ntawm tsis siv lossis muaj yeeb tshuaj lossis kev siv tshuaj, tshwj xeeb tshaj yog nyob rau hauv tsev kawm ntawv lossis tom tsev kawm ntawv kev txhawb zog uas tsis yog caij kawm ntawv.
- Menuam kawm ntawv feem yog yuav tsum tsis xob siv luam yeeb lossis lwm yam tshuaj nicotine ntawm tsev kawm ntawv lossis tom tsev kawm ntawv kev txhawb zog uas tsis yog caij kawm ntawv.
- Kom paub meej ntxiv, mus saib kev kawm txoj cai 4430.3 thiab 4430.4 nyob La Crosse tsev kawm ntawv kev cai

Neeg Sib Tw Ntsuab Ntsab Cov Tsev Kawm Ntawv

Muaj cai/Caij Nyoog

- Menuam kawm ntawv yuav paub kev pab thiab muaj cuab kav loj hlob lub cev ntaj ntsug thiab kev txawj ntseg los ntawm kev paub, lawv kev qhuab qhia lawv tus kheej thiab lawv rov los pab rau lawv pab pawg siv zog uas yog sib twg nrog rau lwm lub tsev kawm ntawv cov neeg.

Yus Feem

- Cov menuam kawm ntawv uas yuav mus ua cov sib tw yuav tsum coj raws li cov kev cai thiab kev tswj hwm hauv koog tsev kawm ntawv cov cai rau tom qab tsis kawm ntawv lawm.
- Cov menuam kawm ntawv uas yuav mus ua cov sib tw thiab lawv niam txiv/tus saib xyuas yuav tsum nyeem thiab suam npe rau koog tsev kawm ntawv cov cai (Code) ua ntej tau kev tso cai mus koom tau.
- Kom paub meej ntxiv, mus saib kev kawm txoj cai 3770 nyob La Crosse tsev kawm ntawv kev cai

Tshuaj

Muaj cai/Caij Nyoog

- Menyuam kawm ntawv muaj cai tau txais cov tshuaj kho mob thiab kev muab tshuaj uas yog muab rau lub sijhawm thaus kawm ntawv kom nws thiab kawm tau ntawv.

Yus Feem

- Cov tsevneeg feem yog tham nrog tus naam maum hauv tsev kawm ntawv lossis lwm cov neeg ua haujlwm hauv tsev kawm ntawv txog kev hloov tshuaj lossis kev muab tshuaj thaum uas lawv yuav tsum tau muab thaum lub sijhawm kawm ntawv rau tus neeg.
- Menyuam kawm ntawv feem yog yuav tau koom tes nrog tsev kawm ntawv cov neeg ua haujlwm txog cov tshuaj kho mob thiab cov txheej txheem kev muab tshuaj thaus lub sijhawm tuaj kawm ntawv.
- Tsuas tso cai rau tsev kawm ntawv cov neeg ua haujlwm muab cov tshuaj uas kws kho mob xaaj lossis tsi xaaj rau menyuam xwb. Koog tsev kawm ntawv tsis muaj cai muab tshuaj rau cov menyuam kawm ntawv tsuas tshwj hais tias cov niam txiv lossis tus saib xyuas sau ib tsab ntawv rau koog tsev kawm ntawv tso cai saib muab npaum cas thiab lub sijhawm muab tshuaj xwb.
- Yog xav paub ntiv, mus saib kev kawm txoj cai 4530.4 hauv [La Crosse tsev kawm ntawv kev cai](#)

Chaw uas tsis yog kev ntub ntxaug/tsky pub thab plaub

Muaj Cai/Caij Nyoog

- Menyuam kawm ntawv muaj txoj cai mus kawm ntawv kom txhob muaj kev ntub ntxaug, kev thab plaub thiab kev kub ntshov, raws li ib tus neeg xam pom dab tsi: tub lossis ntshais, hom neeg, kev ntseeg, haiv neeg, caj ces, ntseeg, muaj los pluag, cev xeeb tub, muaj cuab yim lossis muaj niam txiv los tsis muaj, nyiam pojniam los txivneeg, paub tias nws yog txivneeg los pojniam, nyiam tub los ntshais, tsis paub yus lub cev yog tub los ntshais, kev xav, kev xav hauv siab ntsws, los yog kev xiam oob qhab.
- Menyuam kawm ntawv muaj cai tsis pab tiv thiab yog lawv ntseeg hais tias txoj kev ntub ntxaug, thab plaub, lossis kev kub ntshov yog qhov tsis zoo.

Yus Feem

- Menyuam kawm ntawv feem yog ceeb toom rau cov neeg ua haujlwm (pev xam..xibfwb lossis thawj xibfwb) tej yam teebmeem xws li ua saib tsis taug, ntub ntxaug, thab plaub, tsim kev kub ntshov, lossis ua phem paj phem uas lawv twb pom thiab paub dua los lawm.
- Yog xav paub ntiv mus saib kev cai 4110.1, 4110.2 thiab 4110.4 hauv La Crosse koog tsev kawm ntawv.

Yug li khoom, Yam Tsis Zoo Qhia Tawm, Thiab Tshawb Nrhiav

Yug Muaj Cai/Muaj Feem

- Cov menyuam kawm ntawv feem ntau lawv muaj cai npog tau tus kheej thiab yam uas yog yug ntiag tug tsis tag qhia rau leejtwg thaum nyob rau ntawm cheebtsam tsev kawm ntawv thiab cov chaw uas lawv yog cov lav txais (sponsored) losis tej chaw uas lawv mus koom uake.
- Raws li Wisconsin txoj kevcai lijchoj, cov menyuam kawm ntawv muaj cai siv tau cov chaw tso khoom uas yog tsev kawm ntawv li ntiag tug los tso lawv cov khoom (xwsli lub locker tso khoom, roojtog, laptops, ipads). Tiamsis kom totaub tias txhua yam uas muab tso rau ntawm cheebtsam uas yog tsev kawm ntawv li ntiag tug, lawv muaj cai mus tshawb nrhiav tau txhua yam thiab txhua lub sijhawm, tsi tag yuav kev tso cai, losis yuav tsum tau pom zoo, losis muaj ntaub ntawv tso cai. Yog xav paub ntxiv, mus saib rau Wis. Stat. § 118.325 ntawm <https://docs.legis.wisconsin.gov/statutes/statutes/118/325>.

Yug Feem

- Cov tuaj kawm ntawv yuav tsum tsis txhob nqa tej yam khoom losis yam uas txhaum tsev kawm ntawv txojcai, losis tsev kawm ntawv li kevcai tswj, losis lub xeev txoj kevcai lijchoj, losis tej yam uas yuav ua kev kub ntxhov, losis yam uas yuav muaj kev kub ntxhov, tabkaum losis tej yam uas ua tau rau neeg tsaug mob, losis tsi muaj kev tso siab rau cov kawm ntawv losis rau lwm tus neeg. Yam khoom uas txwv tsi pub nqa tuaj, thiab lwm yam uas tsi tau teev xwsli tej khoom uas yog nyiag, riam phom thiab tej yam uas yuav siv los ua riam phom tau thiab lwm yam khoom uas tsev kawm ntawv tsi tso cai coj tuaj tso rau hauv cheebtsam uas yog tsev kawm ntawv li ntiag tug, losis cov chaw uas lawv txais siv losis tej chaw uas lawv koom uake.
- Yog thaum muaj tej yam xwm txawv tshwm ua rau lawv ntseeg tias cov menyuam kawm ntawv muaj tej yam khoom uas tsi tsaug cai, yog thaum lawv nrhiav yuav pom tej yam uas tawm tsam rau tsev kawm ntawv txoj cai, cov uas saib kev ruaj ntseg muaj cai mus tshawb nrhiav tus menyuam ntawd nws li ntiag tug thiab nws lub tshab.
- Cov menyuam kawm ntawv muaj feem uas yuav tsum tu lawv lub locker losis chaw rau khoom thiab lub rooj kom du dai mus rau qhov tsimnyog thiab tsi txhob pub muaj tej yam uas tsi tsaug cai losis txwv tsi pub muaj.
- Cov khoom uas yog tus menyuam kawm ntawv li ntiag tug uas muaj nyob rau hauv lub chaw tso khoom (locker) yuav tsaug tshawb nrhiav, yog thaum cov saib kev ruaj ntseg hauv tsev kawm ntawv xoomxaim losis xav tau lawm tias nws yeej muaj tej yam uas txhaum cai losis ua txhaum tsev kawm ntawv txoj cai tswjfwam lawm.

Tub Ceevwm Tshuaj Txog (interviews) /Cov Koomhaum Sabraud

Yug Muaj Cai/Muaj Feem

- Koomhum tsev kawm ntawv npaj siab lawm yuav tuav thiab tswj kom cov chaw kawm ntawv zoo rau cov uas kawm thiab tivthaiv tsi pub lwm tus sab nraud uas tsi muaj feem nkag tau los, yog lawv tsis yog cov ua num rau hauv tsev kawm ntawv.
- Koomhaum tsev kawm ntawv kuj muaj feem paub txog kev koomtes nrog cov uas muaj meejmom uas tsis ua num hauv tsev kawm ntawv, thaum muaj tej yam xwm txheej, yuav tau tso cai rau cov sab nraud nug (interviews) cov menyuam kawm ntawv thiab yog thaum uas caaspees losis yuav tsum tau ua xwb thiaj tag.
- Xav paub ntxiv, saib rau Administrative Policy 4450 ntawm [La Crosse Schools Administrative Policies](#)

Coglus Hwm Txog Tus Chij

Yug Muaj Cai/Muaj Feem

- Wisconsin txoj cai yuav kom txhua lub tsev kawm ntawv muaj kev Coglug rau tus Chij losis hu Zaj Nkauj hum txog lub tebchaws txhua hnuv.

Yug Feem

- Yog leejtwg tsi xav koom nrog vim yog nws muaj tej yam ntawm nws tus kheej uas nws ua tsi tau, nws tsis hwm los tsis ua li cas, thiab tus menyuam kawm ntawv thiab cov ua haujlwm (staff) ib leeg yuav tsum hwm ib leeg qhov kev xaiv. Yog xav paub ntxiv, mus saib Wis. Stat. § 118.06 ntawm <https://docs.legis.wisconsin.gov/statutes/statutes/118/06>

Cob Qhia Tus Menyuam Uas Kawm Ntawv

Yug Muaj Cai/Muaj Feem

- Cov menyuam uas kawm ntawv muaj cai muaj txheejtxheem taug thaum nws ua txhaum koomhaum tsev kawm ntawv txoj cai lawm. Nyob hauv yog nws muaj feem hais daws nws zaj thiab qhia tau txog nws zaj lub sijhawm uas nws txhaum ntawd.
- Cov menyuam muaj cai paub txhua yam nrig txog lub hoob kawm thiab lub tsev kawm ntawv tej kev cai, yam lawv xav kom ua thiab yuav ua yog li cas.
- Cov menyuam muaj cai kom cov neeg uas ua haujlwm thiab lwm tus menyuam kawm ntawv hwm thiab saib taus nws.
- Cov menyuam kawm ntawv muaj cai tsis pub kom cov naikhu losis staff thiab lwm tus tuav losis kov tau nws yam uas nws tsi tag qhia tias yog vim li cas.

Yug Feem

- Cov menyuam kawm ntawv muaj feem yuav tsum tau ua txhua yam losis teb cov lus nug ntawm cov naikhu losis cov staff thiab nws yuav tau ua lawv nraim li cov kevcai, kevcai tswjfwam thiab qhov uas lawv xav kom cov menyuam kawm ntawv ua.
- Cov menyuam kawm ntawv muaj feem cuam uas yuav tau paub txog thiab ua raws li txhua yam kevcai, thiab yooq raws cov txheejtxheem (procedures).
- Cov menyuam kawm ntawv muaj feem uas fwm thiab saib taus txhua tus tibneeg.
- Cov menyuam kawm ntawv muaj feem uas hwm txog lwm tus li kev ywjpheej thiab txav deb ntawm lawv li qhov lawv nyiam thaum nrog lawv uake.
- Cov menyuam kawm ntawv muaj feem saib taus lwm tus li khoom thiab yam uas yog tsev kawm ntawv li.
- Cov menyuam kawm ntawv muaj feem tsis txhob koom nrog lwm tus ua tej yam uas yuav ua rau lwm tus tsaug mob losis puas hlwb puas siab puas ntsws, losis ua tau rau lawv tej khoom puas.
- Xav paub ntxiv, saib rau Administrative Policy 4470 ntawm [La Crosse Schools Administrative Policies](#)

Menyuam Kawm Ntawv Kev Nav Ristsho

Yug Muaj Cai/Muaj Feem

- Menyuam kawm ntawv muaj cai xaiv ristsho los nav li lawv nyiam thiab tu nws tus kheej kom huv li cas los tau, tsuav yog tsis txhob ua teebmeem rau lwm tus menyuam kawm ntawv muaj mob losis tso siab tsis tau, losis yuav ua kev tab kaum rau cov uas ua haujlwm losis tsim kev kub ntxhov rau lub hoob kawm losis ua rau tsev kawm ntawv muaj kev cov nyom xwb.

Yug Feem

- Menyuam kawm ntawv muaj feem yuav tau hnab tsoog tsho kom phem rau kev kawm ntawv. Tuav kom muaj kev ruaj ntseg rau kev kawm, cov menyuam tej ristsho yuav tsum tsis txhob ua mob nkeeg thiab tsaug mob tau, qias neeg losis sau hais lus phem, losis tej chaw mog uas tsis ntxim saib losis tej yam uas yog saib tsis taus lwm tus. Cov ristsho uas muaj tej daim duab uas ua saib tsis taus tej hom neeg, nyiam pojniam losis yog nyiam txiv neej xwb, losis tej yam uas tsi tsoog nrej muag. Cov ristsho uas qhia txog kev quav dej quav cawv, muag yeeb muag tshuaj losis tej yam uas tsis tsaug kevcai losis siv tsi tau rau menyuam yau.
- Xav paub ntxiv, saib rau Administrative Policy 4430.1 ntawm [La Crosse Schools Administrative Policies](#)

Menyuam Tej Ntaub Ntawv

Yug Muaj Cai/Muaj Feem

- Cov uas yog niam thiab txiv/cov saib xyuas thiab cov menyuam kawm ntawv uas twb muaj feem nce qib kawm mus ntxiv. Raws li txojcai cov uas nyob hauv xeev thiab nom tswv qib siab uas muaj cai saib xyuas kev kawm ntawv, lawv puav leej muaj cai saib xyuas tau cov menyuam tej ntaub ntawv uas lawv kawm.
- Cov menyuam kawm ntawv muaj cai tsis pub leejtwg xyuas tau nws tej ntaub ntawv. Yog yuav saib tau menyuam tej ntaub ntawv yuav yoog raws li qhov kev tso cai thiab txoj kevcai lijchoj uas twb tsim muaj nyob rau hauv koomhaum tsev kawm ntawv lawm.
- Lawv li hauv txoj cai ces yeej tso cai tau rau lub koomhaum tsev kawm ntawv tuav tau thiab tso tau tej yam ntaub ntawv losis data tawm lawm, tej ntawd yog cov menyuam npe, chaw nyob, hnab yug thiab chaw yug, yam loj uas nws kawm txog, tej yam uas nws ua tau zoo xws li pab tsev kawm ntawv thiab sports, nws hnyav thiab siab li cas hauv nws pab losis nws teams, nws tuaj losis qhaj pistawg zaug, nws tej duab, nws cov degrees thiab cov awards uas nws tau, lub tsev kawm ntawv uas nws mus kawm lub npe. Tshaj li ntawd, tus menyuam kawm ntawv li chaw nyob, xovtooj tej no tsev kawm ntawv yuav tau muab rau cov uas tuav sab tubrog (military) lub sijhawm lawv tuaj tham txog kev mus ua tubrog, thiab muab rau cov tsev kawm ntawv qib siab yog lawv ho thov txog lawm, raws li txoj cai uas yog Tsis Pub Ib Tus Menyuam Poob Qab Xyoo 2001 (No Child Left Behind Acts of 2001).

Yug Feem

- Niamtxiv/cov saib xyuas losis cov menyuam kawm ntawv uas loj lawm muaj cai txwv tsi pub tso tawm tus menyuam tej ntaub ntawv tau txhua lub sijhawm, los ntawm qhov nws hu tau rau Koomhaum cov uas tuav cov menyuam tej ntaub ntawv losis sau ntawv mus rau hauv lub tsev kawm ntawv kom tsis txhob tso tawm tej yam ntaub ntawv tawm txog nws tus menyuam losis nws cov menyuam.
- Cov menyuam kawm ntawv uas muaj feem nce qib lawm, lawv muaj feem uas yuav tau ua raws li txojcai uas twb tsim muaj tseg rau hauv lub tsev thiab ua raws li lub koomhum cov txheejtxheem yog thaum nws xav mus muab nws tej ntaub ntawv hauv lub tsev kawm ntawv ntawd tawm mus.
- Xav paub ntxiv, saib rau Administrative Policy 3470 ntawm [La Crosse Schools Administrative Policies](#)

KeV Siv Tshuab Thiab KeV Ruaj Ntseg (Yam uas yog Tsev Kawm Ntawv Tug)

Yug Muaj Cai/Muaj Feem

- Menuam kawm ntawv muaj feem los siv tau ntau yam tshuab losis tej technology uas tsev kawm ntawv muaj los txhawb nws tus kheej li kev kawm.

Yug Feem

- Cov menuam kawm ntawv muaj feem uas yuav tsum tu thiab siv tej tshuab losis technology uas lawv muaj kom zoo thiab ua lawv nraim li koomhaum thiab tsev kawm ntawv tej kevcai thiab txheejtxheem.
- Cov menuam kawm ntawv muaj feem uas yuav hwm txog lwm tug. Yam uas lawv tsis pub qhia rau lwm tus, thiab tsis txhob xwbtim nrhiav kev muab kom tau, luam kom tau, losis muab lwm tus tej ntaub ntawv (files) hloov, losis nyiag tej password uas yog lwm tus li es coj los siv yam tsis tau kev tso cai.
- Cov menuam muaj feem uas yuav ceev kom zoo, ua kom muaj kev ruaj ntseg txog tej technology uas yog tsev kawm ntawv li ntiag tug, thiab yuav tsum paub txog thiab hwm txog yam uas yog lwm tus li, tsi txhob hla lwm tus txoj cai.
- Cov menuam kawm ntawv muaj feem uas yuav tsum qhia yog thaum nws pom tej yam khoom uas siv tsis tau losis pom tej yam hauv internet uas tsis zoo, nws yuav tau muab qhia rau cov tuav num losis cov uas ua haujlwm saib xyuas hauv koomhaum tsev kawm ntawv (school district administrator) tam sim ntawd.
- Cov menuam kawm ntawv muaj feem siv tau tsev kawm ntawv cov khoom tiamsis tsis txhob muab yam khoom losis qhov device ntawd qhov operating systems hloov, thiab muab tej khoom tivthaiv hloov, thiab tsis pub cog lwm yam apps tshaj li qhov uas koomhaum tsev kawm ntawv hauv La Crosse twb muaj lawm.
- Cov menuam kawm ntawv muaj feem ua kom txhob muaj tej yam duab uas tsis tsoog ntsej ntsoog muag, yuav tsum yog yam uas siv tau rau tsev kawm ntawv li kev kawm xwb.
- Cov menuam uas kawm ntawv txwv tsis pub tso tej yam uas ciali xwbtim muab tso tawm xws li duab, videos losis lwm yam media, tej yam ntawd yog tej uas tsev kawm ntawv tsim lub sijhawm nyob rau hauv tsev kawm ntawv, school event, losis tej yam uas yog cov staff ua ces ho txhaum cai rau cov menuam kev coj (Code) uas yog Yug Muaj Cai/Muaj Feem. Tej yam ntawd xwvli yog, tiamsis tsi yog tag li no xwb, zoo li tej yam uas yog bullying, hais lus saib tsi taus, losis sib ntaus. Cov menuam kawm ntawv ho muab tej ntawd kaw thiab txhob txim muab ua haistias yog ua txhaum cai thiab cia li muab report tamsim ntawd rau hauv tsev kawm ntawv administration hais tias txhaum cai.
- Xav paub ntxiv, saib rau Administrative Policy 3630.2 ntawm [La Crosse Schools Administrative Policies](#)

KeV Siv Tshuab Thiab KeV Ruaj Ntseg (Yam Uas Yog Yug Tug)

Yug Muaj Cai/Muaj Feem

- Cov menuam kawm ntawv pub nws siv tau nws lub tshuab losis electronic devices rau thaum ntsuab hnuab hauv lub tsev kawm ntawv raws li koomhaum thiab lub tsev menuam kawm ntawv phau handbooks.

Yug Feem

- Menuam kawm ntawv yuav tsum tau lees paub thiab siv nws lub tshuab raws kev raws cai thiab ua lawv nraim li koomhaum (district) thiab tsev kawm ntawv txojcai thiab cov txheejtxheem.
- KeV siv yam khoom uas yog koj tus yuav tsum tau tsaug tso cai thiab koj yuam tsum tsis txhob:
 - Pub ua chaw tabkaum rau qhov kev kawm thiab rau koj tus kheej losis lwm tus;
 - Ua tau rau tus menuam kawm ntawv tsaug mob thiab tsis muaj kev tsuaj ntseg rau nws thiab lwm tus
 - Txeeb lwm tus li cai nyob rau hauv tsev kawm ntawv;
 - Koomtes ua yam txhaum cai losis txwv tsi pub ua txhua yaam uas txhaum cai.
- Xav paub ntxiv, mus saib Administrative Policy 4430.5 ntawm [La Crosse Schools Administrative Policies](#)

Tsheb Thauj

Yug Muaj Cai/Muaj Feem

- Cov menyuam kawm ntawv muaj cai caij tsheb mus los yam tsis pub muaj neeg thab, ua limhiam losis txob thum nws thaum caij cov tsheb uas koomhaum tsev kawm ntawv (school district) muab rau nws caij.
- Raws li txoj cai Wis. § 121.54, menyuam kawm ntawv muaj cai caij cov tsheb uas tsev kawm ntawv muab rau lawv thaum lawv muaj feem tau txais kev tso cai thiab yog hais tias nws yeej muaj tus cwjpw zoo.

Yug Feem

- Cov menyuam kawm ntawv yuav tseev kom cov menyuam muaj feem yuav yoog tau raws li tus cwjpw uas cov tsavxwm (board) hauv tsev kawm ntawv tau teeb tseg lawm, tsis hais thaum nyob hauv tsev kawm ntawv losis ntawm qhov chaws tos tsheb thiab nqis tsheb. Yog muaj teebmeem tshwm hauv tsheb cov teebmeem yuav tau daws raws li hauv phau ntawv handbook.
- Niamtxiv/Cov saib xyuas uas coj lawv mus nce tsheb lawv feem yog yuav tau saib xyuas tus menyuam losis cov menyuam txog thaum lawv nce tsheb thaum sawv ntxov thiab thaum uas tus menyuam tawm hauv tsheb los tom qab kawm ntawv tag.
- Cov menyuam uas koomtes ua tej yam teebmeem losis ua tsaug lwm tus tag los rov ua dua yuav tsaug tshem losis muab ncuu tsis pub caij bus losis tsis pub nyob ntawm chaw ntses bus ntxiv lawm, txawm yog yuav caij bus mus ua si los yuav tsis pub mus li lawm thiab.
- Tus menyuam uas tsaug tshem tawm tsis pub caij bus ntawd niamtxiv losis cov saib xyuas tus menyuam ntawd nws feem yog yuav tsum tau saib xyuas kom tus menyuam ntawd tuaj kawm ntawv tau raws lub sijhawm.
- Cov uas tsav bus thiab cov neeg ua haujlwm li feem yog qhia, ua qauv thiab cob kom menyuam muaj tus cwjpw zoo li qhov tsev kawm ntawv tau teeb tseg rau txhua tus menyuam uas tuaj kawm ntawv ntawd.
- Xav paub ntxiv, saib rau Administrative Policy 4430.2 ntawm [La Crosse Schools Administrative Policies](#)

Riam Phom

Yug Muaj Cai/Muaj Feem

- Menyuam muaj feem tuaj kawm ntawm yam uas kaj siab lug tsi ntshai txog neeg hawv yuav ua phem losis siv riam phom losis tej yam uas siv ua tau cuabyeej ua phem.

Yug Feem

- Menyuam feem yog yuav tsum tau coj zoo mus rau seem uas hwm txog kev ruaj ntseg, saib taus txhua tus li ib tus tibneeg.
- Nws yog txhua tus menyuam uas kawm ntawv, cov uas ua haujlwm (staff) uas yog tswv cuab thiab lwm leej lwm tus uas txhawj keeb txog, thaum lawv nruam xyuas losis ras txog tej yam num phem tsi zoo nws yuav tau report losis hais rau cov uas tuav thiab tswj (school administrator) losis cov uas ua haujlwm hauv tsev kawm ntawv losis rau tus tub ceev xwm tamsim ntawd.
- Txwv tsis pub muaj riam phom nyob rau ntawm cov chaw uasi li.
- Xav paub ntxiv, saib rau Administrative Policy 8320 ntawm [La Crosse Schools Administrative Policies](#)

Cwjpwmm ntawm tus menyuam kawm ntawv uas siv tau thiab cov uas ua haujlwm (staff) tegnum

Cheebtsam uas ruaj ntseg thiab muaj qhov zoo tseemceeb rau kev kawm. Paub txog thiab ua raws li sawvdaws nyiam kom ua (expectations) thiab cov txheejtxheem yuav txhawb tau cov menyuam kom lawv xaiv tau qhov zoo thiab kawm tau nce qib. Qhov yuav ua tau li no, txhua lub tsev kawm ntawv thiaj tsim muaj ib txoj cai uas xav kom sawvdaws koj los rau cov menyuasm koj thiab qhia cov cai uas xav kom lawv koj ntawd rau cov menyuam kawm ntawv yam tsis tuncua txog thaum tag lub caij kawm ntawv rau xyoo ntawd. Cov cai xav kom koj muab dai txhua nrho cov tsev kawm ntawv thiab cov ntawd yog zoo li hauv qab no:

	Hwm Lwm Tus	Ua Li Qhov Luag Hais	Ua Yam Twg Ceevfaj
Txhua Thaj Chaw	Siv lus zoo thiab siv cov lus uas yog hais xwb. Hwm thiab saib taus koj tus kheej thiab lwm tus rau lub chaw siab.	Nyob ntawm qhov uas koj yuav tsum nyob xwb. Ua li qhov uas koj yuav tsum tau ua.	Hwm txog lwm tus lub chaw. Daws teebmeem zoo zoo xwb tsi txhob tsim teebmeem.

Thaum uas tus menyuam muaj tus cwjpwmm tsis raws li qhov tsev kawm ntawv xav kom ua, cov naikhu thiab cov uas ua haujlwm yuav tau daws cov teebmeem mus rau qhov yog thiab ua li qhov qub txhua zaus:

- Naikhu yuav tau qhia rau niamtxiv/cov saib xyuas yog thaum tus menyuam muaj tus cwjpwmm tsi zoo raws li qhov lawv xav kom ua thiab tsis ua raws cov txheejtxheem uas tsim tseg lawm.
- Cov nakhu yuav tau muab txhua yam sau tseg, muab tso rau hauv tus menyuas ntawd cov ntaub ntawv, qhia txog cov Xwmtxheej uas tsi zoo thiaj raug muab tsho tawm hauv lub hoob kawm.
- Cov menyuam, lawv niam lawv txiv/cov saib xyuas thiab naikhu muaj feem cuam ua num uake los txhawb cov cai uas lawv xav kom ua thiab cov txheejtxheem uas nyob rau hauv phau handbook no thiab tsev kawm ntawv phau handbook.
- Xav paub ntxiv, saib rau Administrative Policy 4470 ntawm [La Crosse Schools Administrative Policies](#)

Tej yam cwjpwmm uas peb tsis xav txog tias yuav muaj tshwm los feem ntau yog poob rau ib kis ntawm cov lus uas twb yeej teev rau ntawm lub rooj uas nyob rau ntawm nplooj (page) 17 no lawm. Lub rooj kuj muab yam ntxwv txog tej yaam peb yuav cuam tshuam thiab yuav muab los qhuab qhia yog nyob ntawm saib nws tus cwjpwmm zoo li cas xwb.

- Kev tivthaiv thiab kev daws pab tau cov menyuam kom lawv muaj feem rov los txhim kho thiab qhia tau tus cwjpwmm zoo kom tus menyuam thiaj paub kawm txog kev nrog lwm tus sib txuas lus, tswj tau txoj kev chim thiab xyaum tau tus cwjpwmm zoo nws thiaj yuav vam meej taus rau hauv tsev kawm ntawv.
- Kev qhuab qhia yog ib qhov uas tuav tus menyuam cia kom nws pom tias nws muaj feem uas yuav tau kho nws thiab. Txhua zaug uas yuav kho tus cwjpwmm uas phem thiab hloov mus rau qhov zoo yuav siv kev tivthaiv ua ntej thiab kev daws los daws thiaj tau. Kev qhuab ntuas li no ua rau nws pom txog qhov cwjpwmm uas zoo siv tau thiab yuav hloov tau tus cwjpwmm ntawm tus menyuam uas kawm ntawv ntawd.

Yuav tsum tau ntsuam xyuas thiab ua raws li cov hauv qab no ua ntej uas xav txog qhov kev yuav los tivthaiv losis nrhiav kev qhuab ntuas rau tus menyuam kawm ntawv:

- Tus menyuam lub noob nyoog, kev loj hlob thiab kev totaub txog yam cwjpwmm nws ua yog liam npaum cas
- Tus menyuam lub peevxwm thiab muaj dej siab yuav los kho qhov kev mob uas nws ua raug lwm tus los ntawm nws tus cwjpwmm
- Saib tus menyuam tej kev qhuab ntuas dhau los txog nwg tus qub cwjpwmm, muaj pistsawg zaug nwg siv tus cwjpwmm tsi zoo lawm, thiab tau siv kev tivthaiv ua ntej thiab kev qhuab ntuas rau nws li cas lawm.
- Tus cwjpwmm uas tos nwm nws cia li ua lawm, yam abtsi ua rau nws ua li thiab nws ua heev npaum licas losis ua tau dhau npaum li cas.

- Tej yam puangcig losis ua tau rau nws ntsawv siab thiab pausntsis yog tshwm li cas, nrog rau qhov nws ua ntawd ho cuam tshuam kev kawm ntau npaum li cas.
- Npaj ib tus qauv (IEP) los rau tus menyuam kawm tsis nrog lwm tus, yog hais tias qhov no phim rau nws

Nruas Tus Cwjpwmm Thiab Cov Seem Uas Yuav Daws Tau

Nruas Cwjpwmm	Piav Txog	Tivthaiv Thiab Daws	Qhuab Ntuas
Tus Cwjpwmm Uas tsis Zoo Muaj Qho Zaus	Tus cwjpwmm uas tsaug nws xwb, (xws li tsis npaj, tsis ua li hais, tiamsis tsi cuam tshuam lwm tus)	Rov qhia ntxiv tus cwjpwmm uas tsev kawm ntawv teev tseg, siv lus losis tsis siv lus qhia, menyuam/naikhu los uake tham txog, Sib koom uake Daws Teebmeem (Collaborative Problem Solving) los daws	Cov cwjpwmm no cov naikhu txeev daws nyob hauv lub hoob li kev tivthaiv kom txhob muaj. Cov naikhu qhia thiab kom xyuum ua raws li tus cwjpwmm ua twb teev cia lawm, kom cov menyuam kawm thiab xyuum hwm lwm tus thiab ua raws li thiab muaj tus cwjpwmm zoo.
Tus Cwjpwmm Tsis Zoo Tshwm Muaj Meme	Tus cwj uas pib ze rau lwm tus, tabkaum lwm tus meme lawm (xws li tham nrog lwm tus menyuam)	Nrog tham, cheem nws mentsis, txhawb kom nws ua li hais, menyuam/ naikhu los uake, hauv hoob, thaum zo (break), hu rau niamtxiv/cov saibxyuas, kesnpe coglus tsis ua ntxiv, muaj tus saib nws	Cov cwjpwmm no cov naikhu txeev daws nyob hauv lub hoob li kev tivthaiv kom txhob muaj. Cov naikhu qhia thiab kom xyuum ua raws li tus cwjpwmm ua twb teev cia lawm, kom cov menyuam kawm thiab xyuum hwm lwm tus thiab ua raws li thiab muaj tus cwjpwmm zoo.
Tus Cwjpwmm Tsis Zoo Tshwm Muaj Tsis Tuncua	Tus cwjpwmm uas tabkaum rau lub hoob qhia thiab kev kawm lawm	Cheem kom txias thiab muaj cov xwbntim los daws, siv kev sib tham uas twb npaaj ua ntej lawm, xav kom ua li hais, nyob ze tswj, nrog ib pab koomtes los daws teebmeem, rov qhia txog cov cwjpwmm dua, tham txog thaum naikhu thiab niam txiv muaj teacher conference. Muab rau cov koomhaum zejzoz los txhawb, sau ntawv rau niamtxiv/cov saib xyuas, sau cov kev covnyom yuav daws li cas, xyuum, siv restorative practices (qhia txog kev nrog lwm tus sib raug zoo) los qhia, tshem tawm hauv hoob kawm, txuas lus nrog pab koomtes daws teebmeem, muab xa rau cov tswj cov menyuas uas tawv ncauj - Student Management Team (SMT)	Tus cwjpwmm no tej zaum yuav tau tso rau cov loj uas tivthaiv (interventions thiab/lois cov qhuab ntuas (disciplinary) hauv lub tsev kawm ntawv los nrog daws. Tej yam yuav qistes ua yog rom mus rau tug cwjpwmm uas yuav ua kev kub ntxhov thaum nyob hauv tsev kawm ntawv lawm. Cov kev qhuab ntuas nws tej zaum yuav yog tsis tau ua tej yam tus menyuam xav ua, sijhawm so ua si yuav tsaug txiav tawm, coj los nyob hauv office, tsaug tshem tawm hauv tsev kawm ntawv, tsaug mus kawm dua lwm lub chaw, losis nyob hauv tsev kawm es muaj tus ntsuam xyuas nws, thiab lwm yam ntxiv.
Tus Twjpwmm Uas Tsis Zoo Muaj Loj Lawm	Cwjpwmm uas tabkaum kev kawm, tsim kev kub ntxhov thiab cov naikhu siv kev tivthaiv ua ntej los qhuab ntuas los tsi tau li lawm	Cheem kom txias, hais cov lus zoo rau, siv seem Koom Uake Daws Teebmeem (Collaborative Problem Solving) los daws, siv qauv thaum muaj kev kub ntxhov los daws, qhia kev xyuum nrog lwm tus sib raug zoo, muab xa mus rau PBIS Tier 2 thiab/lois 3 supports (cov kev daws teebmeem theem 2 losis 3 uas yog qib siab) siv CPI De-Escalation (tus qauv txo kev chim kom txias) qhia rau niamtxiv/cov saib xyuas, npaaj kev ruaj khov rau thaum muaj xwm, muab xa rau cov neeg zej zog nrog pab), nrog cov pab koom uake daws teebmeem (collaborative team) tham muab xa rau cov saib xyuas menyuam	Tus muaj cwjpwmm tsis zoo no tej zaum yuav muab nws tshem tawm hauv tsev kawm ntawv mus ib nyuag ntu xwb. Kev qhuab ntuas li no yog kho kom tus cwjpwmm phem rov zoo tuaj, ua rau nws tig rov los saib nwg tus cwjpwmm, thiab nrog menyuam thiab niamtxiv thiab/lois cov saib xyuas nrog tawm ib tus qauv kom pab tau tus menyuam tus cwjpwmm kom zoo. Kev qhuab ntuas kuj yuav yog tshem tawm nws lub sijhawm uasi, mus nyob hauv office, tsho tawm hauv tsev kawm ntawv ib ntus, mus kawm rau hauv cov tsev uas menyuam muaj teebmeem, tso rau tsev kawm ntawv nruam xyuas nwg tag li, coj mus rau tsev tu plaub nrog qhuab ntuas, thiab ntau yam ntxiv...

		tawv ncauj (Student Management Team (SMT) pab	
Tus Cwjpwmm Uas Loj Dhau Cai Lawm	Tus cwjpwmm uas yuav ua rau lwm nws thiab lwm tus tsaug mob (nws rov ua phem rau nws losis rau lwm tus)	Cheem kom txias, hais cov lus zoo rau, siv seem Koom Uake Daws Teebmeem (Colaborative Problem Solving) los daws, tshem tawm huv hoob kawm, siv CPI De-Escalation (tus qauv txo kev chim kom txias) qhia rau niamtxiv/cov saib xyuas, npaj kev ruaj khov rau thaum muaj xwm, muab xa rau community supports (tso rau cov neeg zej zog nrog pab), nrog pab koomtes (collaborative team), nrog pab koom uake daws teebmeem tham, muab xa rau cov saib xyuas menyuam tawv ncauj (Student Management Team (SMT) nrog pab	Tus cwjpwmm tsis zoo no tej zaum yuav tsaug muab tus menyuam tshem tawm hauv tsev kawm ntawv mus thiab yog yuav rov mus kawm ntawv tau yuav tau muaj kev sablaj nrog niamtxiv/cov saib xyuas thiab tsev kawm ntawv (school team). Nyob ntawm saib qhov cwjpwmm ntawm tus menyuam phem npaum cas, tej zaum yuav tau cia cov uas tuav lub tsev kawm ntawv (district administration) nrog xav txog txhua yam kev qhuab ntuas los txog sijhawm no thiab txog qhov muab nws tshem tsis pub tuaj kawm ntawv

Lus ceebtoom:

1. Cov cai no yog tsev kawm ntawv siv tau rau tus menyuam lub sijhawm nws nyob rau hauv tsev kawm ntawv thiab nyob hauv qaab kev saib xyuas ntawm tsev kawm ntawv, losis muaj tej thaum, yuav tsis nyob hauv tsev kawm ntawv, losis tej thaum tsis nyob hauv qab kev saib xyuas ntawm tsev kawm ntawv, yog thaum nws yuav ua tau rau tsev kawm ntawv tej khoom puas, ua rau neeg tsaug mob losis tsis muaj kev ruaj ntseg rau lwm tus thaum nyob hauv tsev kawm ntawv losis thaum nyob hauv qab kev saib xyuas losis yuav ua tau rau tej khoom puas, ua mob rau lwm tus losis tsis muaj kev tsuaj ntseg rau cov ua haujlwm losis cov tsavxwm hauv tsev kawm ntawv ib leeg tus twg.
2. Thov mus saib rau cov lus siv (common terms) page 20 thiab 21 txuas ntxiv txog cov lus siv, lus txhais thiab lwm yam information uas qhia txog.

Rau Cov Kawm Ntawv Tshwjxeeb thiab kev tivthaiv ntu 504 (Section 504)

Cov kev coj (code) uas ua rau yug muaj cai thiab muaj feem cuam no yog siv tau rau txhua tus menyuam kawm ntawv uas muaj kev tuncua uas tsis taus losis tus menyuam uas tau txais kev pab tshwjxeeb ntawm kev kawm ntawv. Cov menyuam kawm ntawv uas ua tsis taus (disabilities) lawv muaj kev tivthaiv nxiv rau lawv Tej Tus nrog Kev Uas Kawm Uas Tsis Taus {Individuals with Disabilities Education Acts (IDEA)} thiab Section 504 uas tau piav txog li hauv qab no. Kev kawm tshwjxeeb yog kev qhia txog (instruction) tshwjxeeb, uas tsis ua nuj nqis rau niamtxiv them, kom los pab tau rau tus menyuam uas muaj kev tuncua. Lub koomhum tsev kawm ntawv nyob rau La Crosse muaj ntau yam kev paab rau cov menyuam uas tsis taus no ntau yam yog rau cov menyuam pib thaum yau los mus (noob nyoog 3) txog rau 21 xyoos. Koomhum tsev kawm ntawv hauv La Crosse ntseeg tias cov menyuam uas tsis taus uas muaj kev tuncua no muaj feem nkag mus kawm tau rau txhua yam kev kawm sib npaug zog, lawv muaj feem thiab kawm tau tiav nrog tau lwm tus mus rau kev ncajncees. Peb kuj ntseeg hais tias txhua tug nyias muaj nyias yam zoo yuav ua rau sawvdaws pom deb uas tsimnyog ntawm nws sab los ntiv rau thaum uas muaj kev txhim kho thiab tsim cov kevcai thiab tej yam zoo uas yuav muab los siv tau.

Xav paub ntiv, thov mus saib Administrative Policy 3420.1 ntawm [La Crosse Administrative Policies](#)

Qhuab Ntuas Cov Menyuam Uas Tsis Taus

Koomhaum Tsev Kawm Ntawv hauv La Crosse txiavtxim siab los tshem tawm kev cais pab pawg rau cov menyuam uas tsis taus. Muaj qib ntiv uas yuav tsum tau ua thaum los rau cov menyuam uas tsis taus, nrog rau tej tus uas nyob rau hauv Kev Kawm Program (IEPs) thiab kev npaj tau ntawm Section 504, cov ntawd yog kev qhuab ntuas. Cov Principals thiab cov staff uas ua haujlwm yuav tseev kom ua raws li cov Tsavxwm cov kevcai, cov uas tswj cov kevcai kabke (Administrative regulations), thiab raws li tej kevcai lijchoj ntawm lub xeev thiab lub tebchaws ntsig txog kev qhuab ntuas cov menyuam uas tsis taus no. nrog rau tej txheejtxheem los nruam xyuas saib nws puas muaj yam uas suav tau tias nws yog tus menyuam tsis taus (qhov no yog, saib nws puas muaj tus cwjpwmm uas zoo li tus menyuam uas tsis taus), siv kev ntsuam xyuas uas yog Functional Behavioral Assessments (FBA) yam uas los kuaj, thiab mam los muab Npaj Kev Tivthiav Cwjpwmm (Behavioral Intervention Plans (BIP) los tshuaj nruam saib yam kev qhuab ntuas twg thiaj haum rau nws.

Yog haistias tus menyuam nyob rau hauv IEP losis 504 twb yeej txeev tshem menyuam tawm hauv tsev kawm ntawv lawm (tsis pub tuaj ib ntus losis tsi pub tuaj li lawm) tshaj li ntawm 10 hnuv uas yog cov hnuv kawm ntawv ntawm ib lub xyoos, Cov IEP losis pab Section 504 yuav tsum tau muaj sablaj nthuav txog tej no. Thaum sablaj nthuav tej no, cov IEP losis pab Section 504 yuav tau los txiav txim saib tus menyuam thaum lawv tau los ntawd nws puas yog ib tus menyuam uas tsis taus. Yog haistias lawv ob pab no los tshuaj es yeej tsis tau muaj ib zaug twg uas nws tau siv cuabyeej riam phom, tshuaj, losis tsaug mob rau lub cev li, ces rov tso pub tus menyuam mus kawm hauv tsev kawm ntawv thiab lawv li muab tej uas twb npaaj tau lawm los xyuas thiab kho kom haum rau nws. Tsis tas li, tsev kawm ntawv yuav tau txais tus menyuam rov qab mus kawm ntawv hauv tsev kawm tau yog lawv pom haistias cov IEP tsis tau ua dabtsi los pab rau tus menyuam li. Ces lawv pab IEP thiab Section 504 yuav tau los tshuaj txog tus menyuam tus cwjpwmm uas tsis taus thiab los npaj kev tivthaiv los pab rau tus menyuam kom tus cwjpwmm phem tsi txhob rov muaj ntiv lawm. Cov menyuam uas nrog IEP uas tsis tau rov tuaj rau hauv lub tsev kawm ntawv lawm lawv muaj feem txais kev pab kom lawv nce taus qib rau cov kev kawm li sawvdaws thiab nce mus ncaiv cuag raws li IEP lub homphiaj. Yog leejtwg muaj lus nug txhog kev qhuab ntuas rau cov menyuam kawm ntawv uas tsis taus yuav tau nrog kiag tus Thawjcoj (Director) ntawm cov menyuam tus xovtooj 608-789-7688.

Kev pab thiab khoom pab

Koomhaum Tsev Kawm Ntawv Hauv La Crosse li Kev Pab

- Thov pib hu tau rau tus uas saib xyuas (case manager) losis tus psychologist hauv tsev kawm ntawv txog koj tus menyuam.
- Koomhaum Kev Kawm Ntawv Tshwjkeeb thiab Chav Tsev Uas Pab Menyuam Kawm Ntawv: 608-789-7688

Lwm yam kev pab (thov mus saib <https://dpi.wi.gov/sped/families/agency>)

- Wisconsin Department of Public Instruction: 608-266-1781
- WI Family Assistance Center for Education, Training, and Support: 877-374-0511
- Disability Rights Wisconsin: 800-928-8778
- Wisconsin Family Ties: 800-422-7145 (parents only) or 608-267-6888

Kev Txhawjxeeb thiab Uas Tau Yuam Kev

Kev Txhawjxeeb thiab Ua Tau Yuam Kev

Yug Muaj Cai/Muaj Feem

- Cov Menyuam kawm ntawv muaj cai qhia txog lawv tej kev txhawjxeeb thiab ua tau raws li cov txheejtxheem uas nyob rau hauv daim ntawv muaj cai thiab muaj feem cuam li cov kev coj (code) no.

Yug Feem

- Menyuam thiab niam txiv/cov saib xyuas muaj feem los sim daws tej kev txhawj xeeb pib nrog cov naikhu hauv lub tsev tej zaum kuj yog:
 - Tus naikhu thiab cov ua haujlwm: Tus naikhu nyob hauv lub hoob kawm, tus naikhu tshwjxeeb, cov uas ua haujlwm pab rau tus menyuam.
 - Cov uas saib xyuas: Tus principals, tus pab tus principals, cov saib cov menyuam kawm.
- Tsi hais menyuam losis niamtxiv/cov saib xyuas uas nws xav hais tias cov code losis kev coj muab txhais tau yuam kev lawm losis hais tsis yog kom yug coj lawm no nws yuav tau tuaj koom kev sibtham (conference) uake tham nrog cov neeg uas saib xyuas lub tsev kawm ntawv losis sib tham ntsig txog tej kev uas ua tsi yog ntawd.
- Cov uas ua haujlwm saib xyuas hauv lub tsev kawm ntawv ntawd muaj feem cuam los txiavtxim saib lawv pom zoo lidas thiab muab qhia rau tus menyuam thiab niam txiv/cov saib xyuas paub.

Ua Tau Yuam Kev Rov Coj Los Hais

Yug Muaj Cai/Muaj Feem

- Tus menyuam muaj cai hais dua yog nws tsis txaus siab qhov kev pom zoo losis kev txiavtxim siab lub sijhawm uas nws tuaj tham losis muaj conference uake.

Yug Feem

- Pab Los Tswjhwmm Koomhaum Tsev Kawm Ntawv Hauv La Crosse muaj feem yuav los pab cov menyuam, cov niam txiv thiab cov neeg zej zog txog tej teebmeem uas muaj hauv lub tsev kawm ntawv yog haistias tus menyuam thiab niamtxiv/cov saib xyuas tsis txaus siab rau qhov kev txiav txim siab li cov uas ua haujlwm saib xyuas hauv lub tsev kawm ntawv hais. Thov hu tau rau peb ib tus uas ua haujlwm saib xyuas hauv koomhum kawm ntawv (school district) pab koj:
 - Ua tib zoo txuas lus kom mus tau zoo thiab tham qhov sawvdaws yuav tau nrog naikhu losis tus uas ua haujlwm saib xyuas
 - Totaub txog tsev kawm ntawv kevcai coj, kevcai lijchoj thiab txheejtxheem
 - Muab tus neeg ntawd txuas kom tau rau tus uas yeej yog ib tus tswvcuab uas ua tau tesnum hauv koomhum tsev kawm ntawv losis lub hoobkas
 - Sib sau tej ntaub ntawv uas koj muaj txog koomhaum tsev kawm ntawv nqa mus.
- Yog koj tsis txaus siab xav hais ntxiv rau yam uas koj xav tias lawv ua yuam kev rau koj lawm, koj yuav tau coj ncaj nraim mus rau tej tus li no:
 - Thov hu tau rau tug Director ntawm lub tsev menyuam yaus Elementary li kev kawm (Grades PK-5) xovtooj 608-789-8942
 - Thov hu tau rau tus Director hauv Tsev Kawm Ntawv qib 2 (Grade 6-12) xov tooj 608-789=7185.
 - Theem kavg uas koj tsis txaus siab rov muab hais dua ces hu tau rau tug Thawj Tsavxwm Superintendent hauv Koomhaum Tsev Kawm Ntawv hauv La Crosse.

Cov lus Uas Txeev Siv

Authorized School Personnel (Txhua Tus Uas Tau Haujlwm) – Txhua tus cov uas ua haujlwm rau Khoomhaum Tsev Kawm ntawv hauv La Crosse thiab cov uas tseem kawm yuav los ua naikhu.

Behavior Contract (Cwjpwmm Coglus) – Daim ntawv pom zoo ua raws li uas sau tseg thiab kes npe los ntawm tus menyuam thiab naikhu losis tus uas ua haujlwm saib xyuas thiab/losis niamtxiv/cov saib xyuas menyuam.

Classroom Based Interventions (Hauvpaus Tivthaiv Ua Ntej Hauv Hoob Kawm) – Kev tivthaiv ua ntej uas yuav tshwm rau cov uas saib xyuas haujlwm hauv tsev kawm.

Conflict Resolution (Nrhiav Kev Sib Haumxeeb) – Txoj hau kev rau ob losis coob tus ntawm cov pab pawg los nrhiav kev daws kom muaj kev ywjpheej thiab hais kom sib haum rau tej yam uas ob tog tsis pom zoo ib yam.

CPI Strategies (Tus Qauv Los Tswj Cwjpwmm) – Tus qauv tivthaiv ua ntej uas tsis tau ua ntsuj ua tsiv uas txo tau tus cwjpwmm kom txias.

Collaborative Problem Solving (Iosis Collaborative and Proactive Solution) (Pab Koomtes Daws Teebmeem) – Nrhiav kev sib haum xeeb rau txhua leej txhua tus, qhia kom sawvdaws paub txog ntau hom uas ua rau tibneeg ceeb thiab ntshai kom los daws tau tus menyuam uas nrog tsis tau lwm tus uake kom nws nrog tau lawv uake.

Detention (Nyob Txim) – Yog ib qhov uas tsev kawm ntawv kom tus menyuam tsis mloog lus nyob hauv tsev kawm ntawv losis mus koom tej yam sab nraud uas tsis yog thaum lub sijhawm uas nyob rau hauv chav kawm ntawv losis lub sijhawm uas tseem kawm ntawv.

Disciplinary Hearing (Sablaj Qhuab Ntuas) – Yog ib qho kev sablaj uas yog cov tswj thiab saib lub tsev kawm ntawv teem rau tus menyuam, niamtxiv/cov saib xyuas, thiab naikhu los daws tej tus cwjpwmm uas tsim teebmeem uas tau muaj los ua ntej kom tsis txhob mus txog rau qhov uas yuav muab tus menyuam tshem tawm hauv tsev kawm ntawv.

Due Process (Ua Raws Txheejtxheem) – Tus menyuam yuav tsum muaj feem nov txog tej cai losis kev coj thiab lwm yam kevcai tswj hauv tsev kawm ntawv losis tej txheem txheem tag lawm. Tej kevcai no yuav tsum muab qhia yog thaum twg leejtwg ua txhaum kevcai yuav zoo li cas. Lub sijhawm uas tus menyuam raug tshem tawm tus menyuam muaj cai txais kev tivthaiv txhij txhua raws li cov kevcai, nrog rau cov kws uas paub txog tej kevcai no los pab nws.

Expected Compliance (Ua Kom Raws) – Yog ib qhov qauv uas cheem tus menyuam kom tsis txhob tawv ncauj thiab ua rau muaj kev cov nyom, thaum uas muaj ib tus naikhu ua tib zoo hais cov kevcai uas tsev kawm ntawv kom nws coj thiab kom tus naikhu thiaj qhia tau ntawv mus.

Expulsion (Muab Tsho) – Kev tsho tawm yog cov Tsavxwm Ntawm Kev Kawm tsis pub tus menyuam tuaj kawm ntawv hauv tsev kawm ntawv ntxiv lawm, nws tuaj tsis tau rau cov chaws uas yog tsev kawm ntawv tug, losis koom tsi tau nrog tej yam uas tsev kawm ntawv muaj li. Tsev kawm ntawv rov txais, yog thaum cov uas ua haujlwm saib xyuas hauv tsev kawm ntawv pom tias tej zaum nws yuav rov qab tuaj tau rau qeb uas nws tau kawm tag los thaum uas lawv muab nws tshem tawm lawm. Cov Tsavxwm ntawm Koomhaum Tsev Kawm Ntawv hauv La Crosse mam los soj ntsuam seb thaum nws tsis tau tuaj kawm ntawv ntev li cas lawm. Qhov tshem tawm no yog tsis pub mus kawm tau rau txhua lub tsev nkawm uas nyob rau hauv xeev Wisconsin, ntshe ho muaj dua lwm pab tsavxwm ntawm lwm lub tsev kawm ntawv ho kam txais lawm xwb. Tej yam txhaum cai loj thiab/losis ua tag rov ua dua tsis coj raws li cov Cai (Code) uas yug muaj cai thiab muaj feem tej zaum yuav raug muab xa mus rau cov Tsavxwm ntawm Kev Kawm.

Grievance (Ua Yuam Kev) – Yog ib leeg tus twg ywg haistias muaj tus uas muab txoj cai rau lwm tus coj thiab muab txhais yuam kev rau leejtwg lawm, nws muaj cai ua tau ntaub ntawv hais txog qhov uas tsi yog ntawd. Thaum no

lawv li mav los taug yog tus uas ua cov ntaub ntawv no coj tau tej yam xws li suab lus losis ntaub ntawv sau tseg lawm rau lawv.

In-School Monitoring (Muaj Tus Tswj Saib Hauv Tsev Kawm) – Tus menyuam nyob tau hauv tsev kawm ntawv thiab pub nws nyob rau hauv chav kawm, tiamsis yuav tsum tau muaj tus los saib xyuas lub sijhawm uas nws tsi ua raws li naikhu hais. Tus saib xyuas no muaj cai coj tus menyuam no tawm mus rau chav mus kev sab nraud losis mus rau hauv tsev dej yog zoo thiab ua tau.

In-School Suspension (Tshem Tsis Pub Nyob Hauv Hoob Kawm) – Cov uas ua haujlwm saib xyuas hauv tsev kawm ntawv yog cov nqistes tsis pub tus menyuam mus rau hauv chav kawm rau thaum muaj tus naikhu saib xyuas tus menyuam rau hnub uas tseem kawm ntawv yog nws tsi mloog lus.

Long-Term Removal (Tshem Tawm Ntev) – Raug tshem tawm hauv tsev kawm ntawv mus txog li peb (3) rau tsib (5) hnub, qhov no yog tsim los cuam tshuam rau tus cwj pwm uas tabkaum thiab pub sijhawm rau tsev kawm ntawv los npaaj ib tus qauv los txhim kho tus cwj pwm uas tsis zoo ntawm tus menyuam, nrog rau niamtxiv/cov saib xyuas, thiab lwm pab pawg hauv lub zej zog uas muaj feem rau tus menyuam. Yuav rov qab tuaj kawm ntawv tau feem ntau yog yuav tsum muaj kev sablaj (conference) nrog tus menyuam thiab niamtxiv/cov saib xyuas nrog plov meej tus cwj pwm uas lawv xav tau yog li cas, tsim kom muaj ntsim tias nws ua tau txog twg xwb, yam twg thiaj yog yam uas zoo thiab siv tau los txhawb thiab muab los hais rau tus menyuam rau yav pemsuab yog hais tias tus cwj pwm pheed tsi hloov li.

Loss of Privilege (Poob Koobmeej) – Cov uas ua haujlwm saib xyuas tsev kawm ntawv tsis pub tus menyuam mus koom ua tej yam kev uasi, losis swb cai vim yog los ntawm qhov uas nws ua txhaum cai, nakhu thiaj tsi pub lub koobmeej uas ua tau li lwm tus menyuam rau nws lawm.

Mentoring Program (Kev Pab Txawb Coj) – Nrog rau niamtxiv/cov saib xyuas tso cai, yog tus menyuam kam mus nrog ib tus neeg laus uas ntseeg siab tau, qhov program no muaj muaj tus kam muab nws lub sijhawm los txhawb thiab cob tus menyuam kom xyaum ua tau neeg zoo. Tus no tej zaum yog ib tus uas ua haujlwm rau hauv tsev kawm ntawv losis lwm tug neeg uas nyob hauv zej zos. Muaj ntau lub tsev kawm ntawv muaj cov kev pab zoo li no.

Office Based Interventions (Hoobkas Hauvpaus Tivthaiv Ua Ntej) – Kev tivthaiv ua ntej yog cov uas ua haujlwm saib xyuas tsev kawm ntawv yog cov los khiav num. Lawv ua ntau yam xws li npaaj rau kev sib tham, tuaj nrog naikhu losis cov pab naikhu tham txog tus menyuam kev kawm (conference), teem caij rau niamtxiv/cov saib xyuas tuaj sablaj, nrhiav kev txhim kho menyuam kom coj zoo, muab menyuam xa rau tej pab pawg uas muaj kev pab, xa rau tej tsev kawm ntawv rau cov muaj teebmeem, tshem tawm hauv hoob kawm nyob rau hauv tsev kawm.

Parent/Guardian Conference/Notification (Niamtxiv/cov saib xyuas kev sablaj/Xa ntawv tawm) – Nrog naikhu sib tham losis txuas lus nrog niamtxiv losis cov saib xyuas los daws tug menyuam kev kawm losis tus cwj pwm uas muaj teebmeem.

PBIS (Tuav thiab Txhawb Tus Cwj pwm Zoo) – Tuav thiab txhawb tus cwj pwm Zoo li cov ncej uas txheem lub tsev, (framework), nws txhawb tau tus menyuam muaj tus cwj pwm zoo thiab siv tau rau kev kawm. Yog xav paub ntxiv saib rau nplooj 5 (page 5).

Peer Mediation (Phoojywg Sib Pab) – Cov hluas hauv Koomhaum Tsev Kawm Ntawv Ntawm La Crosse, lawv yog cov raug cob, thiab raug txhawb (empowered) thiab lawv sib txhawb zoo li cov uas zov thiab ua cov hais lus raus cov phoojywg uas yog ib pab (peers), lawv muab tej kev pab los txhawb lawv cov phoojywg uas yog tib pab thiab nrog daws cov menyuam uas muaj kev covnyom mus rau qhov zoo. Cov phoojywg no tsis yog cov muab tswvyim, tsis ua counseling, losis ua cov los daws teebmeem rau tibneeg; tiamsis lawv txhawb cov menyuam kawm ntawv uas muaj teebmeem kom lawv rov los nrhiav kev daws lawv tej teebmeem nrog rau kev pab los ntawm lub zej lub zos xwb.

Planned Discussion (Npaj Kev Sibtham) – Nrog cov laus tham ib zaug losis ntau zaus txog tus menyuas uas muaj tej yam kev txhawj xeeb thiab npaaj qauv los daws tej teebmeem no.

Pre-Expulsion Hearing (Expulsion Hearing Abeyance) (Ua Ntej Yuav Mus Rau Qhov Tshem Tawm) – yog cov kev sablaj uas yog cov ua haujlwm saib xyuas koomhaum tsev kawm ntawv tsim los pab rau cov menyuam kawm ntawv. Niamtxiv/cov saib xyuas, thiab cov nakhu los tham txog thiab daws tej teebmeem tsis zoo uas tau muaj tshwm ib zaug ua ntej uas yuav dhau mus ua teebmeem loj. Sawvdaws yuav tsum muaj ib qhov uas sawvdaws pom zoo uake npaaj los daws tej yam kev txhawjxeeb kom ncuu thiab tsi stau muab nws tshem tawm hauv tsev kawm ntawv mus.

Removal from Class (Tshem Tawm Hauv Hoob) – Cov nakhu tej thaum yuav tau muab tus menyuam tshem tawm hauv lub hoob kawm mus rau hauv office thaum nws ua txhaum cov cai thiab tsis ua li txoj cai thiab nws feem. Cov no yog tej yam kev raug mob meme uas tsis xav tias yuav muaj tshwm, txawm yog tus naikhu twb hais thiab cheem nws lawm los yeej cheem tsis tau.

Restorative Practice Strategies (Qauv Xyaum Kom Rov Zoo) – Muaj ntaux txoj kev rau cov menyuam, cov tsev neeg, tej neeg zejzoz thiab uake nrog rau naikhu los tsim tsa txoj kev tabncuab, xav pab thiab sib tham txog lub peevxwm uas lawv muaj. Kev Xyaum Kho Dua Tshiab ua tau mus zoo kawg li, txhua leej puav leej tso siab nyob rau hauv tsev kawm ntawv, rau qhov kev phoojywg cog tob thiab ntev nrog cov uas pab nyiaj txiag rau tus menyuam uas los sab nraud los.

Short-Term Removal (Tshem Tawm Tsis Ntev) – Raug tshem tawm hauv tsev kawm ib (1) txog rau peb (3) hnuv yog uas kom menyuam hloov nws tus cwj pwm uas pheej tabkaum lwm tus, yog yuav rov tuaj rau hauv tsev kawm ntawv yuav tau muaj kev sib tham (conference) nrog menyuam qhia txog tej cwj pwm zoo uas tsev kawm ntawv xav kom nws ua thiab yav tom ntej nws yuav daws li cas losis yuav raug txim li cas ntxiv yog nws tus cwj pwm pheej tsis hloov.

Students Management Team (SMT) (Pab Tswjhwm Menyuam) – Muaj ntaux yaam kev kawm uas muab tau los siv pab rau naikhu tshwjxeeb yog thaum muaj kev sablaj rau tej yam kev kawm tshwjxeeb losis tej tus menyuam uas muaj tus cwj pwm ua ceeblaj tswj tau. Lub homphiaj nawm SMT yog los nrhiav kev pab rau cov menyuam cheemtsam kom nyias txawv nyias. Tus cwj pwm yuav kev txhawb zog losis lwm yam kev tivthaiv kom pab tau lawv txoj kev kawm. Lub zeemmuag yog los tivthaiv tej yams cwj pwm uas tsis xav kom muaj thiab qhia tej yam kev txawj (skills) los tsav rau txoj kev kawm.

Student Conference – Sib tham txog losis txuas lus nrog tus menyuam tej kev kawm thiab teebmeem ntawm nws tus cwj pwm.

Suspension (Tshem Tawm) – Cov uas ua haujlwm saib xyuas tsev kawm ntawv muaj cai tsis pub mus kawm ntawv hauv hoob, mus ze rau cheebtsam tsev kawm ntawv los mus koom tsev kawm ntawv tej kev uasi. Thov mus xyuas ntxiv hauv School Suspension, Short-Term Removal, thiab Long-Term Removal.

Tardiness (Tuaj lig) – Tuaj txog hauv tsev kawm losis hauv lub hoob kawm lig.

Violation (txhaum cai) – Tsi ua raws li tej yam uas txojcai, kevcai lijchoj losis kev coj uas muab rau yug thiab yug feem.

Daim kab ntawv no yog siv los tshaj txog cov kev saib tsis taus uas pheej muaj tag los rov muaj dua. Daim kab ntawv (form) no tsev kawm ntawv thiab tub ceev xwm puav leej siv tau rau thaum uas sojntsuam txog tej xwm txheej saib tsis taus uas muaj tshwm los.

Tus hais tawm (PRINT):

Vasthib: _____

Cov xwm txheej tshwm qhov twg kiag: _____

Vasthib ua tshwm: _____ Yog kwvyees pistsawg moo muaj qhov xwmtxheej no: _____

Khij qhov uas muaj li:

- | | | |
|---|---|--|
| <input type="checkbox"/> ncaws | <input type="checkbox"/> thab | <input type="checkbox"/> tsis pub koom uasi nrog |
| <input type="checkbox"/> ntaus | <input type="checkbox"/> tshuavplug | <input type="checkbox"/> hu npe phem |
| <input type="checkbox"/> thawb | <input type="checkbox"/> cuab taw kom vau | <input type="checkbox"/> yoj cev phem |
| <input type="checkbox"/> nti qhuavncaug | <input type="checkbox"/> sau ntawv ntsub | <input type="checkbox"/> taug xaiv |
| <input type="checkbox"/> thuam | <input type="checkbox"/> xaiv ntsejmuag | <input type="checkbox"/> hais saib tsis tau saum fuabcua |
| <input type="checkbox"/> puav kev | <input type="checkbox"/> saib nqis | <input type="checkbox"/> Zis kom chim |

Lwm yam:

Thov ua tib zoo piav kom ntxawgx saib tshwm li cas, puas muaj cov koom tes nrog, cov ntawd yog leejtwg, puas muaj lwm yam kev pab los ntxiv. Hais koj ntxawgx txhij txhua tseemceeb heev.

(Yog tseem tshuav ntxiv sau rau tomqab)

Qhov xwmtxheej no puas yog tib co tibneeg zoo li yav tag los? Tsis yog

Yog haistias yog, thov ua tib zoo qhia kom ntxawgx saib dabtsi tshwm tuaj, leejtwg koomtes nrog, puas muaj lwm yam uas pab. Piav kom ntxawgx tseemceeb heev li..

(yog tshuav ntxiv sau rau tomqab.)

Kuv ua tau povthawj tias cov lus kuv sau no muaj tseeb npaum li qhov kuv paub txog. Kuv totaub tias yog kuv hais tsis tseeb, kuv yuav ris lub txim raws li txoj kevcai hauv tsev kawm ntawv thiab cov uas muaj hwjchim txiav txim rau kuv. Kuv totaub tias kuv yuav tsis cuam tshuam nrog ib tug twg los ntawm qhov uas nrog cov uas ua timkhawv tham losis hem kom lawv ntshai rau ib seem twg.

Ke Npe

Vasthib uas muab rau

Zaj no twb muab taug saib tag lawm pom tau haistias yeej tsimnyog tsis tsim nyog

Tus Neeg Ntsuam xyuas Ke Npe

Vasthib muab ua tiav tag lawm

KEVCAI COJ THIAB KEVCAI TSWJHWM RAU KOOMHAUM TSEV KAWM NTAWV HAUV LA CROSSE

POM TXOG KEVCAI COJ TSIS PUB SAIB TSIS TAUS IB LEEG TUS TWG - COV CAI TSWJ RAU DAIM NTAWV SAU (FORM) TSIS TXAUS SIAB

Npe _____ Vasthib _____

Chaw Nyob _____
(Txoj kev)

(Nroog/Xeev/Zip)

Xovtoj _____
(Hauv Tsev) (Haujlwmm)

Tus Tibneeg uas sau daim ntawv tsis txaus siabt:

Menyuum kawm ntawv Tus ua num rau tsev kawm ntawv

Niamtxiv Lwm Tus _____
(Qhia txog yog leejtwg)

Sau daim ntawv tsis txaus siab pom txog kev saib tsis tau ib leeg tus twg los ntawm:

Cov lus ua tsis txaus siab; hom kev foob uas ua saib tsis tau thiab yog pib li cas qhov teebmeem no thiaj muaj tshwm tuaj. (Cov nplooj ntawv uas muab lo nrog)

Tus Tsis Tsaus Siab Ke Npe _____

Vasthib uas tsis txaus siab _____

Tus tau txais cov lus tsis txaus siab Ke npe: _____

Hnub uas txais tau lawm: _____

Xa daim ntawv sau (form) mus rau tus saib thiab tuav txog seem kev tsis txaus siab losis muab rau tus uas Saib Xyuas lub sijhawm ntawd. Tus uas txais tau cov lus tsis txaus siab no ke nws lub npe rau hauv daim receipt thiab sau vasthib rau daim ntawv tsis txaus siab ntawd. Muab ib daim ntawv luam rov rau tus uas tsis txaus siab, muaj ib daim ces yog muab xa rau tus principlal uas saib xyuas losis muab rau chav tsev tsaug cov kev sis txaus siab no thiab xa ib daim ntxiv mus rau cov ntsuam xyuas uas saib tsis taus (Tus lwm Superintendent/Instruction, tus Director rau cov menyuas kawm ntawv losis tus Director rau Human Resources).