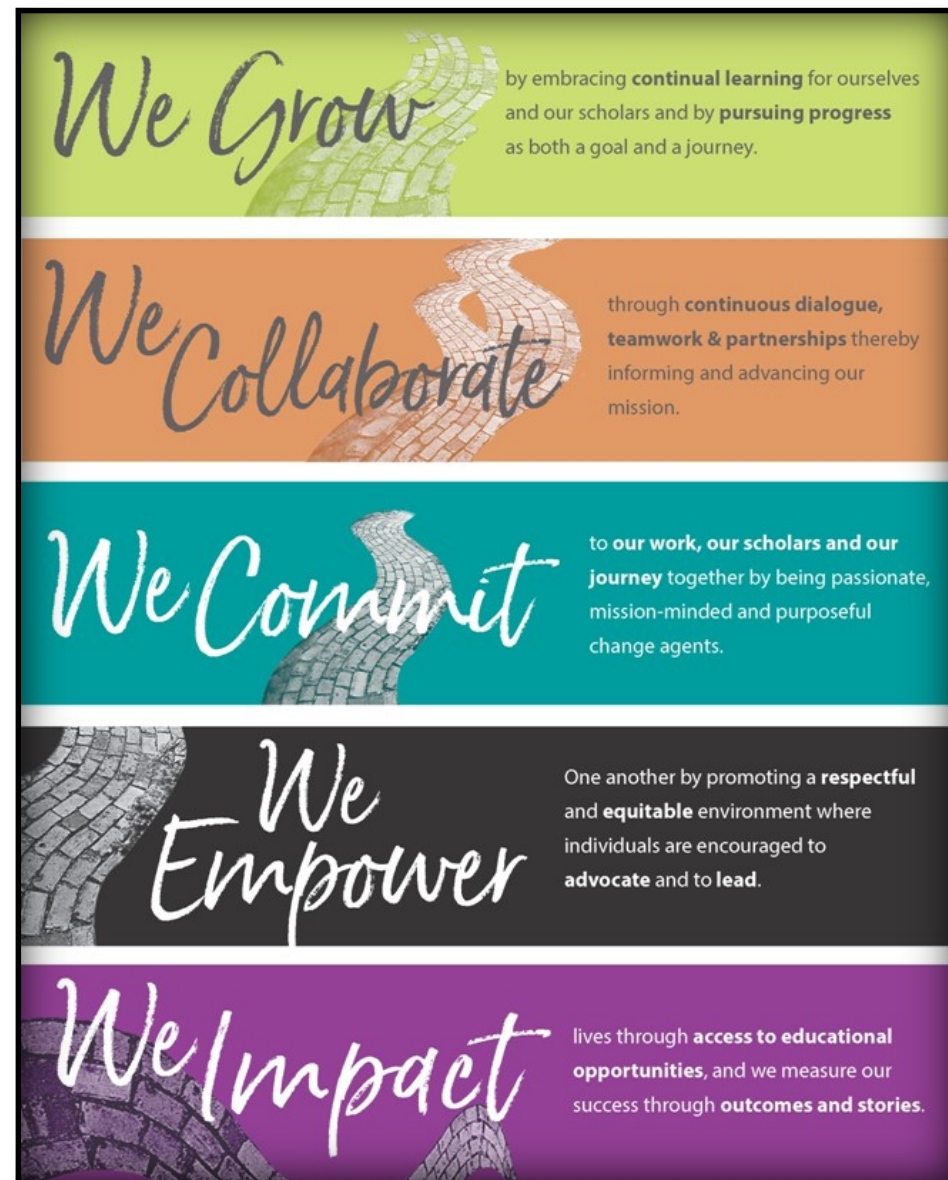


## CROSSROADS STAFF CORE VALUES



### The Calland Center

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## 2021 - 2022

# GPS HANDBOOK

## Policies, Guidelines & Standard of Conduct for Crossroads Scholars & Parents/Guardians



Welcome To Crossroads!

## MISSION

Our mission is to provide promising youth who have limited options access to a quality Catholic high school education by nurturing their academic and personal growth so they are prepared to succeed in college and in life.

### We Achieve Our Mission By:

Working in partnership with family, school and community;

Providing individual support, educational enrichment, and financial support to attend Catholic high school;

Turning Students into *Scholars*.

## VISION

We envision a world where all students, regardless of means, have access to the educational opportunities and support necessary to achieve their God-given potential.



### Right to Amend GPS Handbook

Crossroads Foundation Board of Directors and staff retain the right to amend the Handbook for just cause. Parents and students will be given prompt notification if changes are made.

The GPS Handbook is in effect immediately for the 2020-2021 academic school year.

### Right of Program Dismissal

The GPS Handbook outlines specific guidelines and policies as they relate to Crossroads Programs. If for any reason a scholar is not able to fully participate in Crossroads programs and services or meet the expectations required of the scholarship, Crossroads Foundation

Board of Directors and staff may recommend the scholar's removal from Crossroads and may suggest a more suitable program.

## SCHOLAR PLEDGE

### *I am a Crossroads Scholar*

I pledge to become all that I was created to be, To embrace learning and the pursuit of excellence,  
To respect myself, my family and my community.

### *I am a Crossroads Scholar*

I will strive to understand myself and the world around me To reflect integrity, compassion and justice in all that I do,  
To share hope and love through service to others.

### *I am a Crossroads Scholar*

I am grateful for all that I have been given,  
For the community that surrounds me and the faith that sustains me.  
I resolve to honor these gifts and this opportunity.  
And I promise to "Pay It Forward."

### *I am a Crossroads Scholar*

*Pay it Forward: The expression "pay it forward" involves doing something good for someone in response to a good deed done on your behalf or a gift you received. Here at Crossroads, we ask that scholars "repay" Crossroads for the help and support they received during high school by promising to help and support others.*



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# PARENT ENGAGEMENT

Our comprehensive parent engagement strategy, *CrossTalk*, is comprised of three main components:

## Training and Learning

Through our *CrossTalk* Sessions, we will provide parents/caretakers with multiple learning opportunities to assist in their navigation of the education system, and support their children’s learning and career aspirations. These family-focused discussions center around topics specific to: values, adolescent development, parental support skills, transitions, and access to resources.

## Communication

We will engage families in regular, two-way communication about upcoming programs, student progress, and student academic needs, in a language and format that provides equal access for all participants.

## Leadership and Advocacy:

Through our *Parent Leadership and Advisory Council* (PLAC), we are able to support parents/caretakers as advocates for their children’s education and issues that affect outcomes for all students. PLAC offers advice and assistance on a range of issues:

- Program priorities
- Identifying, communicating, and meeting unique community needs
- Racial and cultural understanding and improve the sense of interconnectedness within the Crossroads community & partnering schools
- Resolving school-community differences and improving relationships



Hello, scholars—Welcome to Crossroads! This is the start of your journey from high school to college.

Crossroads Foundation is “in business” for you – its scholars - and everything that we do is centered on offering access and opportunities to young people to being the place where *your potential finds its path*.

Now that you have been accepted into the Crossroads program, you are setting out on a path of college and career exploration, academic growth, and a lifelong discovery of personal development. When you graduate from high school, you will be experienced learners who have developed the skills to think critically and engage in rigorous academic work. But more than simply being prepared for the academic challenges of college, as Crossroads scholars, you will be ready to navigate any obstacles you encounter on your road to success.

Crossroads is an organization with a hands-on philosophy at every level. Counselors, staff, and board members are dedicated to mentoring and taking an active interest in the progress and well-being of all scholars. Our Crossroads staff members play a mission-critical role in the organization as advocates, mentors, and advisors for you and your families. Our program and direct service staff are responsible for implementing programs and identifying other resources that will help support your academic, psychosocial, and developmental needs. In short, there is a network of support for all our scholars to ensure your progress and ultimate achievement in our program.

Our supplemental programming helps scholars to develop a “college mindset” early on by introducing each of you to life on a college campus so that you can imagine yourselves there someday, and we reinforce, at every grade level, the steps required to be college-bound. Crossroads serves as a type of “GPS” as we guide and prepare you to achieve your goals. As you make plans for your post-high school lives, our programming is there to ensure that you stay on track, and to strengthen your pre-college competencies. And when you leave us after four years, you will be ready for long-term success—you will have the habits, skills, and knowledge needed to pursue your aspirations and realize your future.

We hold high expectations for ourselves and for you, our scholars. We want to help you find your path— where you can achieve your goals and become all that you were created to be. The policies and guidelines outlined in this handbook are there to help you maximize the opportunities you will have during your time as a Crossroads scholar. **You were chosen to be a scholar because we see the potential in you, and we can’t wait to see where that potential takes you!**

Esther Mellinger Stief, Executive Director



## CROSSROADS FOUNDATION OVERVIEW

The Crossroads Foundation—originally a small family-owned organization—was established in 1988 with the sole purpose of supporting equitable access to educational opportunities for young people from diverse backgrounds and communities in Allegheny County. From its inception, Crossroads has worked with students and families with demonstrated financial need, supporting their enrollment—through tuition assistance—at local Catholic high schools with a proven record of academic excellence. However, Crossroads’ assistance was not limited to scholarship funding; instead, it was inclusive of students’ academic, social, and developmental needs. By 1998, Crossroads Foundation had established a Board of Directors, and in 2003, officially became a public 501(c)3 nonprofit organization.

Since its inaugural graduating class in 1992, Crossroads Foundation has helped over 600 young people obtain a quality Catholic education. Current outcomes for Crossroads scholars remain outstanding: our program has an overall graduation rate of 99%; Scholars earn an average 3.28 unweighted GPA; and, 96% of Crossroads graduates matriculate to higher education institutions.

### Crossroads GPS

Crossroads programming focuses on the GPS System: *Guidance, Preparation, and Success*.

Each and every scholar is provided with clear expectations of academic excellence, as well as adult mentoring and emotional support to help them stay on track. Crossroads strives to meet the complex educational needs of its young scholars by:

- Nurturing scholars on their Crossroads journey
- Providing one-on-one support to scholars
- Developing leadership and interpersonal skills
- Partnering with family, schools, and community organizations
- Providing scholarships and year-round support services

### Scholar Vision Statement

Crossroads scholars are aspiring, resilient, and productive students who will graduate and matriculate to higher education with a love of learning, a commitment to service, and a strong sense of self and moral character so that they will be successful in college and in life.

To support this vision, scholars work toward goals in each of the following three program areas:

#### Academic Achievement

All Crossroads scholars will set and work towards appropriate and rigorous academic goals, make use of available resources to increase learning, and graduate from high school with the knowledge and skills necessary for success at the college level and beyond.

#### College & Career Readiness

All Crossroads scholars will research academic and career options, have hands-on experiences at collegiate institutions, and develop postsecondary and workplace proficiencies in order to be accepted into the college of their choice and understand what is required to achieve their career goals.

#### Personal-Social Wellness

All Crossroads scholars will work to understand and respect themselves and others while cultivating strong social competencies, a unique sense of values and individualized perspectives, and a love of service and justice in order to be productive citizens and active community members.



## PARENT/GUARDIAN RESPONSIBILITIES

The parents and caregivers of Crossroads scholars are essential partners in the building of a genuine Crossroads community, and in ensuring the success of our programs. Without the involvement and encouragement of parents and caregivers, scholars are unable to take full advantage of the opportunities provided by Crossroads and the host high schools. From the pre-scholar stage through graduation, consistent communication with parents and caregivers, as well as mutual collaboration between parents/guardians, Crossroads staff and host school personnel, are important determinants of each scholar’s long-term growth and success.



The partnering role of Parents and Caregivers of Crossroads scholars includes (but is not limited to) the following expectations:

#### Communications and Programs

- Each Crossroads scholar must remain in the care of a responsible adult/caregiver throughout the entirety of their four years as a Crossroads participant.
- Families must acknowledge and abide by Crossroads Foundation’s *Policies & Guidelines for Scholars*, particularly those associated with academic performance, attendance, and behavior.
- Families agree to open communication with Crossroads staff about any changes in identifying information (i.e. address, telephone number) and life circumstances (i.e. loss of job, family disruption, long term illness, etc.) which might impact the well-being of the scholar.
- Families agree to annual attendance with their scholar of the Commitment Meeting at the end of year.
- Families agree to timely completion of needed permission forms for Crossroads activities (i.e. medical forms, liability forms, permission slips, etc.)
- Families will assist in their scholar’s applications and participation in SPICE summer programs, including completion of requested permissions and financial information.
- Families will participate in the college application process, including completion of the FAFSA form required for financial aid.
- Families agree to join in the celebration and recognition of scholars’ achievements through their attendance at special events sponsored by Crossroads!



FACTS Application and Scholarships

The FACTS application MUST be completed annually by March 15<sup>th</sup>. Crossroads scholarships are awarded based on current family income and the FACTS financial analysis. Tuition payments must be made in a timely and consistent manner. Failure to pay the annual balance before the beginning of the next school year could result in termination of future Crossroads awards.

Crossroads Foundation’s scholarships are confidential, and we ask that you do not share this information. Failure to comply with the above may result in reductions or loss of your Crossroads scholarship award. Parents’/guardians’, and/or scholar’s failure to participate in Crossroads programs could result in a reduction of scholarship for the subsequent year.

Procedure for Awarding Additional Tuition Funds

Parents/caregivers who are unable to pay the expected amount toward their scholar’s tuition must provide a written explanation of their need for additional funds and verification of their financial situation. A meeting with the family may be requested to review the circumstances surrounding their need for additional support and to develop a payment plan moving forward.

Crossroads families are also expected to contact their host high school’s financial aid office to inquire about additional financial assistance. After reviewing the family’s current aid package along with the request for further support, Crossroads will consult with the financial aid office of their respective high school to develop a revised financial aid package. Other funding sources should also be explored, including Extra Mile support for graduates of Extra Mile’s elementary and middle schools. At the final stage, the Executive Director must approve the appeal, and additional funding is granted to the party in consideration. The family should receive a written copy of the revised financial package, along with a disclaimer that the financial aid package will *again* be reviewed prior to the start of the next academic year and the amount adjusted according to the most recent financial statements. Additionally, all funding awards are contingent on parents/caregivers making agreed upon minimal payments toward their tuition balance.

Professional Mentoring and College Coaching



POLICIES AND GUIDELINES FOR SCHOLARS

ACADEMICS

Academic Achievement

Crossroads scholars are expected to perform at their highest level of academic excellence. It is essential for scholars to study diligently, prepare for all classes, and complete all assignments on time. To ensure the academic achievement of our scholars, the following policies have been instituted.

Crossroads Honor Roll

Due to the variety of grading scales among our Catholic High Schools, Crossroads has adopted an *unweighted* GPA scale based solely on core subjects: Math, Science, English, Social Sciences, Foreign Language, Religion, Art, Music, Technology, Engineering, and Business courses. Courses must meet every day and have credit value to be included in a scholar’s Crossroads GPA.

<b>Gold Honor Roll</b> 3.5 GPA or higher based on core subjects	<b>Silver Honor Roll</b> 3.2 - 3.5 GPA based on core subjects	<b>Bronze Honor Roll</b> 3.0 - 3.2 GPA based on core subjects
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*\*Based on Crossroads adjusted GPA scale*

Early Warning System (EWS)

Scholar grades are monitored on a weekly basis. If at any point during the quarter a scholar’s grade falls below 75%, he or she is placed on the *Early Warning System (EWS)*. When this occurs, a Crossroads counselor contacts the scholar and teachers to gather feedback, which is then used to implement interventions such as tutoring and other academic support. Interventions, which are intended to prevent Academic Probation, are communicated to the parent/caregiver as they are established. The scholar is encouraged to follow the interventions until further notice to promote their best academic achievement.

Academic Probation

At the end of each academic quarter, all scholars must meet the following requirements to remain in good scholastic standing:

- **Minimum Crossroads GPA of 2.5 \***
- **No failing grade in ANY class based on the quarter report card grade.**

If the criteria above are not met, the scholar will be placed on Academic Probation. The parent/caregiver and scholar will be informed of this status change and, if deemed necessary, must attend a mandatory meeting with their Crossroads counselor, the Director of Academic Support Services, and the Executive Director to discuss the appropriate interventions to ensure their scholars’ success.

Scholars placed on Academic Probation will complete an Academic Self-Assessment, designed to assist the scholar in reflecting on their strengths, challenges, and resources, as well as identify the obstacles that have hindered their academic success. With the aid of a counselor, the scholar will then set realistic goals that will allow the counselor and scholar to measure outcomes, secure appropriate support interventions, and monitor their progress. Active participation from the scholar and attendance at scheduled meetings with Crossroads counselors are mandatory components of Academic Probation.

Additionally, the scholar must meet all academic requirements instituted by Crossroads (i.e. a minimum Crossroads GPA of 2.5 and no failing grade in any subject) at the close of the relevant quarter to be removed from Academic Probation.

If at the end of the quarter the scholar has not met Crossroads academic requirements, the scholar will be placed on Academic Probation for a second quarter. The parent/caregiver and scholar may be required to attend a second mandatory meeting, scheduled with their Crossroads counselor, the Director of Academic Support Services, and the Executive Director. Due to the critical nature of the situation, this meeting may be held in conjunction with school administration, and, if necessary, the scholar will revise their academic goals to ensure their success.

If the scholar meets Crossroads’ requirements at the end of the relevant quarter, they will return to good standing within the Crossroads Foundation. However, repeated incidents of Academic Probation will jeopardize the scholar’s future status with Crossroads. Any scholar with a total of three or more quarters of Academic Probation may be recommended for dismissal from Crossroads to our Board of Directors.

*Crossroads reserves the right to make scholar status decisions based on grades, evaluations, recommendations, and information from host schools.*



SCHOOL ATTENDANCE

Crossroads places a high value on consistent attendance and timely arrival both at school and at Crossroads functions. Attendance expectations are detailed below, along with consequences for not meeting these expectations. Truancy is “an unexcused absence from compulsory education” and is a violation of school policy and the PA Code of Conduct.

Expectations

Crossroads expects scholars to abide by the attendance requirements of their particular high schools, as well as the requirements set forth by Crossroads Foundation which are detailed below. In instances where Crossroads requirements are more demanding than school requirements, scholars must meet the Crossroads standard in order to remain in good standing with the program.

Absences and Tardiness

- Any scholar who **exceeds 10 days of absences or tardiness** in one school year will be contacted, along with their parent/caregiver, and informed that that their attendance has been flagged by Crossroads because of frequent absences/tardiness. Should attendance fail to improve, further steps will be taken to ensure regular and timely attendance.
- Any scholar who **exceeds 15 days of absences or tardiness** in one school year will complete a self-assessment and meet with Crossroads staff to develop interventions to support regular school attendance. Crossroads staff will also contact both school personnel and parents/caregivers regarding the scholar’s attendance. Interventions may include time management strategies, daily monitoring, goal setting, and continued communication with school and home regarding the scholar’s attendance.
- If a scholar **fails to attend school regularly in the next quarter**, after exceeding 15 days of absences or tardiness, and despite interventions and monitoring by Crossroads staff, the scholar and their parent/caregiver will meet with the Executive Director regarding the scholar’s continued participation as a Crossroads Scholar.
- If a scholar **maintains regular attendance with no further absences or tardiness in the subsequent quarter**, the interventions and monitoring provided by Crossroads staff will discontinue.
- Chronic truancy threatens academic achievement and is a serious legal issue; as such, **chronic truancy may result in further action from the school as well as removal from the Crossroads program.**
- Exceptions: On the basis of an official written verification of a medical excuse, scholars will be excused from the above expectations and procedures.



Ropes Courses

Freshmen and Sophomore scholars build personal confidence, leadership skills, teamwork, positive risk-taking and trust at a ropes challenge course



POLICIES AND GUIDELINES FOR PARENTS/GUARDIANS

Financial Support

The first step toward an excellent education is an academic environment where students have the opportunity to thrive. Unfortunately, high tuition costs often bar many students from enrolling at high-performing, skill-building schools. For this reason, tuition assistance is at the core of the Crossroads Model. We know that when young people enroll at strong, college-preparatory high schools, they have a greater chance to succeed in post-secondary schooling and in life.

Crossroads provides tuition aid for scholars to attend Pittsburgh-area Catholic high schools that are both engaged with rigorous curricula and provide students with a range of extracurricular options. By collaborating with families, our six partner schools, and other community stakeholders, Crossroads makes a quality education affordable and accessible to many of our region’s most promising youth.

“Last Dollar” Program

In order to receive financial aid, parents must submit a FACTS application online on a yearly basis (usually by March 15th). Crossroads staff will then review the report, which serves as an indicator of whether the family is eligible for financial aid, and an *expected* family payment is calculated based on the family’s financial analysis.

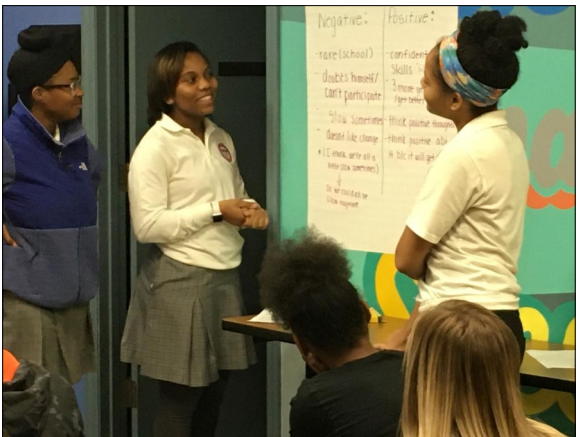
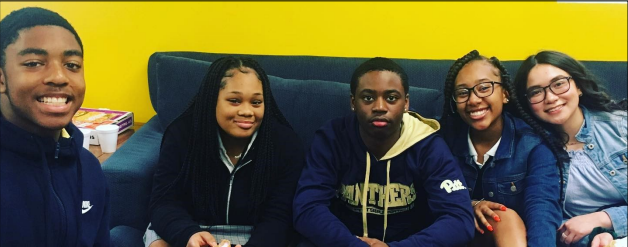
After completion of the financial analysis, the host high school and/or the Catholic Diocese of Pittsburgh will award financial aid based on available monies. This may vary anywhere from 30 to 65 percent of financial need. Once this information is received from the host high school, Crossroads is then able to award “last dollar” support to enable scholars to attend their chosen host high school. Crossroads attempts to meet a MINIMUM of 85% of a scholar’s calculated family need.

Crossroads scholarships are “Last Dollar” awards that are given as a way to make up the difference between the aid money received by the school and other sources and the total need for support for each scholar. In some cases, additional scholarship money may be awarded after Crossroads’ initial determination. Should this occur, the financial aid package presented in the official award letter in June may be adjusted accordingly to reflect the additional monies so that Crossroads maintains operating in a “last dollar” capacity. These scholarships may include but are not limited to: Poise Foundation, Charlie Batch, and other EITC/OSTC financial aid scholarships.

It is the policy of Crossroads, and each of our host high schools, that every scholar’s family pays something, however minimal, toward their child’s education. This is important because of the value we place on education, one which families acknowledge through their commitment to fund some part of their scholar’s tuition.



Peer Mentoring





TECHNOLOGY USE & DIGITAL CITIZENSHIP GUIDELINES

Scholars are encouraged to use Crossroads’ computers and WiFi connection for school or program related work. Crossroads’ computers, software, equipment and computer-related systems are the exclusive property of Crossroads; therefore, scholars’ communications and personal information created or stored on Crossroads’ computers, software, equipment, and computer-related systems are not private. Scholars should be aware that all information created or stored on Crossroads’ computers, networks, and Internet-related systems, is the property of Crossroads, and may be monitored or otherwise reviewed, and may be recovered even if deleted by a scholar.

Scholars must not install or delete programs on Crossroads’ computers and may not modify any settings. Scholars are expected to use technology in a manner consistent with the Digital Citizenship Code of Conduct, which they received when entering the Crossroads program. Altering or damaging Crossroads technology or using said technology in violation of this Code of Conduct will result in immediate and appropriate action.

Violations of this code of conduct may result in disciplinary action, including but not limited to termination of access to Crossroads’ computers and, in serious cases, expulsion from Crossroads. Violations of existing laws also may be referred out to the appropriate legal authorities and/or other legal action may be pursued.

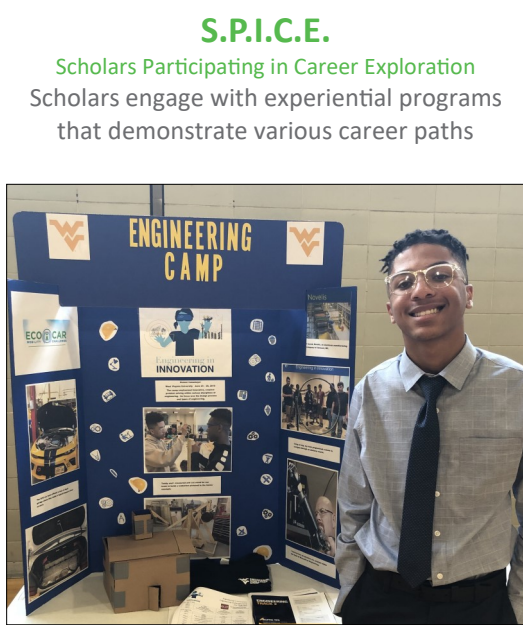
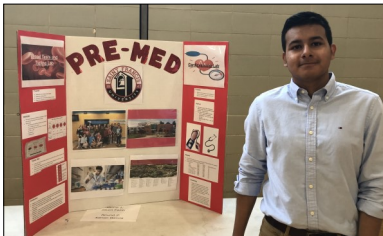
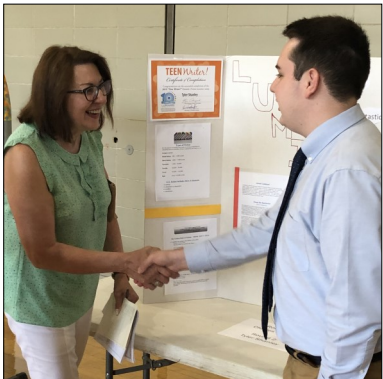


College Signing Day  
Senior Celebration

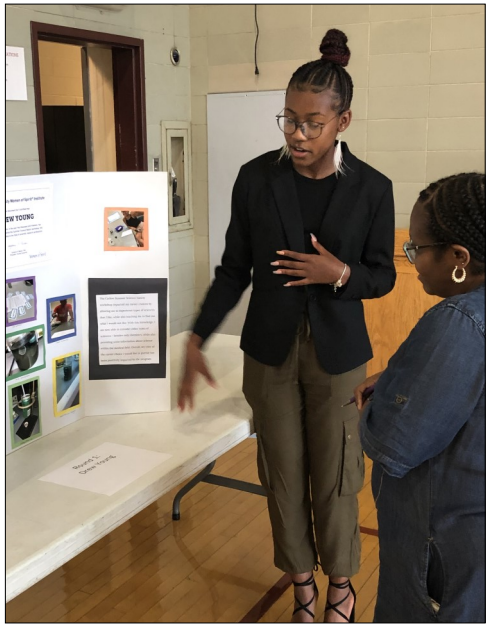


Scholar Achievement Awards

The Crossroads Family convenes each spring to celebrate scholar accomplishments



S.P.I.C.E.  
Scholars Participating in Career Exploration  
Scholars engage with experiential programs that demonstrate various career paths



Compliance Point System

Crossroads’ Compliance Point System places a monetary value on attendance at Crossroads’ meetings/programs. Failure to maintain a high level (90% or better) of participation in Crossroads’ programs and events will result in a reduced scholarship award for the following year. Points are assessed at the end of every year to determine the renewed dollar value of a scholar’s awards.

In case of an emergency, when a parent/caregiver cannot be present for a mandatory meeting, please have a surrogate attend in your place. They will be able to relay the information to the parent/caregiver, and the parent/caregiver will not miss valuable information. Also, the missed attendance will not be counted against the parent/caregiver.

We understand that many scholars are involved in numerous activities and have several academic responsibilities. If there is a complication that may interfere with their participation in Crossroads’ programs, please contact our organization, and we will work with families to find a way for the scholar to participate. However, participation is not negotiable. We hold our scholars to a high standard, and our programs are designed to be cumulative and build core competencies and skills. We expect the same level of hard work and participation from all of the scholars and their families.

In special circumstances, extra volunteer hours (1 hour = 1 compliance point) may be submitted in order to earn missed program participation points; however, missed compliance points tied to an absence from SAA (the annual Scholar Achievement Awards) MAY NOT be made up in this way.



# CROSSROADS PROGRAM ATTENDANCE

By accepting a Crossroads scholarship, scholars and their parents/caregivers agree to participate in *all* Crossroads programs, meetings, functions, and events as mandated by Crossroads Foundation, including meetings and activities during the school year and throughout the summer. Families are expected to arrange their summer sports and vacation plans so as to accommodate Crossroads’ summer program schedule. Scholars are expected to be on time for all Crossroads programs and activities and not leave until the specified dismissal time. If a scholar chooses to leave a program prior to dismissal, the parent/caregiver will be contacted.

## Absences

Crossroads recognizes that there may be an occasional emergency or serious situation that may preclude a scholar or parent/caregiver from attending a mandatory program or meeting. In such cases, it is *imperative* that the Crossroads office is notified by the parent/caregiver 24 hours *before* the scheduled meeting time. In such cases, *a phone call, email or text message* is required. **Crossroads reserves the right to determine whether the absence is legitimate.**

If a *phone call, email or text message* has not been received regarding a scholar’s absence, Crossroads will assume that the scholar is absent without parent/guardian’s permission and parents/caregivers will be notified immediately by the Program Coordinator.

## Unauthorized Absences

Unauthorized non-attendance of a scholar or parent/caregiver at a mandatory Crossroads program or meeting (in whole or in part) constitutes a fundamental violation of Crossroads’ program attendance policy. **Crossroads reserves the right to reduce the amount of a scholar’s tuition scholarship for the following year for absences that are not authorized or deemed not to be legitimate based on total compliance points.**

## Program Participation and Compliance

At our core, Crossroads is a college-prep organization, and we have grade-appropriate programs in place for all scholars to prepare them for college and career pathways. Attendance at these programs *is required and not negotiable*. Some programming sessions are targeted specifically to parents/caregivers, while others are intended only for students. Families are informed and given ample notice as to which meetings will require particular participation.

If scholars are employed, their work schedules must accommodate Crossroads’ programs and activities. Crossroads cannot accommodate individual work schedules.

Crossroads will keep records of scholars’ and parents’/caregivers’ attendance at all Crossroads events. Attendance is a reflection of commitment and part of the Crossroads scholarship agreement. For Crossroads to be effective, a strong parental and/or caregiver’s commitment is essential—parents/caregivers are our partners in guiding scholars through their high school years.

## Tutoring

Scholars receive academic support from each other, counselors, and professional tutors



# STANDARDS OF CONDUCT & SCHOLAR BEHAVIOR (continued)

## Behavior and Compliance Points

Accountability and attendance are crucial to ensure that scholars get the most out of Crossroads’ opportunities. **Please be advised, however, that behaviors that obstruct the purpose or effectiveness of programs or activities will result in a deduction of the compliance points awarded.** Deductions will be commensurate with the behavior in question, as judged by Crossroads staff. Such behaviors may include, but are not limited to, disrespect of other scholars, staff, tutors, or program facilitators; refusal to follow directions; non-participation in expected activities; or any of the violations listed in the previous section.

## Behavior Interventions

When a Crossroads scholar has been placed on Behavioral Probation, the scholar and parent/caregiver, must meet with a Crossroads counselor to develop a Behavioral Intervention Plan. The purpose of this plan is to spell out what behaviors are being targeted for change and how change will be implemented. The scholar must adhere to the plan which is being used to address the behaviors, which may include, but is not limited to:

- A referral for counseling, or drug and alcohol treatment, if applicable
- A written letter of apology
- Community service
- Restitution of stolen/damaged items, and coordination with school staff to develop a plan when it is a school related matter
- Other interventions deemed fit by Crossroads staff

**The duration of a scholar’s Behavioral Probation is contingent upon the violation for which they are being disciplined. The time period can span from one quarter to the entire school year as determined by Crossroads staff.**



## Community Service Projects



### Residential College Experience

Scholars spend a week at St. Vincent College, in Latrobe, PA. They learn what it is like to live on a college campus, and participate in social and leadership development workshops.



### STANDARDS OF CONDUCT & SCHOLAR BEHAVIOR

Crossroads seeks to develop in its scholars a strong moral character, centered on service to the community, commitment to family, compassion for all human beings, and dedication to a higher purpose. Scholars behavior and comportment are expected to align with these guidelines, and to fulfill this image of a Crossroads scholar at all times.

Crossroads will support the policies of a host school when there is a clear infraction of the rules. A violation of the school’s code of conduct becomes a *de facto* violation of Crossroads’ Standards of Conduct. Additionally, any actions by a Crossroads scholar that constitute criminal conduct in the Commonwealth of Pennsylvania are also deemed violations of Crossroads’ Standards of Conduct.

Crossroads reserves the right to determine the degree of severity of any specific violation of Crossroads’ Policies and Guidelines, and Standards of Conduct. **Accordingly, Crossroads reserves the right to provide any level of discipline, depending on the circumstances of the violation and the scholar’s conduct related to that violation.** Violations of Crossroads’ Policies and Guidelines, as well as the Standards of Conduct, may result in disciplinary actions up to and including removal from the program.

#### Behavior Probation

- Crossroads scholars will be placed on Behavior Probation when their behavior has been inappropriate and disrespectful to any member of a host school or the Crossroads community.
- When placed on Behavior Probation, the scholar must complete a self-assessment to assist the counselor in developing a plan of action to address the inappropriate behavior(s). This plan of action will detail the goals to be accomplished and hopefully ensure the acquisition of the skills needed to behave appropriately.
- Scholars on Behavior Probation will strive to acquire positive learning behaviors to remain in good standing with the school, as well as with Crossroads. However, scholars who have acquired probation status that totals four (4) quarters will be removed indefinitely from the program.

### Violations of Standards of Conduct

- A scholar may be placed on Behavior Probation, or dismissed from the program for the following incidents:
- Violations of school policies outlined in the scholar’s high school handbook, such as, but not limited to:
    - Disrespect
    - Disruptive classroom behaviors
    - Cheating, Plagiarism or Forgery
    - Profanity
    - Cutting class or being unprepared
    - Truancy
    - Noncompliance with disciplinary action
  - Possession of and/or transmitting obscene material.
  - Violation of the Crossroads’ Computer Policy, including inappropriate social media activity, consists of, but not limited to: negative, slanderous, or libel comments posted on the internet regarding other students, the administration, faculty, or staff of the school where the scholar attends, or any member of the Crossroads staff or Board of Directors. Additionally, the transmission of any obscene, offensive, disruptive, discriminating, or threatening materials on social networking sites is strictly prohibited.
  - Engaging in harassment, bullying, racist behavior or hazing in any form: written, verbal, or physical.
  - Destruction, defacement, or theft of Crossroads’ property, school property, or personal property of another individual.
  - Fighting: physical or verbal.
  - Aggravated Assault: physical or verbal.
  - Assault: physical, psychological, and or verbal.
  - Possession, distribution, or use of tobacco or controlled substances, including alcohol and drugs.
  - Possession, use, or intended use of a weapon(s) such as: firearms, explosives, incendiary devices, knives, etc.



CAMP BIOE



EAST END DEVELOPMENT



URBAN PLANNING



ENTREPRENEURSHIP

Rising Junior Career Academies



I want to be a Crossroads scholar.

I am becoming a scholar.

# Crossroads Trip Planner

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