



Documents in Adherence to Standards 2023

The *Documents in Adherence to Standards*, are evidence of the school's compliance with SAES *Standards* and of the school's demonstration that it reflects best practices in its policies and operations.

| | Name of Document | Schools Applying for Accreditation | Schools seeking initial and re-accreditation | Stand-Alone Preschools seeking initial and re-accreditation |
|--|---|------------------------------------|--|---|
| A. Mission | | | | |
| 1 | The published mission of the School | ✓ | ✓ | ✓ |
| 2 | School philosophy and/or core values | | ✓ | ✓ |
| B. Episcopal Identity, School Climate & Culture | | | | |
| 1 | Chapel service schedule and order of service with age group(s)/school division(s) indicated | | ✓ | ✓ |
| 2 | Programs from graduations and ceremonial events | | ✓ | |
| 3 | Evidence of statements of Episcopal Identity in school publications | | ✓ | ✓ |
| 4 | Diocesan canons that pertain to the school | | ✓ | ✓ |
| 5 | Religion education curriculum | | ✓ | ✓ |
| 6 | Evidence that anyone working with students on a regular basis has been certified/re-certified in <i>Safe Church</i> as directed by the diocese | | ✓ | ✓ |
| 7 | School/church shared use agreement (if applicable), together with description of how costs are allocated between church and school | ✓ | ✓ | ✓ |
| C. Governance | | | | |
| 1 | Evidence of the school's governing documents | ✓ | ✓ | ✓ |
| | <ul style="list-style-type: none"> ● bylaws ● constitution ● articles of incorporation/certificate of formation (if applicable) | ✓ | ✓ | ✓ |
| 2 | If the school is separately incorporated, evidence of 501(c)(3) status. If the school is not separately incorporated, provide evidence that the school is by charter affiliated with a legally constituted not-for-profit church. | ✓ | ✓ | ✓ |
| 3 | Evidence of a functioning finance committee (minutes, schedule, emails) | | ✓ | ✓ |
| 4 | Required School Policies | | | |
| | <ul style="list-style-type: none"> ● employee whistleblower ● trustee conflict of interest ● grievance/conflict resolution for employees, students, parents, trustees ● confidentiality agreement that trustees sign annually ● anti-bullying/anti-hazing for students ● anti-harassment that includes sexual misconduct/sexual assault for students and employees ● location and accessibility of essential records in the event of the permanent closure of the school | | ✓ | ✓ |

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| | <ul style="list-style-type: none"> records retention and destruction policy institutional gift acceptance policy investment policy and minutes of recent board meetings pertaining to the endowment (if applicable) | | | |
| 5 | Current or Recent Strategic Plan or description of planning process and timetable | | ✓ | ✓ |
| 6 | Board minutes indicating that the audited or reviewed financial statements have been presented to, and approved by the board | | ✓ | ✓ |
| 7 | Board self-evaluation instrument, both corporate and individual | | ✓ | ✓ |
| 8 | Instrument used for the board's Head of School evaluation | | ✓ | ✓ |
| 9 | Board minutes, by-laws, or written policy demonstrating that compensation of the head of school is set by the board, and minutes that note annual compliance with IRS Code 4958 (this does not apply to persons compensated \$85,000 or less) | | ✓ | ✓ |
| 10 | Head of school's contract with remuneration included. (Place in a sealed envelope with a signature across the seal to be made available only to the Team Leader of the Visiting Team.) | | ✓ | ✓ |
| 11 | If the school has any debt (bank, mortgage, or other), evidence of loan documentation, any applicable lender covenants, and evidence of compliance with the same | | ✓ | ✓ |
| 12 | Board of Trustees Survey with summary of results (see <i>Self-Study</i> Appendix D) | | ✓ | ✓ |

D. Organization & Administration

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| 1 | Published statement regarding the school's non-discrimination policy and demonstration of compliance with IRS Revenue Procedure 75-50 | ✓ | ✓ | ✓ |
| 2 | Sample employment contract or letter of agreement for professional staff | | ✓ | ✓ |
| 3 | Sample student application and admission/marketing publications | | ✓ | ✓ |
| 4 | Tuition assistance application | | ✓ | ✓ |
| 5 | Sample enrollment contract | | ✓ | ✓ |
| 6 | Student enrollment history by grade or level; and an accounting of total enrollment for the past 5 years, showing enrollment figures for students of color (see <i>Self Study</i> Appendix G) | | ✓ | ✓ |
| 7 | Chart of the school's administrative organization (head of school, assistant head, department heads, etc.) and designations for academic levels (PS, LS, MS, HS, etc.) | | ✓ | |
| 8 | Job description and qualifications required for each employee position | | ✓ | ✓ |
| 9 | Instruments used for performance evaluation processes for faculty, staff, and administrators | | ✓ | ✓ |
| 10 | Student-Parent handbook | | ✓ | ✓ |
| 11 | Employee handbook | | ✓ | ✓ |
| 12 | Extended school closure protocols | | ✓ | ✓ |
| 13 | Previous <i>Report of the On-Site Visiting Team</i> and most recent interim reports, if seeking re-accreditation | | ✓ | ✓ |
| 14 | Samples of communications with graduates | | ✓ | |
| 15 | Recent capital campaign and/or major fundraising communications | | ✓ | ✓ |
| 16 | Parent organization by-laws (if applicable) | | ✓ | ✓ |
| 17 | Parent Survey with summary of results (see <i>Self-Study</i> Appendix A) | | ✓ | ✓ |

E. Teaching and Learning

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|---|---|--|---|---|
| 1 | Curriculum scope and sequence, and mapping | | ✓ | ✓ |
| 2 | Program materials prepared for parent and public information | | ✓ | ✓ |
| 3 | Discipline policies/student code of conduct | | ✓ | ✓ |
| 4 | Evidence of parent communication regarding student progress and performance (eg: report cards, progress reports) | | ✓ | ✓ |
| 5 | Technology Acceptable Use Policy for students (if applicable), school employees, and volunteers using school technology | | ✓ | ✓ |

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| 6 | Promotional materials and other information regarding summer programs, including copies of enrollment contracts or registration forms | | ✓ | ✓ |
| 7 | Faculty/Staff Information Forms for each faculty and staff person (see <i>Self-Study</i> Appendix F) | | ✓ | ✓ |
| 8 | Faculty/Staff Profile (see <i>Self-Study</i> Appendix E) | | ✓ | ✓ |
| 9 | Faculty/Staff Survey with summary of results (see <i>Self-Study</i> Appendix B) | | ✓ | ✓ |
| 10 | Alumni Survey with summary of results (see <i>Self-Study</i> Appendix C) | | ✓ | |
| 11 | List of the school's college acceptances for the past five years, if applicable | | ✓ | |
| 12 | College counseling "fact sheet" or school/student profile, if applicable | | ✓ | |
| 13 | Evidence of SEVIS certification by the Department of Homeland Security (if applicable, needed if the school enrolls international, non-immigrant students.) | | ✓ | |
| 14 | Homestay host family and/or placement agency contract, if applicable | | ✓ | |
| 15 | Homestay instructions/handbook for supervisors and students, if applicable | | ✓ | |
| 16 | Evidence of <i>Safe Church</i> in accordance with diocesan requirements, for homestay host families (if applicable) | | ✓ | |
| 17 | Assessment tool(s) used for evaluation of homestay program (if applicable) | | ✓ | |
| 18 | Contractual documents, including certificate of insurance with outside agency/ consultant involved with bringing international students to the school (if applicable) | | ✓ | |

F. Fiscal Responsibility

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| 1 | For the most recently completed fiscal year, audited financial statements with management letter or financial review with management letter. (See <i>Fiscal Responsibility</i> Standard F3 for requirement.) | ✓ | ✓ | ✓ |
| 2 | Verification and summary schedule of the school's insurance coverages | | ✓ | ✓ |
| 3 | Current budget, actuals year-to-date | ✓ | ✓ | ✓ |
| 4 | Current salary scale, mean and median salaries, and average percent increase of salaries for each of the last three years | ✓ | ✓ | ✓ |
| 5 | Description of employee benefit plan(s) | | ✓ | ✓ |
| 6 | Most recent Federal 990 tax return, if applicable | | ✓ | ✓ |
| 7 | Multi-year financial forecast | | ✓ | ✓ |
| 8 | Financial records retention and destruction policy | | ✓ | ✓ |
| 9 | Previous and upcoming summer program budget with profit/loss statement (if applicable) | | ✓ | ✓ |
| 10 | Last five years tuition and fee schedules | ✓ | ✓ | ✓ |
| 11 | Policies for funds management, collection, recording, and reporting, to include the federal Truth in Lending Act (if applicable) | | ✓ | ✓ |

G. Facilities & Safety

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| 1 | Evidence of satisfactory response to lead paint, asbestos hazards, radon, water quality, and other inspections (if applicable) | | ✓ | ✓ |
| 2 | Daycare and program licenses (if applicable) | ✓ | ✓ | ✓ |
| 3 | Occupancy permits for buildings constructed since last on-site visit | | ✓ | ✓ |
| 4 | Current safety inspections and certificates showing that the school meets all applicable fire, safety, and health requirements of diocesan, local, state, and federal authorities. | | ✓ | ✓ |
| 5 | Campus site plan or map | | ✓ | ✓ |
| 6 | Plans, if any, to address major plant replacement, renovations, additions, together with Provisions for Plant Replacement Renewal and Special Maintenance (PPRRSM) account figure | | ✓ | ✓ |
| 7 | Crisis/emergency response plan | ✓ | ✓ | ✓ |

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| 8 | Log of school safety drills, including but not limited to fire, lock-down and severe weather drills, for the current and previous year | | ✓ | ✓ |
| 9 | Contracts and hold harmless agreements with third-party contractors who provide services both during and outside the school day/year | | ✓ | ✓ |
| 10 | Safety/security/injury/medical incident logs | | ✓ | ✓ |
| 11 | Evidence that the school has a process for conducting initial background checks, and for re-checking as directed by diocesan, local, state, and federal requirements. Checks have been made on all employees and frequent volunteers, including third party providers and others working in programs that operate outside of the school day/year | ✓ | ✓ | ✓ |
| 12 | Protocol for handling communicable and non-communicable diseases, including immunizations/immunizations exemptions (if applicable) Do not submit individual health or immunization records. | | ✓ | ✓ |

The mission of the Southwestern Association of Episcopal Schools is to lead, to nurture, and to unify Episcopal schools in order to advance educational excellence within the faith community of the Episcopal Church.