



PARENT-STUDENT HANDBOOK

2025-2026



Prepared By: **Dr. Tyra Hodge** | Head of Schools

Faith • Strength • Purpose

Approved by the RLA Administration — 2025–2026

 17555 Highway 242 | Conroe, Texas 77302

 info@resilienceleadershipacademy.org

 346-612-6366

Disclaimer

This handbook is intended to serve as a general guide to the policies, procedures, and expectations of Resilience Leadership Academy (RLA). The administration reserves the right to revise, update, or amend any section at any time as needed to best serve students and families. Parents and students will be notified of any major policy changes.



Message from the Head of Schools

Dear Parents and Students,

It is my great joy to welcome you to **Resilience Leadership Academy**, where every student is valued, supported, and empowered to rise with faith, strength, and purpose.

RLA was founded on the belief that every child, regardless of their past, can thrive when given a nurturing environment that unites academic excellence with emotional healing and spiritual growth. We understand that some students come to us in recovery, rebuilding confidence, and rediscovering their sense of purpose. At RLA, we don't just educate minds — we restore hope and ignite futures.

Our faculty and staff are dedicated to guiding students academically, socially, and spiritually. We believe resilience is not built in comfort but through perseverance and community. Together, we are building a generation of leaders who live with character, courage, and compassion.

Thank you for partnering with us in this mission. May this school year be one of growth, discovery, and renewed faith.

With appreciation and hope,

Dr. Tyra Hodge

Head of Schools

Resilience Leadership Academy

*“But those who wait on the Lord shall renew their strength;
They shall mount up with wings like eagles, They shall run
and not be weary, They shall walk and not faint.”*

— Isaiah 40:31 (NKJV)

Table of Contents

1. About Resilience Leadership Academy
2. Mission & Vision
3. Statement of Faith
4. Admissions & Enrollment
5. Academic Policies
6. Attendance
7. Student Code of Conduct
8. Dress Code
9. Counseling & Recovery Support
10. Safety & Emergency Procedures
11. Parent Communication & Partnership
12. Tuition & Financial Assistance
13. Parent-Student Acknowledgment
14. Closing & Scripture



About Resilience Leadership Academy

Resilience Leadership Academy (RLA) is a Christ-centered, independent school dedicated to providing a supportive and structured environment for middle and high school students.

Founded on the principles of faith, strength, and purpose, RLA serves students from diverse backgrounds — including those in academic recovery or emotional healing — who are ready to rediscover their potential and pursue excellence.



RLA integrates academic rigor with personal development, emphasizing social-emotional growth, resilience training, and leadership. Our goal is to cultivate young people who think critically, act ethically, and live purposefully.

We believe education should do more than prepare students for college and careers — it should shape their hearts and guide their character.

Mission Statement

The mission of Resilience Leadership Academy is to build a community of faith-driven learners who demonstrate strength of character, academic excellence, and leadership through purpose.

We seek to empower each student to overcome obstacles, embrace learning, and live out their God-given potential.

Vision Statement

Resilience Leadership Academy envisions a world where young people are equipped with the faith, courage, and wisdom to transform their communities. We strive to be a model of restorative education — a place where learning and healing coexist, and where every student discovers the strength to lead.

“

“For God has not given us a spirit of fear, but of power and of love and of a sound mind.”

— 2 Timothy 1:7 (NKJV)

Attendance Policies

Philosophy

Consistent attendance is essential to academic success and personal growth. At Resilience Leadership Academy, we view attendance as a reflection of commitment and self-discipline. Our goal is to support students in developing the consistency and responsibility that will help them succeed both in school and in life.

General Attendance Requirements

- Students are expected to attend class each school day and be on time.
- Absences are excused for illness, medical appointments, family emergencies, or other approved reasons.
- Parents or guardians must call or email the school office before 9:00 a.m. on the day of an absence.
- A written excuse or email is required upon return to school.

Excessive Absences

If a student accumulates **more than 10 absences** (excused or unexcused) in a semester, academic credit may be in jeopardy.

- Attendance intervention meetings may be scheduled with the parent/guardian and administration.
- Students with chronic absenteeism will be referred to counseling or recovery support services if underlying issues are identified.

Tardiness

Punctuality is an expectation of all RLA students.

- Students arriving after 8:05 a.m. must report to the office for a tardy slip before entering class.
- Excessive tardiness (more than three per month) may result in a parent meeting or disciplinary action.

Early Dismissals

Students needing to leave early must provide written or emailed permission from a parent/guardian.

- Students will not be released to anyone not listed on the approved contact list.
- All early dismissals are recorded in the attendance log.



Make-Up Work

Students are responsible for requesting and completing missed assignments. Teachers will provide reasonable time to complete make-up work following an excused absence.

Academic Policies



Academic Philosophy

At **Resilience Leadership Academy (RLA)**, we believe that education is both a calling and a journey of purpose. Academic excellence is not measured solely by grades, but by growth, perseverance, and a willingness to learn. Our instructional model combines rigorous academics with individualized support and a focus on social-emotional learning.

We aim to nurture students who think critically, solve problems creatively, and pursue knowledge with humility and integrity.



Curriculum

RLA follows the **Texas Essential Knowledge and Skills (TEKS)** framework, integrating Biblical principles and leadership development across all subjects. Core academic areas include:

- English Language Arts
- Mathematics
- Science
- Social Studies
- Fine Arts
- Physical Education / Health
- Electives (Technology, Leadership, Bible, and Career Readiness)



Grading System

Grade	Percentage	Grade Point
A	90–100	4.0
B	80–89	3.0
C	70–79	2.0
D	60–69	1.0
F	59 and below	0.0

- Grades reflect mastery of skills, participation, and personal responsibility.
- Teachers are encouraged to provide ongoing feedback and opportunities for improvement.
- Progress reports are issued at midterm, and report cards are sent home at the end of each grading period.



Promotion and Retention

Students must meet grade-level academic standards in core subjects to be promoted. If a student struggles academically, RLA will:

1. Provide academic interventions and tutoring.
2. Schedule parent conferences.
3. Develop a support plan through collaboration with staff and family.

Retention decisions are made based on academic performance, attendance, and overall student progress.



Graduation Requirements

To receive a **high school diploma from Resilience Leadership Academy**, students must earn a minimum of **22 credits** in alignment with Texas graduation standards.

Subject Area	Credits Required
English Language Arts	4
Mathematics	3
Science	3
Social Studies	3
Physical Education	1
Fine Arts	1
Electives	5
Total Credits	22

Students may also pursue **endorsements** in areas such as Public Service, Arts & Humanities, or Multidisciplinary Studies.

In addition to coursework, RLA encourages each graduate to complete at least **20 hours of community service**, reflecting the school's commitment to leadership through service.



Academic Integrity

Integrity is the foundation of learning.

Cheating, plagiarism, and dishonesty violate RLA's values of honesty and accountability.

Consequences for academic dishonesty may include:

- Loss of credit for the assignment or test
- Conference with parents and administration
- Disciplinary action or academic probation for repeated offenses

Students are encouraged to seek help rather than compromise integrity. Teachers and staff are always available to offer guidance, tutoring, and support.

"Whatever you do, do it heartily, as to the Lord and not to men."
— Colossians 3:23 (NKJV)

Student Code of Conduct

Purpose

The **Resilience Leadership Academy Code of Conduct** is designed to create a safe, respectful, and faith-centered environment where every student can learn and grow. Our goal is not just to manage behavior but to help students understand the impact of their choices, restore relationships, and build self-discipline through character development.

We believe discipline should teach rather than punish. When students fall short, we guide them with grace, accountability, and the opportunity for growth.

Core Expectations

Every student at RLA is expected to:

1. **Show Respect** — for self, peers, staff, and property.
2. **Act Responsibly** — by owning actions and following directions.
3. **Demonstrate Integrity** — by being honest in words and deeds.
4. **Exhibit Compassion** — by treating others with kindness and empathy.
5. **Pursue Excellence** — by doing their best in academics and behavior.

Students are reminded that they represent RLA both on and off campus. Every action should reflect the academy's values of faith, strength, and purpose.

Restorative Discipline Approach

RLA practices a **restorative model of discipline**. Rather than relying on punishment alone, this approach focuses on:

- **Reflection:** Helping students understand the consequences of their behavior.
- **Restoration:** Encouraging apologies, reconciliation, and relationship repair.
- **Responsibility:** Requiring students to take active steps toward making things right.

Consequences are designed to be fair, consistent, and educational.

Behavioral Expectations

- Students must follow staff directions at all times.
- Disruptive, disrespectful, or unsafe behavior will not be tolerated.
- Bullying, harassment, or discrimination of any kind is strictly prohibited.
- Cell phones and personal devices must be silenced and put away during class unless authorized for academic purposes.
- Students should arrive prepared with materials and a positive attitude each day.
- Profanity, violence, or threats are grounds for disciplinary action.

Disciplinary Actions

Depending on the situation, responses may include:

- Verbal reminder or redirection
- Restorative conversation with staff
- Parent contact or meeting
- Behavior contract or reflection assignment
- Detention or in-school suspension
- Loss of privileges (field trips, extracurriculars)
- Out-of-school suspension (for severe or repeated violations)
- Expulsion (only as a last resort and after review by the Head of Schools)

Every disciplinary action includes a focus on reconciliation, reflection, and accountability.

Substance Use and Recovery Support

As a school that supports students in recovery, **RLA maintains a zero-tolerance policy** toward possession or use of drugs, alcohol, or vaping products on campus or at any school event.

However, RLA approaches such incidents with compassion and restoration:

- Students struggling with relapse will be connected to counseling, peer mentoring, and recovery resources.
- Discipline will be paired with a plan for support and healing.

The goal is always redemption, never rejection.

***“Be kind to one another, tenderhearted, forgiving one another,
even as God in Christ forgave you.”***
— Ephesians 4:32 (NKJV)

Dress Code and Campus Expectations

Purpose

Resilience Leadership Academy (RLA) promotes a dress code designed to create a professional, respectful, and distraction-free environment. Our appearance reflects our character, and students are encouraged to dress modestly and neatly in a way that honors themselves, others, and God.



General Guidelines

Students are expected to maintain a clean, modest, and appropriate appearance each school day.

- Clothing should be **free from tears, rips, or holes**.
- **Inappropriate, offensive, or suggestive graphics or language** are not permitted.
- Shorts, skirts, and dresses must be of **modest length (no more than two inches above the knee)**.
- Shirts and blouses must have sleeves and should **cover the midriff** at all times.
- Pants must be **worn at the waist**; sagging is not allowed.
- Shoes must be worn at all times — **closed-toe shoes** are required for safety.
- Students participating in physical education or outdoor activities must wear proper attire and athletic shoes.



Prohibited Items

- Pajamas, house shoes, or blankets
- Clothing advertising alcohol, drugs, tobacco, or weapons
- Revealing or tight-fitting clothing
- Hats, hoods, or bandanas worn indoors (except for religious or medical reasons)
- Excessive jewelry or accessories that create safety concerns



Dress Code for Special Events

RLA occasionally hosts chapel days, presentations, or off-campus events where students are expected to dress professionally.

Guidelines will be provided in advance, but students should always represent the academy with pride and respect.



Campus Expectations

To maintain a safe and supportive environment, all RLA students must:

1. **Follow directions** given by staff members promptly and respectfully.
2. **Keep classrooms and hallways clean** and free of litter.
3. **Speak with kindness** — no profanity, gossip, or bullying.
4. **Respect school property** and the belongings of others.
5. **Avoid public displays of affection** while on campus.
6. **Follow technology and phone policies** during class time.



Technology and Cell Phone Policy

- Cell phones must remain **silenced and stored away** during class hours.
- Teachers may allow supervised use for educational purposes only.
- Unauthorized use during instructional time may result in confiscation until the end of the day.
- Repeated violations may require a parent conference.

RLA believes technology should support learning — not distract from it.

“Let all things be done decently and in order.”
— 1 Corinthians 14:40 (NKJV)

Counseling & Recovery Support



Overview

Resilience Leadership Academy (RLA) is deeply committed to the emotional, spiritual, and mental well-being of every student. We recognize that some of our students come to us from difficult circumstances, and we honor their courage to grow and heal.

RLA integrates recovery support and social-emotional learning into the school culture so that every student feels safe, valued, and encouraged to reach their full potential. Our staff members are trained to provide compassionate, confidential support while upholding professional standards and faith-based principles.



School Counseling Program

The **RLA Counseling Program** focuses on the following goals:

1. **Academic Guidance:** Helping students set academic goals, manage time, and plan for post-secondary success.
2. **Personal and Emotional Support:** Providing one-on-one or small group counseling for emotional regulation, grief, anxiety, or life transitions.
3. **Social Skills Development:** Teaching effective communication, conflict resolution, and peer leadership.
4. **Spiritual Growth:** Offering optional faith-based mentoring and prayer support for students who wish to participate.

Students may be referred to the counselor by a teacher, parent, or self-request. All counseling sessions are confidential within legal and ethical boundaries.

Recovery and Wellness Support

RLA provides a supportive framework for students in **recovery from substance use, trauma, or emotional challenges**. We believe recovery and education go hand-in-hand.

Recovery supports may include:

- **Individual and group mentoring** focused on goal-setting, accountability, and resilience.
- **Peer support circles** where students can share challenges and victories in a safe, nonjudgmental space.
- **Restorative practices** that help students rebuild trust after setbacks or relapses.
- **Community partnerships** with local churches, counseling centers, and prevention organizations.

Students in recovery are never defined by their past. Instead, they are celebrated for their courage to keep moving forward.

Confidentiality and Reporting

RLA respects each student's right to privacy. Conversations with counselors or mentors are kept confidential unless:

- A student expresses intent to harm themselves or others.
- There is reasonable suspicion of abuse or neglect.
- Legal authorities require disclosure.

In such cases, the counselor or administrator will take immediate steps to ensure the student's safety and connect them with appropriate resources.

Faith-Based Approach to Healing

We believe true healing involves both heart and mind. RLA encourages students to explore faith as a source of strength, forgiveness, and restoration.

"He heals the brokenhearted and binds up their wounds."

— Psalm 147:3 (NKJV)

Through prayer, mentorship, and compassionate community, students learn that setbacks do not define them — resilience does.

Safety & Emergency Procedures

Commitment to Safety

Resilience Leadership Academy (RLA) is committed to maintaining a safe, secure, and nurturing environment for all students, staff, and visitors. We believe that safety is both a physical and emotional priority — when students feel secure, they can learn, grow, and thrive.

Our staff is trained to handle emergencies with calm professionalism, and our procedures are designed to protect every member of our school community.

Campus Security

- All exterior doors remain locked during instructional hours.
- Visitors must enter through the main office and sign in with valid identification.
- Students are not permitted to open side or back doors for visitors.
- All staff and authorized personnel wear identification badges.
- Security cameras are positioned throughout the facility to monitor activity.

Emergency Drills

To ensure preparedness, RLA conducts regular safety drills in compliance with state law. These include:

- **Fire Drills:** Conducted monthly to practice safe evacuation.
- **Lockdown Drills:** Conducted twice annually to prepare for security threats.
- **Severe Weather Drills:** Conducted each semester to practice sheltering in place.
- **Evacuation Drills:** Conducted annually to review off-site emergency plans.

During all drills, students are expected to follow instructions quickly and quietly.

Health & Medical Emergencies

- Parents must provide updated medical and emergency contact information at the start of each school year.
- Medications may only be administered by authorized school personnel with a signed doctor's note and parental consent.
- Students who become ill during the school day should report to the office.
- In the event of a serious medical emergency, **911 will be called immediately**, and parents or guardians will be notified.



Crisis Response

In the event of an emergency — such as a natural disaster, intruder, or community threat — RLA will implement its **Crisis Management Plan**.

This includes:

1. Immediate communication with local emergency responders.
2. Lockdown or evacuation procedures, as appropriate.
3. Family notification via phone, email, or text message.
4. Counseling and emotional support after the incident.



Reporting Concerns

Safety is everyone's responsibility.

Students, parents, and staff are encouraged to **report any safety concerns, threats, or suspicious activity** to the administration immediately.

All reports will be taken seriously and handled confidentially.



Digital Safety

RLA teaches and enforces safe, respectful online behavior. Students are expected to:

- Use technology responsibly and for educational purposes only.
- Protect their personal information and respect the privacy of others.
- Report cyberbullying or inappropriate online content to a trusted adult.

Misuse of school technology or online harassment will result in disciplinary action and, if necessary, referral to authorities.

***"The Lord is my rock and my fortress and my deliverer;
my God, my strength, in whom I will trust."***

— Psalm 18:2 (NKJV)

Parent Communication & Partnership

Philosophy of Partnership

At **Resilience Leadership Academy (RLA)**, we believe education is a shared mission between school, home, and community. Parents are valued partners in their child's success. Together, we build an environment where students thrive academically, emotionally, and spiritually.

RLA encourages ongoing communication and collaboration between families and staff. Our goal is to create a transparent, supportive partnership rooted in trust, compassion, and mutual respect.

Parent Involvement

Parents are invited to participate actively in school life. Opportunities include:

- Volunteering for events and service projects
- Attending parent-teacher conferences
- Joining school committees or parent groups
- Participating in prayer circles or family faith nights
- Supporting student activities and community outreach

Your involvement strengthens our mission to build faith, strength, and purpose in every student.

Communication Methods

RLA maintains open and consistent communication with families through:

- **Email and Phone:** For direct communication with teachers or staff.
- **Parent Portal:** Access to grades, attendance, and assignments.
- **Weekly Updates:** School-wide announcements, event reminders, and newsletters.
- **Conferences:** Scheduled each semester to discuss academic progress and social-emotional development.
- **Emergency Notifications:** Sent via phone, text, or email through our alert system.

Parents are encouraged to keep contact information current and check communications regularly.



Resolving Concerns

RLA promotes a culture of understanding and respect when handling questions or conflicts.

Steps for addressing a concern:

1. Speak directly to the teacher or staff member involved.
2. Most issues can be resolved quickly at the classroom or program level.
3. If unresolved, contact the campus administrator.
4. The administrator will listen, gather information, and facilitate a resolution.
5. If necessary, request a meeting with the Head of Schools.
6. Decisions are made in the best interest of the student and school community.

We encourage all discussions to take place respectfully and in the spirit of cooperation.

**"Let each of you look out not only for his own interests,
but also for the interests of others."**

— Philippians 2:4 (NKJV)



Parent Responsibilities

To maintain a strong partnership, parents are expected to:

- Support the mission, policies, and values of RLA.
- Ensure students arrive on time and ready to learn each day.
- Monitor attendance, grades, and communication from teachers.
- Encourage respectful behavior at home and school.

Pray for the school community and model Christlike character.



Family Partnership Covenant

Every family at RLA agrees to uphold the following commitments:

1. We will communicate honestly and respectfully with staff.
2. We will encourage our child to act with integrity and perseverance.
3. We will support the spiritual and academic goals of the academy.
4. We will view mistakes as opportunities for learning and growth.
5. We will stand united with the school to promote safety, love, and faith.