



Schilling-Douglas
School of Hair Design

Since 1977

2024
CONSUMER HANDBOOK
CATALOG

SCHILLINGDOUGLAS.EDU
(302)737-5100

Consumer Information/Catalog For
Schilling-Douglas School
of Hair Design



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All information contained herein is truthful and correct as of the date of publication.

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STATEMENT OF NON-DISCRIMINATION

AN EQUAL OPPORTUNITY SCHOOL

It is the policy of the Schilling-Douglas School of Hair Design that no person or applicant shall be subjected to discrimination on the grounds of race, color, religion, marital status, gender, gender expression and identity, sexual orientation, national or ethnic origin, age, handicap, disability, military or veteran status.

The school does not discriminate on the basis of sex in its education programs and activities. The school is required by Title IX not to discriminate in this way. Questions regarding Title IX may be referred to the schools Title IX coordinator(s) or the OCR. The Title IX coordinator(s) for the school are the Director and Associate Director(s) and may be contacted at 211 Louviers Drive Newark, DE 19711, (302)737-5100.

MISSION STATEMENT

The mission of Schilling-Douglas School of Hair Design is to produce proficient graduates in attitude, knowledge, technique and to instill a sense of professionalism and effective communication. Our programs prepare individuals for completion of the State of Delaware licensing examination and for employment in cosmetology, barbering and esthetics arts and sciences careers and related fields. This is accomplished within the guidelines established by the Delaware Department of Education, the Delaware Board of Cosmetologists and Barbers and the National Accrediting Commission of Career Arts and Sciences, Inc.

AFFILIATIONS

Certified by the

Delaware Department of Education
John G. Townsend Building
401 Federal Street
Dover, DE 19901
302.735.4000

Accredited by the

National Accrediting Commission of Career Arts & Sciences, Inc.
3015 Colvin Street
Alexandria, VA 22314
703.600.7600

Licensed by the

Delaware Division of Professional Regulation
Cannon Building
Suite 203
861 Silver Lake Blvd.
Dover DE 19904
302.744.4500

Member of the following: American Association of Cosmetology Schools, New Castle County Chamber of Commerce

Any party who wishes to review the documents describing the schools Certification, Accreditation or Licensure may do so by submitting a written request to the school Director.

SCHOOL INFORMATION

Mailing Address

Schilling-Douglas School of Hair Design
211 Louviers Drive, Shoppes at Louviers
Newark, DE 19711

Fax (302)737-4141

E-mail Info@schillingdouglas.edu

Web Address www.schillingdouglas.edu

Telephone (302)737-5100

School Laboratory / Student Salon: EXT. 100

Admission Office / Career Planning: EXT. 104 & 105

Financial Aid: EXT. 102

General Office: EXT. 103 & EXT. 106

Associate Director: EXT.111

Director: EXT. 101

For questions pertaining to the school or this catalog –consumer handbook please contact the appropriate office listed above. For all other inquires please contact the school’s general office.

Schilling-Douglas School of Hair Design is owned in whole by Schilling-Douglas School of Hair Design, LLC which is a Delaware registered Limited Liability Company. The members of the Limited Liability Company are Victor David and Sandra David.

STAFF & FACULTY

Administrative Staff

Director of Operations

VICTOR DAVID—Bachelor's Degree, University of Delaware. 27 years of experience as a school administrator.

Business Administrator

SANDRA DAVID —Office Manager. 44 years of experience as a school administrator.

CHRISTI DAVID – Accounting and student records.

Associate Director/ Financial Aid Adviser

TARA PRICE –Daily operations, curriculum development and implementation, student progress and placement adviser. 13 years of experience as school administrator.

Student Services / Financial Aid Adviser

ALISON MCCALL— Student Advisor, Financial Aid Officer.

Admissions Representative

BRIANNA SWANSON, CINDY CORDERO - Career planning advisors and marketing coordinators.

Faculty Instructors

ELEANOR BASLENKOFF-ELDER—Licensed cosmetologist since 1984. Graduate of Schilling-Douglas's teacher training program. Licensed cosmetology instructor since 2010. License# M5-0002772.

SUSAN BURNS—Licensed cosmetologist since 1979. Salon experience. Former salon owner. Graduate of Schilling-Douglas's teacher training program. Licensed cosmetology instructor since 2004. Certified Master & Advanced Master Educator*. Instructor license endorsements – nail technology, aesthetics, barbering. License# M5-0002700.

CHRISTOPHER FOUNTAIN—Licensed cosmetologist since 1995. Certified instructor in Connecticut since 1995. Licensed instructor in Texas since 2014. Licensed Delaware cosmetology Instructor since 2017. Instructor license endorsements – nail technology, aesthetics, barbering. License# M5-0002865. Certified Master & Advanced Master Educator*

DEJA GORMAN—Licensed esthetician since 2022. Graduate of Schilling-Douglas's esthetics & teacher training programs. Licensed esthetics instructor since 2023. License# MM-0010030

KELLYE PORTER-MARTIN– Licensed cosmetologist since 2011. Salon experience. Graduate of Schilling-Douglas cosmetology & teacher training programs. Licensed Delaware cosmetology instructor since 2016. Instructor license endorsements – nail technology, aesthetics, barbering. License # M5-0002850.

TIFFANY MAROUDAS– Licensed cosmetologist since 2011. Salon experience. Graduate of Schilling-Douglas cosmetology & teacher training programs. Licensed Delaware cosmetology instructor since 2013. License # M5-0002817.

BEVERLY MURPHY-Licensed cosmetologist since 1981. Salon Experience. Graduate of Schilling-Douglas's teacher training program. Licensed Delaware cosmetology instructor since 2006. Certified Master Educator*. Instructor license endorsements – nail technology, aesthetics, barbering. License # M5-0002721

MICHAEL OWENS– Licensed cosmetologist since 1986. Salon experience. Graduate of Schilling-Douglas cosmetology & teacher training programs. Licensed instructor since 1987. Instructor license endorsements – nail technology, aesthetics, barbering. License # M5-0002568

MILITA VINSON—Licensed cosmetologist since 2013. Salon experience. Graduate of Schilling-Douglas's cosmetology & teacher training program. Licensed cosmetology instructor since 2023. License# M5-0012916.

All members of the staff & faculty are available for student advisement. Student-Instructor maximum ratio: 25-1.

* Master Educator Certification obtained through Milady's Master Educator program.

GENERAL FACILITIES & EQUIPMENT

The Schilling-Douglas School of Hair Design has 8,100 square feet of classroom and laboratory space. Practice areas at Schilling-Douglas include 32 styling stations, Color Bar, 6 backwash shampoo stations, 5 pipe-less spa pedicure stations, 6 manicure stations, and 5 facial/make-up treatment rooms. The 4 dedicated classrooms are equipped with white boards and wall mounted display monitors which are integrated with the school computer/AV system. These systems serve to visually enhance the learning experience. The school also has a computer lab consisting of 3 workstations with internet access for student use. The on-campus student lounge provides microwaves a refrigerator and vending machines. Wi-Fi access is provided within the facility for student use.

The school is conveniently located within the city limits of Newark, Delaware.

On campus housing is not available.

Handicapped Access

The school does not have special facilities for handicapped students. Our facility is one level and does not require the ability to walk stairs. The main entrance to the school, laboratory area, classrooms and restrooms are all handicap accessible.

ADA/504 COORDINATOR

The Schilling Douglas School of Hair Design community shares a commitment to value all persons and seeks to learn from their diverse experiences and perspectives. Thus, we are dedicated to the full inclusion of individuals with disabilities and to the continual improvement of accessibility to our campus, programs, activities, and services. If you have questions or wish to request accommodations, please contact:

The school Director and/or Associate Director 504 Coordinator/Title IV Coordinator 302-737-5100

Your request should be made at least two weeks in advance to allow time to arrange any possible accommodations. You can make this request by phone or email.

You will receive a response within 10 business days from the receipt of your request, you will be notified at that time as to what accommodations will be made.

OUTCOMES

2022 NACCAS Annual Report for Schilling-Douglas School of Hair Design

The following rates are based on the 2022 National Accrediting Commission of Career Arts and Sciences, NACCAS Annual Report for Schilling-Douglas School of Hair Design. The 2022 graduation rate for all students enrolled at The Schilling-Douglas School of Hair Design was 85.26%. For the same period of time 89.66% (placement rate) of the students graduating from the school located employment due to the education they received from this institution (findings based on graduate tracking). The 2022 licensure rate for the school's graduates was 93.55%.

INSTITUTIONAL RATE SUMMARY

GRADUATION RATE: 85.26%

PLACEMENT RATE: 89.66%

LICENSURE RATE: 93.55%

PROGRAM SPECIFIC SUMMARY

Program Category: 12.04 Cosmetology and Related Personal Grooming

GRADUATION RATE: 85.26%

PLACEMENT RATE: 89.66%

LICENSURE RATE: 93.55%

PROGRAM & ADMISSIONS INFORMATION

PROGRAM DESCRIPTIONS & REQUIREMENTS

➤ **COSMETOLOGY PROGRAM**

The Cosmetology program is designed to instruct students in the basic skills required to obtain licensure as a cosmetologist through the State of Delaware and for competency in entry-level employment in the cosmetology field or a related career field. The program includes instruction in hair cutting and styling, shampooing and rinses, chemical applications, hair coloring, scalp & hair treatments, wigs, manicuring, pedicuring, nail enhancements, facial treatments, hair removal, make-up, shop management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Levels

Freshman Level 1: (3 months FT or 6 months PT, minimum of 350 hours required for promotion to level 2) Introduction to the field of Cosmetology, includes instruction in theory topics and basic practical skill development working on manikins. Classroom only.

Junior Level 2: (minimum 3 months FT or 6 months PT, minimum of 700 cumulative hours required for promotion to level 3)

Continuation of theory and practical instruction. Practical skill development on manikins and live models. Introduction to school laboratory and working with clients.

Senior level 3: (5 months FT or 7 months PT) Continuation of theory instruction and practical skill development. Emphasis placed on preparation for employment and live model skill development within the school laboratory.

Program Requirements

Program length: 1500 Clock Hours

Normal completion time on the full-time schedule is 49 weeks and on the part-time schedule is 19 months.

Units of Instruction:

Theory, Orientation, Testing: 135 hours; Infection Control: Principles and Practices: 75 hours; Scalp Care, Shampooing and Conditioning: 75 hours; Hair Styling: 150 hours; Hair Cutting: 200 hours; Hair Coloring – Lightening: 125 hours; Chemical Texture Services: 200 hours; Manicuring, Pedicuring, Nail extensions: 175 hours; Facials and Makeup: 175 hours; Salon business, Retail sales: 69 hours; Instructor Discretion: 121 hours

Required Practical Activities (minimum)

Haircuts 60; Color 25; Styling 100, Chemical 40, Treatments 5, Skin 5, Artificial Nails 8, Manicures/Pedicures 15, Reception 2, Marketing Posts 40, Retail/Upsell 5, Client Development 10.

Cosmetology students must complete a minimum of 350 hours of classroom instruction, to become eligible to participate in the school's laboratory facility. The laboratory enables students to practice classroom lessons in real life situations. All laboratory work is assigned at the discretion of the instructor. All laboratory work is performed by students under the supervision of licensed instructors.

➤ **BARBERING PROGRAM**

The Barbering program is designed to instruct students in the basic skills required to obtain licensure as a Master Barber through the State of Delaware and for competency in entry-level employment in the barbering field or a related career field. The program includes instruction in hair cutting and styling, shaving, shampooing, chemical applications, hair coloring, scalp & hair treatments, manicuring, shop management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Levels

Freshman Level 1: (3 months FT or 6 months PT, minimum of 350 hours required for promotion to level 2) Introduction to the field of Barbering includes instruction in theory topics and basic practical skill development working on manikins. Classroom only.

Junior Level 2: (3 months FT or 6 months PT, minimum of 700 cumulative hours required for promotion to level 3) Continuation of theory and practical instruction. Practical skill development on manikins and live models. Introduction to school laboratory and working with clients.

Senior level 3: (5 months FT or 7 months PT) Continuation of theory instruction and practical skill development. Emphasis placed on preparation for employment and live model skill development within the school laboratory.

Program Requirements

Program length: 1500 Clock Hours

Normal completion time on the full-time schedule is 49 weeks and on the part-time schedule is 19 months.

Units of Instruction:

Haircutting: 230 hrs.

Shaving: 220 hrs.

Chemical Texturizing: 200 hrs.

Hair Styling: 220 hrs.

Hair Coloring: 150 hrs.

Basic Manicuring: 60 hrs.

Business Management, Laws: 69 hrs.

Theory, Orientation & Testing: 351 hrs.

Required Practical Activities (minimum required for graduation)

Haircuts 100; Styling 60; Shaving 25; Color 10; Chemical 10; Treatments 5; Manicures 5, Reception 2, Marketing Posts 20, Retail/Upsell 5, Client development 10.

Barbering students must complete a minimum of 350 hours of classroom instruction, to become eligible to participate in the school's laboratory facility. The laboratory enables students to practice classroom lessons in real life situations. All laboratory work is assigned at the discretion of the instructor. All laboratory work is performed by students under the supervision of licensed instructors.

➤ **ESTHETICS PROGRAM**

The Esthetics program is designed to instruct students in the basic skills required to obtain licensure as an esthetician through the State of Delaware and for entry-level employment in the esthetics field or a related career field. The program includes instruction in facial care, facial services, hair growth and removal methods, makeup design and makeup services, advanced face and body treatments, business basics, personal and professional development, skin care ecology, anatomy, electricity and electrical equipment, chemistry skin physiology and applicable professional labor laws and regulations.

Program levels

Introduction Level 1: (10 weeks FT or 16 weeks PT, minimum completion of 240 hours required for promotion to level 2)

Advanced Level2: (10 weeks FT or 16 weeks PT)

Program Requirements

Program Length: 600 clock hours

Normal completion time is 20 weeks on the full-time schedule and 33 weeks on the part-time schedule.

Units of instruction

Theory, Business Skills, State Laws, Orientation & Testing: 204 hours, Facial Treatments 103.5 hours, Facial Treatments with Devices 99 hours, Hair Removal 49.5 hours, Body Treatments 45 hours, Makeup 99 hours.

Required Practical Activities (minimum)

Facials – 12, Hair Removal – 12, Makeup – 6, Marketing Posts – 10, Treatments – 5, Retail/Upsell – 4, Client Development - 7

Esthetics students must complete a minimum of 240 hours of classroom instruction, to become eligible to participate in the school's laboratory facility. The laboratory enables students to practice classroom lessons in real life situations. All laboratory work is assigned at the discretion of the instructor. All laboratory work is performed by students under the supervision of licensed instructors.

➤ **NAIL TECHNOLOGY PROGRAM**

The Nail Technology program is designed to instruct students in the basic skills required to obtain licensure as a nail technician through the State of Delaware and for entry-level employment in the nail technology field or a related career field. The program includes instruction in manicuring, pedicuring, nail enhancements (nail tips, sculptured nails and nail wraps), polish applications, nail art, salon management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Levels

Level 1: (4 weeks FT or 7 weeks PT, minimum of 120 hours required for promotion to level 2) Introduction to the field of nail technology. Includes instruction in theory subjects and basic practical skills. Practical skill instruction is classroom oriented and is performed mainly on manikin hands, fingers and dowels. Limited live model practice in classroom.

Level 2: (6 Weeks FT or 9 weeks PT) Continuation of theory and practical skill instruction. Practical skill development continued on manikin hands, finger dowels and working on clients in the school laboratory. Preparation for employment and licensure.

Program Requirements

Program Length: 300 Clock Hours

Normal completion time is 10 weeks on the full-time schedule or 16 weeks on the part-time schedule.

Units of Instruction

Natural Nails 64 hours, Nail Enhancements 64 hours, Nail Art 32 hours, Orientation, Theory, Business Basics and Laws 131 hours, testing 9 hours.

Required Practical Activities (minimum) Manicure/Pedicure 15, Artificial Nails 10, Marketing Posts 10, Retail/Upsell 3, Client Development 5.

Nail Technology students must complete a minimum of 120 hours of classroom instruction, to become eligible to participate in the school's laboratory facility. The laboratory enables students to practice classroom lessons in real life situations. All laboratory work is assigned at the discretion of the instructor. All laboratory work is performed by students under the supervision of licensed instructors.

➤ **TEACHER TRAINING PROGRAMS**

The Teacher Training program is designed to instruct Delaware licensed cosmetologists, barbers, master barbers, aestheticians and nail technicians in the basic skills required to obtain licensure as an instructor through the State of Delaware and for entry-level employment in the instructional field or a related career field. The program includes instruction in cosmetology arts and sciences teaching principles; student learning styles; professional curricula development; instructional planning; instructional methods and aids; student counseling and career assistance; test development; and classroom/clinic management, customer service, professionalism and applicable professional labor laws and regulations. The State of Delaware has specific requirements for teacher training.

TEACHER TRAINING I

A student instructor (licensed in their field for more than 2 years and has over 2 years of recent related work experience) is required to complete 250 hours of training.

Program Levels

Level 1: (4 weeks FT or 7 weeks PT, minimum of 120 hours required for promotion to level 2) Introduction to instructing, includes instruction in basic teaching skills, classroom instruction and management and lesson plan development and presentation.

Level 2: (5 weeks FT or 8 weeks PT) Continued instruction in classroom teaching and management. Instruction in professional development to improve educator performance.

Program Requirements

Program Length: 250 Clock Hours

Normal completion time for a fulltime student is 9 weeks and for a part-time student is 15 weeks.

Units of Instruction:

Orientation: 4 hrs.

Classroom teaching & management: 100 hrs.

Practical laboratory management: 100 hrs.

Theory, Laws & testing: 46 hrs.

Required Practical Activities (minimum)

Theory Lectures 3; Practical Demonstrations 3

TEACHER TRAINING II

A student instructor (licensed in their field for less than 2 years and /or less than 2 years of recent related work experience) is required to complete 500 hours of training.

Program Levels

Level 1: (8 weeks FT or 14 weeks PT, minimum of 240 hours required for promotion to level 2) Introduction to instructing, includes instruction in basic teaching skills, classroom instruction and management and lesson plan development and presentation.

Level 2: (8 weeks Ft or 14 weeks PT) Continued instruction in classroom teaching and management. Instruction in professional development to improve educator performance.

Program Requirements

Program Length: 500 Clock Hours

Normal completion time for a full-time student is 16 weeks and for a part-time student is 28 weeks.

Units of Instruction

Orientation: 4hrs, Practical laboratory management: 200 hrs., Classroom teaching & management: 200 hrs., Theory, Laws & testing: 96 hrs.

Required Practical Activities (minimum) Theory Lectures 3; Practical Demonstrations 3

➤ **SHAVING PROGRAM**

The shaving program is a crossover program designed to instruct Delaware licensed cosmetologists in the practice of shaving in order to obtain a shaving certification on their cosmetology license through the state of Delaware or for Delaware licensed cosmetology instructors to receive a certification on their cosmetology instructor license to permit them to instruct barber students in the state of Delaware.

Program Requirements

Program Length: 35 Clock Hours

Normal completion time is 1 week on the full-time schedule or 5 weeks on the part-time schedule designated for the shaving program.

Units of Instruction

Shaving Theory & Orientation: 10 hrs. Shaving Practical: 15 hrs.

Required Practical Activities (minimum)

Shaving 5

Laboratory participation

Students may participate in the student laboratory after the midpoint of the program if they complete a minimum of 17.5 clock hours and a passing score of 70% must be achieved on Exam 1: Shaving with a straight razor practical examination. The laboratory enables students to practice classroom lessons in real life situations. All laboratory work is assigned at the discretion of the instructor. All laboratory work is performed by students under the supervision of licensed instructors.

PROGRAM MATERIAL KITS

Cosmetology Program

KIT

Roller bag, carry bag, manikin tote bag, (4) manikins (various textures), manikin stand, hair cutting razor w/ blades, manikin shear, thinning shear, clipper / trimmer set, blow dryer, 3/4 inch marcel curling Iron, 1" ceramic flat iron, ½ mini flat iron, heat resistant silicon mat, carbon rat tail comb, rat tail combs (12), dual purpose comb, carbon pin tail comb, lift comb, styling combs (12), contour brush, 1 ¼", 1 ¾", 2" round brushes, 3" round boar brush, styling brush, paddle/cushion brush, vent brush, teasing brush, hair pins, bobby pins, single prong clips, double prong clips, duckbill clips, super grip clips, end wraps, cotton coil, spray bottle, cold wave rods (assorted, 11 dz), smooth rollers (assorted), gel (container), cholesterol (2), hair colorist tools set, color bowl, applicator bottle, tipping caps, foil, spatulas (12), vinyl gloves, lash kit, eyelash practice lashes, make-up kit, slant tweezers, foam applicators, shampoo cape, shortie cape, towels (12), skincare kit, sea breeze, color brush (2), rubber bands, diffuser, dryer styling pick, head band, neck strips, cosmetic brush set, cleansing spray, nail glue, nail tip kit 100 pc., odorless acrylic kit, kolinsky brush, manicure brush, toenail clipper, cuticle oil, cuticle remover, manicure bowl, toe separators, foot file, non-acetone polish remover, base coat, top coat, nail polish, wood manicure sticks, white cushion file 180/180 (2), black nail file 80/120 (2), nail wipes, manikin hand, clear acrylic kit, tote bag, nail dehydrator, brush cleaner, lotion, reusable nail forms, acrylic tool kit, white buffing block, glass dappen dish, practice finger, electronic reading device, lab jacket, ID Badge.

LEVEL 2 KIT

Styling Capes (2), Shears, Thinning Shears, Styling Aids (3), Manikin (1) and Tote Bag.

LEVEL 3 KIT

Manikin Tote Bag, (3) Manikins (various textures).

Barbering Program Kit

Kit

Andis Master clipper, Andis T-outliner, 7" barber shear, 7 ¼" 46 tooth thinning shear, 1 dozen 7 1/2 "barber comb, multi-purpose cape, collar clips -6, neck duster, spray bottle, clippercide, club brush – boar, Andis Snap-on combs -7 pc., rattail comb -2, butterfly clamp 2" – 6, shortie cape, human hair manikin w/beard, manikin stand, human hair manikin, 2 protein fiber manikins,

blow dryer, pik set, talc, hair styling razor kit, flat top comb, sea breeze, towels -12, back bar pad, applicator bottle 6 oz, gloves, shampoo cape, straight edge shaving razor, styling brush, vent brush, cushion brush, 6 dz cold wave rods, barber strop, manicure brush, thermal round brush, hair colorist kit, foil, application bottle 8 oz, 5pc beauty kit, manicure bowl, end papers, 1" flat iron, ¾" marcel iron, manikin tote bag, kit tote bag, Electronic Reading Device, Lab jacket, ID Badge.

LEVEL3 KIT

Manikin Tote Bag, (3)Manikins (variety)

Esthetics Program Kit

Kit

Dermalogica Pro kit, Dermalogica Peel Kit, Crown cosmetic kit, manikin head, mixing bowl, small mixing bowl, 3-piece clear mixing bowl, head bands, exfoliating set, foam wedges, waxing kit, body brush set, gauze facial masks, beauty balls, esthetics wipes, makeup cape, cotton applicators, eyelash curler, spatulas, mini spatulas, tweezers, cotton rounds, sponges, makeup practice face, towels, magnifying head lamp, brow defining kit, facial tool kit, vinyl gloves, exfoliating gloves, eyelash application kit, eyelash extension kit, 3D beauty tint training kit, starter waxing kit, kit bag, school logo bag, Electronic Reading Device, Lab jacket, ID Badge.

Nail Technology Program Kit

Kit

Cleansing spray, odorless acrylic kit, toenail clipper, cuticle remover, manicure bowl, toe separators, foot file, non-acetone polish remover, base coat, top coat, nail polish, wood manicure sticks, nail wipes, fiberglass kit, manikin hand, nail art polish set, brush cleaner, lotion, cuticle scissor, acrylic tool kit, safety glasses, nail towels, nail art brush set, nail dotting set, striping tape, rhinestone kit, electric nail file, tote bag, practice finger with tips, Young Nails Core Kit, Lab Apron, ID Badge.

Teacher Training I or II Programs

No kit is issued for these programs.

Shaving Program Kit

Kit

Short cape, shaving set (bowl, brush, soap), barber strop, counter pad, shaving razor, straight razor, manikin head, 4 towels, tote bag, ID Badge.

*** Slight variations/substitutions in program kits may occur based on manufacture changes and product availability.**

PROGRAM TEXTBOOKS

Cosmetology Program Textbooks & Online Module

Pivot Point Fundamentals: Cosmetology digital with printed study guide, 1st edition, Pivot Point International, Inc., Chicago, Illinois, 2016, ISBN-13:978-1-948482-64-6, Bundle Price \$228.00

Barbering Program Textbooks & Online Module

Pivot Point Fundamentals: Barbering digital with printed study guide, 1st edition, Pivot Point International, Inc., Chicago, Illinois, 2018, ISBN-13:978-1-948482-69-1, Bundle Price \$249.00

Esthetics Program Textbooks & Online Module

Pivot Point Fundamentals Esthetics Digital with Printed Study Guide, Pivot Point International, Inc., Chicago, Illinois 2020, ISBN: 978-1-951862-52-7. Bundle Price \$249.00

Nail Technology Program Textbook

Pivot Point Fundamentals Nails Textbook Set, 1st Edition, Pivot Point International, Inc., Chicago, Illinois, 2022, ISBN- 978-1-957642-06-2 (Coursebook Set 101N-107N)

Pivot Point Fundamentals Nails Study Guide, 1st Edition, Pivot Point International, Inc., Chicago, Illinois, 2022, ISBN- 978-1-957642-07-9. Bundle Price \$189.00

Teacher Training I or II Program Textbook & Online Module

Mindful Teaching, The Mindful Teacher's Field book, 1st Edition, 4th Printing 204 and Mindful Teaching Pro online module e-book, Pivot Point International, Inc., Evanston, IL 60201, ISBN 978-1-937964-25-2, \$250.00

Shaving Program Textbook

Milady Standard Shaving, Cengage Learning, Clifton Park, New York, 2018, ISBN 9781337620451, \$20.95

PROGRAM SCHEDULES

All Programs (Excluding Shaving Program)

- **Full-time: 32.5 hours/week**, Monday through Friday; 9 am until 4 pm
(5 class periods per day, ½ hour lunch break & 3 ten-minute class change breaks)
- **Part-time: 19 hours/week**, Tuesday, Wednesday, Thursday; 5 pm until 9 pm & Saturday; 8 am until 3:30 pm
(Evenings: 4 class periods, 2 ten-minute class change breaks; Sat: 6 class periods, ½ hour lunch break & 2 ten-minute class change breaks)

Shaving Program ONLY

- Full Time: 35 hours/week**, Monday through Friday; 9 am until 4:30pm
(5 class periods per day, ½ hour lunch break & 3 ten-minute class change breaks)
- Part-Time: 7 hours/week**, Monday; 9 am until 4:30 pm (5 class periods per day, ½ hour lunch break & 3 ten-minute class change breaks)

PROGRAM START DATES - 2024

Barbering Program

Please contact the school's admissions office for 2024 start dates.

Cosmetology Program

Full-time Schedule: Start Dates: January 10, Feb 26, April 10, May 28, August 26, October 7, November 25.

Part-time Schedule: Start Dates: January 10, Feb 27, April 10, May 28, August 27, October 9, November 26.

Esthetics Program:

Full Time Schedule: Start Dates: January 2, March 11, May 20, July 29, October 7, December 16.

Part-time Schedule: Start Dates: February 6, April 2, May 28, July 23, September 17, November 12.

Nail Technology Program

Part-time Schedule: Start Dates: January 1, February 27, April 23, June 18, August 13, October 8, December 3.

Teacher Training I or II Programs

Please contact the admissions office for 2024 start dates.

Shaving Program

Please contact the admissions office for 2024 start dates.

PROGRAM CONTRACT END DATES

Enrollment contract ending dates are determined based on the standard prescribe length of each program. The school has a responsibility to ensure that the student's contract ending date will allow for the student to have the required number of scheduled hours for program completion by the contract ending date. This may require the school to amend the student's contract ending date during their period of enrollment.

Contract Ending Date Amendments: From time to time, it may be necessary for the school to amend the student's contract ending date to ensure the required number of scheduled hours for program completion are available due to school closures, the school's academic calendar and other events.

PROGRAM FEES *

Cosmetology Program

The fee for the cosmetology program is \$17,200.00, and is divided as follows:

Academic year 1 (0 – 900 clock hours)	
Tuition	\$9,325.00
Registration Fee	100.00
Kit	1,100.00
Level 2 Kit	140.00
Level 3 Kit	90.00
Books	228.00
Academic Year 2 (901-1500 clock hours)	
Tuition	\$6,217.00

Barbering Program

The fee for the barber program is \$15,109.00, and is divided as follows:

Academic year 1 (0 – 900 clock hours)	
Tuition	\$8,400.00
Registration Fee	100.00
Kit	669.00
Level 3 Kit	90.00
Books	250.00
Academic Year 2 (901-1500 clock hours)	
Tuition	\$5,600.00

Esthetics Program

The fee for the Esthetics program is \$11,000.00, and is divided as follows:

Tuition	\$9,000.00
Registration Fee	100.00
Kit	1,650.00
Books	250.00

Nail Technology Program

The fee for the nail technology program is \$4,006.00, and is divided as follows:

Tuition	\$3,450.00
Registration Fee	100.00
Kit	267.00
Books	189.00

Teacher Training I or II Program

The fee for the Teacher Training I or II program is \$6,635.00, and is divided as follows:

Tuition	\$6,250.00
Registration Fee	100.00
Books	249.00
Uniform	36.00

Shaving Program

The fee for the shaving program is \$475.00, and is divided as follows:

Tuition	\$350.00
Registration Fee	\$50.00
Kit	\$54.00
Book	\$21.00

***ALL PROGRAMS:** Program fees are **not** all inclusive. Students will be required to replenish used items in their kit, purchase additional materials for some activities, supply their own note taking items and pay lab fees for some activities, all at their own expense and in addition to the program fees listed above.

EXTRA INSTRUCTIONAL CHARGES POLICY - OVERTIME

Each program has been scheduled for completion within an allotted time frame. This time frame takes into account scheduled and unscheduled school closings. It is not realistic to expect to receive an education for free. The school has reserved space, equipment and licensed instructors for each student and program. If the student does not complete the required program hours or graduate by the contract ending date, the student will be charged an hourly fee of **\$10.00** per clock hour of instruction required to graduate/complete the program, as denoted on the student's enrollment agreement. This charge will not be calculated or assessed by the school until immediately after the contract ending date expiration of the student's most recent enrollment agreement. Once assessed, this charge will be payable in advance, on a weekly basis, unless other agreeable financial arrangements have been made with the business office. Students may not be permitted to clock in until applicable payments are made. It is possible to have consecutive overtimes if the student does not complete the required program hours or graduate by the ending date on the overtime contract.

Note: If the student voluntarily elects to submit payments to the school in anticipation of extra instructional charges, all monies received for extra instruction prior to the ending date of the student's original contract are to be refunded if the student terminates.

Example: A student enrolled in the 1,500-hour cosmetology program is scheduled to graduate per their contract ending date on January 15th. As of the end of the day on January 15th the student has a total of 1,450 actual hours of attendance. Therefore, the student still needs 50 hours to complete the program. The overtime charge to complete would then be the number of hours remaining (50 hours) multiplied by the current hourly overtime rate (\$10). The overtime charge in this example would be \$500.00. The student would also have a new overtime contract with a contract ending date which would be calculated based on scheduled hours required in order to complete the 50 hours. If the student does not complete by the new overtime contract ending date, this calculation would continue to repeat in order to determine additional overtime charges and additional overtime contracts as needed.

METHODS OF PAYMENT

Payment may be made in full at the time of enrollment or on or before the student's first day of class unless an approved payment plan is in place. Payments may be made by: Cash, Credit Card, Money Order, Check, Scholarship, In-House Payment Plan, Title IV Financial Aid or State Agency.

PAYMENT OPTIONS

In-House Payment Plan Options

*Monthly/weekly payments may be used in conjunction with other payment options. The examples below reflect using only the in-house option.

Cosmetology

A deposit of \$1,428.00 is due prior to the start of class.

Fulltime: The balance is to be paid in 10 monthly installments of \$1,577.20

Part time: The balance is to be paid in 12 monthly installments of \$1,314.33

Barbering

A deposit of \$1,019.00 is due prior to the start of class.

Fulltime: The balance is to be paid in 10 monthly installments of \$1,409.00

Part time: The balance is to be paid in 12 monthly installments of \$1,174.17

Esthetics

A deposit of \$2,000.00 is due prior to the start of the class.

Full-time: the balance is to be paid in 4 monthly installments of \$2,250.00

Part-time: The balance is to be paid in 6 monthly installments of \$1,500.00

Nail Technology

A deposit of \$500.00 is due prior to the start of class. The balance is to be paid in 9 weekly installments of \$389.55 for full time students or 4 monthly installments of \$876.50 for part time students.

Teacher Training

A deposit of \$2,050.00 is due prior to the start of class. The balance is payable in 2 monthly installments of \$2,292.50.

Shaving

The fee for the program, \$475.00 is due on or before the first day of the program.

There is no interest or finance charge associated with in-house payments.

Accounts more than 10 days past due will become payable in full unless acceptable arrangements are made with the school.

Diplomas are not distributed until balances are paid in full or other agreeable financial arrangements are made.

Federal Student Aid Programs

Federal Student Aid programs are available to Cosmetology, Barbering and Esthetics program students who qualify based on Federal guidelines. The school participates in the following Aid programs: Pell, FSEOG and Direct Loan. See page 20 for more info on these programs. School representatives are available to assist in the completion and processing of the Federal Student Aid Application.

Institutional Scholarship Policy, Teacher Training program, Shaving program only

Due to the limited number of licensed and practicing instructors in the State of Delaware, the school may from time to time, offer an institutional scholarship to an individual for the purpose of completing the teacher training program or obtaining the barber certification on their current cosmetology instructor license for future employment at the school. These scholarships are awarded solely at the discretion of the school. The selected recipient of this scholarship must agree to the terms of the scholarship in order to have the fees for their teacher training program or shaving program waived.

ADMISSIONS POLICY

Admissions Requirements

All applications will be reviewed by the school to determine the applicant's ability to meet/perform all requirements and benefit from the training program. The decision to approve an applicant for admittance rests solely with the school and an applicant may be denied admittance if the school determines that the applicant is not a good candidate for its program.

Cosmetology, Barbering Esthetics and Nail Technology Programs: All applicants must possess a High School Diploma or a recognized equivalent and must be 16 years of age or over. No person under the age of 16 can be considered for enrollment. Home school diplomas may be considered for admittance under certain conditions. Documentation must be provided.

Teacher Training I or II Program: All applicants must possess a current, valid Cosmetology, Barber, Esthetics or Nail Technology license issued from the State of Delaware and a High School Diploma or recognized equivalent. Documentation of a current license and High School transcript must be provided for admittance.

Shaving Program: All applicants must possess a High School Diploma or a recognized equivalent and must be over 16 years of age or over. No person under the age of 16 can be considered for enrollment. Home school diplomas may be considered for admittance under certain conditions. Applicants must also have either a valid Delaware cosmetology license or a valid Delaware cosmetology instructor license for admittance into this program. Documentation must be provided.

Forms of Acceptable Documentation

High School Transcript or GED*

An official U.S. High School Transcript or official GED, a certificate demonstrating that the student has passed a state authorized examination that the state recognizes as the equivalent of a high school diploma. Transcript must show high school completion.

- If your education is obtained outside of the U.S. or its Territory it must be evaluated by a credential evaluation service to determine if your education is equivalent to a U.S. High School Diploma. Agencies that provide credentialing must be a member of the National Association of Credential Evaluation Services, NACES and are listed on www.naces.org. The applicant is responsible for providing documentation to the school from the credentialing service to document U.S High School diploma equivalency.

Home School Transcript/Completion Credential*

Has completed a home school program that is equivalent to high school level.

A home school transcript is acceptable for admittance only if the secondary school education was in a home school that state law treats as a home or private school. All home-schooled applicants and must provide the school a copy of their official transcript. If the state the applicant was home schooled in issues a secondary school completion credential for home schooling, he/she must obtain and provide this credential to the school to be eligible for enrollment.

Proof of Age

Including but not limited to; birth certificate, driver license, government issued identification, passport, birth registration.

Licensure

A copy of a valid Delaware license issued by the Delaware Division of Professional Regulation or a printout validating licensure from the Delaware Division of Professional Regulation website.

*All documents must be verified by the school's admissions department for validity. Validity of these documents will be determined by the school through its Validation of High School Diploma Policy. Should these documents be found invalid or unverifiable by the school, the applicant will be deemed ineligible for admittance.

Transfer students: please see **transfer policy** for additional admission requirements.

Schilling-Douglas School of Hair Design does not accept Ability-to-Benefit students.

Schilling-Douglas School of Hair Design does not recruit students enrolled or actively attending a similar program at another school.

It is the policy of the Schilling-Douglas School of Hair Design that no person or applicant shall be subjected to discrimination on the grounds of race, color, religion, marital status, gender, gender expression and identity, sexual orientation, national or ethnic origin, age, handicap, disability, military or veteran status.

Arbitration and Class Action Waiver Disclosure:

Schilling-Douglas School of Hair Design (the "College") requires each student to agree to a pre-dispute arbitration agreement and a class action waiver as a condition of enrollment ("Arbitration Agreement"). The Arbitration Agreement does not, in any way, limit, relinquish, or waive a student's ability to pursue filing a borrower defense claim, pursuant to 34 C.F.R. § 685.206(e) at any time. The Arbitration Agreement does not require that the student participate in arbitration or any internal dispute resolution process offered by the College prior to filing a borrower defense to repayment application with the U.S. Department of Education pursuant to 34 C.F.R. § 685.206(e). Any arbitration, required by the Arbitration Agreement, tolls (pauses) the limitations period for filing a borrower defense to repayment application pursuant to 34 C.F.R. § 685.206(e)(6)(ii) for the length of time that the arbitration proceeding is under way. Any questions about the Arbitration Agreement or a dispute relating to a student's Title IV Federal student loans or to the provision of educational services for which the loans were provided should be directed to Tara Price, Associate Director in the business office. (302)737-5100 ext. 111 or tara@schillingdouglas.edu

TRANSFER & RE-ENTRY POLICY

Transcript service and/or Transfer from Schilling-Douglas School of Hair Design

Transcript and/or transfer service for eligible students will be provided at a cost of \$10.00. We reserve the right to withhold transcripts, including academic scores and accumulated hours, from students under certain circumstances including but not limited to defaulting on a Federal Student Loan or an unsatisfied account balance with the school. Schilling-Douglas School of Hair Design cannot guarantee that any hours or academic scores obtained at Schilling-Douglas school of Hair Design will be accepted by any other institution for transfer purposes. This is at the discretion of accepting institution and it is the student's responsibility to confirm if their hours/academics will be accepted by another institution.

Transfer to Schilling-Douglas School of Hair Design

Transfer to Schilling-Douglas School of Hair Design is only available for our Cosmetology, Barbering, Esthetics & Nail Technology programs. Students wishing to transfer into Schilling-Douglas School of Hair Design from a different institution must present, prior to enrollment, official documentation of their previous hours and availability for transfer. This documentation must be an official notarized transcript from the original school listing the hours earned by the student in the required curriculum areas. If the original school is out-of-state, verification from the appropriate licensing authority that the original school is licensed in that state must be obtained. The school will, prior to enrollment, administer a written and practical exam to the transferee to determine hour acceptance and placement within our program. The minimum number of required practical activities will be prorated based on the number of hours the student is transferring into the school. All other academic requirements for graduation will be based on the student's level placement upon transfer.

All applicants transferring hours must do so prior to enrollment. Transfer hours will not be accepted once the applicant is enrolled in their program of study.

Applicants, who are currently licensed by the Delaware Board of Cosmetology and Barbering as a Nail Technician or have previously completed a program in Nail Technology in a Delaware approved school, may transfer 125 hours into the Cosmetology program. This transfer does not require the completion of a written and practical exam by the school, prior to enrollment. No credit will be given toward any academic requirements established for the cosmetology program. Documentation of a current Delaware Nail Technician license or completion of a Nail Technology program in a Delaware approved school must be provided to the school prior to enrollment.

If a student with previous training wishes to enroll and it is decided that credit will not be given for previous training, the student will sign a waiver for credit from previous training. If a student wishes to enroll and it is determined that credit for all or a portion of their previous training will be accepted the student will sign a transfer hour credit form acknowledging the number of hours accepted for transfer by the school.

Financial Aid for eligible students transferring into an eligible program – The student starts a new payment period when she or he transfers.

Re-entry to Schilling-Douglas School of Hair Design

Re-Entry Policy

Former students may apply for re-entry to their program. Re-entry is not guaranteed and is granted at the discretion of the institution. Students applying for re-entry must meet current entrance requirements. The re-entry process is based on a number of conditions including but not limited to the applicant's conduct during the re-entry process, instructor to student ratios, the student's previous financial obligations to the School, and the student's prior academic and attendance performance. A student who is granted re-entry must sign an Enrollment Agreement as well as any additional admissions documentation. Students seeking to apply for re-entry should contact the school's admission office.

All students re-entering Schilling-Douglas School of Hair Design return at the same satisfactory progress standing as when they left.

All students re-entering within 180 calendar days of their last day of attendance:

All students reentering within 180 calendar days of their last date of attendance will be considered a reinstatement by the school. The students' academic, attendance and financial records will be reinstated as they were at the time of withdrawal.

Financial Aid for eligible programs and students- A student who withdraws and then reenters at the same school within 180 days is considered to be in the same payment period he or she was in at the time of withdrawal. The student retains his or her original eligibility for that payment period and for Financial Aid purposes is treated as though he or she did not cease attendance. Upon reentry the student is immediate eligible to receive all Title IV funds that were returned when the student ceased attendance.

All students re-entering after 180 calendar days of their last day of attendance:

If more than 180 calendar days of time has lapsed from the student's last day of attendance, the re-entering student will be administered, by the school, a written and practical exam to determine acceptance of hours and placement in the program. This exam will take place prior to the re-entering student's enrollment. The determination made by the school may only be challenged prior to the start of the new enrollment. Once the final determination is made, the student will sign an acknowledgement of hours being accepted and/or a statement to acknowledge the student is waiving other previous hours prior to enrollment.

Financial Aid for eligible programs and students – The student starts a new payment period when they re-enter.

Tuition for transfer and reentry after 180 calendar days students:

Tuition for transfer and re-entry after 180 calendar days students is prorated by hour based on the current hourly rate for their program of study. Current hourly rate is determined by dividing the current tuition amount for the full program by the number of clock hours for the full program. The transfer or re-entry student may also be charged the current enrollment fee for their program as well as charges for materials (material kit, textbooks, and uniforms) required for their program of study.

Academic requirements for transfer and reentry after 180 calendar day students:

The minimum number of required practical activities for graduation will be prorated based on the number of hours the student is transferring into the school. All other academic requirements for graduation will be based on the student's level placement as determined by the transfer evaluation.

Transfer hours and Satisfactory Academic Progress:

With regard to satisfactory academic progress, a student's transfer hours will be counted as both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted.

GENERAL ADMISSIONS PROCEDURE

All applicants must complete and submit a Schilling-Douglas School of Hair Design application for admittance.

All applicants must submit documentation to demonstrate they meet the admission requirements for their program of study. All applicants must schedule an enrollment interview with the admissions office. The enrollment interview gives the applicant the opportunity to tour the school, obtain information on payment options, and answers to any other questions regarding the school. All enrollment forms for the school are completed at this time. Parents and spouses are strongly encouraged to accompany the applicant during the enrollment interview.

All applicants who are denied admission will receive official written notice with reasons via U.S. mail.

There are no application fees.

The registration period for a semester is governed by class size. An acceptance letter from the school does not guarantee a place in the applicant's desired program. Enrollment is only secured by completing the registration contract during the enrollment interview. All applicants for the Teacher Training program must also submit a copy of their current Delaware Cosmetology, Barber, Nail Technology or Esthetics License. Shaving program applicants must submit their current Delaware Cosmetology or Cosmetology instructor License.

GRADUATION REQUIREMENTS

In order to graduate from the program, and receive a diploma, the student must successfully complete the required number of clock hours; achieve a minimum grade of 70 on all assigned written and practical examinations and class projects; successfully complete the required minimum number of required practical activities per the program outline; attended an exit interview.

All financial obligations due the school must be satisfied or other agreeable financial arrangements made before the school will issue a diploma or release hour credits.

DIPLOMA

Upon successful completion of the graduation requirements, a diploma will be awarded to Barbering, Cosmetology, Esthetics, Nail Technology, Teacher Training I, Teacher Training II and Shaving program graduates.

TRANSCRIPTS

Once a graduate meets all requirements for a diploma to be issued by the school, one official transcript will be sent by the school to the State testing agency designated and requested by the graduate. There is no fee for this service. All other requests for a transcript will require a \$10.00 transcript fee payable to the school.

STUDENT ACHIEVEMENT AWARDS

Diploma Seals

An **Academic Excellence** diploma seal is awarded to any student who graduates with a cumulative grade point average of 93% or higher.

An **Attendance Award** diploma seal is awarded to any student who graduates with a cumulative attendance average of 93% or higher.

Perfect Attendance Award

Perfect attendance awards are distributed on a monthly basis to those students who achieve perfect attendance for a calendar month.

Top Retailer Award

The top retailer award is distributed to the student who achieves the highest number of retail sales in the school laboratory for a calendar month. The minimum number of sales must be met by the student in order to qualify for this award.

All awards are for student recognition only and do affect a student's status, graduation or progress.

STATE OF DELAWARE LICENSING REQUIREMENTS

Delaware licensing examination information is provided by the school to all students upon graduation. Information regarding licensing exams in other states may be obtained from the student services office by request.

Cosmetology

An individual must have at least a 10th grade education and must be able to provide documentation to substantiate this. This individual must have completed 1500 hours of formal instruction as a registered student in a state approved school. Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware Board, Section 18.0. Any individual with home school diploma may not be eligible for licensure in the State of Delaware. Upon payment of the required state fee, the applicant must then pass both a written and a practical examination as administered by the state board.

Barbering

An individual must have at least a 10th grade education and must be able to provide documentation to substantiate this. This individual must have completed 1500 hours of formal instruction as a registered student in a state approved school. The graduate will have the option to test for the Delaware Master Barber license. The schools barbering program includes the curriculum required for the Delaware Master Barber License. Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware Board, Section 18. Any individual with home school diploma may not be eligible for licensure in the State of Delaware. Upon payment of the required state fee, the applicant must then pass both a written and a practical examination as administered by the state board.

Esthetics

An individual must have at least a 10th grade education and must be able to provide documentation to substantiate this. This individual must have completed 600 hours of formal instruction as a registered student in a state approved school. Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware Board, Section 18.0. Any individual with home school diploma may not be eligible for licensure in the State of Delaware. Upon payment of the required state fee, the applicant must then pass both a written and a practical examination as administered by the state board.

Nail Technician

An individual must have at least a 10th grade education and must be able to provide documentation to substantiate this. This individual must have completed 300 hours of formal instruction as a registered student in a state approved school. Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware Board, Section 18.0. Any individual with a home school diploma may not be eligible for licensure in the State of Delaware. Upon payment of the required state fee, the applicant must then pass both a written and a practical examination as administered by the state board.

Instructor (Teacher Training Program)

All Individuals must document at least a 12th grade education or equivalent and possess a current Delaware cosmetology, barber, esthetics or nail technology license. Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware, See Section 18. Any individual with a home school diploma may not be eligible for licensure in the State of Delaware. The applicant must have completed 500 hours of instructor training in a registered school of cosmetology or must have at least 2 years of experience as an active, licensed cosmetologist/barber/nail technician/esthetician and 250 hours of instructor training in a registered school of cosmetology. Upon payment of the required state fee, the applicant must then pass both a written and a practical examination as administered by the state board.

Shaving

An individual who possesses a valid Delaware cosmetology license may receive a shaving certification on their license upon the successful completion of a 35-hour shaving program in a school. An individual who possesses a valid Delaware cosmetology instructor license may receive a certification to instruct barbering students on their Delaware cosmetology instructor license upon the successful completion of a 35 hour of shaving program in a school. Upon submission to the Delaware Division of Professional Regulation of the required documentation of completion/application and required fee, the applicant will be issued the appropriate certification. An examination by the state board is not required.

EMPLOYMENT PRE-REQUISITES

All programs instructed at Schilling-Douglas School of Hair Design require licensure for continued employment within the State of Delaware. Please see the section on licensing requirements for specific information regarding licensure for each program offered by the school.

Cosmetology, Barbering, Esthetics, Nail Technology & Teacher Training I or II Programs

Graduates are permitted to secure employment in the State of Delaware upon graduation once they have completed the application process for licensure in the State of Delaware including the application for a temporary work permit. The temporary work permit, once received, allows the graduate to work within the field for which they have applied for licensure until their scheduled licensing examination date. Additional information regarding this State issued permit is available from the Delaware Division of Professional Regulation.

EMPLOYMENT PRECLUSIONS

Any individual who has ever been convicted of a crime may not be eligible for licensure in the State of Delaware. Information on convictions which may preclude an individual from seeking licensure in the State of Delaware is available from the Delaware Division of Professional Regulation. Please inform the admissions office prior to enrolling if you have ever been convicted of a crime.

OCCUPATIONAL INFORMATION

Barbering & Shaving Program

Standard Occupational Classification Code 39-5011.00, Credential level 01

Occupation: Barber

Occupation Description: Provide barbering services, such as cutting, trimming, shampooing, and styling hair, trimming beards, or giving shaves.

Tasks: Clean and sterilize scissors, combs, clippers, and other instruments. Cut and trim hair according to clients' instructions or current hairstyles, using clippers, combs, hand-held blow driers, and scissors. Drape and pin protective cloths around customers' shoulders. Question patrons regarding desired services and haircut styles. Clean workstations and sweep floors. Record services provided on cashiers' tickets or receive payment from customers. Order supplies. Shape and trim beards and mustaches, using scissors. Suggest treatments to alleviate hair problems. Shampoo hair. Keep card files on clientele, recording notes of work done, products used and fees charged after each visit. Perform clerical and administrative duties such as keeping records, paying bills, and hiring and supervising personnel. Curl, color, or straighten hair, using special chemical solutions and equipment. Apply lather and shave beards or neck and temple hair contours, using razors. Measure, fit, and groom hairpieces. Recommend and sell lotions, tonics, or other cosmetic supplies. Provide face, neck, and scalp massages. Provide skin care and nail treatments.

Knowledge: Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Skills: Active Listening, Speaking, Monitoring, Social Perceptiveness, Service Orientation.

Abilities: Arm-Hand Steadiness, Oral Comprehension, Near Vision, Manual Dexterity, Oral Expression, Selective Attention Speech Recognition, Finger Dexterity, Speech Clarity.

Work actives: Clean tools or equipment. Trim client hair. Discuss service options or needs with clients. Clean work areas or facilities. Maintain financial or account records. Maintain client information or service records. Perform administrative or clerical tasks. Perform human resources activities. Supervise service workers. Order materials, supplies, or equipment. Apply solutions to hair for therapeutic or cosmetic purposes. Maintain professional knowledge or certifications. Provide medical or cosmetic advice for clients. Apply cleansing or conditioning agents to client hair, scalp, or skin. Groom wigs or hairpieces. Promote products, services, or programs. Sell products or services. Administer therapeutic massages. Treat nails by shaping, decorating, or augmenting. Assess skin or hair conditions.

Cosmetology Program

Standard Occupational Classification Code 39-5012, Credential level 01

Occupation(s): Hairdressers, Hairstylists and Cosmetologist

Occupation Description: Provide beauty services, such as shampooing, cutting, coloring and styling hair, and massaging and treating scalp. May apply makeup, dress wigs, perform hair removal, and provide nail and skin care services.

Tasks: Keep workstations clean and sanitize tools such as scissors and combs; Cut, trim and shape hair or hair pieces, based on customers instructions, hair type and facial features, using clippers, scissors, trimmers and razors; Analyze patrons hair and other physical features to determine and recommend beauty treatment or suggest hair styles; schedule client appointments; bleach, dye, or tint hair, using applicator brush; Update and maintain customer information records, such as beauty services provided; Shampoo, rinse, condition and dry hair and scalp or hairpieces with water, liquid soap, or other solutions; Operate cash registers to receive payments from patrons; Demonstrate and sell hair care products and cosmetics; Develop new styles and techniques.

Knowledge: Customer and Personal Service, English Language, Chemistry

Skills: Active Listening, Service Orientation, Critical Thinking, Speaking, Active Learning, Judgment and Decision Making, Social Perceptiveness, Complex Problem Solving, Coordination, Monitoring

Abilities: Arm-Hand Steadiness, Manual Dexterity, Finger Dexterity, Oral Comprehension, Near Vision, Oral Expression, Originality, Speech Recognition, Visualization, Fluency of Ideas

Work Activities: Performing for or Working Directly with the Public, Thinking Creatively, Updating and using Relevant Knowledge,

Assisting and Caring for Others, Getting Information, Establishing and maintaining Interpersonal Relationships, Performing General Physical Activities, Making Decisions & Solving Problems, provide Consultation & Advice to Others, Handling and Moving Objects.

Esthetics Program

Standard Occupational Classification Code 39-5094, Credential level 01

Occupation: Skincare Specialists

Occupation Description: Provide skincare treatments to face and body to enhance an individual's appearance.

Tasks: Sterilize equipment and clean work areas, examine clients' skin, using magnifying lamps or visors when necessary, to evaluate skin condition and appearance. Cleanse clients' skin with water, creams, or lotions. Demonstrate how to clean and care for skin properly and recommend skin-care regimens. Select and apply cosmetic products, such as creams, lotions, and tonics.

Knowledge: Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Sales and Marketing — Knowledge of principles and methods for showing, promoting, and selling products or services. This includes marketing strategy and tactics, product demonstration, sales techniques, and sales control systems.

Skills: Speaking — Talking to others to convey information effectively.

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Service Orientation — Actively looking for ways to help people.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Abilities: Oral Comprehension — The ability to listen to and understand information and ideas presented through spoken words and sentences.

Oral Expression — The ability to communicate information and ideas in speaking so others will understand.

Near Vision — The ability to see details at close range (within a few feet of the observer).

Speech Clarity — The ability to speak clearly so others can understand you.

Speech Recognition — The ability to identify and understand the speech of another person.

Work Activities: Performing for or Working Directly with the Public — Performing for people or dealing directly with the public. This includes serving customers in restaurants and stores, and receiving clients or guests.

Assisting and Caring for Others — Providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients.

Establishing and Maintaining Interpersonal Relationships — Developing constructive and cooperative working relationships with others, and maintaining them over time.

Selling or Influencing Others — Convincing others to buy merchandise/goods or to otherwise change their minds or actions.

Thinking Creatively — Developing, designing, or creating new applications, ideas, relationships, systems, or products, including artistic contributions.

Nail Technology Program

Standard Occupational Classification Code 39-5092, Credential level 01

Occupation: Manicurists and Pedicurists

Occupation Description: Clean and shape customers fingernails and toenails. May polish or decorate nails.

Tasks: Clean and sanitize tools and work environment; Schedule client appointments and accept payments; remove previously applied nail polish, using liquid remover and swabs; Clean customers nails in soapy water, using swabs, files and orange sticks; Shape and smooth ends of nails, using scissors, files, or emery boards; Apply undercoat and clear or colored polish onto nails with brush; Advise clients on nail care and use of products and colors; Assess the condition of clients hands, remove dead skin from the hands and massage them; Soften nail cuticles with water and oil, push back cuticles, using cuticle knife, and trim cuticles, using scissors or nippers; Brush powder and solvent onto nails and prepare forms to maintain nail appearance and to extend nails, then remove forms and shape and smooth nail edges using rotary abrasive wheel.

Knowledge: Customer and Personal Service, Sales and Marketing, Administration and management

Skills: Active listening, Social Perceptiveness, Speaking, Service Orientation, Coordination, Monitoring

Abilities: Oral Expression, Arm-hand Steadiness, Finger Dexterity, Manual Dexterity, Near Vision, Speech Clarity, Speech recognition, Deductive Reasoning, Oral Comprehension.

Work Activities: Performing for or Working Directly with the Public; establishing and maintaining Interpersonal Relationships; Updating and Using Relevant Knowledge; Assisting and Caring for Others; Monitor Processes, Materials, or Surroundings; Getting Information; Making Decisions and Solving Problems.

Teacher Training I or II Program

Standard Occupational Classification Code 25-1194, Credential level 01

Occupation: Vocational Education Teaching, Postsecondary

Occupation Description: Teach or instruct vocational or occupational subjects at the postsecondary level (but less than the baccalaureate) to students who have graduated or left high school.

Tasks: Supervise and monitor students use of tools and equipment; Observe and evaluate students work to determine progress, provide feedback, and make suggestions for improvement; Determine training needs of students or workers; Administer oral, written, or performance tests to measure progress and to evaluate training effectiveness; Prepare reports and maintain records such as student grades, attendance rolls, and training activity details; Conduct on-the-job training classes or training sessions to teach and demonstrate principles, techniques, procedures, or methods of designated subjects; Integrate academic and vocational curricula so that students can obtain a variety of skills; develop teaching aids such as instructional software, multimedia visual aids or study materials; Participate in conferences, seminars and training sessions to keep abreast of developments in the field, and integrate relevant information into training programs.

Knowledge: Education and Training, Customer and Personal Service, English language, Administration and Management, Public Safety and Security, Psychology

Skills: Instructing, Learning Strategies, Speaking, Active Listening, Monitoring, Critical Thinking, Active Learning, Reading Comprehension, Writing, Coordination.

Abilities: Oral Comprehension, Oral Expression, Speech Clarity, Problem Sensitivity, Speech Recognition, Written Expression, Deductive Reasoning, Written Comprehension, Near Vision, Inductive Reasoning.

Work Activities: Training and Teaching Others; Performing for or Working Directly with the Public, Coaching and Developing Others; Guiding, Directing and Motivating Subordinates; Making Decisions and Solving Problems; Monitor Processes, Materials or Surroundings; Communicating with Supervisors, Peers and Subordinates; Judging the Qualities of Things; Services or People; Updating and Using Relevant Knowledge; Handling and Moving Objects.

*Source for all Occupational Information & Opportunities, O*NET OnLine, onetonline.org.

SAFETY REQUIREMENTS

All Programs

In general terms, the safety concerns for all programs instructed at the school are the proper use and care of Sharp Instruments, Electrical Equipment, Hazardous Materials, and the proper sanitation and sterilization of all tools and equipment. All students must take care to not cut themselves while using the tools of the trade. Proper footwear should be worn at all time for protection from dropped tools. All electrical equipment should be handled with great care especially while near water and all cords should be inspected regularly for damage. All hazardous materials and chemicals should be handled and used only in a manner per the manufacturer's directions. It is also advisable to wear protective gloves when working with these materials. Proper sanitation and sterilization of all tools and work spaces should be practiced as instructed to prevent the spread of blood borne diseases and other contagions.

FEDERAL STUDENT AID INFORMATION

Consumer Information- Cosmetology, Barbering & Esthetics program students only

Note: Additional information on federal student aid may be found in Federal Student Loans: Basics for Students which is available at the school or online at www.fasfaed.gov. or www.studentaid.ed.gov. The Schilling-Douglas School of Hair Design participates in the following programs:

- Federal Pell Grant
- Federal Supplemental Educational Opportunity Grant
- William D. Ford Federal Direct Loan Program

The Pell Grant is gift assistance and requires no repayment. Grants to students of up to \$7,395.00 during the 24/25 award year are authorized by Federal legislation. Family income that represents middle to upper-middle income or less would generally make the student eligible for a grant. Students from families with higher income may also be eligible for a grant due to consideration of family size, number of family members in post-secondary school, emergency expenditures or other factors.

The William D. Ford Federal Direct Loan Program allows students and/or parents to borrow money from the U.S. Department of Education. There are four different loan programs currently available for students attending the Schilling-Douglas School: Subsidized Federal Direct Loan, Unsubsidized Federal Direct Loan, Federal Direct PLUS Loan and the Federal Direct Consolidation Loan. All of these loans have a fixed interest rate and differ in repayment requirements. You must be eligible to use the subsidized loan based on need. The fixed interest rate for loans first disbursed after 07/01/24 and before 07/01/25 is 6.53% for subsidized loans and the fixed interest rate for unsubsidized loans is 6.53%. The subsidized and unsubsidized loan programs require repayment to begin 6 months

after the student graduates or ceases to attend school. Leave of absence time is counted toward the 6-month deferment. The PLUS loan interest rate for loans first disbursed after 07/01/24 and before 07/01/25 is 9.08%. The PLUS loan enters repayment as soon as the loan is fully disbursed. Parent PLUS borrowers may defer repayment under certain circumstance.

Applying For Student Aid

Pell and FSEOG: The student must complete the Free Application for Federal Student Aid online at www.fafsa.ed.gov or a paper application may be downloaded. Assistance is available through the school.

Direct Loan: Completion of the Free Application with the addition of the appropriate loan promissory note. Assistance is available through the school.

*Unusual circumstances may be considered when applying for student aid. The financial aid officer will assist with this process. The financial aid officer will notify you if your application is selected for verification and the time frame of any deadlines for submitting information or updates.

Awarding of Aid

Pell: Awarded to students who demonstrate a financial need based on the results of the completion of the Free Application for Federal Aid. Certain other eligibility requirements must be met. Recipients must be enrolled at least half time and cannot have a bachelor degree or other professional degree.

FSEOG: Funds are awarded to students who also demonstrate financial need. However, unlike Pell, FSEOG's are not entitlements. The school has a set amount of funds for FSEOG's and cannot award more funds once the allocation is used up. The school will select the neediest of its students (several from each of its starting classes) for this award. Due to the minimal amount of money allocated to the school, student awards will range from \$100 - \$400.

Direct Loans --:

1. The Direct Subsidized Loan enables students to borrow money from the U.S. Department of Education at a low interest rate to meet educational expenses. **Barbering & Cosmetology** eligible undergraduates may borrow up to \$3,500 for their first academic year and \$3,000 for their second academic year. **Esthetics** eligible undergraduates may borrow up to \$2,333.00 for their academic term. However, you cannot borrow more than the cost of attendance at your school less any other financial aid you may receive. This program is based on need.

2. The Direct Unsubsidized Loan is a loan available for students who do not otherwise qualify for the subsidized loan. Dependent **barbering & cosmetology** students may borrow up to \$5,500 for the first academic year less any subsidized loan eligibility and \$4,333 less any subsidized loan eligibility for the second academic year. Independent **barbering & cosmetology** students may borrow up to \$9,500 for the first academic year less any subsidized loan eligibility and \$7,000 less any subsidized eligibility for the 2nd academic year. Dependent **esthetics** students may borrow up to \$3,666 for their academic term less any subsidized loan eligibility. Independent **esthetics** students may borrow up to \$6,333.00 for their academic term less any subsidized loan eligibility. This program is not based on need.

3. The Direct PLUS loan is available for parents of dependent students. Parents of dependent students may borrow up to the cost of attendance minus any other financial aid you receive. This program is not based on need. A credit check must be performed to determine the parent's eligibility. If credit is denied the parent, the student may borrow up to the maximum allowed for independent students.

General Eligibility You must;

1. Demonstrate financial need (except for certain loans).
2. Have a high school diploma or GED.
3. Be enrolled or accepted for enrollment at least half time in a program leading to a degree or certificate in an eligible school and eligible program.
4. Be a U.S. citizen or eligible noncitizen.
5. Have a valid social security number.
6. Maintain satisfactory academic progress once in school.
7. Certify that you are not in default on a federal student loan and do not owe money on a federal student grant.
8. Certify that you will use federal student aid only for educational purposes.
9. Complete Entrance and Exit Counseling

Disclosure of FAFSA Information

A FAFSA applicant appearing in person and presenting an unexpired, valid government issued photo identification (e.g. a driver's license, non-driver's identification card, other State issued identification, or U.S. passport) is required by the school for purposes of disclosing FAFSA information.

Frequency of Payments

PELL and FSEOG: Disbursed in two equal payments per academic year. **Barbering & Cosmetology** programs the first half of the payment at the beginning of the program and the second half at 450 hours. Subsequent payments would be disbursed at 900 &

1200 hours. **Esthetics** program the first half of the payment at the beginning of the program and the second half at 300 hours. (Actual hours)

LOANS: Barbering & Cosmetology programs: One half of the loan proceeds is disbursed to the school at the beginning of the program after 30 days of attendance and the second half at 450 hours. If the student needs additional loan funds a second year may be disbursed at 900 and 1200 hours. (Actual hours). **Esthetics** program: One half of the loan proceeds is disbursed to the school at the beginning of the program after 30 days of attendance and the second half at 300 hours. (Actual hours)

Note: Federal Student Aid will be credited directly to the student's account and the student receipted accordingly. All financial aid will be applied first against school charges with any excess subsequently being paid to the student.

Refunds Due to Title IV Programs

The school will determine the amount of a refund in accordance with published refund policies and Federal requirements. If it is determined that a refund is due, the order of distribution is as follows: Unsubsidized loans, Subsidized loans, PLUS, Pell, FSEOG. Rights to use Federal Funding are based on your scheduled hours of attendance.

COST OF ATTENDANCE BUDGETS

Award Year 2024 Localized COA Budget

The following localized cost of attendance budgets provide a comprehensive estimate on the costs a student may incur while attending a specific program at this institution. They are comprised of personal living expenditures, room & board, transportation expenses and program charges. Some of the budget amounts are based on current and or recent program participant surveys. Additional information may be obtained from the schools' financial aid office.

Cosmetology Program, 0-900 hours

Living with Parents 0 Dependents

All Others

Status	Full Time	Part Time	Status	Full Time	Part Time
Months	7 Months	11 Months	Months	7 Months	11 Months
Tuition	\$9,325.00	\$9,325.00	Tuition	\$9,325.00	\$9,325.00
Fees	\$100.00	\$100.00	Fees	\$100.00	\$100.00
Loan Fees	\$56.00	\$56.00	Loan Fees	\$98.00	\$98.00
Books / Supplies	\$1,558.00	\$1,558.00	Books / Supplies	\$1,558.00	\$1,558.00
Room & Board	\$3,017.00	\$4,741.00	Room & Board	\$17,836.00	\$28,028.00
Personal	\$1,750.00	\$2,750.00	Personal	\$4,305.00	\$6,765.00
Transportation	\$3,521.00	\$5,533.00	Transportation	\$2,877.00	\$4,521.00
Total	\$19,327.00	\$24,063.00	Total	\$36,099.00	\$50,395.00

Cosmetology Program, 900- 1,500 hours

Living with Parents 0 Dependents

All Others

Status	Full Time	Part Time	Status	Full Time	Part Time
Months	4 Months	7 Months	Months	4 Months	7 Months
Tuition	\$6,217.00	\$6,217.00	Tuition	\$6,217.00	\$6,217.00
Fees	\$0.00	\$0.00	Fees	\$0.00	\$0.00
Books / Supplies	\$0.00	\$0.00	Books / Supplies	\$0.00	\$0.00
Loan Fees	\$44.00	\$44.00	Loan Fees	\$72.00	\$72.00
Room & Board	\$1,724.00	\$3,017.00	Room & Board	\$10,192.00	\$17,836.00
Personal	\$1,000.00	\$1,750.00	Personal	\$2,460.00	\$4,305.00
Transportation	\$2,012.00	\$3,521.00	Transportation	\$1,644.00	\$2,877.00
Total	\$10,997.00	\$14,549.00	Total	\$20,585.00	\$31,307.00

Barbering Program, 0-900 hours

Living with Parents 0 Dependents

All Others

Status	Full Time	Part Time	Status	Full Time	Part Time
Months	7 Months	11 Months	Months	7 Months	11 Months
Tuition	\$8,400.00	\$8,400.00	Tuition	\$8,400.00	\$8,400.00
Fees	\$100.00	\$100.00	Fees	\$100.00	\$100.00
Loan Fees	\$56.00	\$56.00	Loan Fees	\$98.00	\$98.00
Books / Supplies	\$1,009.00	\$1,009.00	Books / Supplies	\$1,009.00	\$1,009.00
Room & Board	\$3,017.00	\$4,741.00	Room & Board	\$17,836.00	\$28,028.00
Personal	\$1,750.00	\$2,750.00	Personal	\$4,305.00	\$6,765.00
Transportation	\$3,521.00	\$5,533.00	Transportation	\$2,877.00	\$4,521.00
Total	\$17,853.00	\$22,589.00	Total	\$34,625.00	\$48,921.00

Barbering Program, 900- 1,500 hours**Living with Parents 0 Dependents****All Others**

Status	Full Time	Part Time	Status	Full Time	Part Time
Months	4 Months	7 Months	Months	4 Months	7 Months
Tuition	\$5,600.00	\$5,600.00	Tuition	\$5,600.00	\$5,600.00
Fees	\$0.00	\$0.00	Fees	\$0.00	\$0.00
Books / Supplies	\$0.00	\$0.00	Books / Supplies	\$0.00	\$0.00
Loan Fees	\$44.00	\$44.00	Loan Fees	\$72.00	\$72.00
Room & Board	\$1,724.00	\$3,017.00	Room & Board	\$10,192.00	\$17,836.00
Personal	\$1,000.00	\$1,750.00	Personal	\$2,460.00	\$4,305.00
Transportation	\$2,012.00	\$3,521.00	Transportation	\$1,644.00	\$2,877.00
Total	\$10,380.00	\$13,932.00	Total	\$19,968.00	\$30,690.00

Esthetics Program, 0-600 hours**Living with Parents 0 Dependents****All Others**

Status	Full Time	Part Time	Status	Full Time	Part Time
Months	4 Months	7 Months	Months	4 Months	7 Months
Tuition	\$9,000.00	\$9,000.00	Tuition	\$9,000.00	\$9,000.00
Fees	\$100.00	\$100.00	Fees	\$100.00	\$100.00
Loan Fees	\$38.00	\$38.00	Loan Fees	\$66.00	\$66.00
Books / Supplies	\$1,900.00	\$1,900.00	Books / Supplies	\$1,900.00	\$1,900.00
Room & Board	\$1,724.00	\$3,017.00	Room & Board	\$10,192.00	\$17,836.00
Personal	\$1,000.00	\$1,750.00	Personal	\$2,460.00	\$4,305.00
Transportation	\$2,012.00	\$3,521.00	Transportation	\$1,644.00	\$2,877.00
Total	\$15,774.00	\$19,326.00	Total	\$25,362.00	\$36,084.00

SCHOOL INFORMATION & POLICIES

2024 HOLIDAYS OBSERVED & SCHEDULED CLOSINGS

January 1st	New Years Day
January 15 th	Martin Luther King Day
February 19 th	Presidents Day
March 18 th	In-Service Day
April 1 st	Spring Break
May 27 th	Memorial Day
June 19 th	Juneteenth
July 4 th – 5 th	Independence Day
September 2 nd	Labor Day
November 11 th	Veterans Day
November 28 th – 29 th	Thanksgiving
December 24 th – 25 th	Winter Break
December 31 st @ 4 PM	New Year's Eve
January 1, 2025	New Year's Day

The school annually observes Constitution and Citizenship Day in-house on September 17th with an education program on the Constitution. If the 17th of September falls on a non-school day we observe Constitution and Citizenship Day on a day designated by the school either before or after the 17th. The school does not close when observing Constitution and Citizenship Day.

NOTE: School closings for inclement weather will be posted on the schools app. Please enable push notifications for timely notice of any notifications. This information may also be posted on the schools' social media page.

STUDENT SERVICES

Job Placement – Employment Assistance

The school offers placement assistance for all programs. The school does not guarantee employment. Although we do not guarantee placement, we will make a concerted effort to place all students. Placement assistance consists of providing area employment opportunities posted with the school and teaching job readiness classes during the program. The school administration maintains a listing of all known employment opportunities. The listing consists of the establishment's name, contact person, phone number, and any other information the prospective employer wishes to be listed. Additionally, new listings are typically posted on the school information board located in the student lounge.

Students who desire employment assistance will be advised individually by the Associate Director. Placement assistance is available for both current students and graduates of Schilling-Douglas School of Hair Design.

Student Advisement Services

- Resume writing and overview
- Interviewing procedures and techniques
- Scheduling of interviews
- Opportunity listings
- Licensing requirements
- Assistance in obtaining licensing information to relocate to another State.

Advanced Training and Continued Education

The school does not host advanced training workshops on site. We will assist students in locating advanced or continuing education opportunities, if desired.

Professional Services

The school does not have a licensed counselor on staff but does offer services to students through different agencies. The school provides students with contact names and phone numbers of agencies pertaining to mental health, substance abuse, and other professional counseling.

ATTENDANCE POLICY

Attendance requirement

The school requires a minimum cumulative attendance percentage of 67%.

Absence

Students not attending class or planning to be late for class must call the school by 10 am for full time students and 6 pm. for part time students in the evening and 9 am on Saturday. The roll sheet is to be marked "absent - (reason)" signifying that the student did call. Any student who has not called by the required time is to be marked "unexcused" and several attempts should be made by the office or the student services office to make contact and note the reason for the absence. The excused or unexcused serve no purpose but to distinguish whether the student fulfilled their obligation of notifying the school of their absence reason. It does not change their attendance requirement or contracted ending date in any way.

Students with repeated class absences are to be advised by an instructor, or other school official.

The business administrator will select monthly individual time sheets of students who have shown a pattern of poor attendance during that month for formal advisement by an instructor or other school official. The business administrator will also monitor student attendance at minimum intervals of once per month to ascertain whether a student should be removed from the school rolls. Any student who is absent from attendance for 14 consecutive calendar days and is not on an approved leave of absence, may be terminated from the school.

Tardy Students

Students may not enter a class after the start of the class period. To be admitted to class, the student must be clocked in and physically in class at the scheduled start time. Class is considered started when the bell for that class period has rung. The time on the time clock will prevail at the beginning of each period. Students who are tardy, may enter class at the start of the next class period. *The exception to this rule is for Part time students attending on Tuesday, Wednesday and Thursday evenings only. These Students may enter 1st period class on Tuesday, Wednesday and Thursday immediately when they arrive after 5 pm or at the start of each subsequent class period on these days.

Additional

A student may not under any circumstances sit in on a class, work in the laboratory or participate in any school activity until they are clocked in.

See Make UP Policy for information on making up missed time and activities.

Class Schedules

All programs (excluding shaving program)

Full Time – 32.5 hours per week- Monday through Friday 9 am to 4 pm- 1st period 9 am – 9:50 am, 2nd period 10 am – 11:30 am, 3rd period 12:00 pm – 1:20 pm, 4th period 1:30 pm – 2:35 pm, 5th period 2:45 pm – 3:50 pm, Clean up 3:50 pm – 4 pm.

Part Time – 19 hours per week Tuesday, Wednesday, Thursday & 5 pm to 9 pm- 1st period 5:00 pm – 5:50 pm, 2nd period 6:00 pm – 6:50 pm, 3rd period 7:00 pm – 7:50 pm, 4th period 8:00 pm – 8:50 pm, Clean up 8:50 pm – 9 pm. &

Saturday 8 am to 3:30 pm- 1st period 8:00 am – 8:50 am, 2nd period 9:00 am – 11:00 am, 3rd period 11:30 am – 12:20 pm, 4th period 12:30 pm – 1:20 pm, 5th period 1:30 pm – 2:20 pm, 6th period 2:30 pm – 3:20 pm, Clean Up 3:20 pm – 3:30 pm

Shaving Program ONLY

Full Time – 35 hours per week- Monday through Friday 9 am to 4:30 pm- 1st period 9 am – 9:50 am, 2nd period 10 am – 11:30 am, 3rd period 12:00 pm – 1:20 pm, 4th period 1:30 pm – 2:35 pm, 5th period 2:45 pm – 4:20 pm, Clean up 4:20 pm – 4:30 pm

Part Time – 7 hours per week- Monday 9 am to 4:30 pm- 1st period 9 am – 9:50 am, 2nd period 10 am – 11:30 am, 3rd period 12:00 pm – 1:20 pm, 4th period 1:30 pm – 2:35 pm, 5th period 2:45 pm – 4:20 pm, Clean up 4:20 pm – 4:30 pm

MAKE UP POLICY

All students must obtain a minimum score of 70% on all exams and projects as well as complete the required number of program hours for graduation. If a student misses a regularly scheduled day, the student may attend a make-up day to make up the hours/assignments that were missed.

Students are not permitted to use make up time to get ahead of their scheduled hours. When attending a make-up day, students are to report to the classroom assigned for their level or to the area as directed by the instructor.

1. Full-time students may make up for missed hours by attending class on Saturday (8 am -3:30 pm), Wednesday evening and Thursday evening (5 pm- 8 pm).
2. Part-time students may make up for missed hours by attending class on Monday and Friday (9am – 4pm).
3. Students must complete/submit a make-up request form for approval prior to attending any make-up classes. Violations of the school conduct policy may result in the discontinuance of the student's ability to attend on make-up days.
4. **Students must be present at the start of the first period to be admitted on make-up days.** Full-time students must be clocked in by 8 am on Saturday and 5 pm on Wednesday & Thursday evening. Part-time students must be clocked in by 9 am on Monday and Friday. Late students will not be admitted to class.
5. Missed and re-take exams may be taken during break and lunch times or before and after school.
6. All students permitted to participate in the lab may volunteer for "in for lunch".

"In for Lunch" Policy

Students who are performing a service on a patron during the scheduled lunch break will be required to continue the service until completion. Upon completion of the service, the student will be afforded one of the following options;

Option A) The student will be given an additional hour credit of 30 minutes for performing a service through the scheduled lunch period. In exchange for this credit the student voluntarily forfeits their 30-minute lunch break. This credit will be reflected as make up time and does not affect the students' scheduled hours.

Option B) The student will be permitted to take a 30-minute break, "**on campus only**", **immediately** upon completion of the service/patron they were servicing during the regularly scheduled lunch break. Under option B the student is electing to take their 30-minute break, so additional hour credit will not be awarded for working through the scheduled lunch period. Under Option B, the student will be required to clock out when taking their break and in again when returning from their break. This period of time may only be for 30 minutes. Students not returning within the 30-minute time period will not be permitted to clock in and return to class until the start of the next class period.

On-campus only: for this purpose, on-campus only is defined as any area within the confines of the Shoppes at Louviers, the center where the school is located.

To be eligible for either option A or B, the student must be servicing their client until at least the midpoint of the scheduled lunch period.

NOTICE (Cosmetology & Barbering Programs Only)

Students with missing or failed written or practical test grades, assigned projects or have not achieved the minimum number of skill requirements will not be permitted to clock in for class once they reach 1400 clock hours. This will be considered an "academic suspension" and will count as days of absence. This suspension will continue until the student has met all academic graduation requirements. The testing will be done in the lab under the supervision of the lab instructor. Contract ending time will not be adjusted for this suspension and may result in additional overtime costs to the student. The student should make every effort to meet the requirements in a timely manner. Termination may result if the student does not comply within 30 days of the date of suspension.

GRADING POLICY

The grading system used by Schilling-Douglas School of Hair Design is based on a numerical scale and is as follows: A

(90-100)	Excellent
B (80-89)	Above Average
C (70-79)	Average
D (60-69)	Unsatisfactory
F (59 or below)	Failing

The minimum passing score on any examination is 70%.

Students must maintain a cumulative C grade average (minimum of 70%) in order to be considered making satisfactory progress in their program of study. (See satisfactory academic progress policy for additional information)

SATISFACTORY ACADEMIC PROGRESS POLICY

Satisfactory Academic Progress

This Satisfactory Progress Policy is consistently applied to all students enrolled at the school in all programs and schedules approved by the school's accrediting agency. It is printed in the school consumer handbook / catalog to ensure all students receive a copy prior to enrollment and the first day of class. The policy complies with the guideline established by the National Accrediting Commission of Career Arts and Sciences (NACCAS) and the federal regulations established by the United States Department of Education. Note: Students receiving funds under any Title IV Financial Aid program must maintain satisfactory academic progress in order to continue eligibility for such funds.

Evaluation Periods

Students are evaluated for Satisfactory Academic Progress at the evaluation periods for each program as follows:

Cosmetology	450 hours and 14 weeks	900 hours and 28 weeks	1200 hours and 38 weeks
Barbering	450 hours and 14 weeks	900 hours and 28 weeks	1200 hours and 38 weeks
Nail Technology	150 hours and 5 weeks		
Esthetics	300 hours and 10 weeks		
Teacher Training I	125 hours and 4 weeks		
Teacher Training II	250 hours and 8 weeks		
Shaving	17 hours and 2.5 days		

Evaluation periods are based on actual hours completed and completion of the academic weeks designated for the evaluation period. The frequency of evaluations ensure that students have ample opportunity to meet both the academic and attendance progress requirements of at least one evaluation by the mid-point of the academic year or program, whichever comes first.

Satisfactory Academic Progress academic and attendance progress requirements will be measured at each evaluation period. All evaluations will be completed within seven school business days following the established evaluation points.

Program Total Length and Academic Year

Cosmetology: 1,500 clock hours and 49 weeks

Barbering: 1,500 clock hours and 49 weeks

Nail Technology: 300 hours and 10 weeks

Esthetics: 600 clock hours and 20 weeks

Teacher Training I: 250 clock hours and 8 weeks

Teacher Training II: 500 clock hours and 16 weeks

Shaving: 35 clock hours and 1 week

Academic Year: The institution operates all programs according to the following academic year: 900 clock hours per academic year to be completed in 28 weeks.

Academic Progress Requirement

The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and a minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated. Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school. The numerical grading scale is as follows:

90 – 100	Excellent
80 - 89	Above Average
70 – 79	Average
60 – 69	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the student's own time. In order to graduate, the student must obtain a minimum grade of 70% on all written and practical exams and class projects.

Attendance Progress Requirement

For the purpose of satisfactory academic progress, the maximum time frame for completion of the program may not exceed one and one-half times the length of the program (150%). All students must maintain at least a **67% cumulative** attendance average to be considered making satisfactory academic progress. The attendance percentage is determined by dividing the total hours accrued by the total number of hours scheduled. At the end of each evaluation period, the school will determine if the student has maintained at least 67% attendance since the beginning of the program which indicates that, given the same attendance rate, the student will graduate within the maximum time frame allowed.

Maximum Time Frame

Cosmetology Program, 1500 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 73.5 weeks (2,250 scheduled hours). Note: The contract length for this schedule is 49 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 28.5 months (2,250 scheduled hours). Note: The contract length for this schedule is 19 months.

Barbering Program, 1500 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 73.5 weeks (2,250 scheduled hours). Note: The contract length for this schedule is 49 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 28.5 months (2,250 scheduled hours). Note: The contract length for this schedule is 19 months.

Nail Technology Program, 300 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 15 weeks (450 scheduled hours). Note: The contract length for this schedule is 10 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 24 weeks (450 scheduled hours). Note: The contract length for this schedule is 16 weeks.

Esthetics Program, 600 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 27.64 weeks (900 scheduled hours). Note: The contract length for this schedule is 20 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 47.24 weeks (900 scheduled hours). Note: The contract length for this schedule is 33 weeks.

Teacher Training I, 250 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 13.5 weeks (375 scheduled hours). Note: The contract length for this schedule is 9 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 22.5

weeks (375 scheduled hours). Note: The contract length for this schedule is 15 weeks.

Teacher Training II, 500 hours

Full time schedule (32.5 hours/week): The maximum time frame for completion is an attendance rate of 21.7 hours per week or 27 weeks (750 scheduled hours). Note: The contract length for this schedule is 18 weeks.

Part time schedule (19 hours/week): The maximum time frame for completion is an attendance rate of 12.7 hours per week or 42 weeks (750 scheduled hours). Note: The contract length for this schedule is 28 weeks.

Shaving Program, 35 hours

Full time schedule (35 hours/week): The maximum time frame for completion is an attendance rate of 23.45 hours per week or 8 days (52.5 scheduled hours). Note: The contract length for this schedule is 1 week.

Part time schedule (7 hours/week): The maximum time frame for completion is an attendance rate of 4.69 hours per week or 8 weeks (52.5 scheduled hours). Note: The contract length for this schedule is 5 weeks.

Transfer students: The maximum time allowed for transfer students who need less than the full program requirements will be determined based on 67% of scheduled hours.

NOTE: The contracted length of each program allows sufficient time to complete the program allowing for holiday closings and possible snow or emergency closings. However, any student not completing their program hours or academic requirements within the contracted time will be charged \$10.00 per hour for additional hours of instruction needed to complete the program. **Therefore, it is possible to maintain satisfactory academic progress, but be required to pay additional charges in order to complete your program.**

Status of Students Who Exceed the Maximum Time Frame

If it is determined that the student is unable to complete their program within the stated maximum time frame for the program, the student will be deemed ineligible for Title IV funding programs and shall be terminated from the program. The student may re-enroll in the program if they are able to fulfill their financial obligation to the school on a cash-pay basis in a manner consistent with the school's re-entry provisions of its admission policy.

Determination of Progress Status

Progress evaluations will be performed by the school's administration when the student reaches their evaluation periods. Students meeting the minimum satisfactory requirements for both academic and attendance progress at the evaluation period will be considered making satisfactory academic progress until the next evaluation period. If the student is participating in any Federal Title IV program, they will remain eligible to participate in the program(s). Students deemed not maintaining Satisfactory Academic Progress for failure to meet the minimum academic and/or attendance progress requirements are no longer eligible for Title IV, HEA funding, unless the student is on warning or has prevailed upon appeal resulting in a status of probation.

Students Not Meeting Minimum Requirement

Warning

Students who fail to meet minimum requirements for attendance and/or academic progress are placed on warning and considered to be making satisfactory progress while during the warning period. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the warning period, the student has still not met both the attendance and academic requirements, he/she may be placed on probation and, if applicable, students may be deemed ineligible to receive Title IV funds. If the student is meeting the minimum academic and attendance requirements at the end of the warning period, he/she will be deemed making satisfactory academic progress until the next evaluation period.

Probation

Students who fail to meet minimum requirements for attendance or academic progress after the warning period may be placed on probation and considered to be making satisfactory progress during the probationary period, if the student appeals the negative progress determination within 15 school days of the conclusion of the warning period and prevails upon appeal. Additionally, students may be placed on probation only if they have the ability to meet the satisfactory academic progress requirements by the next evaluation period or if they have the ability to meet the satisfactory academic progress requirements through an academic plan established by the school, that if followed, will allow the student to do so at a specific point within the maximum timeframe established for the individual student. The student will be advised in writing on the actions required to attain satisfactory academic progress by the next evaluation. If at the end of the probationary period, the student has still not met both the attendance and academic requirements, he/she will be determined as NOT making satisfactory academic progress and, if applicable, students will NOT be deemed eligible to receive Title IV funds.

NOTE: The school will notify the student in writing of any satisfactory academic progress evaluation in which the student is not making satisfactory progress and/or any evaluation that will impact the student's eligibility for financial aid. If you lose the ability to participate in Title IV programs and you still have a tuition balance due the school, you may be required to pay this balance to the school.

Re-Establishment of Satisfactory Progress

Students may re-establish satisfactory progress and Title IV aid eligibility, as applicable, by meeting minimum attendance and academic requirements by the end of the warning or probationary period.

Appeal Procedure

If a student is determined to not be making satisfactory progress, after an initial status of warning, the student may appeal the determination. The reasons for which a student may submit an appeal are death of a relative, injury, illness, or other special circumstance. The student must submit a written appeal to the school on the designated form with supporting documentation of the reasons why the determination should be reversed. This information should include why the student failed to make satisfactory academic progress and what has changed about the students' situation that will allow them to achieve satisfactory academic progress by the next evaluation point. Appeal documents will be reviewed and a decision will be made and reported to the student within 30 calendar days. The appeal and decision documents will be retained in the student's file. If the student prevails upon appeal, the satisfactory academic progress determination will be reversed and federal financial aid will be reinstated, if applicable.

Academic Plan

A written plan provided to the student that, if followed, will ensure that the student is able to meet the school's satisfactory academic progress requirements by a specific point within the maximum timeframe.

Interruptions, Program Incompletes, Withdrawals

If enrollment is temporarily interrupted for a Leave of Absence, the student will return to school in the same progress status as prior to the leave of absence. Hours elapsed during a leave of absence will extend the students contract period and maximum time frame by the same number of days as taken in the leave of absence and will not be included in the student's cumulative attendance percentage calculation. Students who withdraw prior to completion of the program and wish to re-enroll will return in the same satisfactory academic progress status as at the time of withdrawal.

Repetition, Noncredit & Remedial Courses

Course incompletes, repetitions and non-credit remedial courses do not apply to this school and therefore have no effect upon the school's satisfactory academic progress standards.

Transfer Hours

With regard to satisfactory academic progress, a student's transfer hours will be counted as both attempted and completed hours for the purpose of determining when the allowable maximum time frame has been exhausted. SAP evaluation periods are based on actual contracted hours at the school. Transfer student's evaluation periods are the established evaluation periods for the program or the midpoint of the contracted hours (actual), whichever comes first.

Satisfactory Academic Progress Evaluations

Students will receive a written copy of all satisfactory academic progress evaluations at the time of the evaluations. Copies of these evaluations will be maintained in the student's file. Students may obtain additional or duplicate copies of their SAP evaluations from the school's business office.

TERMINATION POLICY

While it is the goal of the school for all students admitted into the school to graduate their program of study, it may be necessary for the school to dismiss or terminate a student from enrollment. Students may be terminated for the following:

- A violation(s) of the school conduct policy.
- A violation of the school's rules and regulations.
- Failure to pay required tuition payments per the enrollment agreement
- Failure to meet any of the terms or conditions set forth and agreed to in the enrollment agreement and disclosures.
- Failure to maintain satisfactory academic progress.
- Failure to attend class for 14 consecutive days and not on an approved leave of absence (excluding scheduled breaks of 5 days or more).

- Failure to return from an approved leave of absence.

Terminated students remain obligated for payment of the amount of tuition and fees owed to the school based on the refund policy.

Students have the right to appeal termination decisions by submitting their appeal in writing to the school director within 5 calendar days from the date of termination for the appeal to be considered.

CANCELLATION AND SETTLEMENT POLICY

This policy applies to all terminations for any reason, by either party, including student decision, program cancellation or school closure. This policy is mandated by the Delaware Department of Education, Chapter 85, Private Business and Trade Schools.

The school will provide a full refund of monies paid by a student if:

- An applicant is not accepted by the school.
- If a student (or in the case of a student under legal age, his/her parent or guardian) cancels his/her enrollment in writing within 72 hours (until midnight of the 3rd day excluding Saturdays, Sundays and legal holidays) after the enrollment agreement was signed by the prospective student. The cancellation date will be determined by the postmark on written notification or the date the notification is delivered to a school administrator in person. This policy applies regardless of whether or not the student has actually started training.
- If the enrollment of the student was procured as the result of any misrepresentation in advertising, promotional materials of the school or representations by the owner or representative of the school.
- Within the 72-hour grace period reserved for cancellation, the school will not discount any evidence of indebtedness given by a student applicant, or on an applicant's behalf, or in any other way place such evidence of indebtedness into the hands of a holder in due course.

The following policy applies of the unused portion of tuition, fees and other charges in the event the student, after expiration of the 72-hour cancellation privilege, fails to enter the program, or withdraws or is discontinued there from at any time prior to completion.

- Refunds will be based on the period of enrollment computed on the basis of program time expressed in clock hours.
- The effective date of the termination for refund purposes will be the earliest of the following: a) the last date of attendance, if the student is terminated by the school; b) the date of receipt of written notice from the student; c) ten school days following the last date of attendance, unless the student is on an approved leave of absence. For students who do not return from leave of absence, the earliest of the following: the date of notification from the student that they do not intend to return or the documented date of expected return will be used as the date of determination of withdrawal.
- If a student cancels his/her enrollment prior to the start of classes, or fails to enter the program, he/she shall be entitled to a refund of all monies paid to the school, less a registration fee of \$100.00.
- All cancellations must be in writing.
- For the students who terminates or withdrawals after attendance has begun, the school may retain \$100 in fees and the percent of total tuition earned by the following schedule.

Percent of scheduled time enrolled to total program	Amount of total tuition owed to school
0.01% to 4.9%	20%
5% to 9.9%	30%
10% to 14.9%	40%
15% to 24.9%	45%
25% to 49.9%	70%
50% and over	100%

Scheduled time enrolled is the time elapsed between the actual starting date and the date of the student's last physical day of attendance in school.

- Refunds based on enrollment will be totally consummated within 30 days after the effective date of termination.
- When situations of mitigating circumstances are in evidence, the school may provide a refund which exceeds this policy.
- Refunds for items of extra expense to the student, such as instructional supplies, books, student activities, laboratory fees and service charges, where these items are separately stated and shown in the data furnished the student before enrollment, will be made in a reasonable manner acceptable to the school administrator. Refunds for worn or used items will not be given.
- If a program is cancelled subsequent to a student's enrollment and prior to instruction in the program beginning, the school shall at its option: 1) Provide a full refund of all monies paid; or 2) Provide completion of the program.
- All procedures used for collection purposes will be in good taste and sound, ethical business practices. All collection

correspondence from the institution or any other third parties representing the school regarding cancellation and settlement will clearly acknowledge the existence of this cancellation and settlement policy. If any promissory notes or contracts for tuition are sold or discounted to any third party, the third party must comply with this cancellation and settlement policy.

- If the school closes permanently and/or ceases to offer instruction in a program after the student has enrolled and instruction has begun, the school shall provide the student a refund of all tuition and fees paid or provide program completion through a teach out agreement. The school will forward all required records to the Delaware Department of Education and all other required parties, as detailed in its school closure policy.

RETURN OF TITLE IV FUNDS POLICY

If a student enrolled in a program of study and participates in the Federal Title IV program, withdrawals or is terminated before completing their program; the Return of Title IV Funds Policy must be followed, per Federal Regulations.

Return of Title IV Policy

This policy applies to students who officially withdraw, unofficially withdraw or are terminated from enrollment at Schilling-Douglas School of Hair Design.

Official withdraw from Schilling-Douglas School

A student is considered to be officially withdrawn on the date the student provides official notification to the school of their intent to withdraw in writing or orally.

Unofficial withdraw from Schilling-Douglas School

A student is considered to have unofficially withdrawn on the date the student does not return from an approved leave of absence or on the date the student is not in attendance for 14 consecutive days and is not on an approved leave of absence.

Leave of Absence

A student on an approved leave of absence is not a withdraw, but if the student does not return to school from the leave of absence on the date designated in the leave, the student would be determined a withdraw on the scheduled date of return. In this event, the students withdraw date would be their last day of attendance.

Calculation

Students must earn the right to use Federal Title IV funding based on the scheduled hours of attendance per payment period. When a student separates from the school, the school must calculate what percentage of aid for that payment period has been earned. This calculation is performed by first determining which payment period the student terminates/withdraws and second by determining the number of hours scheduled to be completed in that payment period as of the students last day of attendance. If 60% or more of the scheduled hours for the payment period have lapsed, the student will have earned 100% of the Title IV funds for that payment period. If less than 60 % of the scheduled hours for that payment period have lapsed, the student will have earned only that same percentage of the Title IV funds for that payment period. The school will then determine the amount of unearned Title IV funds to be returned by the school and any amount that may be required to be returned by the student. The school will notify the student in writing if they are required to return any Title IV funds.

Post-Withdrawal Disbursement

If a student has accepted Title IV financial aid by the withdraw date, but financial aid has not been disbursed, the student may be eligible for a post-withdrawal disbursement. If the amount disbursed to the student is less than the amount that the student earned, and otherwise eligible for, the student is eligible to receive a post-withdraw disbursement for the amount of earned Title IV financial aid not yet disbursed. The school will perform a Return to Title IV calculation to determine if the student is eligible for a post-withdrawal disbursement within 30 calendar days after the date of determination that the student withdrew. The student must have a signed promissory note for any loan prior to the school performing the Return to Title IV calculation for the loan to be include as aid that could have been disbursed.

Post-Withdrawal Loans

If the student is determined to be eligible for a post-withdrawal disbursement of a loan, the school's financial aid office must send notification of post-withdrawal disbursement eligibility to the student within 30 calendar days after the date of determination the student withdrew. The student will be given a minimum of 14 calendar days to respond to the post-withdrawal disbursement notification sent by the school. If the student notifies the school within the required time period that they wish to accept any of the loan funds, those funds will be disbursed by check to the student within 180 calendar days of the student's date of determination of withdraw. The school must obtain written permission from the student before loan funds can be disbursed.

Post-Withdrawal Grants

If the student is determined to be eligible for a post-withdrawal disbursement of a grant, the school will disburse the Title IV grant funds a student is due based on the Return to Title IV calculation by check to the student within 45 days calendar days of the date the school determined the student withdrew.

Order of Return

Federal regulations require the school to return Title IV funds to the applicable programs in the following order; Unsubsidized Loans, Subsidized Loans, Plus loans, Pell Grants, Supplemental Educational Opportunity Grants. All returns by the school will be made within 30 days of the date of determination.

Once the Return of Title IV Funds Policy has been performed the school will then apply its cancellation and settlement policy per the contract, to determine the student's financial obligation to the school.

If the Return of Title IV calculation results in a credit balance on the student's account it will be disbursed to the student within 14 calendar days from the date of the Return to Title IV calculation. In the event the school cannot locate the student (parent), to whom a Title IV credit balance must be paid, the unclaimed credit balance will be returned to the Title IV program. These funds must be returned no later than 240 calendar days after the date the school issued the check to the student.

Institution Responsibilities

Schilling-Douglas School of Hair Design will;

- Provide students with the information in this policy
- Perform Return of Title IV calculation for students affected by this policy
- Return all unearned Title IV funds to the proper Title IV programs within 45 days of the date of determination of withdraw or termination.
- If less Title IV aid has been disbursed than the student has earned, the school will calculate the post withdraw disbursement and it will be offered to the student.
- Provide notifications to students (parents) and the Department of Education

Student Responsibilities

- The student should notify the school's financial aid office in writing of official withdraw.
- If the student decides to cancel or rescind their intent to withdraw, they should notify the school's financial aid office in writing.
- Based on the Return to Title IV calculation, the student may be responsible for school charges previously paid for by the Title IV program.
- The student is responsible for the return of unearned Title IV Funds disburse d to the student when the student is deemed ineligible to retain the funds based on the Return of Title IV calculation.
- The student must submit a response to the school financial aid office instructing of post- withdraw disbursement decision.
- Must complete online Exit Counseling.

RETURN OF EQUIPMENT POLICY

In the event of withdrawal, a student may return to the school any books and/or supplies that are unused and in their original packaging. Online learning seats are non-returnable. Electronic tablets are returnable in their original packaging and must be "unlocked" and factory reset prior to return. All returns must be made within 20 days of the student's withdrawal (student's last day of attendance).

LEAVE OF ABSENCE POLICY

A leave of absence refers to circumstances in which a student is not in academic attendance during a period for which academic attendance is scheduled as part of the student's program. If a leave of absence is approved, the student is not considered to be withdrawn and is considered to be in in-school status for Title IV loan purposes. The student must follow the school's policy in requesting a leave of absence.

Students must request a leave of absence in advance unless unforeseen circumstances prevent the student from doing so.

Additionally,

- The request must be in writing (form provided by the school)
- The request must include the student's reason for the leave of absence; and
- The request must be signed by the student

The reasons for which a leave of absence may be approved include:

- Personal or family medical issue
- Death in the family

- Loss of transportation, financial hardship, homelessness
- Other mitigating circumstances

The school may grant a leave of absence to a student who did not provide the request prior to the leave of absence due to unforeseen circumstance if:

The school documents the reason for its decision

The school collects the request from the student at a later date; and

The school established the start date of the approved leave of absence as the first date the student was unable to attend.

A leave of absence must meet certain conditions to be counted as a temporary interruption in a student's education rather than a withdrawal:

Whenever possible supporting documentation should be provided

The leave of absence may not exceed 180 days in any 12-month period and the 12-month period begins on the first day of the student's leave of absence.

There must be a reasonable expectation that the student will return from the leave of absence

Typically granted for qualifying circumstances exceeding two (2) weeks in length.

In addition to the leaves granted for the circumstances identified above, additional leaves of absence may be granted at the institution's discretion. However, the total number of days of all leaves cannot exceed 180 calendar days in any 12-month period.

If approved, a leave of absence will extend the ending date of the original contract by the same number of calendar days as the actual length of the leave of absence. Upon the students return from a leave of absence, an addendum to the enrollment agreement to extend the students ending date by the applicable number of days will be completed and signed by both parties. Additional tuition will not be charged for the period of the leave of absence. No charges will be assessed during an approved leave of absence.

A student that is granted a leave of absence that meets these criteria is not considered to have withdrawn, and no refund calculation is required at that time. For federal student aid recipients, the student's payment period is suspended during the leave of absence and no federal funds will be disbursed to students while on a leave of absence. Upon the students return, the student will resume the same payment period and course work and will not be eligible for additional Title IV aid until the next payment period has been completed.

If the leave of absence is not approved, written notification will be given to the student. If the student is not willing to remain in school, the student will be considered to have withdrawn from school. The student's withdrawal date for the purpose of calculating a refund will be the students last day of attendance. If there is a tuition balance due the school, it must be paid in full within 30 days. Likewise, any refunds due to the student or any Title IV funds to be returned must be made within 30 days.

In the event the student does not return from an approved leave of absence:

The student will be terminated effective with the expected date of return. The official termination date for the purpose of calculating a refund is the student's last day of attendance.

Financial settlements must be calculated by the school according to the enrollment agreement cancellation and settlement policy.

Any required refunds or balances due the school by the student must be paid within 30 days of the expiration of the leave of absence.

TITLE IV (FEDERAL FINANCIAL AID RECIPIENTS)

Your ability to retain any Federal Aid disbursed for your school and/or educational costs is earned by you based on your attendance. If you do not return to school, it is possible that some of the Federal Aid already disbursed for your use may need to be returned (see return of Title IV policy). This return may create an unpaid school balance which would then become your personal responsibility.

If you are a Title IV loan recipient and you **do not return** from your leave of absence, you will be exhausting some or all of your grace period for the time that you were considered on leave of absence. Example: if you are on an approved leave of absence for the full 180 days (6 months) and you do not return to school at the end of your leave of absence, you will have exhausted all of your loan grace period and will be expected to begin Title IV loan repayment immediately.

CONDUCT/DISCIPLINARY POLICY

All students are expected to behave in a professional manner and abide by all school rules, regulations and policies in effect.

Any student failing to abide by the schools' rules, regulations and policies, will be subject to the Progressive Discipline Policy and Procedure described below. Schilling-Douglas School of Hair Design reserves the right to combine or skip steps depending upon facts of each situation and the nature of the offense. Students may be terminated for violation of the conduct/disciplinary policy.

Grounds for Disciplinary Action

The following list is provided to help students understand the school's rules of unacceptable conduct. Providing an exhausted list would be impossible. Therefore, the list represents only examples of unacceptable conduct. These examples are not listed because of, or according to, severity.

Unprofessional conduct

Possession, use, sale or distribution of alcohol or illegal substance while on school grounds or in attendance at any school sponsored activity.

Dishonesty, cheating on examinations, submitting another student's work, violation of copyright policy.

Insubordination- Refusing to follow instructions properly issued by staff or administrators.

Verbal altercations with classmates, school staff or lab patron.

Refusal to work or participate in classroom or laboratory activities.

Negligence or willful damage to school property.

Theft - any student to have stolen school property or any other person's property while on school grounds or during any school-sponsored activity.

Falsification of time records-any student found to have falsified their time records or clocked another student in or out on the school's time clock.

Violation of any school rule or any deliberate action that is detrimental to the school

Violation of security or safety rules

Negligence or any careless action which endangers the life or safety of another person

Unauthorized possession of firearms, weapons, explosives or dangerous chemical on the school's property.

Engaging in criminal conduct or acts of violence, or making threats of violence toward anyone on the school's premises or when representing the school.

Threatening, intimidating, or coercing fellow students on or off the premises – at any time, for any purpose.

Dishonesty; falsification or misrepresentation on the application for admittance or other records; falsifying other information requested by the school or any information submitted to obtain Financial Aid.

Knowingly making false statements or knowingly submitting false information during the school's Title IX grievance procedures or during any school investigation or procedure.

Malicious gossip and/or spreading rumors; engaging in behavior designed to create discord and lack of harmony; interfering with another students while in attendance.

Violations of school's harassment and/or non-discrimination policies.

Use of profanity while in attendance.

Photographs and recordings (including any images or recordings captured by a smart phone or tablet) taken on campus or at a school-sponsored event without the knowledge and consent of all parties involved.

Intentionally leaving the school grounds while on the clock (Stealing time).

Violation of classroom rules: uniform, not prepared for class (text & materials), eating during class, improper kit bag, unwillingness to participate in class or lab activity, disrespect toward an instructor or staff person, behavior found to be disruptive in the classroom or lab, unwillingness to participate in clean up duties, use of electronic device for personal communication during class.

Grounds for non-admittance to class (progressive discipline not required)

Late arrival, out of uniform, no id badge, no text or materials, unapproved kit bag.

Discipline: Progressive Discipline Policy and Procedure

Purpose

Our progressive discipline policy and procedure is designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable behavior and/or conduct issues. It has been designed consistent with our organizational mission.

Outlined below are the steps of our progressive discipline policy and procedure. Schilling-Douglas School of Hair Design reserves the right to combine or skip steps depending upon facts of each situation and the nature of the offense. The level of disciplinary intervention may also vary. Some of the factors that will be considered depend upon whether the offense is repeated despite coaching and counseling.

Procedure

Step 1: Level 1= Verbal Warning

Step 1 creates an opportunity for the staff member to schedule a meeting with the student to bring attention to the existing conduct issue. The staff member should discuss with the student the nature of the problem or violation of school policies and procedures. The staff member is expected to clearly outline expectations and steps the student must take to improve conduct or resolve the problem.

The student will be asked to sign this document. The student's signature is needed to demonstrate the student's understanding of the issues and corrective action needed.

Step 2: Level 2 = 1st Written Warning

While it is hoped that the conduct issues that were identified in step 1 have been corrected, Schilling Douglas School of Hair Design recognizes that this may not always be the case. A 1st written warning involves a more formal documentation of the conduct issues

and consequences.

During step 2, the staff member will meet with the student and review any additional incidents or information about the conduct issues as well as any prior relevant corrective action plans. The staff member will outline the consequences for the student of his or her continued failure to meet conduct expectations. A warning outlining that the student may be subject to additional discipline up to and including termination if immediate and sustained corrective action is not taken may also be included in the written warning.

Step 3: Level 3 = 2nd Written Warning with a 1-day suspension

During step 3, the staff member will meet with the student and review any additional incidents or information about the conduct issues as well as any prior relevant corrective action plans. The staff member will outline the consequences for the student of his or her continued failure to meet conduct expectations. A warning outlining that the student may be subject to additional discipline up to and including termination if immediate and sustained corrective action is not taken may also be included in the written warning along with a 1-day suspension.

Step 4: Level 4 = Final Written warning with a 3-day suspension

During step 4, the staff member will meet with the student and review any additional incidents or information about the conduct issues as well as any prior relevant corrective action plans. The staff member will outline the consequences for the student of his or her continued failure to meet conduct expectations. A warning outlining that the student may be subject to additional discipline up to and including termination if immediate and sustained corrective action is not taken may also be included in the final written warning along with a 3-day suspension.

Step 5: Level 5 = Termination

The last and most serious step in the progressive discipline procedure is termination. Generally, Schilling-Douglas School of Hair Design will try to exercise the progressive nature of this policy by first providing warnings, written warnings with suspension and final written warnings with suspension from the school before proceeding to terminate. However, Schilling-Douglas School of Hair Design reserves the right to combine and skip steps depending upon the circumstances of each situation and the nature of the offense. Furthermore, students may be terminated without prior notice or disciplinary action. Please see the school's Termination policy for additional information.

Appeal Process

Students will have the opportunity to present information that may challenge information staff has used to issue disciplinary action. The purpose of this process is to provide insight into extenuating circumstances that may have contributed to the students conduct issues while allowing for an equitable solution. This appeal must be submitted in writing to the school director within 7 business days of the disciplinary action if it is to be considered.

Performance and Conduct Issues Not Subject to Progressive Discipline

Behavior that is illegal is not subject to progressive discipline and may be reported to local law enforcement. Theft, intoxication at school, fighting and other acts of violence are also not subject to progressive discipline and may be grounds for immediate termination.

Documentation

The student will be provided copies of all progressive discipline documentation, including all performance improvement plans. The student will be asked to sign copies of this documentation attesting to their receipt and understanding of the corrective action outlined in these documents. Refusal to sign does not constitute dismissal of the disciplinary action. Copies of these documents will be placed in the student's official permanent file.

LEVELS OF DISCIPLINE:

	Level 1	Level 2	Level 3	Level 4	Level 5
No Infractions	Verbal	1 st Written	2 nd Written 1 day suspension	Final Written 3 day suspension	Termination

ANTI-HARASSMENT POLICY

An environment of mutual respect for the rights of others must prevail if Schilling-Douglas School of Hair Design is to fulfill its educational purpose. Students are encouraged to form, hold and express their own personal beliefs and opinions. However, a student's exercise of free expression must not interfere with the rights of other students, and all students must be able to learn and develop in an environment free from any form of harassment.

Harassment for the purpose of this policy shall be defined as verbal, physical or written behavior which:

-Intimidates individuals or groups on any basis including race, ethnic background, religion, gender, sexual orientation, national origin or disability

OR

-Involves an expressed or implied threat to personal safety

OR

-Has the effect of interfering with an individual's participation in the curricular or extracurricular activities at this school.

The school prohibits sex discrimination and if an individual feels discriminated against in this way, they should refer to the school's Title

IX policy which may be found in the student catalog and on the student resources page of the school's website.

A student who feels he/she is being harassed by a peer or by a staff member of Schilling-Douglas School, or a staff member who feels that he/she is being harassed by a student, shall report such incident to an administrator who could be the school owner or a director.

The staff member receiving this report of alleged harassment will examine the circumstance surrounding the alleged incident. If the School official determines that harassment has occurred, the school will take steps to end the harassment. In the event that the nature of the incident warrants disciplinary measures, a school official will implement the disciplinary measure they deem appropriate. Disciplinary measure may include any or all of the following:

- advisement from a school official
- suspension from school attendance
- change in schedule
- termination

The person suspected of the harassment, if they deny the charge, will be given the opportunity to participate in a meeting with at least two school officials, the accuser. At this time evidence of the charge will be explained to the accused and they will be afforded an opportunity to present their side of the event.

If the school official determines that no violation has occurred, records concerning the alleged event will not be placed in the accused student's file.

If the school official determines that the accused has violated the school's anti-harassment policy the school will implement a disciplinary measure against the violator.

GRIEVANCE/COMPLAINT PROCEDURE

Any party who wishes to express a grievance or complaint concerning the administrative or educational sectors at Schilling-Douglas School of Hair Design, may do so by following the guidelines and procedure set forth in this grievance/complaint procedure.

Grievance/complaint procedures are presented in new student orientation to ensure all students are aware of the proper procedure to file a grievance/complaint.

Complaint Format

All complaints must be submitted in writing to the school Director or Owner. The complaint must be signed by the complainant and list the complainants' complete mailing address. Any unsigned complaint will automatically be dismissed. The complainant must outline in detail the nature of the complaint or allegation including the date of occurrence, witnesses and any other pertinent information. If the complainant chooses, they may obtain and fully complete a grievance/complaint form which is available in the school's administrative office. Incomplete forms will not be accepted. All complaints must be filed within 60 days of the date the grievance occurred.

Complaint Process

All complaints which meet the prescribed complaint format will be reviewed by a school official and a meeting between the school official and the complainant will be conducted within 10 business days from the receipt of the complaint. If after careful evaluation, the complaint cannot be resolved through discussion, the complaint will be referred to the school's complaint committee. This meeting between the school official and complainant will be documented and the complainant will receive a copy of the record of this meeting.

Upon referral of the complaint to the school's complaint committee, the committee will meet within 21 calendar days of the receipt of the complaint to review the allegations. The committee will consist of three members, typically the school owner, associate director, director of student services and/or business administrator. All committee members must be unassociated with the complaint. During this committee meeting the complainant will be given the opportunity to present their complaint as well as present witnesses to support the complaint. If the committee requires additional information from the complainant, a letter will be presented to the complainant outlining the additional information needed.

If no further information is needed, the complaint committee will respond to allegations. A response from the complaint committee will be sent to the complainant within 15 calendar days. This letter will serve to inform the complainant of the committee's findings including any actions taken to address the grievance/complaint or recommended resolution.

- Should the complainant wish to pursue the matter further they may contact the following:

The Delaware Department of Education

401 Federal Street Dover, DE 19901; 302-735-4136. The complainant is requested to complete the school complaint procedure prior to filing a complaint with the DE Department of Education.

A complaint form is also available through our accrediting agency. The complainant is required to complete the school complaint procedure prior to filing a complaint with the accrediting agency.

- All written complaints and associated records will remain on file for two complete accreditation cycles.

STUDENT DRESS CODE

You have chosen to prepare for a career in the beauty industry which puts you in the fashion spotlight more than the average career. All clothing must be pressed and clean. This policy applies to **students** in all programs.

Dress code requirements all programs:

- Student ID badge and school issued uniform cover up must be worn at all times.
- Schilling-Douglas School Logo wear is permitted.
- **Student Shoe Requirement:** Black or white colored shoes must be closed toe, closed heel, all leather upper with rubber soles, heel less than 1 inch in height. Upper is the entire part of the shoe that covers the foot and consists of all parts or sections of the shoe above the sole.
- Hair, nails and makeup (as applicable) should represent current trends as well as present a complete look daily. Hair must be styled at all times.
- Scrubs are solid color only without any imprint or design.
- Black slacks must be solid black and free from holes, full length leggings and scrub bottoms are permitted as black slacks.
- All clothing must be well fitting, no holes nor dragging on the ground.
- Prohibited items: jeans and the wearing of hats, hoods and coats/jackets during class.
- All clothing must be well fitting, no holes nor dragging on the ground.

PLEASE NOTE: The school issued uniform cover up must be worn at all times while in attendance including while performing services, or during training sessions in the Laboratory. Participation in certain school related events may also require students to wear the prescribed School Uniform.

Dress code requirements by program:

All programs – school issued uniform cover up, student shoe requirement.

- Cosmetology: Solid black scrubs or School logo top with black slacks.
- Barbering: Solid black scrubs or School logo top with black slacks.
- Esthetics: Solid grey scrubs or School logo top with black slacks.
- Nail Technology: Solid white scrubs or School logo top with black slacks.
- Shaving: Solid white or black, short or long sleeve top with black slacks.
- Teacher Training: Solid white or black, short or long sleeve top with black slacks.

In rare cases that the students clothing is in question but not a clear violation, the student will be permitted to attend class but asked to not wear the article of clothing in question to school in the future. In cases where a definite violation has occurred a student will be asked to clock out and go home and change.

*** Face masks are optional while on campus. Face masks must comply with the school's dress code with the exception of color.**

ELECTRONIC DEVICE POLICY

Schilling-Douglas School of Hair Design: Policy regarding use of electronic devices on campus and/or at school sponsored events.

Introduction:

In our efforts to provide an environment that fosters and supports learning and the exchange of ideas, the Schilling-Douglas School of Hair Design finds that the proliferation of personal electronics in our instructional arenas makes it necessary to address the acceptable use of these devices during class sessions and examinations. Using an electronic device for activities unrelated to the learning experience coordinated by the course instructor distracts the student using the device, his/her neighbors, and the professor. Additionally, this usage is viewed as disrespectful of all others (students and instructor) engaged in the teaching/learning process. The quality of the learning experience suffers when these discourteous distractions occur.

Scope:

The Schilling-Douglas School of Hair Design views the use of personal electronics as affecting everyone involved with a learning experience. Therefore, the use of these devices is dictated by the unit's acceptable technology use policies and is not solely an individual's choice. These policies apply to but are not limited to: cell phones, blackberries, pagers, tablet PCs, mobile presenters, wireless tablets, beepers, and palms, iPod's, MP3 players, texting calculators, camera phones, digital cameras or laptops.

Policies:

1) All extraneous devices, including cell phones, blackberries, pagers, tablet PCs, mobile presenters, wireless tablets, digital recorders, beepers, palms, iPod's, MP3 players, texting calculators, camera phones, digital cameras or laptops, are not to be used during class unless the instructor authorizes their usage for a class-related purpose.

- In particular, cell phones are to be turned off and are not to be used during a class.

- If the instructor gives permission for the use of a personal computer and or digital recorder for note-taking that is the sole purpose to which these devices should be put.
- 2) The use of any electronic devices during examinations, other than those sanctioned by the instructor in charge of the testing, is strictly prohibited.
- 3) Cell phones/camera phones are to be turned off and not used during any testing or examination period. During the testing session cell phones/camera phones are to be stored in a case, book bag, knapsack, or purse, and may not be placed on the table, desktop, or individual's lap.
- 4) Students may access the internet during class sessions for only instructor authorized, class-related purposes. It should be noted that the Schilling-Douglas School of Hair Design controls the internet connectivity in classrooms and may elect to "turn-off" the network during class time or restrict student passwords for wireless connections.
- 5) All PEDS are brought to school at the user's own risk. The Schilling-Douglas School of Hair Design is not responsible for theft, loss or damage to PEDs.
- 6) Photographs and recordings (including any images or recordings captured by a smart phone or tablet) taken on campus or at a school-sponsored event are only permissible with the knowledge and consent of all parties involved.
- 7) Images and recordings taken without consent violate the School's Conduct policy.

Procedures and Reactions:

Students enrolled in the Schilling-Douglas School of Hair Design courses are expected to comply with the acceptable use policies for personal electronic devices. Individuals using these technologies without instructor approval and appropriate authorization are subject to disciplinary actions in accordance with the School's Progressive Discipline Policy and Procedure.

Emergency Contact:

The Schilling-Douglas School of Hair Design realizes that there are times when students face personal emergencies and may need venues to receive pertinent information while they are attending class. In the event an individual faces an urgent situation he/she should follow these steps.

- 1) Inform those who may be trying to contact you as to your daily class schedule. Coordinate times outside of your scheduled classes during which you will place and receive telephone calls.
- 2) Students, enrolled in classes who anticipate that an emergency might arise may provide the School telephone number (302-737-5100) as the contact point. A School staff member can receive the call and unobtrusively inform the instructor of the need for you to leave a class so you may respond to your personal situation without disturbing the learning of others.

STUDENT RECORDS POLICY

The Family Educational Rights and Privacy Act (FERPA) of 1974 insures students the right to privacy and confidentiality with regard to their educational records.

Information regarding a student is released only upon written instructions from the student or to the student's parent if the student is considered dependent as defined by the IRS, with the exception of directory information. This restriction does not apply to certain governmental and regulatory agencies. FERPA does allow disclosure of student records without consent, to the following parties or under the following condition:

- School officials with legitimate educational interest
- Other schools to which a student is transferring
- Specified officials for audit or evaluation purposes
- Appropriate parties in connection with financial aid to a student
- Organizations conducting certain studies for or on the behalf of the school
- Accrediting organizations
- To comply with a judicial order or lawfully issued subpoena
- Appropriate officials in cases of health and safety emergencies
- State and local authorities, within a juvenile justice system, pursuant to specific State law

The school will provide access to student and other institution records as required for any accreditation process initiated by the institution or by the National Accrediting Commission of Career Arts and Sciences, or in response to a directive of the commission. Students are guaranteed the right to have access to their cumulative records by appointment and under the supervision of a school official. Written request from the student is required and will be honored within forty-five school days from the receipt of the request. The student also has the right to request an amendment to his/her record and to request a hearing if the request for amendment is denied. The school will notify students of their rights under FERPA during new student orientation and **annually in September** of every year. The school will also maintain a record in a student's file identifying to whom personally identifiable information was disclosed and the legitimate interests the parties had in obtaining the information. (Directory information and school

officials with legitimate educational interests are exempt from this requirement)

Transcript or transfer service for eligible students will be provided at a cost of \$10.00. We reserve the right to withhold transcripts from students under certain circumstances including but not limited to defaulting on a Federal Student Loan or an unpaid account balance.

DIRECTORY INFORMATION NOTICE UNDER FERPA

for Schilling-Douglas School of Hair Design

FERPA sets our requirements designed to provide parents and student's privacy and other rights with respect to education records. When an individual reaches 18 years of age or is attending a postsecondary institution, the rights accorded to the parents transfer to the student. However, the institution **may** still disclose information from the students' education record to the parent(s) of a student, if the students' parent(s) claim the student as a dependent for federal tax purposes. This disclosure is permissible without the student's consent.

An institution may disclose Directory Information if it has given public notice to parents, as appropriate, and students of the types of information that the institution has designated as directory information without prior written consent. Directory information means information contained in the student's education record which would generally not be harmful or seen as an invasion of privacy. The information designated as directory information at the Schilling-Douglas School of Hair Design, LLC is:

- Student's name
- Address
- Electronic email address
- Telephone number
- Date of Birth and place
- Program of study
- Dates of attendance
- Diplomas, honors or awards received
- Photograph
- Most recent educational agency or institution attended

The student or eligible parent may refuse to let the school release directory information without prior written consent. If this is desired, a written statement must be given to the school office personnel to be retained in the students file.

In the case of an emergency, personally identifiable information from an education record to appropriate parties in connection with the emergency can be released if knowledge is necessary to protect the health or safety of the student or other individuals. This emergency procedure will be followed regardless of prior refusal.

Note:

If a student is expecting someone to contact the school for information in connection with the student's educational record (prospective employer, spouse, etc...) for reasons other than directory information: The school will not relate any other information without a signed statement of consent (form available in office) specific to **each** inquiry.

Annual Notification of Rights under FERPA

for Schilling-Douglas School of Hair Design

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. These rights include:

(1) The right to inspect and review the student's education records within 45 days of the day the school receives a request for access.

A student should submit to the business office, or other appropriate official, a written request that identifies the record(s) the student wishes to inspect. The school official will make arrangements for access and notify the student of the time and place where the records may be inspected. If the records are not maintained by the school official to whom the request was submitted, that official shall advise the student of the correct official to whom the request should be addressed.

(2) The right to request the amendment of the student's education records that the student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.

A student who wishes to ask the school to amend a record should write the school official responsible for the record, clearly identify the part of the record the student wants changed, and specify why it should be changed.

If the School decides not to amend the record as requested, the school will notify the student in writing of the decision and the

student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.

(3) The right to provide written consent before the school discloses personally identifiable information from the student's education records, except to the extent that FERPA authorizes disclosure without consent.

The school discloses education records without a student's prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official is a person employed by the Schilling-Douglas School of Hair Design, in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the School has contracted as its agent to provide a service instead of using School employees or officials (such as an attorney, auditor, or collection agent); or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for the school.

(4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the school to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-5901

PERSONALLY IDENTIFIABLE INFORMATION – SECURITY PLAN

The purpose of this security plan is to ensure the security and confidentiality of personal information, protect against any anticipated threats or hazards to the security or integrity of such information and to protect against unauthorized access to or use of such information that could result in substantial harm or inconvenience to a customer/student.

All requests for information must be submitted in writing and comply with our FERPA policy to our Information Security Coordinator for prior approval, before being released. A copy of all requests will be maintained in the students' file.

Information Security Coordinator:

Victor David
211 Louviers Drive
Newark, DE 19711
302-737-5100 ext. 101

Definitions

Personally Identifiable Information is information that can be used to distinguish a person's identity, e.g., name, social security number, biometric data, etc., alone or when combined with other personal data, linked or linkable to a specific person, such as date and place of birth, mother's maiden name etc. A **privacy breach** occurs when Personally Identifiable Information, PII, is lost, stolen, disclosed or otherwise exposed to unauthorized people for unauthorized purposes. This includes PII in any format and whether or not it is a suspected or confirmed loss.

Examples of possible PII breaches:

PII left on the printer or scanner
PII emailed without encryption or other protection
PII mailed to wrong recipient
PII stored on a stolen laptop or thumb drive
PII posted to a public-facing website

Prevention Plan

The school will only collect information that is absolutely necessary to the admission of a student. Once the information is collected, it is entered into the Genesis Software Program. The printed material is then stored in the business office in a filing cabinet.

The software system that the school uses has a feature that allows the school to disable PII for users that this information is not pertinent to their job duties. Only users that must have this information to perform their job duties will be granted access to PII.

The school limits the use of full social security numbers to only when required. When the full social security number is not required, only the last four digits of the student's social security number are used for identification.

The school does not permit the staff to send any PII through email, to prevent any accidental breaches.

The school does not permit the use of any student PII being saved on any portable storage devices (i.e., flash drives, disks, etc.) The school enforces a clean desk policy meaning no PII will be left sitting out on any employee's desk at any time that the employee is not actively working with such information.

The school enforces the use of shredding bins for any paperwork that may contain any PII that is needing to be disposed.

The school enforces that the cabinets, desks, or offices that may contain such PII be locked when not occupied by the staff member assigned to such areas.

The school computers that run on our network are password protected with individual logins for the staff. The school requires that all staff members using these workstations lock the workstations when not actively in use by a staff member in order to safeguard records.

The school's server is firewall protected to prevent an external breach.

The school requires that the automatically locking office door leading to the business office area remains shut at all times to eliminate the possibility of any PII being accidentally taken off of the printer by someone other than the person that printed such paperwork. The access code to this door is restricted to staff only.

The school does not allow any PII to be posted on any of our websites or social media sites. (Any postings related to students have received verbal authorization to upload the post or photo and will include the student's name only. We have also obtained written authorization from all students to take photos of them and/or post photos their work prior to doing so, unless in the case that we have been otherwise instructed not to post photos of them or their work.

The school maintains a written agreement with an external IT company to safeguard the school's server and network from unauthorized access and to protect PII.

The school will review the schools PII Plan often and work to reduce any PII possible breaches.

COPYRIGHT POLICY

It is unlawful to download, copy, photocopy or distribute copies of any material that is copyrighted, without the expressed written consent of the person or entity that has copyrighted the material. The school prohibits any downloading, copying, photocopying or the distribution of copies of any copyrighted material without written consent of its owner / copyrighter. Any person who violates this policy will be deemed in violation of the schools conduct policy and subject to disciplinary proceedings.

VACCINATION POLICY

The Schilling-Douglas School of Hair Design does not have any special requirements regarding required vaccinations of its students. The school strongly suggests that all persons attending the school receive all vaccinations as prescribed by the Department of Health.

VOTER REGISTRATION

If you are not a registered voter and would like to be, you may obtain a voter registration form from the school office. You may also obtain information and register online at <http://electionsncc.delaware.gov/votreg.shtml>

GENERAL RULES & REGULATIONS

Uniform/Dress Code

All students while in attendance or while attending a school sponsored function are required to comply with the school's dress code and personal appearance requirements. Please refer the Student Dress Code Policy for detailed requirements.

ID Badge

All students are provided a photo ID badge/time card. This badge is to be worn at all times during class hours. Colored lanyards to display badges are awarded to students upon promotion. Red lanyards indicate freshman level students, blue designate junior and yellow designate senior level students (cosmetology & barbering programs). Nail technology students are designated by purple lanyards. Esthetics students are designated by white lanyards. Students must wear the appropriate colored lanyard for their level. Students **must have** their working ID badge to attend class. Students must replace lost or damaged/non-working ID badges. Replacement ID badges are available from the school office for a fee of \$10.00.

Kit / Textbooks

All students are required to bring their complete kit, all textbooks & tablet (if applicable) to school each day. If a student does not have in their possession the materials, text or tablet required for class, the student will not be permitted to attend that class.

Students are required to use the provided kit bags to transport their materials. Bags other than the school issued kit bags are prohibited.

In-House Tuition Payments / Financial Responsibilities

Tuition payments will be billed monthly/weekly and are due upon receipt of statement. Payments are due as designated regardless of absenteeism. Hours will not be credited for hours not paid. Students will not graduate or receive a diploma unless total tuition and fees are paid in full or their account is deemed satisfied by the school.

Academic Suspension

Cosmetology & Barbering program only: All students must successfully complete (70% grade) all academic requirements for graduation prior to reaching 1,400 clocked actual hours. If the student fails to meet this requirement they will be placed on academic suspension and prohibited from attendance until all said requirements are completed. Hour credit will not be awarded for time spent completing academic requirements while on suspension. The students' contract ending date will not be adjusted due to this suspension. Academic suspension may result in additional instruction charges and may affect satisfactory academic progress.

Absenteeism

All full-time students must report by phone on days absent by 10:00 am.

All part-time students must report by phone by 6:00 pm evenings and by 9:00 am on Saturday. Absences not reported by the above times will be considered unexcused. All missed time and assignments are to be made-up in accordance to the make-up work policy. Students may enter class at the beginning of any class period. A monthly attendance printout is provided to each student. It is suggested that students save these printouts for their own records. A listing of scheduled hours available is posted on the school's bulletin board, allowing each student to readily calculate their hour standing.

Tardiness

A late student may not enter class until the start of the next class period. All periods will begin at the scheduled start time. To be admitted to class, the student must be clocked in and physically in class at the scheduled start time. Admittance for lateness due to emergency reasons will be considered on an individual basis by the Director. Exception: Part time students may always enter first period in the evening upon arrival.

Leaving the Classroom

Students are required to be in their assigned classroom during class time. Students are not permitted to leave the classroom without the permission of their instructor, unless they are returning to the laboratory to complete a patron.

Breaks

Breaks are to be taken on the school grounds at the scheduled time. Students are prohibited from leaving the school grounds during break times, unless they clock out.

Lunch is permitted either on or off campus at the scheduled time. If a student participates in "in for lunch", the student forfeits their lunch break.

Smoking

Smoking is prohibited in the school building and on school property except for designated smoking areas. Smoking is also prohibited within 25 feet of any entrance. Students are required to place all butts in the provided receptacles and to not litter on school grounds or adjoining properties.

Food/Drink

Beverages are permitted in the classroom during breaks, lunch time and non-workshop classes. Eating is prohibited during class time. A refrigerator and microwaves are provided for student use. There are also snack and beverage vending machines on campus. Food and Drink is prohibited at all times in the school laboratory.

Drugs & Alcohol

Alcoholic beverages and illegal drugs are prohibited on school grounds. The use of illegal drugs or alcohol immediately prior to or during school hours is strictly prohibited. Students found to be in possession of or under the influence of illegal drugs or alcohol will be subject to possible termination. Please refer to our Drug Prevention program, standards of conduct.

Telephone

Students should inform family and friends that the Schilling-Douglas school will accept emergency phone calls only. The school will accept other important messages for students to return by personal phone. Personal phone use is permitted only during breaks and lunches. Please refer to the school's Electronic Device Policy for additional information.

Laboratory

Students are permitted in the laboratory only when working on a patron. Students are not to leave any patron receiving a chemical

service unattended. Students are only to perform the service assigned on their work slip. Loitering in the lab and at the reception area is prohibited. Students are to return to the classroom promptly after completing their patron and cleaning their workstation. Laboratory services are performed by students and are supervised by an instructor. **Students are not employees of the school and do not receive compensation for performing services in the school's laboratory.**

Cleaning

The cleaning of work areas and the laboratory is the responsibility of all students. Students are required to properly clean their laboratory station at the completion of each service. End of day cleaning will begin ten minutes prior to dismissal. Each student will be assigned a job for end of day cleaning. Students will be dismissed after jobs have been completed and approved by their instructor. Failure to participate in clean-up will result in the student early dismissal from class.

Student Conduct

Students are required to maintain a professional attitude and are not permitted to cause discord while in attendance or during any school sponsored function. Students are required to abide by all rules and regulations set forth by Schilling-Douglas School of Hair Design, LLC at the time of enrollment or as they may be amended during the student's period of enrollment. The school expects the same behavior from the student, which an employer would expect of them. Profanity is prohibited. Disrespect toward any school staff member is prohibited. Disruptive behavior is prohibited. Physical and verbal altercations with anyone are prohibited. Additional information is found in the "Student Conduct Policy"

School Office

Students are asked to notify their instructor if they wish to speak with a school administrator. Administrators are available during regular business hours.

General Classroom Rules

Students are to abide by the general classroom rules as posted in each classroom.

Participation

Students are required to participate in all assigned laboratory activities. A student who is unwilling or too ill to participate will be clocked out for the day. Students are required to participate in all practical and theory class activities. A student who is unwilling or too ill to participate will be clocked out for that period.

Personal Property / Locker

All students are responsible for their own personal property. The school accepts no responsibility for lost, stolen or misplaced items. Students are instructed to bring only the items required for class to school. Each student is assigned a locker to secure personal items. A lock is to be provided by the student. All of the students' property is to be removed from the classroom at the end of each day. The school is not responsible for items left behind or abandoned after a student's term of enrollment. The school reserves the right to enter the student's locker at any time. The school is not responsible for any items in the student's locker or for any items placed in a locker not assigned to that student.

School Property

Students are expected to respect all school property and to use it only in the manner it was intended. Any person found to have maliciously destroyed or defaced school property may be subject to immediate termination from the school.

Address Changes

Students are asked to promptly report any address changes or phone number changes to the school office.

Parking

All students must display their parking permit in plain view at all times while parked in the designated student parking area. Permits are available from the school office, free of charge. Students are requested to park only in the spaces designated for student parking.

Violation of Rules & Regulations

Failure to adhere to the rules and regulations as listed or augmented by bulletins and other notices furnished to the student may result in suspension or dismissal. Please refer to our conduct policy for more information.

OUTCOME ASSESSMENTS

The Student Right-to-Know Act requires schools to disclose information based on a cohort consisting of only full-time students who have never attended any other school beyond the high school level that completed their program within 150% of the normal completion time. The school's 2017-2020 cohort, 4-year average, Student Right-to-Know completion rate is 49%. The school's

transfer out rate is 0%.

IPEDS (Cohort year 2020)

The school's **Graduation Rate** is **56%**.

The school's **Transfer-out Rate** is **0%**

The **Retention Rate** is **67%** for the Full-time, first time, Fall 2021 cohort (enrollment between August 1st and October 31st 2021).

The **Retention Rate** is **48%** for Part-time, first time, Fall 2021 cohort (enrollment between August 1st and October 31st 2021).

2022 National Accrediting Commission of Career Arts and Sciences Annual Report

The following findings are based on the **2022 NACCAS Annual Report for Schilling-Douglas School of Hair Design**

The 2022 **graduation rate** for all students enrolled at The Schilling-Douglas School of Hair Design was **85.26%**.

For the same period of time ***89.66% (placement rate)** of the students graduating from the school located employment due to the education they received from this institution (findings based on graduate tracking).

The 2022 **licensure rate** for the school's graduates was **93.55%**.

STUDENT BODY DIVERSITY

As reported on the 2022-2023 IPEDS Fall Enrollment Survey for Schilling-Douglas School of Hair Design students as a percentage of the school's total student population in each of the following categories:

Male – 5%

Female – 95%

Federal Pell Grant Recipients –48%

Self-identified members of a major racial or ethnic group

Asian – 1%, Black/African American –46%, Hispanic/Latino – 14%, Two or more races – 5%, White 31%,

Hawaiian/Pacific Islander 2%, American Indian or Alaska Native 0%, Unknown 1%.

DISCLOSURES

College Navigator: A link to the college navigator is available in the footer of the school's website www.schillingdouglas.edu. College Navigator is a free consumer information tool designed to help students, parents, high school counselors, and others get information about schools.

Net Price Calculator: A link to the school's net price calculator is available in the footer of the school's website www.schillingdouglas.edu. The net price calculator uses institutional data to provide estimated net price information to current and prospective students and their families based on a student's individual circumstances.

FERPA Annual Notification: The annual FERPA notification is provided, in the school catalog, at new student orientation and annually each September in writing to all current students.

Drug and Alcohol Prevention Program / Penalties Associated with Drug-Related Offences: Are presented in orientation for new students and employees and annually in September to all current students and employees. This information is also available on request from the student services office. The school conducts a biennial review of this program to determine its effectiveness and implement changes to the program if they are needed and ensure that any disciplinary sanctions are consistently enforced.

ANNUAL CAMPUS CRIME SECURITY REPORT

The school's Annual campus Crime and Security report is issued annually on or before October 1st. A printed copy of this report is available from the schools Admissions or Directors office. The report is also available for viewing or download from the school website at <http://schillingdouglas.edu/student-resources/>. All staff and students are notified in writing of the availability of the new report.

LICENSING DISCLOSURE

All programs offered by the Schilling-Douglas School of Hair Design are designed to meet the education prerequisites for licensure in the state of Delaware. The school does not make any claims or guaranties that the programs it offers will meet the education or licensure requirement(s) for any state other than the state of Delaware. Applicants wishing to seek licensure in a state other than

Delaware, should consult directly with that state regarding that state's education prerequisites and the acceptability of completing a program in Delaware, prior to enrolling in a program of study at the school.

TITLE IX POLICY

This policy is only applicable to alleged incidents of sex discrimination (including sex-based harassment and retaliation) that occur on or after August 1, 2024. For alleged incidents of sex discrimination or sexual harassment occurring prior to August 1, 2024, please see the School's Title IX policy named Title IX Policy 2020 on the student resources page of the school's website.

This Policy applies to Schilling-Douglas School of Hair Design's education program and activities, circumstances where the School has disciplinary authority, and to misconduct occurring within any building owned or controlled by a School-recognized student organization. This Policy may also apply to the effects of off-campus misconduct that limit or deny a person's access to the School's education program or activities.

The School reserves the right to make changes to this policy as necessary, and once those changes are posted online, they are in effect. If government laws or regulations change or court decisions alter the requirements in a way that impacts this policy, this policy will be construed to comply with the most recent government laws, regulations, or court holdings.

Statement of Non-Discrimination

Schilling-Douglas School of Hair Design (the "School") is committed to providing a work and educational environment free of unlawful discrimination, harassment and retaliation. The School does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX and its regulations, including in admission and employment. Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity. Sex-based harassment is a form of sex discrimination.

Inquiries about Title IX may be referred to the School's Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights, or both. The School's Title IX Coordinator is Tara Price, 211 Louviers Drive, shoppes at Louviers, Newark, DE 19711, (302)737-5100 ext. 111, tara@schillingdouglas.edu.

The School's nondiscrimination policy and grievance procedures can be found on the Student Resources page of the school's website, <https://schillingdouglas.edu/student-resources/>.

To report information about conduct that may constitute sex discrimination or make a complaint of sex discrimination under Title IX, please refer to the School's Title IX Policy.

Title IX Coordinator

Title IX compliance requires the School to respond promptly and effectively when the School has knowledge of conduct that reasonably may constitute sex discrimination. The Title IX Coordinator coordinates School's efforts to comply with its Title IX responsibilities.

Title IX Coordinator: Tara Price, 211 Louviers Drive, shoppes at Louviers, Newark, DE 19711, (302)737-5100 ext. 111, tara@schillingdouglas.edu.

Any person can report sex discrimination in person, by mail, telephone, or e-mail, using the contact information listed above for the Title IX Coordinator. A report can be made at any time, including during non-business hours. However, responses to reports made outside of business hours, including during weekends and holidays, may be delayed in response.

Key Definitions

Clery Act means the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (20 U.S.C. Section 1092(f); 34 C.F.R. Part 668.46). In accordance with the Clery Act, the School publishes required crime statistics and policy statements on or before October 1 of each year.

Complainant means:

A student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or

A person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX or its regulations and who was participating or attempting to participate in the School's education program or activity at the time of the alleged sex discrimination.

Complaint means an oral or written request to the School that objectively can be understood as a request for the School to investigate and make a determination about alleged conduct under Title IX. The following people have the right to make a complaint:

A Complainant

A parent, guardian or other authorized legal representative with the legal right to act on behalf of a Complainant; or The School's Title IX Coordinator.

Note that a person is entitled to make a Complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person, or if the Title IX Coordinator initiates a complaint.

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

Any School student or employee; or

Any person other than a student or employee who was participating or attempting to participate in the School's education program or activity at the time of the alleged sex discrimination.

Confidential employee means an employee in one of the following categories: (1) confidentiality bestowed by law or professional ethics, such as lawyers, medical professionals, clergy, and mental health counselors; (2) designated as a confidential resource by the School for purposes of providing support and resources to the complainant; and (3) conducting human subjects research (as approved). For the employees in category (1), they must be in a confidential relationship with the person reporting, such that they are within the scope of their licensure, professional ethics, or confidential role at the time of receiving the notice.

Consent: Delaware defines consent as words or overt actions by a person who is competent to give informed consent indicating a freely given agreement to have sexual intercourse or sexual contact. However, there are several circumstances where consent cannot be freely given.

Disciplinary Sanction means consequences imposed on a respondent following a determination under Title IX that the respondent violated the School's prohibition on sex discrimination.

Education program or activity includes locations, events, or circumstances in which the School exercises substantial control over both the respondent and the context in which the conduct occurred, and also includes any building owned or controlled by a student organization that is officially recognized by the School.

Party means a complainant or respondent.

Relevant means related to the allegations of sex discrimination under investigation as part of these grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decisionmaker in determining whether the alleged sex discrimination occurred.

Respondent means a person who is alleged to have violated the School's Title IX policy. The requirements related to a respondent apply only to sex discrimination complaints alleging that a person violated the School's prohibition on sex discrimination. When a sex discrimination complaint alleges that a School policy or practice discriminates on the basis of sex, the School is not considered a respondent.

Retaliation means adverse action including intimidation, threats, coercion, or discrimination against any person by the School, a student, or an employee or other person authorized by the School to provide aid, benefit, or service under an educational program or activity, for the purpose of interfering with any right or privilege secured by Title IX or its regulations, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the Title IX regulations.

Sex-Based Harassment is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity, that is:

Quid Pro Quo Harassment: An employee, agent, or other person authorized by the School to provide an aid, benefit, or service under the School's education program or activity explicitly or implicitly conditioning the provision of such an aid, benefit or service on a person's participation in unwelcome sexual conduct.

Hostile Environment Harassment: Unwelcome sex-based conduct that, based on the totality of circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person's ability to participate in or benefit from the School's education program or activity. Whether a Hostile Environment has been created is a fact-specific inquiry that includes consideration of the following:

- The degree to which the conduct affected the complainant's ability to access the education program or activity;
- The type, frequency, and duration of the conduct;
- The parties' ages, roles within the education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
- The location of the conduct and the context in which the conduct occurred; and
- Other sex-based harassment in the education program or activity.

Specific Sexual Violence Offenses

- *Sexual Assault* meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
- *Dating Violence* meaning violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (1) the length of the relationship; (2) the type of relationship; and (3) the frequency of interaction between the persons involved in the relationship.
- *Domestic Violence* meaning felony or misdemeanor crimes committed by a person who: (A) is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction of the School, or a person similarly situated to a spouse of the victim; (B) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (C) shares a child in common with the victim; or (D) commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.
- *Stalking* meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (A) fear for the person's safety or the safety of others; or (B) suffer substantial emotional distress.

* Please note: In accordance with the Violence Against Women Reauthorization Act ("VAWA"), state definitions for Sexual Assault, Dating Violence, Domestic Violence, Stalking and Consent are contained in the School's Annual Security Report. Reported VAWA crime statistics are based on the definitions above.

Supportive measures means individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

Restore or preserve that party's access to the education program or activity, including measures that are designed to protect the safety of the parties or the educational environment; or

Provide support during the School's grievance procedures or during an informal resolution process.

Procedure for Reporting

If you believe that you have experienced or witnessed sex discrimination (including sex-based harassment or retaliation), the School encourages you to notify the Title IX Coordinator, or another responsible employee as soon as possible after the incident. A report may be made to either or both the police and the Title IX Coordinator.

The criminal process is separate from the School's Title IX Grievance Procedure. Resources for reporting to local law enforcement can be found in the School's Annual Campus Safety in Security Report located at <https://schillingdouglas.edu/student-resources/>.

A report provides notice to the School of an allegation or concern about sex discrimination and provides an opportunity for the Title IX Coordinator to provide information, resources, and supportive measures. A complaint provides notice to the School that the complainant would like to initiate an investigation. A complainant or individual may initially make a report and may decide at a later time to make a complaint.

A School employee who either has authority to institute corrective measures on behalf of the School or has responsibility for administrative leadership, teaching, or advising are considered mandatory reporters and are expected to promptly report all known details of actual or suspected sex discrimination to the Title IX Coordinator. All other employees are expected to provide the Title IX Coordinator's contact information to the individual making the report or promptly report all known details of actual or suspected sex discrimination to the Title IX Coordinator.

Mandatory reporting may be suspended during a public awareness event. A Title IX Coordinator is not obligated to act in response to information provided by a person during a public event to raise awareness about sex discrimination or sex-based harassment that is on campus or through an online platform sponsored by the School, unless the information indicates an imminent and serious threat to the health or safety of a complainant, any students, employees, or other persons.

An individual who seeks completely confidential assistance may do so by speaking with professionals who have legally protected confidentiality. Confidential reporting resources, such as pastoral or professional counselors do not generate reports to the Title IX Coordinator. The School does not employ confidential employees. Local crisis, mental health and victim resource hotline information is available found in the School's Annual Campus Safety in Security Report located at <https://schillingdouglas.edu/student-resources/>. Information shared with confidential resources will not be shared with the School (including the Title IX Coordinator) or anyone else without express, written permission of the individual seeking services unless required by law or court order.

Supportive Measures

The School will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the education program or activity or provide support during the School's Title IX Grievance Procedures or during the informal resolution process.

Supportive measures may include, but are not limited to: counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus, and other similar measures.

The Title IX Coordinator is responsible for coordinating the effective implementation of supportive measures, in collaboration with other campus resources as deemed necessary. The parties are provided with a timely opportunity (within two business days) to seek modification or reversal of the School's decision to provide, deny, modify, or terminate supportive measures applicable to them. A request should be made in writing to the Title IX Coordinator. An impartial employee other than the employee who implemented the supportive measures, who has authority to modify or reverse the decision, will determine whether to provide, deny, modify, or terminate the supportive measures if they are inconsistent with the Title IX regulatory definition of supportive measures.

Victims of sexual violence offenses will also be provided with written notification about existing counseling, health and/or mental health services, victim advocacy, legal assistance, visa and immigration assistance, safety planning, timely warnings, student financial aid and other services available to victims within the School and in the community.

The School will maintain the confidentiality of the supportive measures, provided that confidentiality does not impair the School's ability to provide those supportive measures.

Online Misconduct

Although the School may not control websites, social media or other online platforms through which communication that violates the School's policy are made, the School will address reported communications. Online manifestations of the behavior prohibited in this policy are also potential violations of School policy if the communications have an effect on the education program and activity or when they involve the use of School networks, technology or equipment.

GRIEVANCE PROCEDURES

The School has adopted grievance procedures that provide for the prompt and equitable resolution of complaints of sex discrimination (including sex-based harassment and retaliation) made by students, employees, or other individuals who are participating or attempting to participate in the education program or activity, or by the Title IX Coordinator.

These grievance procedures apply to all complaints of sex discrimination. As indicated within this policy, additional grievance procedures apply to sex-based harassment complaints involving student complainants or student respondents.

When a party is both a student and an employee, the School will make a fact-specific inquiry, including whether the party's primary relationship with the School is to receive an education and whether the alleged sex-based harassment occurred while the party was performing employment-related work.

The School will treat complainants and respondents equitably. The School requires that any Title IX Coordinator, investigator, or decisionmaker not have a conflict of interest or bias for or against complainants or respondents generally or an individual complainant or respondent. A decisionmaker may be the same person as the Title IX Coordinator or investigator.

The School presumes that the respondent is not responsible for the alleged conduct until a determination is made at the conclusion of its Grievance Procedures.

Timeframe

The School will make a good faith effort to complete the Grievance Procedures within 60-90 business days, including any appeals, which the Title IX Coordinator can extend as necessary for appropriate cause. The parties will receive updates on the progress, as well as notification and a rationale for any extensions or delays, and an estimate of how much additional time will be needed to complete the process.

Investigations are normally completed within 60 business days, though some investigations may take longer, depending on issues such as the nature, extent, and complexity of the allegations, witness availability, law enforcement involvement, and other factors. The School may undertake a short delay in its investigation (several days to a few weeks) if circumstances require. Such circumstances include but are not limited to a request from law enforcement or the absence of parties and/or witnesses.

The School may consolidate complaints where allegations arise out of the same facts or circumstances.

Title IX Coordinator Initiated Complaint

The Title IX Coordinator has ultimate discretion as to whether a complaint is initiated. If a complainant does not wish to file a complaint (or withdraws any or all of the allegations), the Title IX Coordinator will offer supportive measures and determine whether to initiate a complaint. The Title IX Coordinator will determine if there is a serious and imminent threat to someone's safety or if the School cannot ensure equal access without initiating a complaint. The Title IX Coordinator considers the following factors:

The complainant's request not to proceed with initiation of a complaint;

The complainant's reasonable safety concerns regarding initiation of a complaint;

The risk that additional acts of sex discrimination would occur if a complaint is not initiated;

The severity of the alleged sex discrimination, including whether the discrimination, if established, would require the removal of a respondent from campus or imposition of another disciplinary sanction to end the discrimination and prevent its recurrence;

The age and relationship of the parties, including whether the respondent is an employee;

The scope of the alleged sex discrimination, including information suggesting a pattern, ongoing sex discrimination, or sex discrimination alleged to have impacted multiple individuals;

The availability of evidence to assist a decisionmaker in determining whether sex discrimination occurred;

Whether the School can end the alleged sex discrimination and prevent its recurrence without initiating its grievance procedures; and

Any other factors deemed relevant by the Title IX Coordinator.

The Title IX Coordinator will notify the complainant prior to initiating the complaint and appropriately address reasonable concerns about the complainant's safety or the safety of others, including by providing supportive measures

Notice of Investigation and Allegations

Upon initiation of the School's Title IX grievance procedures, the School will notify the parties in writing of the following:

The School's Title IX grievance procedures and any informal resolution process;

A meaningful summary of the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination, and the date(s) and location(s) of the alleged incident(s);

Retaliation is prohibited;

A statement that the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence;

The name(s) of the investigator(s), along with the process an individual can follow to assert a conflict of interest concern against the assigned investigator(s);

A statement informing the parties that knowingly making false statements, including knowingly submitting false information is prohibited; and

Detail on how a party may request disability accommodations or other support assistance during the Grievance Procedure.

If, in the course of an investigation, the School decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the notice provided or that are included in a complaint that is consolidated, the School will notify the parties of the additional allegations.

If the complaint is a student sex-based harassment complaint, the School will notify the parties in writing of the following with sufficient time for the parties to prepare before any initial interview:

- The respondent is presumed not responsible for the alleged sex-based harassment until a determination is made at the conclusion of the Grievance Procedures. Prior to such a determination, the parties will have an opportunity to present relevant and not otherwise impermissible evidence to a trained, impartial decisionmaker;
- The parties may have an advisor of their choice who may be, but is not required to be, an attorney;
- The parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an investigative report that accurately summarizes this evidence. If the School provides access to an investigative report: The parties are entitled to an equal opportunity to access the relevant and not impermissible evidence upon the request of any party; and
- The School's Conduct/Disciplinary Policy prohibits knowingly making false statements or knowingly submitting false information during the grievance procedures.

Dismissal of a Complaint

The School may dismiss a complaint at any point within the grievance process if one or more of the following grounds are met:

The School is unable to identify the respondent after taking reasonable steps to do so;

The respondent is not participating in the School's education program or activity and is not employed by the School;

The complainant voluntarily withdraws any or all of the allegations in the complaint (withdrawal must be in writing if a sex-based harassment complaint), the Title IX Coordinator declines to initiate a complaint, and the School determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or

The School determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the School will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the School will promptly notify the complainant in writing of the dismissal and the rationale for dismissal. If the dismissal occurs after the respondent has been notified of the allegations, the School will notify the parties simultaneously in writing of the dismissal.

The dismissal decision is appealable by any party. If the dismissal is appealed, the School will follow the procedures outlined in the *Appeals* section.

Advisor

An advisor is an individual who serves to assist a party in a complaint of sex-based harassment and is allowed to attend any meeting related to the grievance procedures. A student can choose an advisor of their choice, who may be but is not required to be an attorney. The School cannot guarantee equal advisory rights, meaning that if one party selects an advisor who is an attorney but the other party does not or cannot afford an attorney, the School is not obligated to provide an attorney to advise that party. If one party is a student, and the other party is not they will have the same right to an advisor.

The School may establish restrictions regarding the extent to which the advisor may participate in these Grievance Procedures, as long as the restrictions apply equally to the parties. Advisors may not provide testimony or speak on behalf of their advisee unless given specific permission to do so. The parties are expected to ask and respond to questions on their own behalf.

The School may permit the parties to have more than one advisor, or an advisor and a support person, upon special request to the Title IX Coordinator. The decision to grant this request is at the Title IX Coordinator's sole discretion and will be granted equitably to all parties.

Informal Resolution

In lieu of resolving a complaint through the School's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process. The School will not offer informal resolution to resolve a complaint when such a process would conflict with Federal, state or local law. The School will obtain voluntary, written confirmation that all parties wish to resolve the matter through informal resolution. Before the initiation of an informal resolution process, the School will explain in writing to the parties:

The allegations;

The requirements of the informal resolution process;

That any party has the right to withdraw from the informal resolution process and initiate or resume formal grievance procedures at any time before agreeing to a resolution;

That if the parties agree to a resolution at the end of the informal resolution process, they cannot initiate or resume formal grievance procedures arising from the same allegations;

The potential terms that may be requested or offered in an informal resolution agreement, including notice that an informal resolution agreement is binding only on the parties; and

What information the School will maintain and whether and how the School could disclose such information for use in Title IX formal grievance procedures if such procedures are initiated or resumed.

Investigation

The School will provide for adequate, reliable, and impartial investigation of complaints. The burden is on School—not on the parties—to conduct an investigation that gathers sufficient evidence to determine whether a violation occurred.

For sex-based harassment complaints, the School will provide to a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all meetings or proceedings with sufficient time for the party to prepare to participate. The School will also provide the parties with the same opportunities, if any, to have other people than the advisor of the parties' choice present during any meeting or proceeding.

The School will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible. The School will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

The School will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

The School will provide an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence. If the School provides a description of the evidence, the School will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party;

The School will provide a reasonable opportunity (7 business days) to respond to the evidence or the accurate description of the evidence; and

The School will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the formal grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

For sex-based harassment complaints, the School will provide each party and their advisor, if any, an equal opportunity to access either the relevant and not otherwise impermissible evidence, or the same written investigative report that accurately summarizes this evidence. If the School provides access to an investigative report, it will further provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party. The School will provide a reasonable opportunity (7 business days) to review and respond to the evidence or the investigative report. The School will take reasonable steps to prevent and address the parties' and their advisors' unauthorized disclosure of information.

Interview Recording

Investigators will create a record of all interviews pertaining to the Grievance Procedure. The parties may review copies of their own interviews upon request. No unauthorized audio or video recording of any kind is permitted during investigation meetings.

Questioning the Parties and Witnesses

The School will provide a process that enables the decisionmaker to question parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations. To the extent credibility is in dispute and relevant to one or more of the allegations, the decisionmaker may meet individually with the parties and witnesses to question them in order to assess their credibility. These meetings will be recorded, and the recording or transcript will be shared with the Parties.

For sex-based harassment complaints, the decisionmaker will question parties and witnesses to adequately address a party's or witnesses' credibility to the extent credibility is both in dispute and relevant to evaluating one or more allegations of sex-based harassment. The School's process for proposing and asking relevant and not otherwise impermissible questions and follow-up questions of parties and witnesses, including questions challenging credibility will:

Allow the investigator or decisionmaker to ask such questions during individual meetings with a party or witness;

Allow each party to propose such questions that the party wants asked of any party or witness and have those questions asked by the investigator or decisionmaker during one or more individual meetings, including follow-up meetings, with a party or witness, subject to the procedures for evaluating and limiting questions discussed below; and

Provide each party with an audio or audiovisual recording or transcript with enough time for the party to have a reasonable opportunity to propose follow-up questions.

Procedures for the decisionmaker to evaluate the questions and limitations on questions

For sex-based harassment complaints, the decisionmaker will determine whether a proposed question is relevant and not otherwise impermissible before the question is posed and will explain any decision to exclude a question as not relevant or otherwise impermissible. Questions that are unclear or harassing will not be permitted. The decisionmaker will give a party an opportunity to clarify or revise a question that the decisionmaker determines is unclear or harassing. If the party sufficiently clarifies or revises the question, the question will be asked.

Refusal to respond to questions and inferences based on refusal to respond to questions

The decisionmaker may choose to place less or no weight upon statements by a party or witness who refuses to respond to questions deemed relevant and not impermissible. The decisionmaker will not draw an inference about whether sex-based harassment occurred based solely on a party's or witness's refusal to respond to such questions

Evidence

The School will objectively evaluate all evidence that is relevant and not otherwise impermissible—including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person’s status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (*i.e.*, will not be accessed or considered, except by the School to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

Evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality;

A party’s or witness’s records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the School obtains that party’s or witness’s voluntary, written consent for use in its grievance procedures; and

Evidence that relates to the complainant’s sexual interests or prior sexual conduct, unless evidence about the complainant’s prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant’s prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent does not by itself demonstrate or imply the complainant’s consent to the alleged sex-based harassment or preclude determination that sex-based harassment occurred.

Determination

If the decisionmaker is not the investigator, the decisionmaker will review the investigative report and all relevant evidence to make a finding and determine sanctions, if applicable. In accordance with the procedure above, the decisionmaker can ask the parties or any witnesses additional relevant questions through individual meetings. To the extent credibility is in dispute and relevant to one or more of the allegations, the questions asked by the decisionmaker may explore credibility. Typically, within 3 business days of the last individual meetings, the recordings or transcript will be provided to the parties for review. The parties will then have 3 business days to review these recordings or transcripts and pose any follow-up questions. The decisionmaker will review the proposed questions to determine relevance and permissibility. If deemed necessary, the decisionmaker will meet with the parties or witnesses for whom there are relevant, non-duplicative follow-up questions. These follow-up meetings will also be recorded and the parties will receive the recordings or transcripts. This is the final round of questioning, unless the decisionmaker determines that an additional round is necessary.

Any new, relevant evidence and information obtained will be added to the investigative report. The School will provide a reasonable opportunity (7 business days) to review and respond to the evidence or the final investigative report.

The decisionmaker’s determination process typically takes 15 business days. However, the timeframe may vary based on a number of factors. The parties will be notified of any delays. The Following the investigation, the decisionmaker will evaluate the investigative report and all relevant and not otherwise impermissible evidence. The School will then:

Use the preponderance of the evidence standard of proof to determine whether sex discrimination/sex-based harassment occurred. The standard of proof requires the decisionmaker to evaluate relevant and not otherwise impermissible for its persuasiveness. If the decisionmaker is not persuaded under the applicable standard by the evidence that sex discrimination/sex-based harassment occurred, whatever the quantity of the evidence is, the decisionmaker will not determine that sex discrimination/sex-based harassment occurred.

Notify the parties in writing of the determination including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal, if applicable.

For sex-based harassment determinations, the School will notify the parties in writing of the determination whether sex discrimination occurred under Title IX including:

- A description of the alleged sex-based harassment;
- Information about the policies and procedures that the School used to evaluate the allegations;
- The decisionmaker’s evaluation of the relevant and not otherwise impermissible evidence and determination whether sex-based harassment occurred;

- When the decisionmaker finds that sex-based harassment occurred, any disciplinary sanctions the School will impose on the respondent, whether remedies other than the imposition of disciplinary sanctions will be provided by the School to the complainant, and, to the extent appropriate, other students identified by the School to be experiencing the effects of the sex-based harassment; and
- The School's procedures and permissible bases for the complainant and respondent to appeal.

Not impose discipline on a respondent unless there is a determination at the conclusion of the Title IX grievance procedures that the respondent engaged in prohibited conduct.

If there is a determination that a violation occurred, the Title IX Coordinator will, as appropriate:

- Coordinate the provision and implementation of remedies to a complainant and other people the School identifies as having had equal access to the education program or activity limited or denied;
- Coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
- Take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the School's education program or activity.

Comply with the Title IX grievance procedures before the imposition of any disciplinary sanctions against a respondent; and

Not discipline a party, witness, or others participating in the Title IX formal grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination whether sex discrimination occurred.

The determination regarding responsibility becomes final either on the date that the School provides the parties with the written determination of the result of any appeal, or, if no party appeals, the date on which an appeal would no longer be considered timely.

Disciplinary Sanctions and Remedies:

Disciplinary sanctions against the Respondent will not be imposed before completion of the School's Grievance Procedure. Following a determination of responsibility, appropriate corrective action will be taken, and the School will take steps to prevent recurrence. Disciplinary sanctions taken will be determined on a case-by-case basis. For disciplinary action to be issued under this policy, the respondent must be a School employee or student at the time of the alleged incident.

Factors considered when determining disciplinary sanctions may include but are not limited to:

Nature, severity of, and circumstances surrounding the violation(s);

Respondent's disciplinary history;

Previous allegations or allegations involving similar conduct;

Need for disciplinary action to bring an end/prevent future reoccurrence of the violation;

Need for disciplinary action to remedy the effects on the Complainant and the School community;

Impact on the parties;

Any other information deemed relevant by the decisionmaker.

Disciplinary sanctions for student-related claims may include, but are not limited to: additional training; restriction on contact; warning; suspension; or termination. Disciplinary sanctions will be placed in a student's permanent academic file.

Any employee determined by the School to be responsible for a violation of the School's policy will be subject to appropriate disciplinary sanctions, up to and including termination. Disciplinary sanctions will be placed in an employee's permanent personnel file. Employees are also subject to processes and discipline determined by the Business Office. The HR process is separate and apart from the Title IX process and not constrained by the outcome of the Title IX process.

Remedies are provided to a Complainant whenever a Respondent is found responsible. Remedies are implemented by the Title IX Coordinator and may be disciplinary and punitive. Student Remedies are designed to maintain the Complainant's equal access to education. Remedies will be determined on a case-by-case basis and may include supportive measures.

Appeals

The School will offer an appeal from a dismissal of a complaint or determination whether sex-based harassment occurred on the following bases:

Procedural irregularity that would change the outcome;

New evidence that would change the outcome and that was not reasonably available when the determination or dismissal was made; and

The Title IX Coordinator, investigator, or decisionmaker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

When a complaint is dismissed, the School will, at a minimum:

Offer supportive measures to the complainant as appropriate;

If the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and

Take other prompt and effective steps, as appropriate, through the Title IX Coordinator to ensure that sex discrimination does not continue or recur within the education program or activity.

If a party appeals a dismissal or determination whether sex-based harassment occurred, the School will:

Notify the parties in writing of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;

Implement appeal procedures equally for the parties;

Ensure that the decisionmaker for the appeal did not take part in an investigation of the allegations or dismissal of the complaint;

Ensure that the decisionmaker for the appeal has been trained consistent with the Title IX regulations;

Communicate to the parties in writing that the School will provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and

Notify the parties in writing of the result of the appeal and the rationale for the result.

An appeal must be submitted in writing within seven (7) business days. Any additional procedures or bases for appeal the School offers will be equally available to all parties.

Retaliation Prohibited

The School prohibits retaliation, including peer retaliation. If the School has information about conduct that reasonably may constitute retaliation under Title IX, the Title IX Coordinator will contact the reporting party or party experiencing the retaliation. Upon receiving a complaint alleging retaliation, the School will initiate its grievance procedures utilized for other forms of sex discrimination.

Training

The following individuals must receive training related to their duties under Title IX promptly upon hiring or change of position that alters their duties under Title IX and annually thereafter. This training is in addition to other state-required sexual harassment prevention and education. These individuals include:

(1) *All employees.* All employees must be trained on the School's obligation to address sex discrimination in its education program or activity; the scope of conduct that constitutes sex discrimination under Title IX, including the definition of sex-based harassment; and; all applicable notification and information requirements for the formal Grievance Procedure

(2) *Investigators, decisionmakers, and other persons who are responsible for implementing the grievance procedures or have the authority to modify or terminate supportive measures.* In addition to the training requirements as an employee, all aforementioned individuals must be trained on the School's obligations in the Grievance Procedure; how to serve impartially, including by avoiding prejudice of the facts at issue, conflicts of interest, and bias and; the meaning and application of the term "relevant" in relation to questions and evidence, and the types of evidence that are impermissible regardless of relevance under the aforementioned formal grievance procedures.

(3) *Facilitators of informal resolution process.* In addition to the training requirements as an employee, all facilitators of an informal resolution process must be trained on the rules and practices associated with the informal resolution process and on how to serve impartially, including by avoiding conflicts of interest and bias.

(4) *Title IX Coordinator and designees.* In addition to the training requirements as an employee, and Grievance Procedure participant, and informal resolution officer, the Title IX Coordinator and any designees section must be trained on their specific responsibilities; the recordkeeping system; and any other training necessary to coordinate the School's compliance with Title IX.

Emergency Removal

The School can remove a respondent entirely or partially from the education program or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal. The School will provide the respondent with notice and an opportunity to challenge the decision immediately following the removal.

When an emergency removal is imposed, the affected student will be notified of the action, which will include a written rationale, and the option to appeal the emergency removal within two (2) business days of the notification. Upon receipt of an appeal, the Title IX Coordinator will meet with the student (and their advisor, if desired) as soon as reasonably possible thereafter to allow them to demonstrate why the removal/action should not be implemented or should be modified. When this meeting is not requested within two (2) business days, objections to the emergency removal will be deemed waived. A student can later request a meeting to show why they are no longer an imminent and serious threat because conditions related to imminence or seriousness have changed.

An emergency removal may be affirmed, modified, or lifted as a result of a requested review or as new information becomes available. The Title IX Coordinator will communicate the final decision in writing, typically within three (3) business days of the review meeting.

When the respondent is an employee (or student employee) accused in the course of their employment, Human Resources provisions for interim action, including leave, are typically applicable instead of the above emergency removal process.

Federal Timely Warning Obligations

The School must issue timely warnings for reported incidents that pose a serious or continuing threat of bodily harm or danger to members of the School community. The School will ensure that a complainant's name and other identifying information is not disclosed, while still providing enough information for community members to make safety decisions in light of the potential danger.

Impartiality and Conflicts of Interest

Any Title IX personnel materially involved in the Grievance Procedure may neither have or demonstrate a conflict of interest or bias for a party generally, or for a specific complainant or respondent.

At any time, the parties may raise a concern regarding bias or conflict of interest, and the Title IX Coordinator will determine whether the concern is reasonable and supportable. If so, another individual will be assigned, and the impact of the bias or conflict, if any, will be remedied. If the source of the conflict of interest or bias is the Title IX Coordinator, concerns should be raised with Victor David, 211 Louviers Drive, Shoppes at Louviers, Newark, DE 19711, (302)7375100 ext. 101, victor@schillingdouglas.edu.

Confidentiality/Privacy

The School makes every effort to preserve the parties' privacy. The School will keep confidential the identity of the complainant, respondent, and witnesses, except as may be permitted by FERPA, as required by law, or as necessary to carry out the Title IX Grievance Procedure.

The School will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the formal grievance procedures. The parties cannot engage in retaliation, including against witnesses.

The School will not disclose personally identifiable information obtained in the course of compliance with this policy, except in the following circumstances: (1) If there is prior written consent from a person with the legal right to consent to the disclosure; (2) When the information is disclosed to a parent, guardian, or other authorized legal representative with the legal right to receive disclosures on behalf of the person whose personally identifiable information is at issue; (3) To carry out the purpose of the policy including action taken to address conduct that reasonably may constitute sex discrimination under Title IX; (4) As required by Federal law, Federal regulations, or the terms and conditions of a Federal award, including a grant award or other funding agreement; or (5) To the extent such disclosures are not otherwise in conflict with Title IX or this part, when required by State or local law or when permitted under FERPA, 20 U.S.C. 1232g, or its implementing regulations, 34 CFR part 99.

The parties and their advisors are prohibited from disclosing information obtained by the School through the Grievance Process, to the extent that information is the work product of the School (meaning it has been produced, compiled, or written by the School for purposes of its investigation and resolution of a complaint), without authorization. It is also a violation to publicly disclose School work product that contains a party or witness's personally identifiable information without authorization or consent. Violation of this Policy is subject to significant sanctions.

Recordkeeping

For at least seven (7) years following the conclusion of the Grievance Procedure, the School will maintain records of:

- 1) Each investigation and resolution, including any determination regarding responsibility or appeal, and any audio or audiovisual recording or transcript required under federal regulation.
- 2) Any disciplinary sanctions imposed on the respondent.
- 3) Any supportive measures provided to the parties and any remedies provided to the complainant or the community designed to restore or preserve equal access to the education program or activity.
- 4) Any appeal and the result therefrom.
- 5) Any informal resolution and the result therefrom.
- 6) All materials used to provide training to the Title IX Coordinator and designees, investigators, decisionmakers, appeal decisionmakers, informal resolution facilitators, and any person who is responsible for implementing the School Grievance Procedures or who has the authority to modify or terminate supportive measures. The School will make these training materials available for review upon request.
- 7) All materials used to train all employees consistent with the requirements in the Title IX Regulations.

Disability Accommodations

Qualified students, employees or others with a disability needing reasonable accommodations should contact the Title IX Coordinator, who will work with School's ADA/Section 504 Coordinator as appropriate to review the request and, in consultation with the person requesting the accommodation, determine which accommodations are appropriate and necessary for full process participation.

Parenting and Pregnant Students

The School does not discriminate in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. The School does not engage in prohibited discrimination when it allows a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of its education program or activity. The School ensures that the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions.

When a student, or a person who has a legal right to act on behalf of the student, informs any employee of the School of the student's pregnancy or related conditions, unless the employee reasonably believes that the Title IX Coordinator has been notified, the employee promptly provides that person with the Title IX Coordinator's contact information and informs that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to education programs or activities.

The School does not require supporting documentation unless the documentation is necessary and reasonable for the School to determine the reasonable modifications for the qualifying student.

Reasonable Modifications

The School ensures that reasonable modifications to the policies, practices, or procedures will be provided as necessary to prevent sex

discrimination and ensure equal access to the education programs or activities. Each reasonable modification is based on the student's individualized needs. In determining what modifications are required under this paragraph, the School will consult with the student. If a modification would fundamentally alter the nature of its education program or activity, the Title IX Coordinator must demonstrate it is not a reasonable modification.

A student has discretion to accept or decline each reasonable modification offered. Reasonable modifications may include, but are not limited to:

Breaks during class to express breast milk, breastfeed, or attend to health needs associated with pregnancy or related conditions, including eating, drinking, or using the restroom;

Intermittent absences to attend medical appointments;

Access to online or homebound education;

Changes in schedule or course sequence;

Extensions of time for coursework and rescheduling of tests and examinations;

Allowing a student to sit or stand, or carry or keep water nearby;

Counseling;

Changes in physical space or supplies (for example, access to a larger desk or a footrest);

Elevator access; or other changes to policies, practices, or procedures.

Voluntary Leave

Pregnant students are allowed to voluntarily access any separate and comparable portion of the education program or activity. Students may also voluntarily take a leave of absence from the School educational program or activity to cover, at minimum, the period of time deemed medically necessary by student's licensed healthcare provider. To the extent that a student qualifies for leave under the School's leave of absence policy, that allows a greater period of time than the medically necessary period, a student is permitted to take voluntary leave under that policy instead of the parenting and pregnant policy if the student so chooses. When the student returns to the School, the student will be reinstated to the academic status and, as practicable, to the extracurricular status that the student held when the leave began.

Lactation Space

The School ensures parenting students can access a lactation space that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed. To request information on the lactation space available, contact Tara Price, Title IX Coordinator].

Additional Information

Students and employees may contact the Title IX Coordinator with any questions related to this policy. Concerns about the School's application of this policy and compliance with Title IX may also be addressed to U.S. Department of Education Office for Civil Rights ("OCR") at 400 Maryland Ave, SW Washington, D.C. 20202-1100, (800) 421-3481, <http://www.ed.gov/ocr>. For complaints involving employee-on-employee conduct, the Equal Employment Opportunity Commission or other appropriate state or federal enforcement agency can be contacted.

DISABILITY ACCOMMODATION & GRIEVANCE POLICY

Statement of Non-Discrimination and Accommodation

Schilling-Douglas School of Hair Design ("the School") does not discriminate on the basis of disability. Individuals with disabilities (including pregnant students as applicable) are entitled to a reasonable accommodation to ensure that they have full and equal access to the School's educational resources, consistent with Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794) ("Section 504") and the Americans with Disabilities Act (42 U.S.C. § 12182) ("ADA"), their related statutes and regulations, and corresponding state and local laws.

Section 504 prohibits discrimination on the basis of disability in any program or activity receiving federal financial assistance. The ADA prohibits a place of public accommodation from discriminating on the basis of disability. The applicable law and regulations may be examined in the office of the ADA/Section 504 Compliance Coordinator, or his/her trained designee who has been designated to coordinate the efforts of the school to comply with Section 504 and ADA.

ADA/Section 504 Compliance Coordinator:

Tara Price, 211 Louviers Drive, Shoppes at Louviers, Newark, DE 19711, (302)737-5100 ext. 111, tara@schillingdouglas.edu

Requests for Accommodation

Individuals with disabilities wishing to request an accommodation must contact the ADA/Section 504 Compliance Coordinator. A disclosure of a disability or a request for accommodation made to any staff, faculty, or personnel other than the ADA/Section 504 Compliance Coordinator will not be treated as a request for an accommodation. However, if a student discloses a disability to such an individual, the individual is required to direct the student to the ADA/Section 504 Compliance Coordinator. Upon request, the ADA/Section 504 Compliance Coordinator (or his/her trained designee) will provide a student or applicant with a **Request for Accommodations form**, which is also available on the School's website, www.schillingdouglas.edu under the Student Resources tab. To help ensure timely consideration and implementation, individuals making a request for an accommodation are asked to contact the ADA/Section 504 Compliance Coordinator and/or submit a Request for Accommodations form at least two weeks prior to when the accommodation is needed.

Individuals requesting reasonable accommodation may be asked to provide medical documentation substantiating his/her physical and/or mental impairment(s) and/or the need for the requested accommodation(s), including but not limited to when the limitation or impairment is not readily apparent and/or a requested accommodation does not clearly relate to the impairment(s). Such documentation should specify that a student has a physical or mental impairment and how that impairment substantially limits one or more major life activities. In general, the supporting documentation must be dated less than three years from the date a student requests a reasonable accommodation, and must be completed by a qualified professional in the area of the student's disability, as enumerated below:

Disability	Qualified Professional
Physical disability	MD, DO, Nurse Practitioner
Visual impairment	MD, ophthalmologist, optometrist
Mobility, orthopedic impairment	MD, DO, Nurse Practitioner
Hearing impairment	MD, DO, Audiologist (Au.D) *audiology exam should not be more than a year old
Speech and language impairment	Licensed speech professional
Learning disability	MD, DO, Nurse Practitioner, PhD Psychologist, college learning disability specialist, other appropriate professional
Acquired brain impairment	MD/DO neurologist, neuropsychologist
Psychological disability	Psychiatrist, PhD Psychologist, LMFT or LCSW
ADD/ADHD	Psychiatrist; PhD Psychologist, LMFT or LCSW
Other disabilities	MD/DO, Nurse Practitioner who practices or specializes within the field of the disability.

Documentation used to evaluate the need and reasonableness of potential accommodations may include a licensed professional's current medical diagnosis and date of diagnosis, evaluation of how the student's disability affects one or more of the major life activities and recommendations, psychological and/or emotion diagnostic tests, functional effects or limitations of the disability, and/or medications and recommendations to ameliorate the effects or limitations. The School may request additional documentation or testing as needed.

After the ADA/Section 504 Compliance Coordinator receives the Request Form and the required documentation, the ADA/Section 504 Compliance Coordinator (or trained designee) will engage the student or applicant in an interactive process to determine what accommodations may be appropriate.

The process the School uses to determine when a requested accommodation constitutes a fundamental alteration of a program or activity is conducted on a case-by-case basis. Generally, if an accommodation reduces the academic standards of the School the School

will deny the accommodation and deem it unreasonable. Students/applicants are provided reasoning for denial of a requested accommodation in writing.

If the student or applicant is denied any requested accommodation, the student may file a grievance using the Grievance Process below or the student may file a complaint with the U.S. Department of Education's Office for Civil Rights or a similar state entity. The School will make appropriate arrangements to ensure that a person with a disability is provided other accommodations, if needed, to participate in this grievance process. The ADA/Section 504 Compliance Coordinator will be responsible for such arrangements.

Grievance Policy Relating to Complaints of Disability Discrimination

The School has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by Section 504 and/or the ADA. Any person who believes they has been subjected to discrimination on the basis of disability (including pregnancy as applicable) and/or disagreements regarding requested accommodations, may file a grievance with Victor David, Director, 211 Louviers Drive, Shoppes at Louviers, Newark, DE 19711 (302)737-5100 ext. 101, victor@schillingdouglas.edu. Grievances must be in writing, contain the name and address of the person filing it, state the problem or action alleged to be discriminatory, and the remedy or relief sought.

The School will investigate each complaint filed, and will not retaliate against anyone who files a grievance or cooperates in the investigation of a grievance. All reasonable efforts will be made to provide a written determination to the student or applicant within 30 days after its filing. If a written determination cannot be made within 30 days of the complaint's filing, the student will be advised and provided an update as to the status of the investigation. The student may also inquire as to the status of the investigation at reasonable intervals. Based on the results of the investigation, the School will take all appropriate actions to prevent any recurrence of discrimination and/or to correct any discriminatory effects.

The availability and use of this grievance procedure does not prevent a person from filing a complaint of discrimination on the basis of disability with the U. S. Department of Education's Office for Civil Rights and/or a similar state agency.

PROGRAM OUTLINES

Barbering Program Outline

1500 Clock Hours

Description: The barbering program is designed to train students in the basic skills required to obtain licensure as a master barber through the State of Delaware and for competency in the job entry- level positions in the barbering field or related career field. The program includes instruction in hair cutting and styling, shampooing and rinses, chemical applications, hair coloring, scalp & hair treatments, wigs, manicuring, facial treatments, shop management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

1. Project a positive attitude and a sense of personal integrity and self-confidence.
2. Practice proper grooming, poise and effective communication skills.
3. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
4. Perform the basic analytical skills and manipulative skills in the areas of hair styling, hair shaping, shaving, hair coloring, texture services, scalp and hair conditioning, skin and nail care.
5. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, laboratory activities, and other related learning methods.

Grading procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-100	Excellent
80-89	Above Average
70-79	Average
60-69	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. In order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects.

Barbering Program Textbooks & Online Module

Pivot Point Fundamentals: Barbering digital with printed study guide, 1st edition, Pivot Point International, Inc., Chicago, Illinois, 2018, ISBN-13:978-1-948482-69-1, Bundle Price \$249.00

Program Levels

Freshmen Level 1: (3months FT or 6 months PT, Minimum of 350 hours required for promotion to level 2) Introduction to the field of barbering, includes instruction in theory topics and basic practical skill development working on manikins. Classroom only.

Junior Level 2: (3 months FT or 6 months PT, Minimum of 700 cumulative hours required for promotion to level 3) Continuation of theory and practical instruction.

Practical skill development on manikins and live models. Introduction to the school laboratory and working with clients.
Senior Level 3: (5months FT or 7months PT) Continuation of theory instruction and practical skill development. Emphasis placed on preparation for employment and live model skill development within the school laboratory.

Units of Instruction:

Haircutting: 230 hours

Shaving: 220 hours

Chemical Texturizing: 200 hours

Hair Styling: 220 hours

Hair Coloring: 150 hours

Basic Manicuring: 60 hours

Business Management: Laws: 69 hours

Orientation, Theory & Testing: 351 hours

BARBERING CURRICULUM OUTLINE

HAIRCUTTING

Forms, positioning tools, razors, clippers & trimmers, reference points, sectioning, finger positioning, Texturizing, Fringes, Napes & Growth patterns, Infection control & Safety, Consultation, Haircut procedures

SHAVING

Procedures, use of implements and supplies, application, infection control and safety,

Skin-Functions, composition, types, diseases and disorders, care of, massage, masks, products implements and supplies, infection control and safety, consultation, facials.

CHEMICAL TEXTURIZING

Permanent waving- History, Physical Phase, Chemical Phase, Tools, End Papers, Base size & shape, Patterns, Test curls, Processing, Neutralizing, Types of perms, Hair analysis, Products & Implements, Infection Control & safety, Metallic test, Consultation

Chemical Relaxing- History, Types of relaxers, strengths of relaxers, analysis, Chemical Phase, Products/ Implements, Infection control & safety, Metallic Test, Consultation, Applications.

Curl Reforming- Steps, Product/ Implements, Infection control & safety, Metallic test, Consultation, Application/ Procedure, Wrap

HAIRSTYLING

Hairstyling- Primary hairstyling considerations, fundamentals, shapes, bases, tool position, implements- supplies, product-equipment, infection control & safety, Consultation.

Thermal Styling- Air forming, tool position, use of round brush, hot comb, thermal irons, curling irons, technique, infection control & safety, parts, pressing.

Wet Styling- Finger waves, Pin curls, bases, skip waves, rollers. (discussion only)

Long Hair Styling- Fundamentals, styling procedures, braids.

Men's Hair replacement- History, composition, colors & construction, Products-Implements-supplies, Infection control & safety, Consultation, Measurements & Fitting, blockings, Cutting & Shaping, Hairpieces, Bonding.

HAIR COLORING

Introduction, classification, identify and change existing color, chemistry, lighteners, developers, product and supplies, special effects, infection control, consultation, types of color, procedures, double process blonde, tint back, color removal.

BASIC MANICURING

Nail structure, nail growth, diseases disorders and conditions, nail care, implements and materials, infection control and safety, consultation, basic manicure, male manicure, massage for arm and hand.

BUSINESS MANAGEMENT/LAWS

Industry- What you need to know, goals, compensation, record keeping.

Job Search- Resumes, job interviews, evaluating the salon, job search skills.

Professional relationships/Marketing- Networking, building a clientele, Stylist- Client relationship, Stylist- staff relationship, performance overview, communication, ethics, marketing platforms, building a marketing plan.

Salon Ownership- Self appraisal, types of ownership, requirements of a salon, getting the right advise, floor plans, borrowing money, rental agreements, types of insurance, taxes, expenses & income, salon philosophy, policies & procedures, salon operation.

Salon Retailing- Selling, professional products, closing the sale, buyer types, follow up, effective displays, product knowledge.

State Laws/Financial Literacy- Licensure, Rules and regulations of practice, Basics of personal finance, income reporting.

THEORY Classroom instruction

New Student Orientation- New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

Outline of subject- Profession development- Healthy body & mind, Rest and relaxation, exercise, nutrition, hygiene, image.

Effective Communication- Nonverbal, Verbal, Human Relations- Personality, Teamwork, Ethics

Trichology- Hair theory- Hair bulb formation, hair growth, hair structure & behavior, natural hair color

Hair Care- Hair evaluation, common hair conditions, common scalp conditions, hair loss, hair diseases and disorders.

Draping, Shampooing, & scalp massage- Draping theory, shampooing & conditioning theory, scalp massage theory, massage essentials, infection control & safety, basic draping shampooing & conditioning, basic scalp massage.

Client Consultation- Effective communication

Salon Ecology- Microbiology, Bacteria, Growth of, Viruses, External Parasites, Infection, Immunity,

Infection Control- Sanitation, Disinfection, Sterilization, Infection Control guidelines.

First Aid- Bleeding & wounds, burns, choking, fainting, eye injury.

Anatomy & Physiology- Building blocks of the human body-cells, tissues, organs, body systems.

Basic Body Systems- the skeletal system, muscular system, circulatory system, nervous system, digestive system, excretory system, respiratory system, endocrine system, reproductive system, integumentary system.

Electricity- Principals of electricity, electric current, safety measures

Electricity in Cosmetology- Effects of electric current, electrotherapy, light-therapy.

Chemistry- Matter, elements, chemical bonds

The pH Scale- Chemistry of cosmetics- cosmetic classifications, shampoos, rinses & conditioners, perms, relaxers, curl reformations, hair color, and product information.

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm, 32.5 hours per week

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm, 19 hours per week

EXAMS AND REQUIREMENTS

EXAMS

A minimum score of 70% is required on all exams & projects listed below for graduation.

Written Exams

101 Life Skills	102 Science A	102 Science B	103 Business
104 Client Centered Design	105 Foundational Cuts	106 Tapered Cuts & Fades	107 Style
108 Shaving & Beard Design	109 Hair Replacement	110 Color	111 Perm & Relax
112 Skin	113 Nails	Final Exam	

Projects

Cover Letter/Resume	Haircutting Notebook	Marketing Plan
Portfolio	(3) Salon Visitations	Marketing Platform

Practical Exams

Freshman – Work Area & Client 1 Prep	Freshman – Thermal Curling	Freshman – Haircutting
Freshman-Predisposition Test & Strand Test	Freshman – Blood Exposure Procedure	Freshman – Hair Color
Freshman –Shaving	Freshman-Facial	Freshman-Chemical Wave
Freshman-Manicure	Freshman-Chemical Relaxing	

Senior – Work Area Set Up & Client	Senior – Haircutting
Senior – Shaving With Straight Razor	

REQUIREMENTS

Minimum # required to be successfully completed (minimum 70%) for graduation.

Haircuts – 100	Styling – 60	Chemical – 10	Marketing Posts - 20
Color – 10	Treatments – 5	Shaving -25	Retail/Upsell - 5
Manicures – 5	Reception - 2	Client Development - 10	

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the scheduled level, if they achieve the minimum requirements for promotion. Minimum Requirements: Promotion for level 1 to level 2 requires the actual completion of a minimum of 350 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations. This requirement must be met in order to participate in the student salon. Promotion from level 2 to 3 requires the actual completion of a minimum of 700 clock hours.

Cosmetology Program Outline

1500 Clock Hours

Description: The cosmetology program is designed to train students in the basic skills required to obtain licensure as a cosmetologist through the State of Delaware and for competency in the job entry- level positions in the cosmetology field or related career field. The program includes instruction in hair cutting and styling, shampooing and rinses, chemical applications, hair coloring, scalp & hair treatments, wigs, manicuring, pedicuring, nail enhancements, facial treatments, hair removal, make-up, shop management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

6. Project a positive attitude and a sense of personal integrity and self-confidence.
7. Practice proper grooming, poise and effective communication skills.
8. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
9. Perform the basic analytical skills and manipulative skills in the areas of hair styling, hair shaping, hair coloring, texture services, scalp and hair conditioning, skin, makeup and nail care.
10. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, laboratory activities, and other related learning methods.

Grading procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-101	Excellent
80-89	Above Average
70-80	Average
60-70	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the students own time in order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects.

Cosmetology Program Textbooks & Online Module

Pivot Point Fundamentals: Cosmetology digital with printed study guide, Digital Text 1st edition, 5th printing, Printed Study Guide 1st edition, 9th printing, Pivot Point International, Inc., Chicago, Illinois, June 2022, ISBN-13:978-1-948482-64-6

Program Levels

Freshmen Level 1: (3months FT or 6 months PT, Minimum of 350 hours required for promotion to level 2) Introduction to the field of cosmetology, includes instruction in theory topics and basic practical skill development working on manikins. Classroom only.

Junior Level 2: (3 months FT or 6 months PT, Minimum of 700 cumulative hours for promotion to level 3) Continuation of theory and practical instruction.

Practical skill development on manikins and live models. Introduction to the school laboratory and working with clients.

Senior Level 3: (5months FT or 7months PT, level 3) Continuation of theory instruction and practical skill development. Emphasis placed on preparation for employment and live model skill development within the school laboratory.

Units of Instruction:

Theory & Testing: 135 hours

Infection Control: Principles and Practices: 75 Hours

Scalp Care, Shampooing, and Conditioning: 75 Hours

Hair Styling: 150 hours

Haircutting: 200 hours

Hair Coloring - Lightening: 125 hours

Chemical Texture Services: 200 hours

Manicuring, Pedicuring, Nail Extensions: 175 hours

Facials And Makeup: 175 hours

Salon Business, Retail Sales: 69 hours

Instructor Discretion: 121 hours

COSMETOLOGY CURRICULUM OUTLINE**THEORY:**

NEW STUDENT ORIENTATION- New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials

GENERAL-Orientation, History and Career opportunities, Life Skills Management, Communicating for Success, Client Consultation, State Laws and Regulations, Professional Image, First Aid, Anatomy and Physiology, Chemistry, Electricity and Professional Ethics

INFECTION CONTROL: PRINCIPLES AND PRACTICES:

Health, Decontamination and Cleaning Methods, Chemical Agents, Types, Classifications, Bacterial Growth, Biology, Infections, Infection Control, Products, Tools, Equipment Use and Safety

SCALP CARE, SHAMPOOING, AND CONDITIONING:

Properties of the Hair and Scalp, Structure and Composition of the Hair, Hair Growth and Loss, Disorders and Disorders of the Hair and Scalp, Hair and Scalp Analysis, Scalp Care and Massage, Brushing the Hair, Shampooing, Conditioning, Procedures and Practices

HAIRSTYLING:

Principles, Elements, and Philosophy of Hair Design: Creating Harmony; Designing for Men; Principles and Techniques of Wet Styling; Blow drying and Waving; Hair Wrapping; Finger Waving; Hair Dressing; Braiding; Hair Extensions, Enhancements, and Wigs; Thermal Hair Straightening; Styling Long Hair; Styling Procedures

HAIRCUTTING:

Basic Principles and Techniques of Sectioning and Haircutting; Haircutting Tools, Body and Posture Positioning; Removing Length or Bulk with Razor, Scissors, Clippers, Shears; Haircutting Safety Precautions; Basic Haircut Procedures

HAIR COLORING – LIGHTENING:

Identifying Natural Hair Color and Tone; Types of Hair color; Client Consultation; Principles and Techniques of Temporary, Semi Permanent, Permanent Colors; Lightening; Tinting; Toning; Highlighting; Special Effects; Hair Color Safety Precautions; Color Procedures

CHEMICAL TEXTURE SERVICES:

The Hair Structure, Principles and Techniques of Sectioning, Wrapping, Processing, Curling, Relaxing and Curl Reforming, Procedures

FACIALS AND MAKEUP:

Skin Structure and Growth, Skin Disorders and Diseases, Skin Analysis and Consultation, Determining Skin Type, Skin Care Products, Contraindications, Client Consultation, Facial Massage, Facial Equipment, Electrotherapy and Light Therapy, Aromatherapy, Facial Treatments, Cosmetic Application, Artificial Eyelashes, Removal of Unwanted Hair, Makeup Color Theory, Procedures

MANICURING, PEDICURING, NAIL EXTENSIONS:

Nail Structure and Growth, Nail Disorders and Diseases, Tools and Products, Principles and Techniques of Manicuring, Pedicuring and Advanced Nail Techniques, Aromatherapy, Nail Art, Procedures

BUISNESS, RETAIL SALES:

Goal Setting, Job Search Skills, Resume Writing, Interview Preparation, Finding a Salon That Fits, Compensation Methods, Income Reporting, Business Basics, Record Keeping, Professional Relationships, Know Your Client Market, Build Your Clientele, Salon Experience, Salon Ownership, Salon operations, Retail Products, Licensing Requirements, State Regulations and Laws.

INSTRUCTOR DISCRETION:

To be applied by the instructor to strengthen student performance in any designated subject unit(s)

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm.

EXAMS AND REQUIREMENTS

EXAMS

A minimum score of 70% is required on all exams & projects listed below for graduation.

Written Exams

101 Life Skills	102 Anatomy	102 Electricity	102 Chemistry	
102 Infection Control	102 Properties of Hair	102 Massage/Draping	103 Business	
104 Client Centered Design	105/106 Hair Cutting	107 Hair Design	108 Long Hair	109 Wigs & Additions
110 Hair Color	111 Perm/Relax	112 Skin	113 Nails	
Final Exam				

Projects

Color wheel project	Cover Letter/Resume	Haircutting Notebook	Marketing Plan
Portfolio	(3) Salon Visitations	Marketing Platforms	

Practical Exams

Freshman – Work Area & Client 1 Prep	Freshman – Work Area & Client 2 Prep
Freshman – Thermal Curling	Freshman – Haircutting
Freshman-Predisposition Test & Strand Test	Freshman – Blood Exposure Procedure
Freshman – Highlighting with Foil	Freshman – Hair Color
Freshman-Facial	Freshman-Chemical Wave
Freshman-Manicure	Freshman-Chemical Relaxing

Junior – Work Area & Client 1 Prep	Junior – Work Area & Client 2 Prep
Junior – Thermal Curling	Junior – Haircutting
Junior-Predisposition Test & Strand Test	Junior – Blood Exposure Procedure
Junior – Highlighting with Foil	Junior – Hair Color
Junior-Facial	Junior-Chemical Wave
Junior-Manicure	Junior-Chemical Relaxing

Senior – Work Area & Client 1 Prep	Senior – Work Area & Client 2 Prep
Senior – Thermal Curling	Senior - Haircutting
Senior – Predisposition Test & Strand Test	Senior – Blood Exposure Procedure
Senior – Highlighting with Foil	Senior – Hair Color
Senior – Facial	Senior – Chemical Wave
Senior – Manicure	Senior – Chemical Relaxing

REQUIREMENTS

Minimum # required to be successfully completed (minimum 70%) for graduation.

Haircuts – 60	Styling – 100	Chemical – 40	Marketing Posts - 40
Color – 25	Treatments – 5	Skin – 5	Retail/Upsell - 5
Artificial Nails – 8	Man./Ped. – 15	Reception - 2	Client Development - 10

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the scheduled level, if they achieve the minimum requirements for promotion. Minimum Requirements: Promotion for level 1 to level 2 requires the actual completion of a minimum of 350 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations. This requirement must be met in order to participate in the student salon. Promotion from level 2 to 3 requires the actual completion of a minimum of 700 clock hours. Student kits for level 2 and 3 are issued after promotion to the corresponding level.

Esthetics Program Outline

600 Clock Hours

Description: The esthetics program is designed to train students in the basic skills required to obtain licensure through the State of Delaware and for competency in the job entry- level positions in the esthetics field or related career field. The program includes instruction in facial treatments and services, hair removal, makeup design and application, body treatments, massage, advanced therapies, shop management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

11. Project a positive attitude and a sense of personal integrity and self-confidence.
12. Practice proper grooming, poise and effective communication skills.
13. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
14. Perform the basic analytical skills and manipulative skills in the areas of facial treatments, body treatments, makeup application, advanced therapies and hair removal.
15. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, laboratory activities, and other related learning methods.

Grading procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-102	Excellent
80-89	Above Average
70-81	Average
60-71	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the student's own time in order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects.

Esthetics Program Textbooks & Online Module

Pivot Point Fundamentals Esthetics Digital with Printed Study Guide, Pivot Point International, Inc., Chicago, Illinois 2020, ISBN: 978-1-951862-52-7.

Program Levels

Introduction Level 1: (10 weeks FT or 16 weeks PT, Minimum of 240 hours required for promotion to level 2) Introduction to the field of esthetics, includes instruction in theory topics and basic practical skill development. Classroom only.

Advanced Level 2: (10 weeks FT or 16 weeks PT) Continuation of theory and practical instruction. Practical skill development on live models. Introduction to the school laboratory and working with clients. Emphasis placed on preparation for employment.

Units of Instruction:

Theory, Business Skills, State Laws, Sanitation, Orientation & Testing: 204 hours

Facial Treatments: 103.5 hours

Facial Treatments with Devices: 99 hours

Hair Removal: 49.5 hours

Body Treatments: 45 hours

Makeup: 99 hours

ESTHETICS CURRICULUM OUTLINE

NEW STUDENT ORIENTATION: New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

LIFE SKILLS:

Healthy Mind and Body, Ergonomics, Basic Communication, Communicate with Confidence, Human Relations, Professional Ethics, Resilience.

SCIENCE:

Transmission of Infection, Infection Control, First Aid, Principles of Electricity, Electricity in Esthetics, Matter, Chemistry, PH, Contraindications, Cosmetic Products, Cosmetic Product Knowledge.

SALON/SPA BUSINESS:

Goal Setting, Job Search Skills, Interviewing, Resume/Cover Letter, Professional Relationships, Compensation Methods, Income Reporting, Business Basics, Record Keeping, The Salon/Spa Experience, Salon/Spa Ownership, Salon/Spa Operations, Retail Sales and Products, The Medical Environment, Licensing Requirements, State Regulations, Laws.

CLIENT CENTERED EXPERIENCE:

Connect Service Essential, Consult Service Essential, Create Service Essential, Complete Service Essential.

ANATOMY AND PHYSIOLOGY:

Building Blocks of the Human Body, The Integumentary System, Hair Theory, The Muscular System, The Skeletal System, The Cardiovascular System, The Lymphatic System, The Nervous System.

SKIN

Skin Theory & Structure, Skin Health, Skin Diseases and Disorders, Skin Analysis, Skin Assessments and Recommendation System, Wellness Therapies.

FACIAL TREATMENTS:

Facial Treatment Theory, Facial Treatment Products, Tools, Supplies and Equipment, Facial Treatment Skills, Facial Treatment Guest Experience, Draping, Towel and table Preparation Skills Workshop, Pre-Cleanse Skills Workshop, Skin Analysis Skills Workshop, Cleanse and Tone Skills Workshop, Mechanical Exfoliation and Extraction Skills Workshop, Massage Skills Workshop, Mask and product Skills Workshop, Basic Facial Treatment Workshop, Men's Facial Treatment Workshop, Acne Facial Treatment Workshop, Chemical Exfoliation, Chemical Exfoliation Workshop.

FACIAL TREATMENT WITH DEVICES:

Facial Treatment with Devices Theory, Facial Treatment with Devices – Product, Tool, Supplies and Equipment, Facial Treatment with Devices- Skills, Facial Treatment with Devices- Guest Experience, Galvanic Current Device (Desincrustation) Skills Workshop, Galvanic Current Device (Iontophoresis) Skills, Direct High Frequency Skills Workshop, Indirect High Frequency Skills Workshop, Rotating Brush Skills Workshop, Microcurrent Device Skills Workshop, Vacuum Spray Skills Workshop, LED Device Skills Workshop, Corrective Spa Facial Treatment Workshop, Microdermabrasion, Microdermabrasion Workshop.

HAIR REMOVAL:

Hair Removal Theory, Temporary Hair Removal Products, Tools, Supplies and Equipment, Temporary Hair Removal Products, Tools, Supplies and Equipment, Temporary hair Removal Skill, Temporary Hair Removal Guest Experience, Tweezer Holding and Hair Removal Skills Workshop, Hair Removal Skin Preparation Skills Workshop, Temperature Testing Skills Workshop, Soft Wax Application and Removal Skills Workshop, Hard Wax Application and Removal Skills Workshop, Post Wax and Cleaning Skills Workshop, Eyebrow Tweezing Workshop, Eyebrow Wax Workshop, Face Wax Workshop, Underarm Wax Workshop, Bikini Wax Workshop, Leg Wax Workshop, Chest Wax Workshop.

BODY TREATMENTS:

Body Treatment Theory, Body Treatment Products, Tools, Supplies and Equipment, Body Treatment Skills, Body Treatment Guest Experience, Manual Body Scrub Skills Workshop, Body Wrapping Skills Workshop, Product Application Skills Workshop, Body Scrub and Wrap Treatment Workshop.

MAKEUP:

Makeup Design Theory, Makeup Products, Tools, Supplies and Equipment, Makeup Design Skills, Makeup Design Guest Experience, Makeup Design Draping Skills Workshop, Analyze and Prepare Skills Workshop, Base Application Skills Workshop, Eye Makeup Application Skills Workshop, Cheek Makeup Application Skills Workshop, Lip Makeup Application Skills Workshop, Artificial Eyelash Application Skills Workshop, Eyebrow and Eyelash Tint Application Workshop, Day Makeup Workshop, Bridal Makeup Workshop, Evening

Makeup Workshop.

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm.

EXAMS AND REQUIREMENTS

EXAMS

A minimum score of 70% is required on all exams & projects listed below for graduation.

Written Exams

101E Life Skills	102E Science	103E Salon/Spa Business
104E Client Centered Experience	105 E Anatomy and Physiology	106E Skin
107E Facial Treatments	108E Facial Treatment with Devices	109E Hair Removal
110E Body Treatments	111E Makeup	200E Final Exam

Projects

Cover Letter/Resume	Skin Model
Marketing Platforms	Color Wheel

Practical Exams

Level 1 – Work Area & Client Prep 1	Level 1 – Work Area & Client Prep 2
Level 1 – Cleansing of the Face with Product	Level 1 – Hair Removal of Eyebrows by Tweezing and Soft Wax
Level 1- Exfoliating Face with Product	Level 1 - Facial Mask and Conclusion of Facial Service
Level 1- Massaging Face with Product	Level 1 – Facial Makeup
Level 1- Blood Exposure Procedure	

Level 2 – Work Area & Client Prep 1	Level 2 – Work Area & Client Prep 2
Level 2 – Cleansing of the Face with Product	Level 2 – Hair Removal of Eyebrows by Tweezing and Soft Wax
Level 2- Exfoliating Face with Product	Level 2 - Facial Mask and Conclusion of Facial Service
Level 2- Massaging Face with Product	Level 2 – Facial Makeup
Level 2- Blood Exposure Procedure	

REQUIREMENTS

Minimum # required to be successfully completed (minimum 70%) for graduation.

Facials – 12	Hair Removal – 12	Makeup – 6	Marketing Posts - 10
Treatments – 5	Retail/Upsell – 4	Client Development - 7	

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the scheduled level, if they achieve the minimum requirements for promotion. Minimum Requirements: Promotion for level 1 to level 2 requires the actual completion of a minimum of 240 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations. This requirement must be met in order to participate in the student salon.

Nail Technology Program Outline

300 Clock Hours

Description- The Nail Technology program is designed to train students in the basic skills required to obtain licensure as a nail technician through the State of Delaware and for competency in job entry- level positions in the nail technology field or a related career field. The program includes instruction in manicuring, pedicuring, nail enhancements (nail tips, sculptured nails and nail wraps), polish applications, nail art, salon management, sanitation and safety, customer service, professionalism and applicable professional labor laws and regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

16. Project a positive attitude and a sense of personal integrity and self-confidence.
17. Practice proper grooming, poise and effective communication skills.
18. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
19. Perform the basic analytical skills and manipulative skills in the areas of nail care, nail enhancements, polish applications, nail art, salon management, sanitation and safety.
20. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, student salon activities, and other related learning methods.

Grading Procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work.

Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-103	Excellent
80-89	Above Average
70-82	Average
60-72	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the student's own time in order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects

Nail Technology Program Textbooks

Fundamentals: Nails Textbook Set, 1st Edition, Pivot Point International, Inc. Chicago, Illinois, December 2022, ISBN: 978-1-957642-06-2 (Coursebook set 101N-107N)

Fundamentals: Nails Study Guide, 1st Edition, Pivot Point International, Inc. Chicago, Illinois, December 2022, ISBN: 978-1-957642-07-9

Program Levels

Level 1: (4 Weeks FT or 7 Weeks PT, minimum of 120 hours required for promotion to level 2) Introduction to the field of nail technology. Includes instruction in theory subjects and basic practical skills. Practical skill instruction is classroom oriented and is performed mainly on manikin hands, fingers and dowels. Limited live model practice in classroom.

Level 2: (6 Weeks FT or 9 Weeks PT) Continuation of theory and practical skill instruction. Practical skill development continued on manikin hands, finger dowels and working on clients in the school laboratory. Preparation for employment and licensure.

Units of Instruction:

Natural Nails: 64 Hours

Nail Enhancements: 64 Hours

Nail Art: 32 Hours

Orientation, Theory, Business Basics & Laws: 131 Hours

Testing: 9 Hours

NAIL TECHNOLOGY CURRICULUM OUTLINE**NATURAL NAILS:**

Students will gain a general knowledge of manicuring & pedicuring along with the proper use of equipment, implements, materials, safety & sanitation, types of manicures/pedicures, manicure/pedicure procedure, massage techniques, treatments and polishing.

NAIL ENHANCEMENTS:

Students will gain a general knowledge of the various techniques of nail enhancement application and maintenance.

Wrap overlay, gel overlay, liquid and powder overlay, dip powder, nail tips, sculptured nails, hard gel applications & removal and maintenance of nail enhancements.

NAIL ART:

Students will gain a general knowledge of various nail art techniques. Freehand: dotting, marbling, painting and 3-D sculpting,

Embellishments: glitter, foil, striping tape, pigments, charms, and rhinestones, Ombre skills and inlay/encapsulation skills.

THEORY, BUSINESS BASICS AND LAWS: Classroom Instruction

Students will gain the general knowledge of theory as it relates to nail technology, such as the structure of the nail, disorders & diseases, and safety & sanitation, business basics-such as preparing for licensure, preparing for employment, resume development, preparing for a job interview, finding a salon, compensation, income reporting, record keeping and applicable state laws and regulations.

Orientation –New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

101N Life Skills:

Healthy Mind and Body- Life style choices, nutrition, hygiene, image.

Ergonomics- Neck and back, hands and wrists, shoulders

Basic Communication- Nonverbal communication, verbal communication, listening.

Communicate with Confidence- Communication essentials, interacting with clients

Human Relations- Personality, Respect, Ethics

Resilience- Integrity, Commitment.

102N Science:

Transmission and Infection- Types of pathogens, ways to transmit infection

Infection Control- Cleaning, disinfection, sterilization, infection control procedures

Safety and First Aid- Electrical and fire safety, chemical safety, allergic skin reactions, accidents in the workplace

Building Blocks of Human Body- Cells, tissues, organs, body systems

The Skeletal System- Structure and function of the skeletal system, study of the bones

The Muscular System- Structure and function of the muscular system, study of the muscles

The Circulatory System- The cardiovascular system, the lymph-vascular system

The Nervous System- Structure and function of the nervous system, study of the nerves, additional body systems

Skin Theory- Functions of the skin, structure of the skin, sun protection

Skin Diseases and Disorders- lesions, skin disorders, skin infections, skin cancer

Nail Theory- Nail structure, nail growth

Nail Diseases, Disorders and Conditions- Nail diseases, nail disorders, nail conditions

Chemistry in Nails- Chemical reactions, chemistry of nail products, chemistry of nail enhancement systems

Electricity in Nails- Principles of electricity, electrical equipment in nails

103N Business:

Goal Setting- Goals: getting started, S.M.A.R.T. goals, the 80/20 rule, professional goals

Job Search- Career Opportunities, resume, cover letter and portfolio, job interview, selecting a nail salon/spa

Professional Relations- Networking, the client approach, the financial value of one client, attracting and retaining clients, best practices for building a clientele, the team approach

The Nail Salon/Spa Experience- History of nail care, ambiance, personalized approach, staff synergy

Nail Salon/Spa Ownership- Begin the process of owning a nail salon/spa, requirements of nail salon/spa ownership, record keeping, income reporting

Nail Salon/Spa Operations- Hiring, compensation, pricing, advertising, inventory control, receptionist duties, business basics

Retail Products- Product recommendations, buyer types, effective displays

Social Media Marketing- creating and maintaining a professional online image on various platforms, creating/performing social media marketing posts

104N Client -Centered Experience:

Connect Service Essentials- Connect strategies, connecting with the five senses

Consult Service Essentials- Consult strategies, consultations help you connect, consultation records

Create Service Essentials- Create strategies, make the client experience count

Complete Service Essentials- Complete strategies, client feedback

105N Natural Nails:

Natural Nail Theory- Natural nail services, specialty treatments and services, nail shapes

Natural Nail products, Tools, Supplies and Equipment

Natural Nail Skills- Prepare for natural nail services, natural nail service procedures

Natural Nail Guest Experience- Natural nail service essentials, care and safety guidelines, service area guidelines

106N Nail Enhancements:

Nail Enhancemnet Theory- Nail enhancement services, maintenance and removal

Nail Enhancement Products Tools, Supplies and Equipment

Nail Enhancement Skills- Examine and prepare nail plate, apply enhancement product, apply nail extensions, balance enhancement, finish enhancement

Nail Enhancement Maintenance, Repair and Removal Skills

Nail Enhancement Guest Experience- Nail enhancement service essentials, care and safety guidelines

107N Nail Art:

Nail Art Theory- Nail art services, nail art design connection

Nail Art Products, Tools, Supplies and Equipment

Nail Art Skills- nail art procedures, freehand nail art techniques, embellishment nail art techniques, nail art removal techniques

Nail Art Guest Experience- Nail art service considerations, nail art service overview

Laws & Regulations:

State of Delaware - laws, rules and regulations of practice, licensing requirements and examination.

TESTING

A minimum score of 70% is required on all exams & projects listed for graduation.

Written Exams

101N Life Skills

102N Science

103N Business

104N Client -Centered Experience

105N Natural Nails

106N Nail Enhancements

107N Nail Art

Final Exam

Practical Exams

Manicure Practical

Pedicure Practical

Tip Application Practical

Silk Wrap Application Practical

Sculpture Nail Practical

Polish Application Practical

Blood Spill Practical

Acrylic Nail Removal Practical

Projects & Requirements

Projects

Resume

Cover Letter

Portfolio

Service Menu

Requirements – Minimum # required to be successfully completed (minimum 70%) for graduation.

Manicures / Pedicures – 15

Artificial Nail Applications – 10

Marketing Posts – 10

Retail/Upsell – 3

Client Development – 5

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm.

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the schedule level, if they achieve the minimum

requirements for promotion. Promotion for level 1 to level 2 requires the actual completion of a minimum of 120 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations. This requirement must be met in order to participate in the student salon.

Shaving Program Outline

35 Clock Hours

Description: The shaving program is a crossover program designed to instruct Delaware licensed cosmetologists in the practice of shaving in order to obtain a certification on their cosmetology license to shave or for Delaware licensed cosmetology instructors to receive a certification on their cosmetology instructor license to permit them to instruct barber students in the state of Delaware.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

21. Perform the basic analytical skills and manipulative skills in the area of shaving.
22. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.
23. Practice proper infection control and safety procedures while performing shaving services.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, laboratory activities, and other related learning methods.

Grading procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work.

Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-104	Excellent
80-89	Above Average
70-83	Average
60-73	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. In order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects.

Shaving Program Textbooks

Milady Standard Shaving, 2018; Cengage Learning, Clifton Park, NY 12065, ISBN 9781337620451

Units of Instruction:

Shaving Practical: 25 hours

Shaving Theory: 10 hours

SHAVING CURRICULUM OUTLINE

SHAVING – 25 clock hours

Procedures, use of implements and supplies, application, infection control and safety,

THEORY TOPICS- 10 clock hours

New Student Orientation- New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

Know About Straight Razors

Show How to Hold a Straight Razor

Understand the Fundamentals of Shaving

Understand Facial Hair Design

Review Shaving Related Infection Control and Safety Precautions

Honing the Razor

Stropping the Razor

Handling a Straight Razor

Razor Position and Strokes Practice

The Professional Shave

Mustache Trim

Beard Design

Arching Technique with a Razor

Outline Shave

The Head Shave

Handling an Exposure incident

Employment Preparation and State Laws

Job Search- Resumes, Job interviews, Professionalism, Evaluating the salon, Job search skills.

State Laws – Licensure, State Rules and Regulations of Practice.

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4:30pm, 35 hours per week

Part time – 5 periods per day, Monday, 9am to 4:30pm, 7 hours per week

EXAMS AND REQUIREMENTS

EXAMS

A minimum score of 70% is required on all exams & projects listed below for graduation.

Written Exams

Mid Term Final

Practical Exams

Exam 1 Shaving with a straight razor Exam 2 Shaving with a straight razor

REQUIREMENTS

Minimum # required to be successfully completed (minimum 70%) for graduation.

Shaving -25

LABORATORY PARTICIPATION

Students may participate in the student laboratory after the midpoint of the program, if they complete a minimum of 17.5 clock hours and a passing score of 70% must be achieved on Exam 1: Shaving with a straight razor (practical examination).

Teacher Training I Program Outline

250 Clock Hours

Description- The Teacher Training I program is designed to train licensed cosmetologists in the basic skills required to obtain licensure as an instructor through the State of Delaware and for competency in job entry-level positions in the instructional field or a related career field. The program includes instruction in cosmetology arts and sciences teaching principles; student learning styles; professional curricula development; instructional planning; instructional methods and aids; student counseling and career assistance; test development; and classroom/clinic management, customer service, professionalism and applicable professional labor laws and regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

24. Project a positive attitude and a sense of personal integrity and self-confidence.

25. Practice proper grooming, poise and effective communication skills.
26. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
27. Perform the basic analytical skills
28. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, instructor led self-evaluation, classroom presentations and other related learning methods.

Grading Procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-105	Excellent
80-89	Above Average
70-84	Average
60-74	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the student's own time in order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects

Teacher Training Program Textbooks

Mindful Teaching Pro, Digital, Mindful Teaching Filed Book, Print, Pivot Point International, Inc., Evanston, IL 60202

Program Levels

Level1 (4 weeks FT or 7 weeks PT, minimum of 120 hours required for promotion to level 2) Introduction to instructing, includes instruction in basic teaching skills, classroom instruction and management and lesson plan development and presentation.

Level2 (5 weeks FT or 8 weeks PT) Continued instruction in classroom teaching and management. Instruction in professional development to improve educator performance.

Units of Instruction:

Orientation: 4 hours Practical laboratory management: 100 hours Classroom teaching & management: 100 hours
Theory, Laws & Testing: 46 hours

TEACHER TRAINING I CURRICULUM OUTLINE

ORIENTATION

New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

THEORY

Mindful Teaching:

101 Answering the call – mindful teaching and you: Qualities of a mindful teacher, Responsibilities of a mindful teacher, Challenges of modern teaching, Qualifications for teaching, Employment opportunities.

201 Brain basics and learning: Brain-compatible learning, Attention, Memory, Retention, Transfer, Readiness phase: setting the stage for learning, Delivery phase: engaging thinking, Performance phase: supporting student ability, Transfer phase: adapting learning for future

301 Preparing to teach: Organizing the course syllabus, Prioritizing content, Developing learning outcomes, Benefits of using a lesson plan, Structure of a lesson plan, developing and evaluating the lesson plan.

401 Classroom Management: Managing the physical space, Deal with classroom disruptions, Recognizing Achievement, Promoting cooperation, Promoting responsibility, FAQ about classroom management

501 Instructional Methods: Fundamentals of instruction, Introduction of a lesson, lecture, Discussion, Demonstration, Application, Assessment, Questioning, Instructional support materials, Development and use of audio-visual aids, The four phases of mindful teaching, Activate learner interest, Connect to prior knowledge, Communicate expectations, Frame the content, Exchange ideas, probe with questions, Affirm understanding, Apply, Assess, Validate

601 Assessing Learner Progress: Why assessment matters, How an assessment system works, Assessment methods, Development, Feedback, Scoring and grading, Standardized achievement tests and licensure

701 The Art of teaching: Checklists and planning organizers, Presentation skills, Student salon supervision, Teaching strategies, Challenging teaching Scenarios, Special learning needs

Employment Preparation: Professionalism, Communication skills, Record keeping, Building a resume, Interview techniques, Job search skills,

LAWS-Licensure, State laws and regulations of practice.

TESTING

Written Exams- Mid- term, final

Practical Exams- Theory lecture, practical demonstrations

PRACTICAL LABORATORY MANAGEMENT

Grading procedure, Academic advising, Providing feedback on student performance, Proper operations, Instructor duties, and student performance requirements, Customer service, Computer, Check in.

CLASSROOM TEACHING & MANAGEMENT

Observing and participating in lectures and demonstrations, Observing and assisting student practical and workshops activities, Classroom grading procedures & rubrics, Academic advising, Creating student performance improvement plans, Delivering student performance feedback.

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm.

EXAMS and REQUIREMENTS

A minimum score of 70% is required on all exams listed for graduation.

Written Exams

Mid- term Exam

Final Exam

Practical Exams

Theory lecture

Practical Demonstration

Requirements – Minimum # required to be completed for graduation

Theory Lectures – 3

Practical Demonstrations - 3

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the schedule level, if they achieve the minimum requirements for promotion. Promotion from level 1 to level 2 requires the actual completion of a minimum of 120 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations.

Teacher Training II Program Outline

500 Clock Hours

Description- The Teacher Training II program is designed to train licensed cosmetologists in the basic skills required to obtain licensure as an instructor through the State of Delaware and for competency in job entry-level positions in the instructional field or a related career field. The program includes instruction in cosmetology arts and sciences teaching principles; student learning styles; professional curricula development; instructional planning; instructional methods and aids; student counseling and career assistance; test development; and classroom/clinic management, customer service, professionalism and applicable professional labor laws and

regulations.

Program Objectives: Upon completion of the program requirements, the determined graduate will be able to

29. Project a positive attitude and a sense of personal integrity and self-confidence.
30. Practice proper grooming, poise and effective communication skills.
31. Understand employer/ employee relationships and respect the need to deliver worthy service for value received.
32. Perform the basic analytical skills
33. Apply the theory, technical information and related matter to assure sound judgments, decisions, and procedures.

References: A comprehensive library of references, periodicals, books, texts, audio/video DVD's and web-based materials are available to support and supplement the program of study. Students should avail themselves of the opportunity to use these extensive materials.

Teaching and Learning Methods: The clock hour education is provided through a sequential set of learning steps which address specific tasks necessary for state board preparation, graduation and job entry level skills. Laboratory equipment, implements, and products are comparable to those used in the industry. Each student will receive instruction that relates to the performance of useful, creative, and productive career-oriented activities. The program is presented through comprehensive lesson plans which reflect effective educational methods. Subjects are presented by means of interactive lecture, discussion, demonstration, cooperative learning, individualized instruction, role playing, labs, instructor led self-evaluation, laboratory activities, and other related learning methods.

Grading Procedure: The qualitative element used to determine academic progress is a reasonable system of grades as determined by assigned academic learning. Students are assigned academic learning and minimum number of practical experiences. Academic learning is evaluated after each unit of study through written theory examinations and class projects. Practical skills are evaluated through practical examinations according to text procedures set forth in practical skills evaluation criteria adopted by the school. At a minimum, at least two practical skills evaluations will be conducted during the program. Practical experiences are evaluated through practical classroom activities and practical laboratory activities. Practical classroom activities are evaluated as completed and counted toward program completion only when rated as satisfactory or better. If the performance is not satisfactory, then it is not counted and must be repeated.

Practical laboratory activities are evaluated based on the grading criteria established and adopted by the school for laboratory work. Numeric grades are assigned based on the grading procedure adopted by the school.

The numerical grading scale is as follows:

90-106	Excellent
80-89	Above Average
70-85	Average
60-75	Unsatisfactory
59 or below	Failing

A minimum cumulative academic average of **70%** must be maintained to be considered making satisfactory academic progress. Students must make up failed or missed tests or class projects. Missed and re-take exams must be made up on the student's own time in order to graduate, the student must obtain a minimum grade of **70%** on all written and practical exams and class projects

Teacher Training Program Textbooks

Mindful Teaching Pro, Digital, Mindful Teaching Pro Field Book, Print, Pivot Point International, Inc., Evanston, IL 60202

Program Levels

Level 1: (8 weeks FT or 14 weeks PT, minimum of 240 hours required for promotion to level 2) Introduction to instructing, includes instruction in basic teaching skills, classroom instruction and management and lesson plan development and presentation.

Level 2: (8 weeks Ft or 14 weeks PT) Continued instruction in classroom teaching and management. Instruction in professional development to improve educator performance.

Units of Instruction:

Orientation: 4 hours Practical laboratory management: 200 hours Classroom teaching & management: 200 hours
Theory, Laws & Testing: 96 hours

TEACHER TRAINING II CURRICULUM OUTLINE

ORIENTATION

New student information, School policies, Annual campus crime and security report, Drug & alcohol prevention program, VAWA training program. Distribution of program materials.

THEORY

Mindful Teaching:

101 Answering the call – mindful teaching and you: Qualities of a mindful teacher, Responsibilities of a mindful teacher, Challenges of modern teaching, Qualifications for teaching, Employment opportunities.

201 Brain basics and learning: Brain-compatible learning, Attention, Memory, Retention, Transfer, Readiness phase: setting the stage for learning, Delivery phase: engaging thinking, Performance phase: supporting student ability, Transfer phase: adapting learning for future

301 Preparing to teach: Organizing the course syllabus, Prioritizing content, Developing learning outcomes, Benefits of using a lesson plan, Structure of a lesson plan, developing and evaluating the lesson plan.

401 Classroom Management: Managing the physical space, Deal with classroom disruptions, Recognizing Achievement, Promoting cooperation, Promoting responsibility, FAQ about classroom management

501 Instructional Methods: Fundamentals of instruction, Introduction of a lesson, lecture, Discussion, Demonstration, Application, Assessment, Questioning, Instructional support materials, Development and use of audio-visual aids, The four phases of mindful teaching, Activate learner interest, Connect to prior knowledge, Communicate expectations, Frame the content, Exchange ideas, probe with questions, Affirm understanding, Apply, Assess, Validate

601 Assessing Learner Progress: Why assessment matters, How an assessment system works, Assessment methods, Development, Feedback, Scoring and grading, Standardized achievement tests and licensure

701 The Art of teaching: Checklists and planning organizers, Presentation skills, Student salon supervision, Teaching strategies, Challenging teaching Scenarios, Special learning needs

Employment Preparation: Professionalism, Communication skills, Record keeping, Building a resume, Interview techniques, Job search skills,

LAWS-Licensure, State laws and regulations of practice.

TESTING

Written Exams- Mid- term, final

Practical Exams- Theory lecture, practical demonstrations

PRACTICAL LABORATORY MANAGEMENT

Grading procedure, Academic advising, Providing feedback on student performance, Proper operations, Instructor duties, and student performance requirements, Customer service, Computer, Check in.

CLASSROOM TEACHING & MANAGEMENT

Observing and participating in lectures and demonstrations, Observing and assisting student practical and workshops activities, Classroom grading procedures & rubrics, Academic advising, Creating student performance improvement plans, Delivering student performance feedback.

CLASS PERIODS:

Class periods consist of:

Full time – 5 periods per day, Monday through Friday, 9am to 4pm

Part time – 4 periods per evening. Tuesday, Wednesday, Thursday, 5pm to 9pm; 6 periods on Saturday 8am to 3:30pm.

EXAMS and REQUIREMENTS

A minimum score of 70% is required on all exams listed for graduation.

Written Exams

Mid- term Exam

Final Exam

Practical Exams

Theory Lecture

Practical Demonstration

Requirements – Minimum # required to be completed for graduation

Theory Lectures – 3

Practical Demonstrations - 3

LEVEL PROMOTION

Students are promoted to the next level of the program at the completion of the schedule level, if they achieve the minimum requirements for promotion. Promotion from level 1 to level 2 requires the actual completion of a minimum of 240 clock hours. A passing score of 70% must be achieved on all scheduled practical examinations.

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