



ASEP Parent/Guardian Policies and Procedures

2025-2026 School Year

The After School Enrichment Program (ASEP) is a nonprofit 501(c)(3) organization that was founded in 1999 by Libby Albert, a former parent from McKinley Elementary School.

ASEP's mission is to provide the community with access to quality after school enrichment programming. ASEP combines Arts Enrichment, Academic Support and Health & Wellness into comprehensive and specialized educational experience. Currently ASEP serves the McKinley and Daniel Webster Elementary School communities in San Francisco. Over 20 years of experience in exceptional after school services including our Comprehensive Program, Specialty Club Programs and our Language Enrichment Program.

In ASEP, students are given the opportunity to develop social and academic skills while their families go to work, school or seek employment. We serve approximately 450 San Francisco youth in grades Kindergarten through 5th grade during after school hours and summer break. Due to generous support from the San Francisco Unified School District and the City and County of San Francisco (Department of Children, Youth, and Their Families) ASEP is able to offer scholarships slots in its Comprehensive Program and limited scholarships in Clubs and Language program at no charge to families. Otherwise, based on income eligibility, ASEP charges tuition for all programs. This allows ASEP to sustain one unified and high-quality program at each school site, for all children, regardless of the socio- economic backgrounds.

We have an exciting year planned and with your help, we hope to make it a memorable and rewarding one for your child. Please take a moment to review our policies and procedures and to go over our discipline policy with your child. We find that open communication between staff and parents is the best way to ensure a positive experience in our program for your child.

Please feel free to discuss any of the following information with us if you have questions or concerns. Thank you for giving us this opportunity to work with your child.

Sign-In/Sign-Out Procedure

Children participating in all ASEP programs need to be signed in at the beginning of the day and signed out before leaving the premises. A staff member of ASEP will sign your child in and record the time. The person picking up your child at the end of the day should sign the child out and record the time and fill out the appropriate SFUSD mandated sign-out code, if picking up before 6pm. Codes will be clearly shown on the Sign-In/Sign-Out sheets.

In the cases where parents/caregivers decide to give their child permission to sign themselves out of program, ASEP will be providing parents/caregivers with a permission slip delineating specific times and days when the student is expected to sign themselves out of the ASEP program. This form will require a parent/caregiver signature and must be submitted back to ASEP staff before the student can sign themselves out of a program independently. Please note that ASEP staff will not sign your child out of program at any time. In cases where there are events on the school campus after ASEP programming ends (i.e., PTA meetings),

After School Enrichment Program (ASEP)

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parents/caregivers designated on the student's authorized pick-up list must sign their child out of ASEP programming and transition the student to the event. ASEP staff are not authorized to transition students to events such as PTA as this is a separate program.

COVID Precautions

ASEP will take all necessary precaution to maintain the safety and health of our students and staff. These precautions include adhering COVID-19 Regulations provided in SFUSD directives, socially distanced drop-off and pick-up procedures and group/cohort set-up that minimize the risk of spreading the COVID-19 virus.

In keeping with DHS policies (when applicable), all students will be required to wear masks at all times when not eating or drinking. All students must be free of COVID - 19 symptoms (listed below) to be admitted to program each day, in addition to not testing positive for COVID-19 in the last 10 days or being in close contact of anyone who has tested positive in the last 14 days. If these symptoms coincide with a known medical cause such as asthma or hay fever, a doctor's note will be required before camp attendance can begin. Any symptomatic child will require a doctor's note, or wait 10 days before returning to program.

Symptoms

Fever of 100.4 or higher Chills

Cough

Sore

Throat

Difficulty Breathing

Loss of Taste or Smell

Headaches

Nausea

Vomiting

Diarrhea

Any students that display the above symptoms or any other COVID-19 related symptom, will be removed from group and quarantine until student is picked up from program site. Parents/ guardians will be notified and pick up must happen ASAP. If student is in life threatening state, ASEP reserves the right to call an ambulance/emergency department, without being held responsible for cost of ambulance/medical expenses.

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From the SFUSD, ExCEL Department (After School Division) As a member of ExCEL (one of SFUSD's after school divisions) ASEP operates in accordance with ASES and 21st Century grant funded compliance regulations. All ExCEL programs commence immediately upon conclusion of the regular school day, operate a minimum of 15 hours per week, and remain open until at least 6:00 PM on every regular school day. Student Attendance Expectations Elementary students are expected to attend the entire program every day it operates.

Allowable Reasons for Early Release (Codes) Exceptions to the attendance expectations for Elementary and Middle school students are included in the following list of allowable reasons for early release:

- 1. Parallel Program 2. Family Emergency 3. Personal Family Circumstance 4. Medical Appointment 5. Transportation 6. Community Safety 7. Child accident 8. Other Conditions**

Each after school program site will reference the appropriate allowable reason for early release by indicating the corresponding numerical code in the Early Release Column of the daily sign out sheet, as well as the time of the student departure.

All ASEP children must be picked up and signed-out by an adult each day. The person who is signing your child out must come to the designated pick-up spot where your child and his/her sign-out sheet is present and sign him/her out. This person must be 18 years of age or older. We do not take children to cars or other meeting locations as staff ratios are not sufficient for this level of service and such service is not allowed by state & city policy. We also do not allow children to take public transportation or walk home on their own unless we have received a signed permission form from the student's parent/caregiver. Please contact us directly if this proves to be difficult for your family and we will discuss alternate options. We will only release your child to you, people who are listed on the emergency card or to another person with written permission from you. If we do not recognize the person picking up your child, we reserve the right to not release your child until we are presented with valid identification. *Please note, that for the first 30 days of program, all teachers in all groups are required to check identification daily. If your child is on scholarship, because of the SFUSD requirements delineated above, he/ she is required to stay in our program at:

- **McKinley Elem:** 2:05-5:00 pm on Mon., Tues., Thurs., Fri. and 12:50-5:00 pm on Wednesday
- **Daniel Webster Elem:** 2:05 pm-5:00 pm on Mon., Tues., Thurs., Fri. and 12:50-5:00 pm on Weds.
- **Late Pick-Up Policy-** Comprehensive ASEP and after care close promptly at 6:00pm. We do not have staff scheduled to stay late with your child(ren). Please make every effort to pick you child(ren) up on time. We know that unforeseen emergencies do come up, if you know you will be late, please call ASEP as soon as possible and let us know when you will be arriving. There is a \$1 per minute penalty due at pick up for any child who is picked up after 6:00pm for all ASEP programming. This payment should be made in cash directly to the ASEP office as soon you are notified of the amount. If we have not heard from you by the specified closing time, we will call you first and then the people on your emergency card in order to arrange for someone to pick up your child. If we are unable to find you or someone on your emergency card by the 6:30pm, we will contact Child Protective Services to arrange a police escort to a shelter. Persistent tardiness may result in discontinuation of child care services.

After School Enrichment Program (ASEP)

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Picking Up Your Child While Intoxicated - We reserve the right to deny access to anyone who “presents a risk to the children present.” So, if an adult arrives to pick up a child and he or she is clearly intoxicated, we will contact other authorized persons to pick up the child instead. In some circumstances, where it is believed that a parent is intoxicated, but it is not entirely clear, we will keep a notebook to record instances where we believe that the parent or other authorized person who has come to pick up the child is under the influence of alcohol or other drugs. This record will help us express to the parent our concerns in a clear and objective manner.

ASEP’s Tuition & Scholarship Structure

ASEP tuition prices for the 2025-2026 school year are listed below. This year’s price of tuition will allow us to continue improvement in our core missions which include attracting and retaining qualified staff, maintaining appropriate teacher to student ratios, providing diverse enrichment opportunities for our students, and providing needed administrative support and parent customer service. It also reflects the additional coverage ASEP will be providing to accommodate the changes to the day school dismissal time. And lastly, it is in response to the recent minimum wage increase in the City of SF and the impact of COVID-19.

ASEP charges flat rate tuition for all of our programs on a monthly bases, for the 10-month school year. ASEP is a non-profit and its tuition contributes to its yearly costs. ASEP’s total yearly cost is divided equally among these 10 months for two reasons:

- It results in a set and expected tuition amount every month for families
- It allows for a less complicated invoice process, with fewer changes and room for error.

The chart below outlining ASEP’s tuition fees for the 25-26 school year program options, followed by additional information regarding ASEP’s registration fee, scholarship application and reduced tuition options.

Please note that ASEP prorates all aftercare prices if your child attends Specialty Clubs and Comprehensive ASEP or Language Program simultaneously.

Please reference the following tuition table for ASEP below. ASEP will send families a bill on the 25th of each month for payment for the following month. Thus, the first invoice for the 25-26 school year will be sent to you on July 25th, 2025.

2025-2026 ASEP Monthly Program Tuition Prices (subject to change)										
Comp ASEP Only	Language Program Only	Language + Aftercare	Language + Aftercare + Club	Language + Club	1 Club Only	2 Clubs Only	3 Clubs Only	1 Club + Aftercare	2 Clubs + Aftercare	3 Clubs + Aftercare
\$395	\$308	\$531	\$701	\$478	\$170	\$340	\$510	\$532	\$676	\$806

Application Fee- ASEP charges a nonrefundable \$50.00 application fee for all families that apply to ASEP’s Comprehensive, Language Enrichment Program, and Specialty Clubs. This nominal application fee helps to cover the administrative costs associated with ASEP’s yearly enrollment process. This fee also helps to ensure that ASEP’s enrollment system continues to maintain a high quality and efficient process for years to come. Families that qualify for a scholarship are also required to pay an application fee for the 25-26 school year.

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Tuition Contracts:

- All paying families **MUST** complete a Tuition Contract with ASEP. Tuition Contracts will be issued through a DocuSign email to parent/guardians on the **June 20th 2025**.
- Families must complete the Tuition Contracts by **June 27th 2025**.
- Page 1 of the Tuition Contract is a legal agreement that establishes ASEP's right to invoice paying families. It also details important dates for invoicing and monthly payment.
- Page 2 of the Tuition Contract allows families to opt for monthly auto payments with ASEP.
- A delay in submitting a tuition contract, unfortunately, will result in tuition amount errors and extra fees.
- A new Tuition Contract is issued and must be completed by the family, every time there is a change to a student's program enrollment (i.e., change from one club to another).

Scholarships - Due to generous support from the San Francisco Unified School District and the City and County of San Francisco (Department of Children, Youth and Their Families) we are able to offer many tuitions scholarship slots in our comprehensive program and limited scholarships in our specialty programs at no charge to families. Please check the income eligibility chart below to see if your family will qualify for a free slot. Please fill out the application for a free-slot, attach a copy of your most recent tax return and 2 pay stubs for every working member of the family and return it to us with the other forms. If you qualify for a scholarship, you must still pay the nonrefundable \$50 application fee. Application fees are waived for families whose child is homeless or for a child who is in foster care. Please communicate those specific circumstances to ASEP staff or if the application fee is a hardship for your family.

Scholarship Eligibility Chart						
Family Size	2	3	4	5	6	7
Total Monthly Net Income	\$2,230	\$2,925	\$3,250	\$3,770	\$4,290	\$4,387

Reduced Tuition Option- If the tuition increase is a hardship, please contact ASEP's Administrative Team (info@asepsf.org) for more information on reduced tuition availability. If available, this reduced tuition price will be standardized. And, financial information and additional forms will be required for qualification.

Tuition Payment Policies and Procedures - Please note that invoices are due next 10 days from invoice date. ASEP will send families invoices via email on the 25th of each month for care provided the following month. The first month's tuition plus a non-refundable \$50 application fee is due before your child may start at ASEP. Along with the invoices, tuition contracts will also be sent out via DocuSign to all paying ASEP families. Parents/caregivers who do not qualify for a full tuition scholarship are required to sign and submit a tuition contract to ASEP staff before your child starts in ASEP programming for the 25- 26 school year. Paying families also have an option to sign up for monthly recurring payments on the second page of the tuition contract. Paying families are required to submit recurring payment forms by 5th of each month for the following month to

After School Enrichment Program (ASEP)

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be eligible for online recurring payments and have that payment reflected on their upcoming invoice. For all programs, your after-care costs are divided equally across all 10 months of the school year. Thus, we do not prorate for shorter months, holidays or when program is extended due to early release week.

Payment Options and Late Fees- A \$25.00 late fee is assessed on payments received after a 10-day grace period for invoices sent on the 25th of each month. Successive \$25 late fees will be applied to each subsequent payment that is missed. For example, if you do not pay for two consecutive months in a row you will be billed \$50 (\$25 * 2 months). Missing three or more payments may result in your child being removed from the program.

- There is a \$25 charge for returned checks or payments that are not successful due to insufficient funds or because you entered an incorrect or invalid account number.

We encourage you to send your payments to: The After School Enrichment Program P.O. Box 3305 // Daily City, CA 94105 // P:

- You can also pay using our online payment option. Visit our website at www.asepsf.org or contact ASEP's Administrative Team at info@asepsf.org for more information about our online payment option.

Service Cancellation Policy- Families must send ASEP's Program Director (ferkhunda@asepsf.org) written notice via email of your request to withdraw your child from programming with 30 days' notice from the upcoming billing cycle (25th of each month). Families who do not provide 30 days' notice will be required to pay the following month's tuition.

- Please note that there is a \$25 fee if you choose to drop or transfer out of a club/s. Please contact ASEP's Program Director (Ferkhunda@asepsf.org) in the event that you would like to transfer your child from any of ASEP's clubs. All families should notify the Program Director of any transfer or drop requests with 30 days' notice before the monthly billing cycle (the 25th of each month) or they will be charged for the following month's tuition.
- Fees are non-refundable – you will not be reimbursed or prorated if you decide to withdraw from any ASEP program after payment is made for the month.
- ASEP does not prorate for shorter months or canceled programs; ASEP also does not charge extra fees for the weekly early release Wednesday or for months where program is extended for parent teacher conference week (early release weeks).
- Because ASEP program schedule is jammed packed throughout the week – ASEP will not be required to “make up” missed clubs due to Instructor absence, program interruption or holiday.
- We apologize but, in general, we do not have part-time rates available. On the other hand, you are free to share a slot with another family that would like part time care. If you are interested in sharing the cost of program days, please contact ASEP's Administrative Team at info@asepsf.org.
- Because our expenses remain constant, there will be no deduction for days when your child is unable to attend.
- We take pride in working with all of our families to support their specific needs. Thus, no family will be turned away from ASEP due to inability to pay tuition. Please contact ASEP staff if your family is experiencing a hardship regarding tuition payments so scholarship opportunities.

After School Enrichment Program (ASEP)

P.O. Box 3305 // Daily City, CA 94105 // P: 415.813-0880 // www.asepsf.org // info@asepsf.org



- We reserve the right to turn away families when there is a waitlist for any of our programs.
- Although we request proof of salary for our free slots, our scholarship program is largely based on a trust system. Thus, if you currently are eligible for a free slot, but later have the income to pay for tuition, we hope that you will let us know. Conversely, if you believe that you are only slightly above the scholarship threshold, please contact us and we will work with you by putting you on our sliding scale program.

All ASEP programs will be closed for Labor Day, Indigenous Peoples Day, Veteran's Day, **Thanksgiving Break, Christmas Break, MLK Day, President's Day, Memorial Day, 2 teacher in-service days to be announced and all school holidays and Furlough days.**

- If you are eligible for subsidized child care (i.e., Children's Council or Wu Yee will pay for childcare), or if your child is eligible for a free slot through ASEP it is not necessary for you to include payment. Please attach a separate sheet of paper with the name and phone number for the contact person we should call.

ASEP 2025-2026 Program Offerings

Comprehensive ASEP

Comprehensive ASEP is an all-in-one after school program where students are picked up, fed a healthy snack and are taken care of, starting from the end of school until pick up at 6:00pm. During Comprehensive ASEP students engage in a variety of activities including Theme Based Learning, Homework Assistance, Arts Enrichment and PlaySEP. Comprehensive ASEP is open to students in grades Kindergarten through 5th grade.

As part of the Comprehensive Program, students are given the choice to select one out of two or three specialized Arts Enrichment classes, twice a year. These classes are taught by contracted art specialists. From dance, visual art, music, theater and science, students will enjoy a fun and immersive arts experience twice a week. These classes are very similar to our clubs, so your child will be able to enjoy specialized arts programming all within Comprehensive ASEP. Here is a list of our partnering organizations that help to make ASEP's Art Enrichment classes so unique: After School Music Academy, Digital Sounds Art, Academic Chess, and HeART for Kids Creative Program.

Academic support is a fundamental aspect of the Comprehensive program. As a result, all ASEP staff are trained to provide literacy-based programming known as Theme Based Learning designed to enhance students' reading and writing skills through fun and interactive activities. ASEP teaching staff develop theme-based curriculum that align with the California State Education standards and the Common Core. ASEP's themes are based on project-based curriculum and are intended to reinforce the concepts being taught to students during the day school.

Homework Assistance- In our homework assistance program, ASEP staff reinforce students' day time learning through providing a positive space and environment with post-homework activities. ASEP's homework assistance program is not a homework completion program, so the responsibility for completing homework always rests with the family. We work very hard to support students to achieve academic success by providing 1 hour of homework or reading time, four days a week.

After School Enrichment Program (ASEP)

P.O. Box 3305 // Daily City, CA 94105 // P: 415.813-0880 // // www.asepsf.org // info@asepsf.org



ASEP Tutoring Program (McKinley Site Specific) In partnership with the McKinley day school teachers and the McKinley PTA, ASEP offers a targeted tutoring program. Each year day school staff identify students in grades 3rd through 5th who are slightly below grade level (math and reading) who would benefit from after school tutoring services. ASEP's Academic Liaison works with day school staff to communicate with parents/guardians regarding the day school's recommendation for tutoring which includes a process of obtaining parent/guardian consent.

Once enrollment for the afterschool tutoring service is complete, ASEP funds the tutors (ASEP subcontractor or employee) and assists in the coordination and logistics of operating the tutoring service. This includes accountability on ASEP staff to sign-in/sign-out students who meet with the tutoring instructor and in some cases transport students between the McKinley and Harvey Milk sites. Students enrolled in the tutoring program are required to attend the tutoring sessions on a regular basis. If a student misses more than two days of tutoring services, the student may no longer be eligible to participate in the tutoring services and their spot may be granted to other students on the waitlist. The tutoring program takes place in the McKinley library and participating students get signed out from their ASEP group during the time they are participating the tutoring activities. Only students participating in ASEP's tutoring program who are under the supervision of the tutoring instructors should be present in the library during after- school hours. Over the last 20 years, 255 McKinley students have enrolled in the program. Per year, the tutoring program serves around 15 students. The day school teachers find this program to be an essential resource and rely on it to help those students who are just below grade level get the support they need.

ASEP Health and Wellness Program Overview- Formed in 2009, the goal of ASEP's Health and Wellness Program is to empower all children and families in ASEP to make healthy choices through nutrition education, hands on interactive experiences and exposure to wellness resources.

Our program's vision "Healthy Children, Healthy Parents, and Healthy Community" is carried out through nutrition education from our staff and in partnership with community wellness organizations. Children learn the importance of eating healthy, getting enough physical activity and how they can positively affect their school environment, family and community as a whole through guest speakers, field trips and peer-to-peer education. We achieve this through our Snack Squad program, Health and Wellness Assemblies, Community Gardening and Field Trips.

PlaySEP- Inspired by SPARK, Playworks and the Holland Group and designed by ASEP, students participate in ASEP's very own physical education program twice a week. We utilize progressive child development techniques to inspire students to be healthy and fit! ASEP teachers lead, coordinate and facilitate 2 one-hour sessions of PlaySEP per week. Staff are expected to follow PlaySEP structure and procedures while addressing specific physical skills and physical activity standards.

Screen Time: Although ASEP programming is fully designed to have students learn through hands on activities, games, and outdoor play, Program Leaders may occasionally use age-appropriate videos to supplement an activity. Furthermore, in adverse weather conditions combined with limited space availability (for example – a storm during early release week, when classroom and outdoor space is limited) – in order to maintain student and staff safety ASEP staff may put on an age appropriate movie.

After School Enrichment Program (ASEP)

P.O. Box 3305 // Daily City, CA 94105 // P: 415.813-0880 // // www.asepsf.org // info@asepsf.org



Daily Snack

McKinley Site and Daniel Webster Site – SFUSD School Meals provides a supper every day to each child in all ASEP programs. We believe in educating children about living a healthy lifestyle, so all of the meals served are healthy and nutritious. Children are given the choice to eat snack. If they do not want to eat, then they simply put their snack on the share table, so that other children can have seconds if they would like. You are also free to provide your child with his/her own snack. We urge you to support us in our effort to teach kids about living healthy lifestyles by avoiding unhealthy foods like - soda, candy, potato chips, etc. Also, if you provide your child with his/her own snack, please be aware that we have many children in our program who are highly allergic to certain foods, especially peanut butter, nuts and shellfish. We ask that you do not provide a snack that puts other students' health at risk. But, in the case that you do provide your child with a snack that others may be allergic to, we may need to separate your child when he/she eats, to ensure that other children are not put at risk. Children with their own snacks will be required to eat during appropriate times (snack time, free-time, etc.), will not be allowed to share with others and will not be allowed to eat in the classrooms. If your child has allergies or specific food diets, please let us know through your application packet and by speaking directly with your child's Group Leader or Site Coordinator. In some cases, we may not be able to provide your child with a snack that fulfills his/her diet requirements, so you are free to provide him/her, or us, with alternatives. We are happy to keep food in our refrigerator for your child.

Procedure for Field Trips- Most field trips will involve walking and/or taking MUNI to our destination. We will inform you via the monthly calendar, newsletter, and Konstella of where we will be going on these excursions and when we plan to return to the school. Please be aware that we rely on MUNI to get us back to school and cannot guarantee our return time. If you do not want your child to go on a specified field trip or if you need to pick your child up early on the same date as a field trip, it is your responsibility to make arrangements for your child to be picked up immediately when the school day ends and alert ASEP. Please call us to tell us not to sign your child into our program. We do not have the capacity to designate staff to stay behind at the school for students who decide not to participate in field trips. Students will not bring their belongings with them on field trips for convenience. Students cannot be dropped off or picked from field trip locations, no exceptions! Drop offs and pick-ups must happen at school site. If you decided to pick up your student from a field trip location, their belongings will at their school site.

In addition to our scheduled field trips, in Comprehensive ASEP, the Language Program and the Club Program, we may take the children to the park, on a nature hike within walking distance of the school or an unannounced short and local field trip. We are not always able to inform you ahead of time about these excursions, so please let us know in advance if you do not want your child to leave the campus.

Please note that ASEP staff design field trips for specific ASEP groups (i.e., Comprehensive Red Group, Spanish Sol Group) based upon program schedule requirements. ASEP staff will communicate field trip schedules to parent/caregivers within 1-week notice. Only the students designated on the field trip schedule are permitted to attend the field trip activity. Any accommodations to this schedule must be submitted in writing to the appropriate point person at each site.

After School Enrichment Program (ASEP)

P.O. Box 3305 // Daily City, CA 94105 // P: 415.813-0880 // // www.asepsf.org // info@asepsf.org



Comprehensive Program Enrollment Policy

For our Comprehensive Program, ASEP prioritized enrollment for students who are identified by the program as being homeless youth or in foster care. Priority enrollment is also given to pupils who attend the program on a daily and participate in the full day program except as allowed by the early release policy. Otherwise, enrollment is based on a first come, first served basis. All students are required to complete an official ASEP application packet each year and receive an acceptance package which typically takes 3-5 business days unless otherwise stated. In general, ASEP strives to limit wait-lists for our Comprehensive Program to ensure that all students have access to quality after school care regardless of their family's socio-economic background. However, based on staffing capacity, ASEP may have to place your child on a waitlist for a period of time based on the timing of your application submission.

ASEP Specialized Clubs Program

ASEP offers additional "Specialized Clubs". Space is limited in all clubs so interested students should apply to these programs ASAP when registration opens to increase their chance of getting into their program of choice. Enrollment is based on a lottery system.

Throughout the week ASEP offers "after-school clubs." ASEP's Specialty Clubs start at 2:05pm on Mon, Tue, Thu, and Fri and at 12:50pm on Wed. Most Clubs are in session twice a week and generally last a 1 hour. Specialty Clubs offer the community a part time option or additional enrichment supplementing Comprehensive ASEP. Because space is limited in all clubs, ASEP uses a lottery enrollment system. Club spots fill up within the first week of registration, spots may not be available thereafter. Please see below ASEP's 25-26 Specialty Clubs offerings at McKinley Elementary. **Enrollment for clubs is semester based, Fall club registration will end on December 19th 2025.** *Club offerings are subject to change.

Language Enrichment Program (McKinley Site Specific)

Monday, Tuesday, and Thursdays from 2:05 to 4:00pm and Wednesday from 12:50 to 4:00pm, ASEP offers a quality language learning experience crafted specifically for after school and the McKinley community. The ASEP Language Enrichment Program is developed to meet the needs of our community by providing language learning experience to students in grades K-5 through a 50% Play-based and 50% Literacy model. Our curriculum structure is structured around bi-weekly themes aligned with art, music, Playsep (physical education), reading and literacy comprehension. These classes are meant for students whom would like exposure to the culture through a play-based model. Space is limited in all language classes. Enrollment priority will go to returning students. Otherwise, enrollment will be based on a lottery system. ASEP's Spanish Language Program is open to students in grades Kinder through 3rd grade for Spanish and Kinder through 5th grade for Mandarin.

For the 25-26 school year, ASEP is opening all specialty club offerings to students enrolled in our Language Program. Please note that some clubs take place during the 1st hour of the Language Program schedule when students are typically at recess or snack. Families enrolled in the Language Program will be limited to participate in only 1 specialty club and should indicate their club preferences on the application form. Prorated rates for attendance in both the Language Program and Clubs (or Language after-care) are accounted for in the 25-26 program price listed above.

Similar to the ASEP Club Programs, we believe that the Language Program is a privilege for students. Thus, we expect that all students are fully engaged, respectful and appreciative in the language classes that they are enrolled in. Beyond this expectation, all other behavior and general expectations are outlined in the remainder of this handbook.

After School Enrichment Program (ASEP)

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Also, as stated in the application form, for which you signed and agreed to, because of the level of commitment we need from families and in order to maintain this program for years to come, you are required to pay fees for 4 months from your start date, regardless if you decide to withdraw your child from the program before that point. If you withdraw your child from the program within your first 4 months enrolled, ASEP will continue to bill you for the entire 4- month period. You are expected to make payments as usual until the 4-month period expires. If you wish to remove your child from ASEP's Language Program please contact ASEP Language Program Coordinator (415- 863-2737)

Procedure for Administering Medication

Medications will be handled and administered by ASEP only with a doctor's prescription or a note from the doctor authorizing the use of an over-the-counter medication. All prescription and non-prescription medications will be centrally stored in a locked storage. The medication must be labeled with the child's name and shall be dated. Approval and instructions in writing must be obtained from the parent or guardian for all medication and shall not conflict with the label directions or those prescribed by the child's doctor. A record will be kept with the type of medication, staff responsible and the time and date the medication was given. This record will be given to the parent or guardian daily and a copy will be placed in the child's file.

When no longer needed by the child, or when the child withdraws from ASEP, all medications will be returned to the child's parent or guardian or disposed of after an unanswered attempt to reach the parent or guardian. We only apply water and band aides and do not apply antiseptic to wounds if your child is injured in our program, specifically in order to avoid allergic reactions, infection or further harm to your child. In emergency situations involving injury, our goal is to contact you immediately or someone on your emergency card to pick up your child and bring him/her to the hospital. In most cases, infection or more serious harm to your child cannot occur within length of our program.

We do not apply sunscreen to children in our program, for similar reasons as those described above. If you feel your child needs sunscreen, please provide your child with his/her own and notify us and we can assist your child in applying the sunscreen to him/herself at the appropriate time.

Restorative Justice at ASEP

At ASEP we always strive to push the envelope and maintain a reputation for being on the cutting edge of new techniques and approaches to education. Restorative Justice (RJ) in schools is still relatively new and we are all learning to implement it in our program as we grow. But, the basic tenant of Restorative Justice is a change in focus from looking at what rule was broken and what punishment should happen to who was harmed and how we can all contribute to repairing the harm. What we want from our staff and managers is to take these fundamental aspects of RJ and apply them in everyday use in the classroom. Restorative Justice is not meant to replace the standard ASEP discipline procedure, but rather, it is meant to be used when a student is given a warning or time away from the group. For example, rather than just giving a warning to a student, we complement the warning with a short talk that involves the restorative justice principles. The same applies for more serious actions. Also, restorative practices are now being formally adopted by the SFUSD.

Student Discipline Policies and Positive Behavior Incentives Systems

Discipline is the process of guiding children towards behavior which is socially acceptable and which permits all children to be safe and to have an orderly learning environment. The staff of ASEP will provide an environment that will encourage children to behave in appropriate ways and learn constructively. The staff shall serve as role models to the children and shall praise children for appropriate behavior. As stated above, we also attempt to utilize restorative practices to manage behavior issues, when appropriate.

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In addition to restorative practices, at ASEP, each program leader is trained to focus on positive reinforcement in order to manage his/her classroom. All ASEP groups implement classroom management systems that use positive reinforcement techniques. Not only do these systems give students a clear understanding of the rules and expectations, but they motivate students to make the right choices and self-regulate their behavior. Teachers and students will decide on one of the following systems for their classroom:

- Tickets
- Marble Jars
- “Punch Cards”
- “ASEP bucks”
-

All of these systems offer incentives and rewards for desired classroom behavior during transitions, snack, recess, homework and activity time. Please ask an ASEP teacher or manager for more details about the system being used in your child’s group.

Safe and Supportive Environments - Progressive Response to Challenging Behavior

In collaboration with the day school, all ASEP teachers are trained to align with the same student behavior expectations including:

Be Respectful - Treat others how you want to be treated, use respectful language, use words to solve conflicts.

Be Responsible - Clean up after yourself, throw away any trash, help your fellow schoolmates. **Be Safe** - Follow adult instruction as instructors are based on ensuring safety of all youth.

If student expectations are violated, staff will follow up with a restorative conversation. If continued, staff will reach out to parents/guardians to meet and develop a student support plan. If the behavior continues, ASEP will move to “Tier III” interventions in collaboration with the family.

These interventions are designed to keep students in class, and not focus on punitive forms of punishment. ASEP works very closely with day school teachers and the principal to ensure quality and training. Not only do these systems give students a clear understanding of the rules and expectations, but they motivate students to make the right choices and self-regulate their behavior.

Disciplinary Action - In some cases, the positive reinforcement system does not work. Thus, it is important for ASEP to have clear protocol when disciplinary action is needed. In general, children who behave in ways that hurt, or threaten others, damage, or destroy property will be subject to disciplinary consequences. We will always try to apply natural consequences and restorative practices whenever possible (e.g., if a child willingly makes a mess, she/he cleans it up). However, we have implemented a serious warning system for children who do not meet ASEP behavioral expectations. We will use the following sequence of progressive discipline.

If a child behaves inappropriately, she/he will receive a serious warning and a restorative conversation.

Depending upon the incident, staff may also file a student incident report.

The second time a child behaves inappropriately during the same week, she/he will receive a second serious warning and a student incident report will be filed. A student support plan might also be warranted to help the student succeed in the program. A parent/guardian meeting will be scheduled to collaborate on this plan.

ASEP strongly follows SFUSD’s policy of using suspension or removal from program as a last resort. However, a third serious incident where a student violates expectations may result in a suspension requiring the child to sit out an entire day or two of activities and participate in a series of alternative Restorative Justice activities designed to reflect on their behavior. In the most serious cases, removal from the program may occur. A call will also be made

After School Enrichment Program (ASEP)

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home to inform parents and guardians regarding the incident and a parent conference may be scheduled to discuss Tier III options for additional student support. Staff will also file a student incident report.

Examples of behaviors which will result in a serious warning are leaving the group or program without permission, repeatedly talking out of turn, talking back or being disrespectful to a teacher or other adult, name calling or put-downs, deliberately making a mess, and refusing to follow directions.

Certain behaviors such as light hitting, pushing, play fighting/wrestling or bringing a toy weapon or real weapon to program may result in a combined two immediate serious warnings.

Destroying property, fighting or inappropriate sexual behavior will result in an immediate 3-day suspension and a parent conference will be scheduled before the child may return. In some cases, such behavior can result in immediate expulsion.

We cannot refund tuition for days a child misses due to suspension or expulsion.

We do not allow children to bring toys or cell phones to our program. We will let all the children know of this rule on the first day of program. Thus, if such items are found, they will be immediately confiscated from the child and returned at the end of program.

Your child is always free to call you in an emergency situation, using any of the ASEP phone lines. Conversely, if you need to contact your child immediately, call either the office line or cell phone:

Daniel Webster E.S. ASEP Cell Phone: (415) 813-8020
McKinley E.S. Office Line #1- (415) 863-2737 Office Line #2- (415) 863-9917
Harvey Milk Line – (415) 863-6600

We do not allow play fighting or pretend gun fighting. If we notice a child is play fighting or pretend gun fighting, we will give him/her a warning before having a restorative conversation. Under no circumstances will any staff member of ASEP use corporal or unusual punishment, infliction of pain, humiliation, intimidation, ridicule, coercion, threats, mental abuse or other activities of a punitive nature including but not limited to: interference with functions of daily living including eating, sleeping or toileting; or withholding of shelter, clothing medication or aides to physical functioning.

Safety Care and Physical Restraints

ASEP Manager and line staff are certified QBS Safety Care Specialists. Safety Care is an interdisciplinary approach to preventing, minimizing, and safely de-escalating dangerous student behavior. ASEP staff go through an extensive initial training in which they are required to pass competencies to receive certification from QBS. Staff go through training every year to receive recertification. One Safety Care skill set ASEP managers are trained in is Physical Management (restraints) of students. Physically restraining a student is the very last option when all other safety care techniques/responses (such as non-physical de-escalation strategies) have failed and the student continues to pose a safety threat/hazard to themselves and/or to another individual. All Safety Care physical management techniques are built/developed to minimize and avoid injury to students and adults during a restraint. Managers are trained to prioritize student safety during and throughout a physical restraint. Only staff that are trained and certified in physical management may use physical restraints as a last resort to de-escalate an elevated student who is displaying very dangerous behavior.

After School Enrichment Program (ASEP)

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Like all other student incidents, if a student is held in a physical restraint parents will be notified as soon as possible. This may include while the restraint is happening, or after depending on staff capacity. At all times, student safety and de-escalation will be prioritized.

ASEP Student Incident Report- Whenever an issue arises with a student's behavior, staff must fill out the ASEP Student Incident Report. Keeping record of individual student incidents are crucial for ASEP management and teachers to track student behavior in order to come up with strategies to better support the student.

Parent Meetings- Parent meetings will take place when a student is continually having issues that are disruptive to the group, hurting themselves or other students. Prior to the parent meeting, management and group teachers will talk about the issues that have taken place and develop support plans to better support the student. During the parent meeting, management and the child's parents will come together and finalize a student support plan. In situations where serious student incidents have occurred, students may not be eligible to return to the program until the parent meeting has occurred.

Student Support Plan Implementation- Student Support Plans are put in place when a student has repeated incidents of misbehavior, and a parent meeting has taken place. Student support plans outline the challenges the student has faced, possible triggers, and strategies and tricks that can help the student be successful in the classroom. In addition, there may be accommodations we have agreed to make for the student.

Below are examples of accommodations ASEP staff have made in the past to support student success in our program:

- Summer meeting with parents to prepare for coming school year.
- One ongoing communication with student to develop effective communication and responsible decision making
- Reduced and consistent schedule flexibility
- Ongoing communication with student's family including formal meetings and student success plans
- Regular communication with day school staff
- Temporary one on one support with Site Coordinators

After School Counseling Services (McKinley Site Specific)

In order to maintain a safe, cooperative and healthy after school environment, ASEP employs After School Counselors who interact with children and provide support to ASEP staff and families in managing behavioral issues.

Communication between after school counselors and ASEP students will be kept confidential and ASEP will keep my child's record in a secure location. As mandated reporters, some information must be disclosed in certain situations, for example, if there is a reasonable suspicion of child abuse, or if there is a threat to the physical safety of the child or others.

Non-Discrimination & Civil Rights Policy

ASEP prohibits discrimination on the basis of race, color, national origin, sex religion, age, disability, political beliefs, sexual orientation, or marital or family status. This institution is an equal opportunity provider.

After School Enrichment Program (ASEP)

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Americans with Disabilities Act (ADA) Policies

Unlike the school day, which is required to comply with Individualized and Disabilities Education Act (IDEA), ASEP is required to comply with the Americans with Disabilities Act (ADA). Under the ADA, services and activities provided by a public entity to the public, whether directly or through an agency, must be accessible to students with disabilities with reasonable accommodations (e.g., federal, state and local disabilities rights such as Section 504).

Enrollment in program can include query if students need additional supports, but cannot use that information to influence enrollment. If a student has a 504 plan or an IEP plan, ASEP may request permission to access that information in order to identify what reasonable accommodations can be made to support access in the program.

As part of the ASEP application, families have an opportunity to authorize access to student's individual 504 or IEP plans, test scores or reports cards designed by day school staff. This authorization will allow ASEP and day school staff to collaborate on specific student support plans and target academic instructor for increased effectiveness. Parents/caregivers reserve the right to refuse the exchange of this information between day school and after school staff.

ASEP provides a safe and inclusive environment for all of our students. Our students with special needs are no exception. We provide our staff with continual training on how best to provide an inclusive environment. As an organization we believe that a program that is good for children with special needs is good for all of our children. We provide a consistent daily schedule with special attention paid to transition times. We provide safe spaces for students to go to if they are having a particularly tough day and encourage staff to build mentoring relationships with individual students. We train staff to empower students to identify and communicate their own needs. Lastly, we modify the physical setup of the environment to the greatest extent we are able to in order to accommodate the range of accessibility needs among our students.

Parents concerned that more is needed of our staff or that accommodations have not been made, are encouraged to contact the ASEP Site Coordinator to discuss how student's needs might be met. If the Site Coordinator is unable to make the accommodations, parents may contact the ASEP Site Director. If the Director is unable to make the needed accommodations, parents may contact the ASEP Executive Director. The Executive Director will be able to direct you further if your accommodations still are not met.

ASEP reserves the right to assess specific student needs and balance them against the size, staff and budgetary restrictions of our program. As a small organization, ASEP will strive to accommodate students with special or behavior needs so long as those accommodations do not fundamentally alter the nature or policies of the ASEP program or pose a direct threat to the health and safety of other children or staff in our program.

After School Enrichment Program (ASEP)

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ASEP Contact Information

ASEP Mailing Address: P.O. Box 3305 // Daily City, CA 94105

Ramiro Lule (Executive Director) – ramiro@asepsf.org

Ferkhunda Murad (Program Director) - ferkhunda@asepsf.org

McKinley Program ASEP office at McKinley Elementary School

Room 10 - 1025 14th St. San Francisco CA, 94114

Nancy Sanchez (Site Coordinator) - nancy@asepsf.org

Titian Rovera (Site Assistant Coordinator) – titian@asepsf.org

Nuria Gonzalez (Language Coordinator) - nuria@asepsf.org

MK Phone – (415) 863-2737

Harvey Milk (ASEP 4th and 5th)

50 Scott St, San Francisco, CA 94117

Johnny Sobol (HM Site Coordinator) Johnny@asepsf.org

HM Phone- (415) 745-4663

Daniel Webster Program ASEP office at Daniel Webster Elementary

Room 120 - 465 Missouri St. San Francisco, CA 94107

Alejandra Guerrero (Site Coordinator) – alejandra@asepsf.org

Mariana Flores Quinones (Site Assistant Coordinator) mariana@asepsf.org

Phone – (415) 813-8020

After School Enrichment Program (ASEP)

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25-26 Parent Policies and Procedures Acceptance Signature Page

By signing below, I, a parent or guardian of an ASEP student, acknowledge and agree to the following: I have read the ASEP Parent Policies and Procedures and understand ASEP's rules, values and statutes contained therein. I understand that my child will be held responsible for abiding by the rules, values, and statutes contained therein and may be subject to disciplinary action, up to and including expulsion. Additionally, I agree to abide by all of the guidelines for parents, most importantly the completion of sign- in/sign out, late pick up and tuition payment procedures (if applicable).

(Print) Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Student Name: _____

Student Grade: _____

Date: _____

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