Paul Mitchell The School San Diego

FUTURE PROFESSIONAL DEVELOPMENT GUIDELINES

All Future Professionals must commit to and follow the Future Professional Development Guidelines during their enrollment in school. These guidelines were established to assist in creating a safe, focused, and enjoyable learning experience. Failure to follow these guidelines may result in a coaching under the Future Professional Advisory Policy and may result in termination without prior warning.

SANITATION REQUIREMENTS

- Future Professionals must keep, themselves, workstations and classroom areas clean, sanitary and clutter free at all times.
- Future Professionals must clean their stations, including the floor, after each service.
- Hair must be swept up immediately after a service is completed, before blow drying.
- Clinic stations must be cleaned at the end of the day, prior to clocking out for the day.
- Future Professionals must maintain standard personal sanitation and grooming practices, according to the state requirements.

GUEST AND PERSONAL SALON SERVICES

- Future Professionals must follow the procedures outlined on their Skill Cards when performing a guest service.
- Future Professionals may receive services on assigned days of the week. To receive a service, Future Professionals must do the following prior to starting a service:
    - Request the service from a Learning Leader,
    - Request the service from the Service Desk,
    - Be scheduled off the service books by the Service Desk and receive a Service Ticket,
    - Complete required pre-service consultation with a Learning Leader,
    - Pay for service supplies including perms, color, lightener, rinses, conditioning, etc.
    - Personal Services are considered rewards and scheduled for Future Professionals who are up to date with all projects, tests, and practical skill assessment. School assignments and successful learning are the priority.
- Future Professionals may not receive personal services outside of their program scope of practice during scheduled hours.
- Future Professionals may not start Future Professional services until a consultation while a Learning Leader has been completed as required.

COMMUNICATION GUIDELINES AND PROFESSIONAL CONDUCT

- Future Professionals are to maintain a professional demeanor at all times when they are on the school premises.
    - **BE NICE:** Be Kind, considerate and courteous to others.
    - **BE ACCOUNTABLE:** Take responsibility for your actions and learn from your mistakes.
    - **BE RELIABLE:** Consistently complete the required skills to get your education to the best of your ability.

    - **BE COMMUNICATIVE:** Use clear and appropriate language (no profanity) to get your point across. Do not raise your voice or yell.
    - **BE ENGAGED:** Be an active participant in your education and seek out information to better your skills to advance your career goals.
- Visitors are allowed in the service reception area only. Visitors are not allowed in the classrooms, Future Professionals lunchroom.
- Cell phones are permitted in assigned areas of the school. Phone calls are not permitted during class time or learning environments such as classrooms or learning zones including the Clinic Classroom at any time. Calls while clocked in should remain in the assigned area, quiet in tone, and not longer than 3 minutes.
- Future Professionals may not visit with another Future Professional who is working with a clinic classroom guest.
- Future Professionals may not gather around the service desk, the service reception area, or the office.
- Food, drinks, and water bottles are allowed only in the Future Professional lunchroom.
- The school is a smoke-free campus. Future Professionals may not smoke or vape any substance on school premises, including the Parking Lot.
- Stealing or taking school property or another's personal property is unacceptable and grounds for termination.
- School administration has the right to access and inspect a Future Professionals locker at any time, refer to the locker policy.

LEARNING PARTICIPATION GUIDELINES

- Future Professionals must bring their required school tools to participate in their education for scheduled hours and make hours. Required school tools include:
    - Student Technical Kit in its entirety
    - iPad with program education kit apps (cutting system app, make-up app, plugged in app, etc.)
    - Program Textbooks
- Peer teaching and tutoring are encouraged
- Future Professionals are responsible for their own technical kit and equipment. All kit, equipment, tools, and personal items must be secured in a locker or kept within view and control of the Future Professional. The personal items must be secured in a locker or kept within view and control of the Future Professional. The school is not responsible for any lost or stolen articles.
- Future Professionals must comply with school personnel and Learning Leader's assignments, directions, and requests as required by the curriculum and Future Professional guidelines and rules.
- Future Professionals must have a signed service ticket before beginning any service in the clinic classroom.
- Future Professionals may not perform hair, skin, barber, or nail services outside of school unless authorized, in advance, in writing, to do so by school administration. Conducting unauthorized hair, skin, barber, or nail services outside of school may be reported to the state board and may result in your inability to receive a professional license.
- Taking credit for another's work (e.g. submitting the photos of another's work as your own) or cheating during exams is unacceptable and is grounds for termination.
- Future Professionals will be expected to maintain 75% on all academic exams and practical skill assignments.
- Only service desk personnel may schedule or change clinic classroom guest appointments.
- All practical skill services must be graded and the service ticket initiated by the Learning Leader.
- Future Professionals are expected to be continuously working on school-related projects, assignments, clinic practical skills, reading theory, or test preparation during hours.
- When Future Professionals are not scheduled with guest service appointments or are not scheduled to attend theory or a specialty class, they must be actively engaged in their education at all times, and may focus on the following:
    - Completion of practical skill assessments through My Portico App.
    - Complete theory review assignments.

    - Performing a service on another Future Professional. Please note that the service must be within the scope of practice for the program for both Future Professionals.
    - Listening to or reading school resource center materials, including educational videos, audiotapes, Plugged In, and school related textbooks.
- Parking is allowed in assigned parking areas only. The parking lot is managed by a third party company. Failure to follow the parking guidelines set by the parking company may result in cars being towed at the owner's expense or the inability to continue use of the parking lot.
- If a Future Professional fails to complete the practical skill assessments or required academic theory exams and/or receive an 85% or less for their monthly attendance, they will be placed on the Back on Track list. Future Professionals have one week to get caught up before they receive a coaching advisory.
- If a Future Professionals fails to maintain a 90% attendance in Core and/or fails to pass the Core written and/or practical exam on their second attempt, they may be asked to withdraw from the program and may be allowed to re-start in the next Core class start date.