

This is the next step toward your future.

Keep the commitment to yourself and follow through.

We are here to support you in making it happen.

New Student Orientation

Welcome!



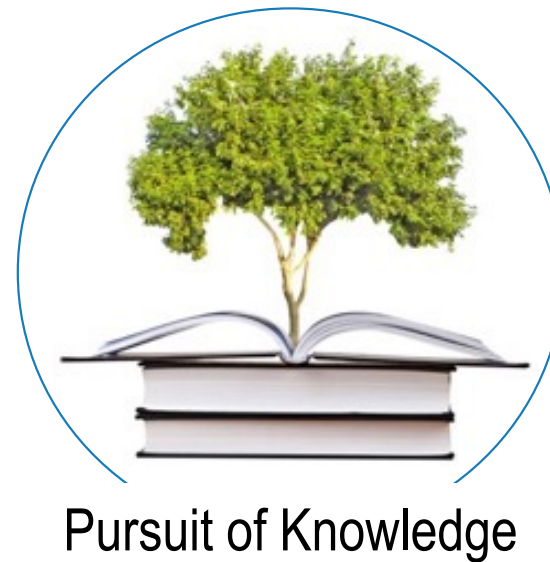
All our Dreams can come true if we have the
Courage to Pursue them.

-Walt Disney

Vision

To be known as the best cosmetology college for improving the **self confidence** of our clinic guests, students and employees every day.





Core Values

Communication

Website www.phagans-schools.com

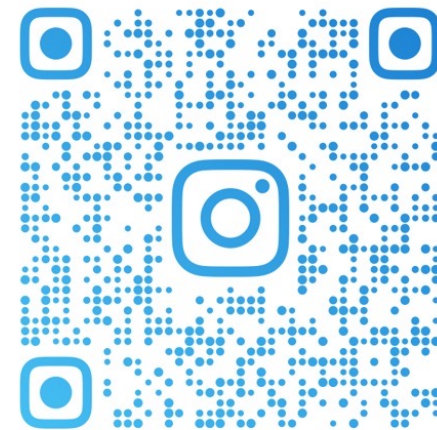
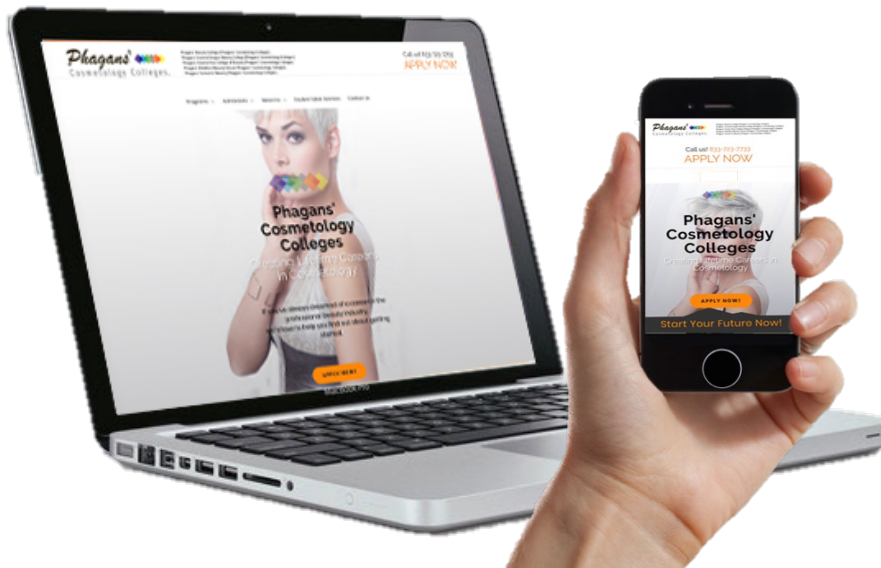
Facebook www.facebook.com/PhagansBeauty

Instagram www.instagram.com/phagansbeauty

CHECK YOUR EMAIL!

We will send you newsletters and important information

PLEASE ADD: studentservices@phagans-schools.com
to your contacts right now to be sure you'll receive our emails.



PHAGANSBEAUTY

Giving Back



The place to improve the world is first in one's own heart and head and hands.

~Robert M. Pirsig

7 HABITS OF HIGHLY EFFECTIVE PEOPLE

➡ **BE PROACTIVE** ➡

BEGIN WITH  IN MIND

PUT **FIRST** THINGS **FIRST**

 **THINK WIN-WIN**

SEEK FIRST *to*  THEN *be* TO
UNDERSTAND UNDERSTOOD

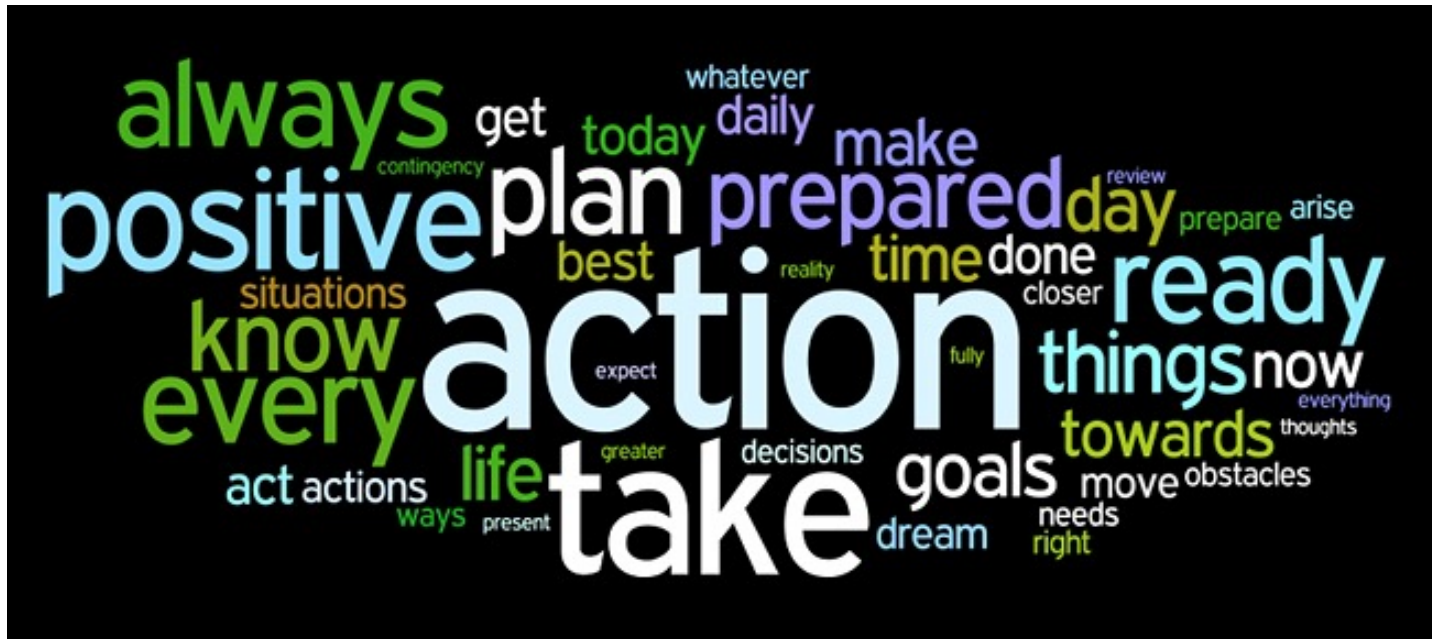
[SYNERGIZE]
COMBINE THE STRENGTHS OF YOUR TEAM

sharpen the saw

➡ (continue your education) ⬅

Be ProActive

Start Your Cosmetology Career



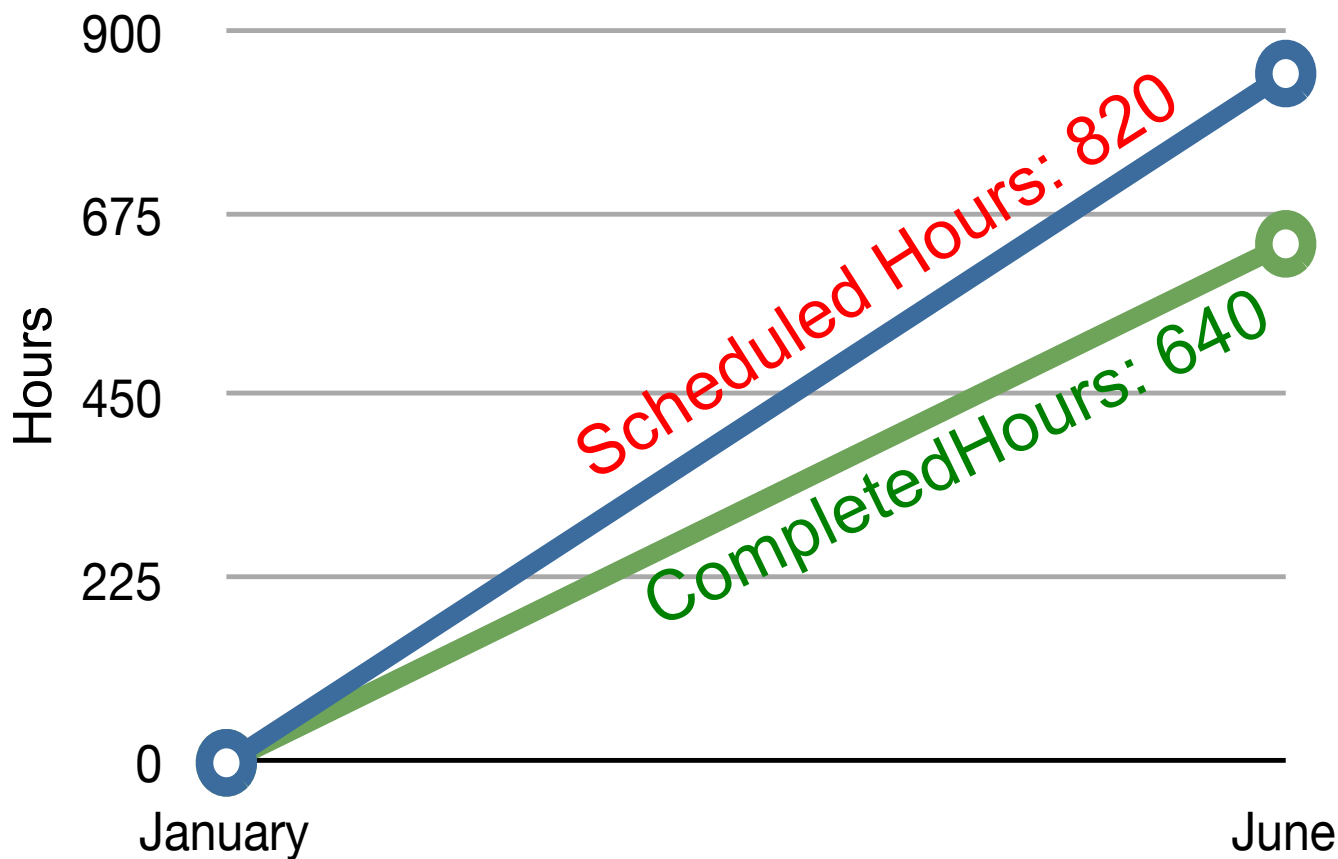
Look at the difference in time between your

“First Grad Date”

on your Enrollment Agreement vs. your

“Last Grade Date”

Begin with the End in Mind



GAP between what you could have attended and what you really did attend.

You will pay for what you *could have* attended, this is called Scheduled Hours.

Satisfactory Progress



Once you get off track, it can be really hard to get back on.

- You need to maintain minimum 87% **Cumulative** attendance to avoid overtime contract charges of \$10/hour.
- You need to maintain minimum 75% **Cumulative** attendance and academic standards to remain in Satisfactory Progress.

Taking Responsibility for Your Own Education

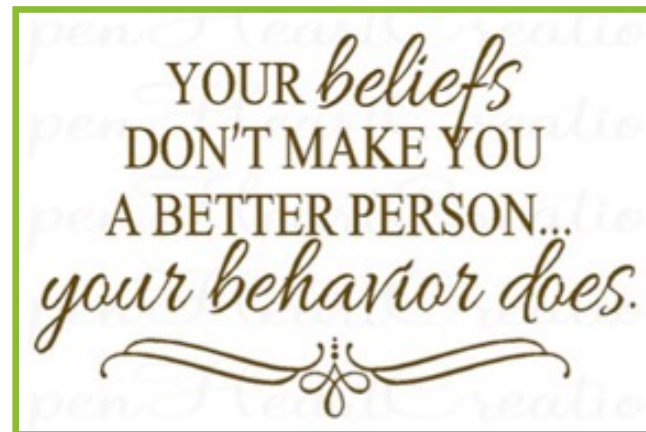


DEVELOPING A GROWTH MINDSET

INSTEAD OF...	SAY THIS...
I'm not good at this	What am I missing?
I give up	I'll use a different strategy
It's good enough	Is this really my best work?
I can't make this any better	I can always improve
This is too hard	This may take some time
I made a mistake	Mistakes help me to learn
I just can't do this	I am going to train my brain
I'll never be that smart	I will learn how to do this
Plan A didn't work	There's always Plan B
My friend can do it	I will learn from them



CHOOSE YOUR
WORDS
WISELY



compliment
PEOPLE.



Magnify their
STRENGTHS

(not their)
weaknesses.

Student Catalog & Handbook

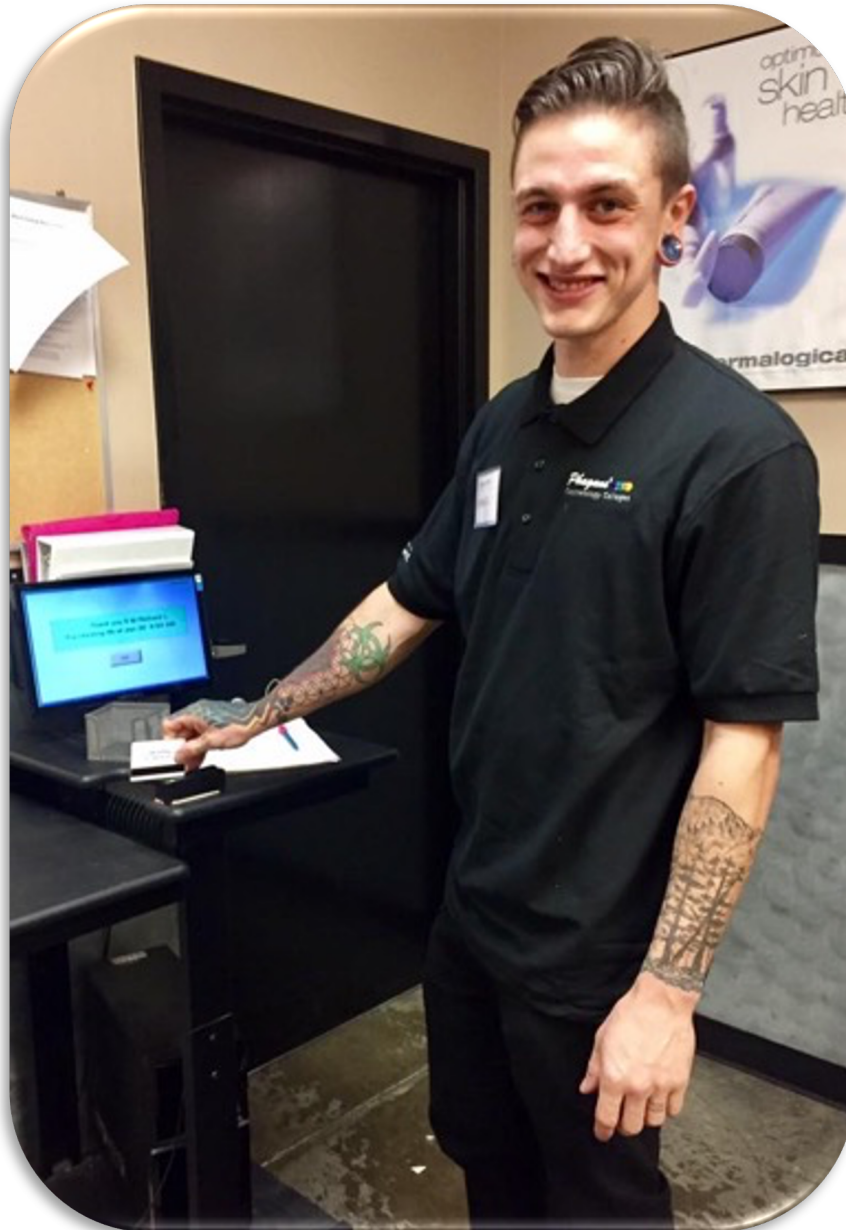
While we strive to let you be yourselves we are required to have processes in place as an institution of Higher Education.

Seek first to
understand and
then to be
understood.

Stephen Covey

- Many of them are State or Federally mandated.
- Many are for your Safety.
- MOST are common sense and help us foster a culture of excellence.

Getting Credit for Attendance



This tells us
you are
present for
the day and
ready to learn!

What to Wear

- Uniform Apron
- SOLID Black Tops and SOLID Black Pants, Shorts, Capri's or Skirt
- Sensible, closed toed Shoes
- Hair & Make-Up Ready
- Smiles on, Ready to Go



Student Rewards Program

Reward Categories & Rewards:

Perfect Attendance (100%) for the Week:

- Earned a jeans week for everyday of the following week

Great Attendance (95% to 99.99%) for the week:

- Earned a jeans day on the following Friday

Great Attendance for the 7 weeks prior to 90's Advising:

- Earned 2 Complimentary Retail Products with a retail value of \$30
- Earned a 'CD Service Package*' to receive any service the school offers

Perfect Attendance for the 7 weeks prior to 90's Advising:

- Earned 2 Complimentary Retail Products with a retail value of \$30
- Earned a 'CD Service Package*' to receive any service the school offers
- Earned a Phagans' Gift Card for \$20 in services
- Earned \$100 Tuition Scholarship Credit





Synergize Salon Ecology



Practical Learning Lab:



- Attitude is everything
- Meet your goals
- Be ready to be active
- Put away your cell phones
- Keep your station clean

Build your Business:



The only place that
success comes
before work is in
a dictionary.

~ Vidal Sassoon

Career Income in the Professional Beauty Industry

Oregon Occupational
Information Center

Average Annual Oregon
Statewide wages for
Cosmetologists in 2019:
\$29,576*

*Source: www.qualityinfo.org



Sharpen Your Saw:



PHYSICAL
Exercise, Nutrition,
Stress Management

MENTAL
Reading, Visualizing,
Planning, Writing

SOCIAL/EMOTIONAL
Service, Empathy,
Synergy, Intrinsic Security

SPIRITUAL
Value Clarification
& Commitment, Study
& Meditation

“Sleep is the
best
meditation.”

~ Dalai Lama



LET'S TAKE A BREAK

See you back in 5 minutes 😊

Cultivating a SAFE learning Environment



- Drug & Alcohol Abuse Policy
- Non-Discrimination Policy
- Non-Harassment Policy
- Visitor Policy
- General Safety Policy

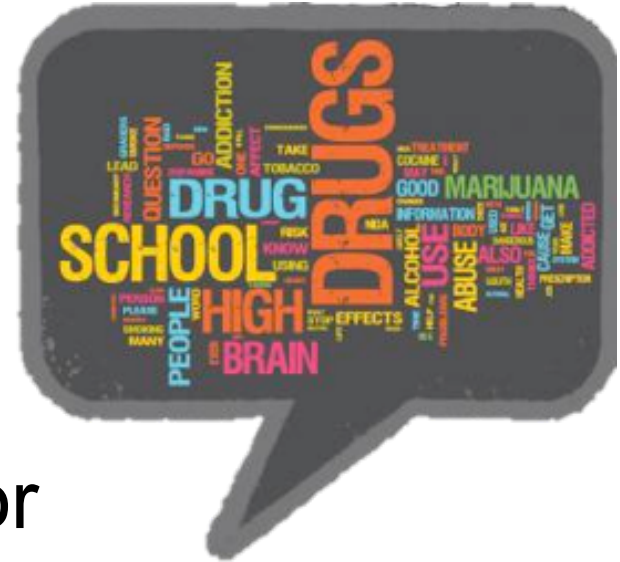
Drug & Alcohol Abuse Prevention

keeping our college environment safe



State & Federal Law

The illegal use, possession, distribution, manufacture or sale of alcohol and/or other drugs and/or being under the influence of alcohol and/or other drugs, including prescription drugs that impair one's ability to function properly are not permitted on college owned property, college controlled property or while representing the college on business or other college sponsored activities.



Marijuana is also PROHIBITED



The use of
Marijuana, including
Medical Marijuana
is prohibited in our
colleges.

What is alcohol abuse/misuse?

- It's not always easy to see when your drinking has crossed the line from moderate or social use to problem drinking. But if you consume alcohol to cope with difficulties or to avoid feeling bad, you're in potentially dangerous territory.
- Warning Signs:
 - Feel guilty or ashamed about your drinking.
 - Lie to others or hide your drinking habits.
 - Have friends or family members who are worried about your drinking.
 - Need to drink in order to relax or feel better.
 - "Black out" or forget what you did while you were drinking.
 - Regularly drink more than you intended to.

Signs & Symptoms of Drug Abuse

- You're neglecting your responsibilities at school, work, or home (e.g. flunking classes, skipping work, neglecting your children) because of your drug use.
- You're using drugs under dangerous conditions or taking risks while high, such as driving while on drugs, using dirty needles, or having unprotected sex.
- Your drug use is getting you into legal trouble, such as arrests for disorderly conduct, driving under the influence, or stealing to support a drug habit.
- Your drug use is causing problems in your relationships, such as fights with your partner or family members, an unhappy boss, or the loss of old friends.

A graphic consisting of several overlapping squares and circles in shades of green and blue, serving as a background for the text.

Alcohol & Drug Help Line

**24 / 7 Treatment
Referral Line
206-722-3700**

Are you overwhelmed and don't know where to turn anymore
due to your own, or someone else's alcohol or drug use?

You Are Not Alone! Call for help today!

College Safety & Security Training

Title IX Coordinators:

We are always available to meet with students in person to discuss all of the options and answer any questions or concerns in a confidential setting.

There is a **Title IX Coordinator** at each campus available to assist you:

- Bend: Debbie Patrick 541-382-6171, ext. 3
- Corvallis: Amy Geiger 541-753-6466
- Grants Pass: Tracy Straub 541-479-6678
- Medford: Kindra Willits 541-772-6155
- Salem: Amy Geiger 503-363-6800

Non-Discrimination & Non-Harassment Policy

- It is the policy of this institution to maintain a learning environment that is free from harassment because of an individual's race, color, sex, ethnic origin, religion, age or disability. The college prohibits any and all forms of harassment because of race, color, sex, national/ethnic origin, religion, age or disability. It shall be a violation of Phagans' Cosmetology Colleges policy for any student, teacher, administrator or other college personnel to discriminate against another individual with regards to race, color, sex, age, religion, ethnic origin or disability. It shall also be a violation of Phagans' Cosmetology Colleges policy for any student, teacher or administrator to tolerate sexual harassment, in any form, **that occurs on-campus or at off - campus college events.**

Non-Discrimination & Non-Harassment Policy

- Phagans' Cosmetology Colleges, in compliance with Title VI and VII of the Civil Rights of 1964, Executive Order 11246, Title IX of Education Amendments of 1972 and section 504 of the Rehabilitation Act of 1972, does not discriminate on the basis of race, color, national/ethnic origin, sex, religion, age or handicap in any of its policies, procedures or practices.
- This non-discrimination policy covers admission and access to, treatment of and employment at Phagans' Cosmetology Colleges including but not limited to academic admissions, financial aid, education, services and employment.

Our Learning Environments:

Zero Tolerance for Discriminatory or Harassing Behavior

Non-Discrimination: We do not discriminate on the basis of race, color, national/ethnic origin, sex, religion, age or handicap.

Non-Harassment: Harassment on the basis of race, color, national/ethnic origin, sex, religion, age or handicap will not be tolerated. This includes but is not limited to:

- Name Calling
- Graffiti
- Written or Electronic inappropriate messages
- Bullying
- Unwelcome touching/Sexual Harassment
- Violent Acts, including acts of Sexual Violence
- Fear or Scare tactics of any kind

Sexual Harassment

- Sexual harassment can occur in a variety of circumstances, including but not limited to the following:
 - The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
 - The harasser can be an employee of the college, another student or a guest.
 - The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
 - Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
 - The harasser's conduct is unwelcome.

Definition: Sexual Violence

- Physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the student's age or use of drugs or alcohol, or because an intellectual or other disability prevents the student from having the capacity to give consent).
- All acts of sexual violence are forms of sex discrimination prohibited by Title IX

DATING ABUSE AFFECTS 1 IN 3 YOUNG PEOPLE

You deserve a safe and healthy relationship. Visit loveisrespect.org



connect now!

chat at loveisrespect.org

text "loveis" to 22522

call 1-866-331-9474

Discuss your options confidentially.
Peer advocates are available 24/7.

love is respect org

A collaboration between Break the Cycle and the National Dating Abuse Helpline

No expenses, including travel, are charged to victims or survivors seeking assistance. All services are provided confidentially. For more information, visit www.breakthecycle.org or www.nationaldatingabusehelpline.org.

Love

should be fun
& exciting.

Trust yourself. If things don't feel right,
call, text or chat with us online.
You deserve a safe & healthy relationship.

free,
confidential,
24/7.



love is respect org

live
chat

peer advocates are
available to chat at
www.loveisrespect.org

sms

text "loveis" to 22522

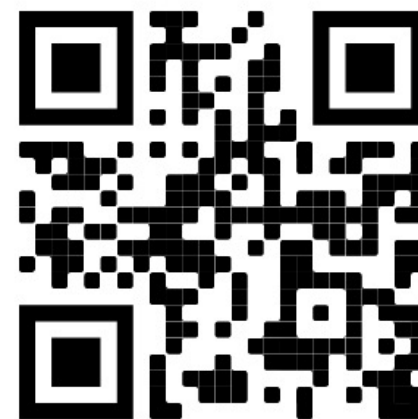


call **1.866.331.9474**
(1.866.331.8453 TTY)



Download the
app today!

Go to:



www.circleof6app.com

Prevent Violence Before it Happens

Grievance Policy



Grievance Documentation Form

Last Name _____ First Name _____ Today's Date _____ Date(s) of the Incident(s) _____

Are you a: ☐ Student ☐ Employee Filing Grievance Against a: ☐ Student ☐ Employee

Campus: ☐ Salem ☐ Bend ☐ Medford ☐ Corvallis ☐ Grants Pass ☐ Newport

Please answer the questions below. Be as specific as possible and state the facts of the incident(s) only.

1.) Who was involved?, state the full names of the person(s) you are filing the grievance against. _____

2.) Describe your complaint, state what occurred and when it happened, please be specific. _____

3.) Did anyone witness the events described above? State their full names. _____

4.) What would you recommend as a solution to this grievance? _____

Did you Read the 'Internal Complaint Procedure'? ☐ YES ☐ NO

Do you certify that the above statements are true? ☐ YES ☐ NO

Signature of Complainant _____ Date _____

For Official Use Only: The above complaint must be addressed with complainant within 10 days of receipt of this form.

College Director and/or Owner Name investigating this complaint: _____

Please state the findings after investigation of the grievance: _____

What attempts are being made to resolve the grievance?: _____

Date the resolution was reviewed with the complainant: _____

Is the complainant content with the said resolution? ☐ YES ☐ NO, if no state reason, _____

Signature of Complainant _____ Date _____

Signature of Director or Owner _____ Date _____

Parking & Safety

- Park in Designated Areas Only.
- Walk with someone at night.
- Take all valuables out of your car and lock your doors.



Review General Rules:

- You are allowed a 30 minute lunch each day.
- Electronic Gadgets are only allowed in the Student Lunch area or outside of the building for personal use; cell phones may be used for educational research.
- Smoking (and vaping) is only allowed in designated areas.



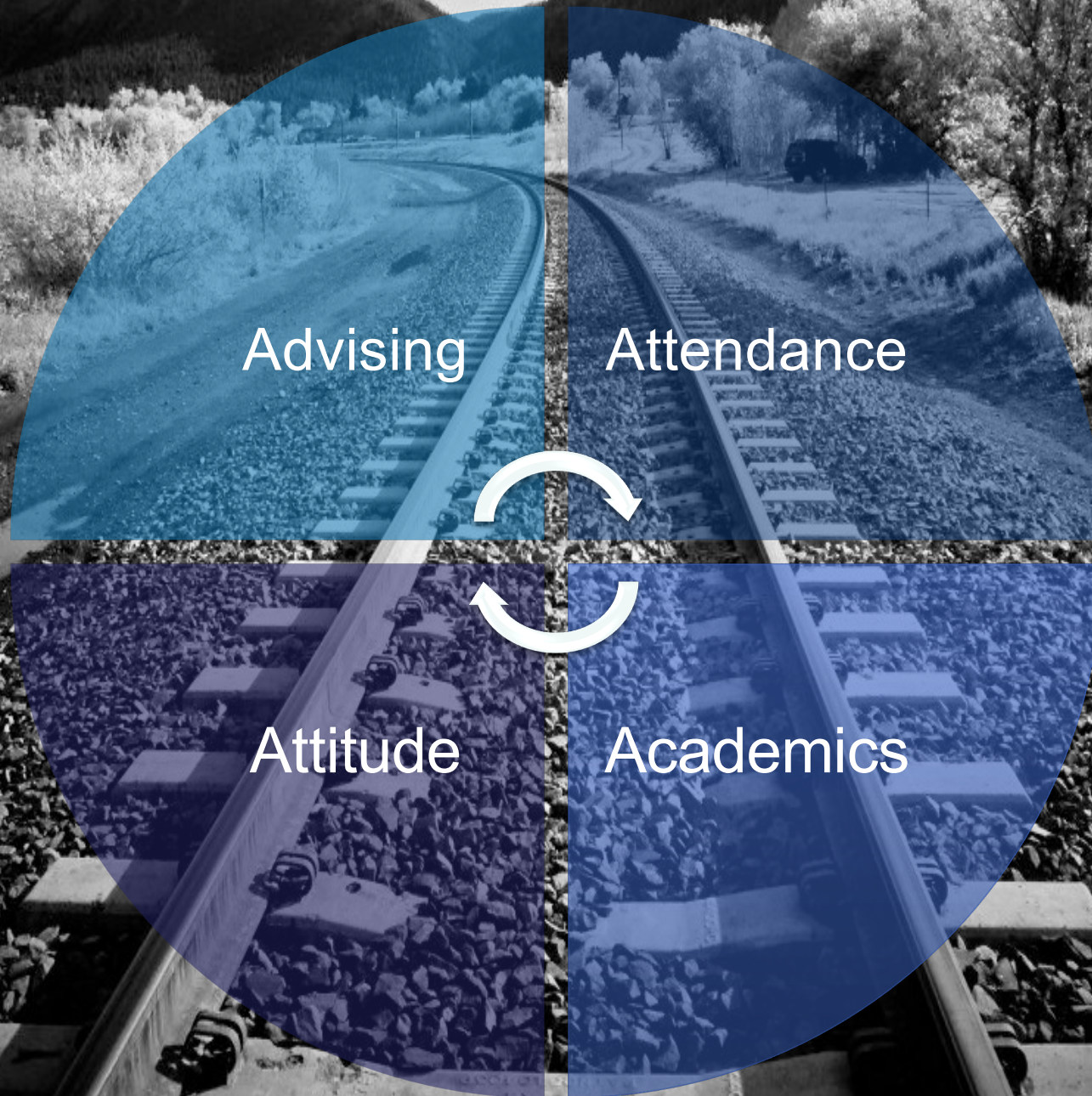
Smoking in
designated areas
only

- Questions?
- Concerns?
- Comments?

Let us think of education as the means of developing our greatest abilities, because in each of us there is a private hope and dream which, fulfilled, can be translated into benefit for everyone.

-John F. Kennedy

Stay On Track



Check In:

Did you download the apps?

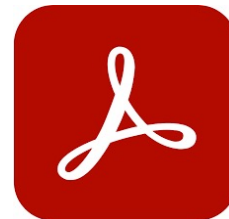
☐ Chrome Web Browser



☐ Adobe Digital Editions



☐ Adobe Acrobat Reader



Let's Take One Final Tour

How



- Park?
- Clock In?
- Find my Locker?
- Find my Classroom?
- Restrooms?
- Eat Lunch?
- Ask for Help?