

Early Years Academy
Child Care Center
Behavior Guidance
Policy

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Early Years Academy Behavior Guidance Policies

Early Years Academy WILL:

- Develop a supportive, trusting relationship with the children in our care as a foundation for discipline.
- Anticipate problem situations and intervene by distracting a child and redirecting him/ her to a positive alternative.
- Modify the environment as needed; change room arrangements, add or remove materials, adjust schedules or activities.
- Clear and positively state our expectations for the children's behavior.
- Model appropriate behavior with the children.
- Reinforce appropriate behavior.
- Give the child a choice between two appropriate behaviors.
- Respect children's feeling and help them express strong emotions appropriately.
- Show the children how to make amends without requiring them to apologize.
- Be tailored to the developmental level of the children that the program is licensed to serve.
- Redirect children and groups away from problems toward constructive activity in order to reduce conflict.
- Teach children how to unacceptable alternatives to problems behavior in order to reduce conflict.
- Protect the safety of children and staff persons.
- Provide immediate and directly relate consequences for a child's unacceptable behavior.
- Engage children in cooperative problem solving (Examine alternatives, identify consequences, choose appropriate action.)

- Encourage appropriate behavior through teacher proximity.
Only when these preventive and problem solving methods have not succeeded and if a child's behavior is threatening to any other person, will we use the following methods:

- Observe and record the behavior of the child and the staff response, if necessary.
- Staff will pick up children under their armpits with two hands.
- Develop a plan to address the behavior of the child with the parents of the child, involved staff members, and professionals when appropriate.

Separation from the group. No child may be separated from the group unless the following has occurred:

- Less intrusive methods of guiding the child's behavior have been tried and were ineffective.
- The child's behavior threatens the well being of the child or other children in the program.

A child that requires separation from the group must:

- Remain within an enclosed part of the classroom where the child can be continuously seen and heard by a program staff person.
- The child's return to the group must be contingent on the child's stopping or bringing under control the behavior that precipitated the separation.
- The child must be returned to the group as soon as the behavior that precipitated the separation abates or stops.

After separation is completed:

- Affirm the child as capable of the desired behavior on the return.
- Help the child reconcile with the adult and rejoin the group.

All consequences will be age and situation appropriate. The staff person will ensure that the child understands that his/ her actions could be dangerous or harmful to themselves and others.

Early Years Academy WILL NOT:

- Subject a child to corporal punishment. Corporal punishment includes, but is not limited to: rough handling, shoving, hair pulling, ear pulling, shaking, slapping, kicking, biting, spanking, pinching, and hitting.
- Subject a child to emotional abuse. Emotional abuse includes, but is not limited to: name calling, ostracism, shaming, making derogatory remarks about the child or the family, and using language that threatens, humiliates, or frightens the child.
- Separate a child from the group except with in rule requirements 9503.0055 Subpart 4. Children between 6 weeks & 16 months must not be separated from the group as a means of behavior guidance.
- Punish a child for lapses in toilet habits.
- Withhold food, light, warmth, clothing, or medical care as punishment for unacceptable behavior.
- Use physical restraints, other than to physically hold a child when containment is necessary to protect another child or person from harm.
- Use mechanical restraints, such as tying.

Behavior Guidelines

Within 30 days

1. Warning/ Time out
2. Sent home for the day
3. Set up behavior plan
4. 2 day suspension
5. 2 day suspension
6. Termination

All separations from the group must be noted on a daily log that must include the following. The child's name, the staff person's name, Time, Date, information indicating what less intrusive methods were used to guide the child's behavior, how the child's behavior continued to threaten the well being of the child or other children in care.

If a child is separated from the group 3 times or more in 1 day, the child's parents shall be notified and notation of the parent notification shall be indicated on the log.

If a child is separated 5 times or more in 1 week or 8 times or more in 2 weeks, the procedures for dealing with persistent unacceptable behavior must be followed

Behavior Action Plan

Date effective (30 days from) _____

Date and time of conferences: _____

Name of those present _____, _____

Name of child _____

Type of negative behavior _____

Action taken at home by parent(s) to prevent/ eliminate negative behavior:

1. _____

2. _____

3. _____

4. _____

5. _____

Action taken at Early Years Academy to prevent/ eliminate negative behavior:

1. _____

2. _____

3. _____

4. _____

5. _____

Staff comments:

Parent(s) comments:

Parent signature(s): _____ Date _____

Staff signature(s): _____ Date _____

Owner/Director: _____ Date _____

Other Professionals: _____ Date _____