

GUIDANCE & DISCIPLINE POLICY

The following discipline policy will be discussed and enforced with staff and parents upon employment and/or enrollment in the day care home will be discussed with the children in a language that is understandable, clear and explicit. These rules shall be enforced by all staff and will be used for the purpose of helping the children to assume responsibility for their actions and develop self-control.

Behavior is of vital importance to everyone at the Day Care Home. Rules have been established for both children and staff. They are without prejudice or partiality.

Discipline will be relative to the child's individual act and will not be out of proportion; will not exceed three (3) minutes or equal the child's age. Limits shall be set for the protection of the group and all other individuals.

Children displaying aggressive behavior will be separated from the group within the area for a short period of time, not to exceed 3 minutes or equal to child's age, talked to calmly and repeated the rules at eye level, re-route energy in a positive manner (use of redirection depending on the development of the child). For students who continuously disrupt, a day will be scheduled with the parents so that they may observe the child interacting with others.

Adventure Academy will not tolerate:

- Abusive language by staff, child or parents
- Any form of corporal punishment, i.e hitting, shaking, pinching, deprivation of food or rest or use of bathroom, etc.
- Any form of threats of physical punishment, humiliation
- Any form of emotional abuse

Unacceptable punishment includes spanking, humiliation, deprivation of food for rest, which are grounds for termination. **Firm, yet positive statements about the act verses consequences will be discussed with the child and statements redirecting the child will be a technique used. A parent conference may be necessary if an assessment of the child's behavior is unacceptable or violates the rules and regulations. Parents may be asked to assist in implementing a plan to assist with the behavior/discipline of their child. Staff who work closely with that child will use this plan.** Any child who, after attempts have been made to meet the child's individual needs, demonstrates inability to benefit from the type of care offered or whose presence is detrimental to the other children shall be discharged.

In all instances, when the day care home decides that it is in the best interest of the child to terminate enrollment, referrals will be given first then discharge. The child and parents' needs shall be considered by planning with the parent to meet the child's needs first.

If Adventure Academy determines after several attempts, that we are unable to meet the needs of the child or determines that child's behavior is detrimental to the other children, Adventure Academy will assess the child's behavior as intolerable, referral to another day care home, or day care center will be discussed with parent and the child will be discharged. All reasonable arrangements will be made to accommodate the parent and child prior to discharge has been necessitated.