



FAMILY LINKS EARLY LEARNING CHILDCARE CENTER

Behavior, Suspension, and Expulsion Policy



Purpose

The purpose of this policy is to promote positive behavior and ensure a safe, nurturing environment for all children, families, and staff. Family Links Early Learning Childcare Center believes in guiding children through positive behavior support strategies and fostering social-emotional growth rather than punitive discipline.

Philosophy

At Family Links, we recognize that all behavior is a form of communication. Our approach is to understand the underlying needs behind a child's behavior and work collaboratively with families to support each child's success. We use preventive and responsive strategies rooted in patience, consistency, and respect.

Positive Guidance Practices

Teachers and caregivers use developmentally appropriate practices to help children learn self-control, problem-solving, and empathy. Strategies include:

- Establishing clear, consistent expectations
- Modeling appropriate behavior
- Redirecting behavior toward positive choices
- Offering choices and encouraging self-regulation
- Using positive reinforcement and encouragement
- Teaching social-emotional skills through daily interactions and structured activities

Corporal punishment, humiliation, or isolation from supervision are strictly prohibited.

Challenging Behavior

When a child exhibits challenging behavior, the following steps will be taken:

1. Observation and Documentation: Staff will observe and document the behavior, identifying triggers and patterns.
2. Family Communication: Parents/guardians will be notified and included in the planning process to support consistent strategies at home and school.
3. Individualized Support Plan: A behavior support plan may be developed in collaboration with the family, staff, and outside specialists (if necessary).
4. Ongoing Review: The plan will be monitored, adjusted, and reviewed regularly to evaluate progress.

Suspension Procedures

Suspension is considered only after all preventive and supportive measures have been attempted and documented. Reasons for temporary suspension may include:

- Repeated behavior that poses a safety risk to self or others
- Extreme aggression or property destruction
- Failure to comply with an agreed-upon behavior support plan

If suspension becomes necessary:

- Parents will receive a written notice outlining the reason for suspension and the length of time.



- A re-entry meeting will be scheduled to develop a plan for a safe and successful return.
- Every effort will be made to minimize suspension duration and maintain family communication.

Expulsion Procedures

Expulsion is viewed as a last resort and will only be implemented after all other interventions have been exhausted. Grounds for expulsion may include:

- Continued behavior that endangers the safety or well-being of others
- Lack of family cooperation with the behavior plan or policy requirements
- Inability of the program to meet the child's needs despite reasonable accommodations

Before expulsion:

- Documentation of all interventions and meetings will be provided.
- Families will be offered referrals to community resources or alternative early childhood programs.
- The decision will be made by the Center Director in consultation with staff and parents.

Family Collaboration

Family engagement is essential to the success of every child. The center encourages open communication, shared problem-solving, and consistent routines between home and school. Families are expected to participate in meetings, follow behavior plans, and support strategies recommended by staff.

Confidentiality

All information related to behavioral incidents, interventions, and family communication will be treated as confidential and shared only with those directly involved in supporting the child.

Parent Acknowledgment

I have read and understand the Family Links Early Learning Childcare Center Behavior, Suspension, and Expulsion Policy. I agree to support my child's social and emotional development in collaboration with the center's staff.

Parent/Guardian Name: _____

Signature: _____

Date: _____