



FOFCDC Parent Guidance & Discipline Philosophy

FOFCDC staff members serve as role models for children. We will do our best to prevent problems by offering an organized, engaging program that provides children with choices. Children will be aware of the classroom guidelines and reminded of them throughout the day. We believe that children should be spoken to and treated in a respectful manner at all times. These early years are crucial for children to develop social skills and increase their level of confidence. We will reinforce positive behavior and offer words of praise. To help develop these skills, we will keep the children engaged in a wide variety of age appropriate activities, providing plenty of love and physical interaction, praising good behavior and ignoring the bad (when appropriate). The following interactions will be prohibited:

- Physical punishment
- Screaming at the child
- Ridiculing a child or the child's family
- Blame, teasing, insulting, name calling, or threatening the child with punishment
- Withhold food
- Withholding of affections or positive attention

No child will be subjected, under any circumstance to: any form of corporal punishment, which includes hitting, spanking, swatting, beating, shaking, pinching, and other measures intended to induce physical pain or fear. The child care staff will never use abusive or profane language or deprive language, rest or use of restrooms. Children will not be punished for toilet accidents.

If there is a dispute between two or more children, they will be encouraged to talk the problem out and express their feelings, with the guidance of a teacher.

It is imperative that children understand what acceptable behavior is, and if they choose to act in an unsuitable way, then there are consequences for their actions. If a child misbehaves, he/she will be positively redirected to an appropriate behavior. If a child is continually being disruptive and the first techniques are not helpful, the child may be asked to sit down to calm down, relax and get control. This will not be used as a means of punishment, but rather as a way to remove the child from a disruptive situation and allow the child to regain control of themselves. Afterwards, the teacher will calmly talk to the child and discuss other, more appropriate ways to deal with their frustrations. This will last no longer than 1 minute for each year of the child's age and will not be used for children under the age of 2 years.

If they are unsuccessful at resolving these conflicts and it is determined that there is a pattern of unacceptable behavior, the Director will notify the parent(s) or guardian and a formal conference will then be held with the parent(s) or guardian and child to discuss the child's behavior and constructive ways to improve the problem. An Action Plan will be developed during this conference which includes what the child feels the problem is, what is causing the problem, and how to correct the problem. If there is no improvement after the Action Plan has been implemented, the child may be dismissed.

A child may be dismissed from the center for any of the following reason:

- A child is continuously disruptive or demonstrates an inability to function in the activities
- A child verbally or physically harms another student or whose presence is detrimental to the group
- A child's needs are not being met by the program
- The parent(s) or guardian do not abide by FOFCDC policies and procedures; which may include consistent late pick up and or unpaid tuition

We follow the standards that DCFS lays out, "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 by the facility, or whose presence is detrimental to the group, shall be discharged from the facility."

I have carefully read and understand the Positive Guidance & Discipline Policy and Action Plan.

Parent Signature _____

Date _____



FOFCDC Teacher Guidance & Discipline Philosophy

FOFCDC staff members serve as role models for children. We will do our best to prevent problems by offering an organized, engaging program that provides children with choices. Children will be aware of the classroom guidelines and reminded of them throughout the day. We believe that children should be spoken to and treated in a respectful manner at all times. These early years are crucial for children to develop social skills and increase their level of confidence. We will reinforce positive behavior and offer words of praise. To help develop these skills, we will keep the children engaged in a wide variety of age appropriate activities, providing plenty of love and physical interaction, praising good behavior and ignoring the bad (when appropriate). The following interactions will be prohibited:

- Physical punishment
- Screaming at the child
- Ridiculing a child or the child's family
- Blame, teasing, insulting, name calling, or threatening the child with punishment
- Withhold food
- Withholding of affections or positive attention

No child will be subjected, under any circumstance to: any form of corporal punishment, which includes hitting, spanking, swatting, beating, shaking, pinching, and other measures intended to induce physical pain or fear. The child care staff will never use abusive or profane language or deprive language, rest or use of restrooms. Children will not be punished for toilet accidents.

If there is a dispute between two or more children, they will be encouraged to talk the problem out and express their feelings, with the guidance of a teacher.

It is imperative that children understand what acceptable behavior is, and if they choose to act in an unsuitable way, then there are consequences for their actions. If a child misbehaves, he/she will be positively redirected to an appropriate behavior. If a child is continually being disruptive and the first techniques are not helpful, the child may be asked to sit down to calm down, relax and get control. This will not be used as a means of punishment, but rather as a way to remove the child from a disruptive situation and allow the child to regain control of themselves. Afterwards, the teacher will calmly talk to the child and discuss other, more appropriate ways to deal with their frustrations. This will last no longer than 1 minute for each year of the child's age and will not be used for children under the age of 2 years.

If they are unsuccessful at resolving these conflicts and it is determined that there is a pattern of unacceptable behavior, the Director will notify the parent(s) or guardian and a formal conference will then be held with the parent(s) or guardian and child to discuss the child's behavior and constructive ways to improve the problem. An Action Plan will be developed during this conference which includes what the child feels the problem is, what is causing the problem, and how to correct the problem. If there is no improvement after the Action Plan has been implemented, the child may be dismissed.

A child may be dismissed from the center for any of the following reason:

- A child is continuously disruptive or demonstrates an inability to function in the activities
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I have carefully read and understand the Positive Guidance & Discipline Policy and Action Plan.

Teacher Signature _____

Date _____

FAMILIES OF FAITH CHRISTIAN DAY CARE

ACTION PLAN

Name of Child _____

What is the problem? _____

What is causing the problem? _____

What steps will be taken to resolve the problem? _____

Parent Signature _____ Date _____

Director Signature _____ Date _____