



Positive Guidance & Discipline Philosophy

FOF CDC 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 childcare 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 an ABC analysis determines that there is a pattern of unacceptable behavior, the Director will:

- Have a functional behavior assessment conducted
- Notify the parent(s)/ guardian(s) and a conference will then be held with the parent(s)/guardian(s) to discuss the child's behavior and constructive ways to improve the problem.
- A Behavior Support Plan will then be developed based on information collected during this conference which includes what the parent(s)/guardian(s) and child feels the



problem is, what is causing the problem, and how to correct the problem. The Behavior Support Plan will also include an agreed upon timeframe in which to see improvement.

- Infants, toddlers, and preschool age children who, after documented attempts have been made to meet the child's individual needs, demonstrate an inability to benefit from the type of care offered by this facility, or whose presence is detrimental to the group, shall be transitioned to a different program.
- A child may be transitioned out of the center for any of the following reasons:
 - 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 center will assist with the transition by:
 - Planning with the parents to identify a new program
 - Working with the parents and pending program on a transition plan that ensures the continuity of services to meet the child's needs

In addition, children may be dismissed from the program if:

- The parent(s) or guardian do not abide by FOF CDC policies and procedures; which may include consistent late pick up and or unpaid tuition.

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

Parent Signature _____

Date _____