

Discipline Policy

Because teachers and Kid's Kampus are trained to be sensitive and responsive to the needs of children, behavior problems will hopefully be prevented before they have a chance to materialize. Guidance is provided in a positive manner. The environment is arranged so as to be conducive to contrastive behavior. This pertains not only to the physical environment, but also to scheduling, staffing patterns and planned activities for the children. However, if a child does exhibit behaviors that:

1. Are disruptive to planned activities.
2. Cause recurring stress between him or herself and other children, or threatens to inflict harm on himself or others.
3. Lead to damaging the center's equipment or materials.

The staff will deal with the situation in the following manner, depending on the seriousness and the urgency of the situation: (All actions will strive to uphold and maintain the child's self-image)

1. Children are given appropriate responsibility for their actions whenever possible. Communication is encouraged between children to express their feelings and resolve difficulties between one another independently.
2. Re-direction: Efforts will be made to direct the child's attentions and energies toward more positive, productive behavior.
3. Time-Out: The child will be asked to leave the activity or group until he agrees to alter his unacceptable behavior. The child will not be isolate for more than five minutes nor in a place where it is considered "punishment". It is simply a "thinking place" or place to calm down. Re-entry into the activity will be done on a friendly, positive encouraging basis.
4. Teacher-Child Talks: A private talk between the teacher and the child. The teacher will try to find reasons for the child's unacceptable behavior and seek ways to help the child deal with and the behavior.
5. Parent-Teacher Conferences: In extreme or recurring situations, the teacher and parents will visit about the child's behavior patterns and discuss compatible corrective measures which will lead to better understanding and help for the child.

Teachers will not be permitted to use physical, psychological or social punishment under any circumstances. Neither will they be allowed to use verbal scolding, shaming, ridicule, sarcasm or teasing for the sake of behavior control. Action will be treated on an individual basis, and not on a group as a whole.

For severe cases of inappropriate behavior (such as physical or emotional harm to other children or teachers; behavior that harms our overall program); the following steps will be taken.

STEP 1: Conference between child, teacher and director.

STEP 2: First Telephone call to parents

Parent talks to child

STEP 3: Second Telephone call to parents

Parent comes to center and takes child home for remainder of the day

Child is placed on probation for 3 school days*

STEP 4: Child is suspended for 5 school days

STEP 5: Child is expelled from program

*During a probation period, the child will be allowed to participate in scheduled activities, however, would be expelled from the program at the first occurrence of behavior that is being addressed.