



# Behavior Management Policy

Little Friends, LLC believes in a positive approach to discipline and is committed to providing an environment where children feel safe, comfortable and learn. Behavior management policies shall be followed in order to protect the safety of all children and staff persons.

Staff shall ensure that each child is provided with a positive model of acceptable behavior. Children are encouraged to practice those skills that will allow them to resolve conflicts and have their needs met without the use of aggressive or destructive behaviors. This is seen as a means of preventing behavioral difficulties between children and lessens the need for disciplinary action on the part of staff. When situations occur that require intervention, teachers should provide children with clear explanations as to why specific behavior is inappropriate and help them to find an alternative behavior that fits within classroom guidelines. These guidelines revolve around concerns for the safety of all children and for the materials within the center. Classroom rules shall be tailored to the developmental level of the children in attendance, be short and simple, be stated in a positive way and be used consistently. Older children should be encouraged to set rules together.

If a child is displaying persistent, unacceptable behavior, the staff will take steps to help the child gain self-control. A staff person will first attempt to help the child understand the gravity of the behavior. Staff will then re-direct the child to activities that hold the child's attention (the choice is made with the child). If the behavior continues, the staff person will consult with fellow staff members and/or the director to develop alternatives for helping the child gain acceptable control of his/her behavior. If the problem persists, the staff person will contact the child's parent for suggestions on measures to take to extinguish the behavior. The parent will be informed that if the measures do not work, the child may have to be removed from the program. The goal is to help the child strengthen his/her skills of self-control. Separating the child from the group is a final step that would be taken after other measures have been tried. If the child can not resort to behavior that ensures his own and the safety of others in the center, and/or the smooth operation of the program; the parent will then be called and asked to pick the child up from the program.

Separation from parents often causes young children to have difficulty adjusting to a new environment. Staff needs to be particularly sensitive to this issue in back up childcare. If a child is having difficulty because a parent has left, the teacher should first allow the child to express his anger, in a manner safe for the child and others in the classroom. At the same time the teacher should offer comfort and try to engage the child in an activity. If the child continues to be upset and cannot be consoled within a reasonable time or refuses to participate in the program, the parent should be called and asked for suggestions on how the staff might help the child. In some cases, especially with infants and toddlers, the parent may be asked to come to the center to calm the child. The goal is to help the child adjust, have a good time, and have a successful day.

Staff members must adhere to the following policies:

- No child shall be subjected to emotional abuse, which includes but is not limited to name calling, ostracism, shaming, making derogatory remarks about a child or the child's family, and using language that threatens, humiliates, or frightens the child.

- No child shall be subjected to cruel discipline. Physical restraint is prohibited, unless necessary to protect the health and safety of the child or other people.
- No child shall be subjected to the use of mechanical restraints, such as tying.
- No child shall be subjected to corporal punishment, which includes but is not limited to rough handling, shoving, hair pulling, ear pulling, shaking, slapping, kicking, biting, pinching, hitting, and spanking.
- No child shall be force fed or denied food as a punishment for unacceptable behavior. Neither will food be given as a reward for good behavior.
- No child shall be denied light, warmth, clothing or medical care as a punishment for unacceptable behavior.
- No child shall be punished or criticized for soiling, wetting or not using the toilet.
- No child shall be separated from the group as a means of behavior management.

# Behavior Management Policy

This is to verify that I have received the Behavior Management Policy for the Little Friends, LLC. I have had the opportunity to read it and ask any questions regarding this policy.

Child: \_\_\_\_\_

Parent Signature: \_\_\_\_\_

Date: \_\_\_\_\_