

Child Discipline Policy

We are committed to supporting children's development through respecting their individual differences, facilitating their ability to learn and work co-operatively, and promoting their self-esteem.

The purpose of this policy is to support our employee's ability to develop a sense of self-discipline and self-worth in every child attending the Rockabye Daycare.

Each child will be treated with respect and dignity. There will be no verbal or physical abuse of any child at any time. Discipline will be proactive whenever possible, for extreme behaviours removal from the situation may be necessary. Disciplinary action taken must be reasonable in the circumstances.

Child discipline methods utilized in the program will be communicated to parent, staff and children where developmentally appropriate. Parents will be informed of the Discipline Policy by the distribution of this manual.

A. Procedure

- Program Staff will take a proactive approach. Positive behaviour will be modeled and reinforced by staff
- Program staff recognizes their role in facilitating and encouraging positive behaviour in participants.
- Program staff will guide behaviour through positive strategies such as:
 - Redirection; anticipation of behaviour; positive reinforcement; role modeling; encouragement; vicarious reinforcement; choices/alternatives; nonverbal cues (tap on shoulder, etc.); change tone of voice, verbal approach or volume; repetition of expectations; clear expectations; ignore some behaviours; adapt to meet needs; communicate at child's level with eye contact; have child repeat back expectation; change child placement; point out child's positive behaviour; always show concern and ask for another staff's assistance.
- Program staff will be attentive to environmental and program structure factors that encourage positive behaviour
- Program staff will make participants aware of program rules and age appropriate expectations
- Program staff has the primary responsibility for maintaining program discipline.
- Program staff will ensure that program activities are developmentally appropriate; smooth and well-planned transitions between activities; establish consistent routines.
- In circumstances where behaviour difficulties arise and warrant more specific discipline strategies, i.e. the child is aggressive towards another child or adult, a child may be required to be removed from the activity with a staff member, to allow time for the child to calm down and settle before rejoining the group.
- Once the child has settled and is ready to return to the group or activity, staff will discuss behaviour with the child and explore alternatives.
- Aggressive and disruptive behaviour will be discussed with the parents by appropriate staff.

B. Daycare Program

Teachers and Management, as required, if after a period of consistent implementation of strategies, and staff do not see reasonable improvement in child's behaviour, consultation and/or further assessment may be required, with the permission of the parent

The following use of PUNISHMENT is prohibited from the program:

- Inflict or cause to be inflicted any form of physical punishment, verbal or physical degradation or emotional deprivation;
- Deny or threaten to deny any basic necessity, or
- Use or permit the use of any form of physical restraint, confinement or isolation.
- The use of physical restraint in the classroom is not permitted, except in instances when the child is at immediate risk of injuring him/herself or others.