



**Academy Child Development Center**  
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## **BEHAVIOR MANAGEMENT POLICY**

Positive guidance techniques will be used to establish discipline. Academy will endeavor to discipline children to help them develop internal self-control of their behaviors while building self-esteem. The staff will provide developmentally appropriate opportunities for each child to practice making good choices. It is imperative that the adults, both staff and parents have consistent responses to the children and model positive behavior.

**Prevent discipline problems.** The first and most effective strategy for creating a cooperative learning environment is to encourage positive behavior.

- Set realistic, developmentally appropriate expectations and limits.
- Consistently enforce a few (3-5) rules with known consequences.
- Arrange the room to encourage positive behavior.
- Establish a consistent routine with a balance between teacher and child directed activities.

**Positive Reinforcement:** All children want attention. By encouraging positive behavior the child will learn to be a more cooperative member of the class. *The behavior that gets the attention will be repeated!* Corporal punishment is never used.

**Ignore** some inappropriate behavior which is attention seeking and not harmful to the child, other children, or the program.

**A Peace Place** provides a separate cozy area in the classroom away from the flow of activity for a child to calm down. The goal is for a child to learn when he/she needs to go to the Peace Place. After the child has regained control, the teacher asks the child if he/she is ready to return to the group.

**Time out** is a last resort and is used only when a child has done one of the following:

- Willfully hurt another person physically or emotionally.
- Endangered himself by not following a safety rule.
- Destroyed Academy or another child's property.

Time out takes the child away from friends and classroom activity for a short time (not exceeding one minute for each year) Time out is not appropriate for a child younger than three years old. The child is reintroduced into the class activities after a short conversation with the teacher.

**Follow-up:** If the behavior persists, a behavior modification plan will be implemented with regular parental communications. Parents will be asked to cooperate with Academy support staff and the teacher in developing a program to change the inappropriate behavior. Should the socially unacceptable behavior persist in such a manner that is harmful to the well being of the child, other children, or the staff in spite of efforts at remediation, Academy reserves the right to give the parents notice of termination of services for the child.