

Cheshire Community YMCA SACC

Positive Discipline and Behavior Management

The Cheshire Community YMCA School Age Program promotes the belief that discipline is a method of providing children with the structure, support, encouragement, and problem-solving skills they need to make responsible decisions. Positive discipline is teaching children how to be productive members of society. In the YMCA School Age Program staff are trained to use redirection, problem solving, and logical and natural consequences to help children learn to make better choices and behave responsibly. Children are held to high standards of behavior and staff members are expected to be consistent and firm in their approach to behavior concerns.

Prevention is the most powerful tool for managing discipline in a large program. A program environment that encourages freedom of movement, choices of activity, and clear boundaries prevents behavior problems. Each program must set clear expectations, adults who model appropriate communication and problem solving strategies, and activities that teach and encourage children to discuss problems and deal effectively with anger. A quality and well run program has a team of staff members who are calm, use appropriate language, help children work through problem solving steps, and use reflective and active listening techniques.

Cheshire Community YMCA Discipline Standards

1. Children will be treated with respect and dignity.
2. Children will assist staff in writing the rules for the program.
3. Program rules will be posted so both children and parents can see them.
4. Staff will review the rules as needed with the group and individually.

Suspension Policy

There are times in which a child's behavior is harmful verbally or physically to other children or staff in the program. At these times the following steps will be taken:

1. Staff will meet with the child and their family to develop a behavior agreement.
 - The agreement will address what steps staff have already done to help the child with their negative behavior including behavior charts, incentive program, or special privileges.
 - The agreement will also outline which behaviors will not be tolerated and consequences for continuing them. Suspension from the program will be determined by School Age Director.

When possible parents will be provided with two weeks notice to find alternative care arrangements. The YMCA reserves the right to terminate without notice when the safety of children or staff is threatened by the attendance of a child.

Thirty Day Probationary Period

Children enrolled in the School Age Child Care program begin with a 30-day probationary period. During this time staff will observe the child's behavior, emotional needs, and his/her ability to adapt in a healthy manner to the structure of the program. If during this period staff determine that the program cannot meet the needs of the child, parents will be required to take the child out of the program.

Dismissal of a Child

Parents will be required to remove a child from the School Age Child Care program if:

- The child is a danger to him/her self, to the other children in the program, or to the staff.
- The parents refuse to follow the School Age Child Care policies as described in this handbook.
- The child cannot adapt in a manner that will encourage healthy growth and development, or whose needs cannot be met with the resources available to the program.
- If a special request for the care of a child is made that:
 1. Cannot be met with the available resources
 2. Is not consistent with the policies or program philosophy of the YMCA.