

Discipline Policy

The goal of positive guidance or discipline is to help children learn to consider and respect others and the environment around them, to feel secure and in control within himself or herself. Young children need to learn what is acceptable and how to live cooperatively with others. Self discipline is the ultimate goal, that is for the child to be intrinsically motivated to value accepted behaviors.

Clear and consistent age appropriate limits on behavior are set. The environment is set up in such a manner as to minimize the necessity of limits and children are allowed to participate in the decision making process. As the Children's Center at Caltech has a strong commitment to developing a positive sense of self-esteem and independent, responsible and caring behavior on the part of the children, we approach discipline in a positive rather than punitive manner. Teachers model appropriate behavior, praise children for appropriate behavior, provide reminders and cues, and facilitate problem solving among children.

When unacceptable behavior occurs, the course of action is positive redirection, with the understanding that the child may return to an area or activity when able to use proper behavior. Toddlers and two-year-old children are given many, many messages and reminders, both verbally and physically, from teachers regarding what is appropriate and safe. It also provides the teacher and child an opportunity to talk about feelings and alternative choices. **AT NO TIME WILL A CHILD BE STRUCK, ROUGHLY HANDLED, VERBALLY ABUSED, OR Demeaned.**

Dismissal Policy

We want to partner with parents to solve any discipline problem. Physical or emotional abuse of another child or teacher, which is determined to be excessive or repetitious by the staff and director, will be grounds for dismissal.

- First, a parent conference will be scheduled to discuss the problems and to develop a plan to correct them.
- An outside assessment may be appropriate to help evaluate the problem and assist in developing a plan to correct it; this may result in additional cost to the parent.
- Second, a reasonable amount of time will be given for improvement in the child's behavior. Another parent conference will be scheduled to evaluate the child's progress.
- Third, if the behavior persists, and cannot be resolved to the Center's and the parents' satisfaction, it may be determined by the Director and Staff that the program does not meet the child's needs and we may have to withdraw her/him from the program.

Parents' non-support of or non-adherence to Children's Center policies will be cause for dismissal.

I have read and accept the Discipline and Dismissal Policies as written.

Signed _____ Date _____