



Behavior Guidance Policy

At Bonim Preschool the children are told how they *should* behave rather than being told what they can not do. Behaviors are identified without making the children feel they are bad. Conversations between the teacher and children are respectful in tone and deed. Corporal punishment is never used.

The children are encouraged to follow the routines of the class. The teachers set limits for the children. We all make mistakes. Sometimes a child may need to sit close to the teacher if he or she is unable to interact with the other children in the classroom appropriately. The child is encouraged to tell the other children how he or she feels about a certain behavior, and the teacher also tells the child how he or she feels about the behavior. Children are encouraged to work out their differences verbally and independently. The teachers and director are available to speak with parents about their child's behavior at school or at home. As children develop they will learn the skills they need to interact positively with their teachers and peers.

Children do need to understand that there are consequences to their behavior whether it is negative behavior or positive behavior. The following policy was developed for those children who, for whatever reason, are unable to respond positively to the above discipline policy.

It is our policy and goal to guide children's behavior so that they are acting in a way that is responsible, respectful, thoughtful and friendly. The teaching staff is sensitive and understands how to approach children at different developmental stages, so that they learn to develop self-control and how to express their feelings and needs verbally. This helps children to be confident and competent individuals socially and emotionally.

On occasion, when a child is unable to be redirected and regulate his/her own behavior by using language and socially appropriate means to resolve conflicts as modeled by teachers, or when a child may be exhibiting behaviors that are dangerous to him/her or others, strategies may include:

- The child will have the opportunity to sit and talk with a teacher (within the classroom in most cases) to "renew" and consider alternatives to the behaviors that did occur.

- The child may be redirected to another area of the classroom to play for the remainder of that day, if after several reminders, that child was not complying with requests by other children and teachers.
- Role-playing the scenario with a teacher or in circle time, so that the child or whole class may learn how to handle similar situations again in the future.

The staff is continually learning, through professional development work and readings, how to guide children's behavior through best practices, so that they will learn to be problem solvers and how to express their feelings constructively.

We will facilitate the development of self-control in children by treating each child with dignity, using techniques that:

- Set clear, consistent, fair limits
- Value mistakes as learning opportunities
- Redirect children to more appropriate behavior
- Listen to children discussing their feelings and frustrations.
- Guide children to solve their own conflicts.
- Patiently remind children of rules and their rationale as needed.

Inappropriate behavior is defined as:

- Any repeated act of aggression that puts another person at risk of being hurt, such as biting, scratching, hitting, pushing, or throwing objects.
- Any repeated behavior that requires an inordinate amount of time by the teacher away from the classroom routine and the other students, such as fighting, destruction of classroom property or an inability to follow classroom rules and routines.

When inappropriate behavior continues, the following steps may be taken, in succession, as needed:

1. The child is removed from the activity in which he/she is participating and is told to choose another activity.
2. The parents are called to keep them informed of the child's situation.
3. The Director or a teacher will take the child for a short walk outside the classroom. The child is taken from the classroom in a discreet and sensitive manner.
4. Parents are called in for a conference.
5. Parents are asked to give written permission for a school counselor to observe the child in the classroom. A meeting with the counselor, teachers, parents and director will follow.
6. If there is no improvement, the child may be suspended from school for up to one week.
7. As a condition for continued enrollment, parents will be required to seek outside professional intervention to support their child's healthy development.

8. If the director determines that B'nai Israel is not the appropriate placement for a child, he or she may be asked to leave the school. Should this occur, our policy is not to refund tuition or fees that have been paid.

Subject: Re: Withdrawal from the program

- a) A child is permitted to attend the preschool as long as they can function within the structure and ratio of our classes. If on a regular basis, a child requires the individual attention of a staff member to function in his or her class, the teacher, Director and parent will meet to determine if there is a way to allow the child to remain at the preschool. If it is determined that the child requires additional supervision to be able to remain at the preschool, any expense required for additional supervision will be paid by the child's parents.
- b) The Bonim Preschool reserves the right, in its sole discretion, to terminate our (my) child's attendance. In such an event, tuition will be pro-rated for the period attended unless the termination is attributable to non-payment of tuition on the dates stated on the application. In that instance, payment in full will be made by us no later than March 15th of the synagogue's current fiscal year.

Expulsion Policy

Unfortunately, there are sometimes reasons we have to expel a child from our program, either on a short term or permanent basis. We want you to know that we will do everything possible to work with the family of the child(ren) in order to prevent this policy from being enforced. The following are reasons we may have to terminate or suspend a child from this center:

Immediate Causes for Expulsion:

- The child is at risk of causing serious injury to other children or himself/herself.
- Parent threatens physical or intimidating actions toward staff members.
- Parent exhibits verbal abuse to staff in front of enrolled children.

Parental Actions:

- Failure to pay/habitual lateness of payments
- Failure to complete required forms including child's immunization records
- Physical or verbal abuse of staff
- Habitual lateness of pick up of child(ren)

Child's Actions:

- Failure of a child to adjust after a reasonable period of time
- Uncontrollable tantrums/angry outbursts (see Policy on Aggressive Behavior)
- Ongoing physical or verbal abuse to staff or other children (see above)

- Excessive biting (in children over 3 years of age)

Schedule of Expulsion:

- If after the remedial actions above have not worked, the child's parent/guardian will be advised verbally and in writing about the child's or parent's behavior warranting an expulsion. An expulsion action is meant to be a period of time so that the parent/guardian may work on the child's behavior or to come to an agreement with the center.
- The parent/guardian will be informed regarding the length of the expulsion period.
- The parent/guardian will be informed about the expected behavioral changes required in order for the child or parent to return to the center.
- The parent/guardian will be given a specific expulsion date that allows the parent sufficient time to seek alternate child care (approximately one to two weeks notice depending on risk to other children's welfare to safety).
- Failure of the child/parent to satisfy the terms of the plan may result in permanent expulsion from the center.

A Child Will Not Be Expelled:

If a child's parent(s):

- Made a complaint to the Department of Public Health regarding a center's alleged violations of the licensing requirements.
- Reported abuse or neglect occurring at the center.
- Questioned the center regarding policies and procedures without giving the parent sufficient time to make other child care arrangements.

Proactive Actions That Can Be Taken in Order to Prevent Expulsion:

- Staff will try to redirect child from negative behavior
- Staff will try to reassess classroom environment, appropriate of activities, supervision.
- Staff will always use positive methods and language while disciplining children.
- Staff will praise appropriate behaviors.
- Staff will consistently apply consequences for rules.
- Child will be given verbal warnings.
- Child will be given time to regain control.
- Child's disruptive behavior will be documented and maintained in confidentiality.
- Parent/guardian will be notified verbally.
- Parent/guardian will be given written copies of the disruptive behaviors that might lead to expulsion.
- The director, classroom staff and parent/guardian will have a conference(s) to discuss how to promote positive behaviors.

- The parent will be given literature or other resources regarding methods of improving behavior.
- There will be a recommendation of evaluation completed by professional consultation on premises.
- There will be a recommendation of evaluation by local school district child study team.

Staff Requirements for Behavior Guidance Policy

- Staff will be supervised by director during disciplinary action of student.
- The use of neglect, physical, corporal, humiliating, frightening treatment or punishment will be prohibited.
- Physical restraint will not be used unless necessary to protect the health and safety of the child or others.