

DISCIPLINE POLICY

Behavior Expectations

NPS' goal is to provide children the opportunity and motivation to make choices, function independently, learn and practice social skills, respect the needs of others, adapt to routines and become responsible members of a group. We focus on positive, observable behaviors, and encourage children to use communication to express their feelings. NPS prohibits physical restraint unless it is necessary to protect the health and safety of the child or other children. A child may be removed from the group by a staff member for private discussion and problem-solving; the child is then encouraged to return to the group as soon as possible.

Our no tolerance policy regarding bullying or threatening behavior applies to everyone - teachers, children and family members. Physically or verbally intimidating, threatening or abusive behaviors may be cause for immediate disenrollment from the center. Depending on the degree and nature of the disruptive behavior, the Director may opt to employ one or more of the following strategies to prevent possible disenrollment:

- Reassess classroom environment, activities, schedule, supervision
- Document and share disruptive behaviors with family
- Provide or recommend resources to family (literature, professional consultation, assessment by school district/other)
- Suspend enrollment for a period of time agreeable to the center and the family

Any altercations will be communicated to families the day of and incident reports will be given if applicable. If further conversation is needed, a formal meeting will be planned by the Director which will include the family, the teacher(s), the director and school social consultant (if appropriate) to discuss next steps. If a family fails to support the efforts of the center to remediate their child's disruptive behavior, the center may opt to proceed with disenrollment.

We try to have as few rules as possible. Most rules come under the one blanket rule of "you can't hurt yourself, other people, or school property"

At NPS, we use the following:

Short Term Discipline Procedures

1. Teacher's will redirect children to more positive behaviors, we remind them of the rule and of the consequences for violating the rule.
2. We remove the child from the situation to a calming area.
3. Teacher's and children discuss feelings, rules and better solutions (see Conflict Resolution description below).
4. If time out has been used, when the child decides to return to the group and the teacher senses that this will work, the teacher helps the child return to and be successful in the group.

Conflict Resolution

Some conflict resolution techniques we often use are the following:

- We encourage children to use communication to express feelings .
- We help them solve problems through discussion rather than through physical means.

We do this by:

- A. Modeling problem-solving language ourselves
- B. Helping young children begin to develop their own problem-solving communication (i.e.; offering suggestions or phrases they might try...)
- C. Using “talking trios” - teachers bring children in conflict physically together to talk. The children look at and speak to each other - not the teacher. The teacher’s role is to facilitate discussion or to offer help in the least intrusive manner possible. The teacher keeps in mind that the goal is to have the children find their own solutions whenever possible (since these solutions have much more meaning for them than do solutions that are given to them).

During the talking trio the teacher usually helps the injured or offended child:

1. Name the behavior (“You hit me”)
2. Say or show how that made them feel (“That hurt me and made me feel sad”)
3. Tell the other child what they want them to do (“Don’t do that to me again”)

Grounds for Dismissal

At no point is physical harm towards another student or teacher acceptable. Physical harm may include but is not limited to, hitting, kicking, biting and destruction of school or personal property. A child may be dismissed from NPS without warning at the discretion of the Director.

Understanding that working through feelings and difficult behaviors is part of child development, the teachers and Director of NPS will first offer support through our Social Service Consultant or other Services offered to NPS prior to dismissal. Goals and expectations will include:

1. Director, Head Teacher and Social Consultant (if appropriate) will meet to discuss observations and create a plan moving forward which will include resources to aid in development
2. Family to seek additional support through suggested resources
3. NPS will work with family and resources to create adaptive environment for the student
4. Family and NPS will meet monthly to review the plan and a final determination will be made regarding placement after 6 months.

- ★ **Staff will continuously supervise children during any disciplinary actions.**
- ★ **Staff shall not be abusive, neglectful, or use corporal, humiliating or frightening punishment under any circumstances. No child will be physically restrained unless it is necessary to protect the safety or health of the child or others, using least restrictive methods, as appropriate.**