

# ASHEBRIDGE

## CHILDREN'S ACADEMY

### Behavior Management and Discipline Policy

Young children are busy learning about their world and how they fit into it. Children need adults to help them develop self-control and empathy. Our ultimate goal is for all children to be able to control their own behavior and to understand how it impacts others.

It is natural for children to test limits and rules. Our staff uses positive management strategies including redirection, anticipation/prevention of problems, positive reinforcement, logical consequences and encouragement rather than competition, comparison or criticism. Most importantly, we recognize that part of this process is providing children with the tools and support they need to express their feelings and needs in acceptable ways. We abstain from corporal punishment or other humiliating or frightening disciplinary techniques.

Young children occasionally bite, hit, kick, scratch or throw a toy at others out of anger or frustration. In normal situations, staff will use positive management strategies to address the behavior. Time out may be used in certain situations.

Ongoing problems with biting are addressed as a separate issue within the context of the developmental stages of the child.

Children causing consistent harm to others (hitting, biting or exhibiting consistently disruptive behavior) will be isolated and parents may be required to remove the child from the center. It is our policy to meet with parents of children with challenging behaviors to work together to support the child's development of self-discipline. We expect that families will do their part to eliminate these behaviors at home, and we may require the family seek counseling to consider continued enrollment of the child.

The administration of AsheBridge Children's Academy reserves the right to suspend or un-enroll any child that poses an on-going threat to others. We believe that everyone has a right to feel safe at school.

We offer quality care for all children, by doing the following:

- We assist children to be comfortable, relaxed, happy and involved in play and other activities.
- We encourage children to verbalize by expressing their emotions, needs, and ideas.
- We recognize developmental differences in children, adjusting our expectations accordingly.
- We use positive reinforcement and redirect children towards more appropriate actions.
- We arrange the environment so there is a maximum amount of "yes" and a minimum amount of "no".
- We abstain from corporal punishment (spanking) and other discipline techniques (shaming, teasing, "bossing", etc.) that humiliates, frightens, or damages the child's self-esteem and dignity.