



Discipline Policy

All children are precious. We never call a child bad. We never tell a child that he or she has done a bad thing. Bad is not a part of our vocabulary. We create incentives for good behavior with praise and rewards.

Discipline is NOT punishment, but a means to encourage self-control and responsibility. It is nurturing and educational. Good discipline is based on caring, honesty, respect and trust.

Positive behavior will always be promoted first through routines, effective commands and reinforcement of good behaviors. Appropriate behaviors will be rewarded, as adult approval is very important to children.

The caregivers at The Nursery at Our Lady of Sorrows shall use positive discipline, which shall include the following:

- Communicating to children using positive statements.
- Prepare an environment designed to prevent problems before they occur.
- Provide alternatives for inappropriate behavior and redirect or divert a child's attention to another toy or activity.
- Stay consistent in our behavior management program.
- Communicating with children by getting down to their eye level and talking to them in a calm quiet manner about what behavior is expected.

Any person, while on the premises, shall not engage in any of the following actions toward children:

- Inflict corporal punishment in any manner upon a child's body.
- Hit, spank, beat, shake, pinch, or use any other measure that produces physical discomfort.
- Engage in cruel, harsh, unusual, humiliating, or frightening methods of discipline, including threatening the use of physical punishment
- Use public or private humiliation, yelling, or abusive or profane language.
- Shall not associate disciplinary action or rewards with rest, food, or toileting.

Caregivers at The Nursery at Our Lady of Sorrows shall not:

- Use time out for any child.
- Physically restrain children except when it is necessary to ensure their own safety or that of others and only for as long as it is necessary for control of the situation.

DISCIPLINE DOCUMENTATION/COMMUNICATION TO PARENTS

- This Policy shall be distributed to parents and staff.
- Caregivers shall have ongoing communication between home and day care regarding all aspects of the care of the child.
- Caregivers shall document any history of recurring discipline problems and subsequent formal parent conferences in the child's record.

In cases of recurring or severe misbehavior, parents will be contacted so that we may work things out together. An action plan will be developed with specific goals, actions and time frames.