



Lansing Co-operative Nursery and Preschool

BEHAVIOUR GUIDANCE POLICY

We want all children at Lansing to feel safe and secure. To ensure this, we set limits so that a child may not harm himself or be allowed to harm another child or adult, or destroy the property of others. A positive learning environment is the objective in all facets of the care and guidance of the children of Lansing, including those times in which difficult situations require disciplinary measures. Limits are for the SAFETY of the children. Limits are explained firmly but warmly in a positive manner.

The purpose of such “behaviour guidance” is to help children develop self-control.

We expect that all adults will follow through on safety rules and limits and will treat the children both verbally and physically with kindness and respect.

POLICIES AND PROCEDURES FOR CONTRAVENTION

At Lansing, we believe children have the right to quality care which is safe and healthy and provides learning opportunities that promote their growth and development.

To ensure a child’s safety and well-being and to foster social and emotional development, it is necessary at times to impose limits or set standards of acceptable behaviour. Teachers should be guided by their knowledge and understanding of a child’s growth and development, as well as an understanding of the individual child.

Appropriate guidance of the children’s behaviour occurs in an environment where a trusting and caring relationship has been established between teacher and child. This can be achieved by showing genuine interest and warmth and by viewing the children and their feelings as important and worthy of respect.

Child guidance is maintained through careful, active supervision, setting clear limits and giving age-appropriate explanations. Teachers approach discipline in a positive manner, using praise and attention to encourage desirable behaviours. Teachers treat each child as a unique individual and are fair and consistent. They will encourage children to accept the consequences of their behaviour and engage in problem solving alternatives where age appropriate.

Methods used include:

1. **Redirection:** guiding a child into acceptable options
2. **Natural and Logical Consequences:** making the child aware of the results of their actions
3. **Setting Limits:** teachers develop boundaries for the children, either as a group or individually according to the situation

4. **Modeling:** demonstrating appropriate behaviours to the children
5. **Providing Choices:** teachers outline appropriate choices and children are encouraged to make decisions for themselves
6. **Anticipating:** teachers plan and prepare the environment in such a manner to avoid conflict

Prohibited Disciplinary Practices:

- corporal punishment; striking a child, directly or with any physical object; shaking, shoving, spanking or other forms of aggressive contact; requiring or forcing a child to repeat physical movement
- deliberate, harsh or degrading measures that would humiliate a child or undermine a children's self-respect
- depriving a child of basic needs, including food, shelter, clothing or bedding
- locking the exits of the school for the purposes of confining a child
- using a locked or lockable room or structure to confine a child who has been withdrawn from other children

Behaviour Guidance Policy Adherence

All staff, supply staff, program volunteers and duty parents are required upon employment (or prior to participating in school programs) and annually thereafter to sign a form affirming that they have read and understand the behaviour guidance policy and procedures of Lansing: these will be kept for a period of two years.

Should staff, supply staff, program volunteers and duty parents fail to comply with or contravene the behaviour management policy, the Board is obligated to act immediately.

1. If an employee contravenes the Behaviour Guidance Policy, she/he will be temporarily suspended with or without pay and an emergency meeting of the Board of Directors will be called to determine if circumstances warrant the dismissal of the employee as outlined in the staff contract.
2. If a parent/caregiver volunteer contravenes the Behaviour Guidance Policy that person/caregiver volunteer will no longer be the participating duty member for that family. The family must provide a substitute person/caregiver volunteer acceptable to the Supervisor or the Board to be the participating duty member.
3. If a student teacher contravenes the Behaviour Guidance Policy, she/he will be asked to withdraw as a student teacher at Lansing. Her/his supervising college teacher will be contacted and given a written report as to the reason the student's placement was terminated.

The Supervisor will ensure staff, supply staff and volunteer / duty parents review the permitted disciplinary practices upon employment and annually thereafter. He/she will also encourage professional skills development in this area if required.

Informing Parents

- Parents are informed in the Parent Handbook of Lansing's approach to behaviour guidance
- Should a child's behaviour cause harm to another child or staff member, Lansing staff will act in accordance the Serious Occurrence Policy. Staff will contact the parents / caregivers of the responsible child to explain what has happened.
- Persistent disruptive behaviour, which lasts over a period of time, shall be brought to the attention of the Board by the Supervisor.
- In all cases when parents are informed of a child's behaviour, staff will discuss the causal behaviour with the parents and attempt to determine together if this is a pattern of behaviour and how best to resolve the behaviour in a positive, supportive fashion.
 - Staff will provide parents with information on local resources available for professional support, if required.
 - Should the behaviour persist and all local resources have been exhausted, the Board will request a meeting with the parents and staff to review the situation. As a last resort and if required for the safety of the children and staff at Lansing, the child may be removed from Lansing at the discretion of the Board and in full consultation with the parents.