



## Bethany Nursery Group Behavior Management Policy

All staff will use positive guidance, redirection, setting clear limits and continuous supervision to create a safe environment in which each child can develop self-control, self-discipline and positive self-esteem.

When a problem arises, staff will follow the following procedure.

1. The teacher will first speak to the child in a calm and understanding tone, redefining and reinforcing group limits.
2. When the child is engaged in conflict, the teacher will provide the child with options for conflict resolution to enable the child to make appropriate choices in future situations.
3. If the behavior persists, teacher will redirect the child to a different activity. Teacher will remain close to the child, and provide continuous supervision and support.
4. If the child continues with inappropriate behavior, the teacher will have the child move to "time-out" in a different area of the room, but in full view of the teacher. The child will be given time to "cool down."
5. If the problem persists, the teacher will contact parents to explain the problem, and discuss suggestions on how to handle it.
6. A child who is unable to adjust to the program, therefore presenting difficulties in handling the class, upon the recommendation of the Director and agreement of the Executive Board, may be dismissed. Bethany Nursery Group may dismiss a child from the program at anytime if there is a concern for the safety and/or well being of others.
7. Each child is subject to a provisional period of 30 days to ensure he/she fits the behavioral expectations of the program.
8. The staff shall not use abusive, neglectful, corporal, humiliating or frightening treatment or punishment under any circumstances. No child shall be physically restrained unless necessary to protect the safety and health of the child or others.
9. Actions/words that may create an offensive, hostile or uncomfortable environment are prohibited. Any offenses by an adult family member may lead to termination of contract with Bethany Nursery Group.