

**YMCA OF FREDERICK COUNTY
CHILDCARE BEHAVIOR MANAGEMENT POLICY AND AGREEMENT**

- I. Behavior management means teaching. We attempt to teach acceptable behaviors, and to promote positive self-image in children by:
 - a. Preventing problems.
 - b. Offering positive suggestions.
 - c. Redirecting to a different behavior or activity.
 - d. Providing encouragement.
 - e. Discussing the situation and why the rule is needed.
 - f. Giving positive attention frequently.
 - g. Developing rules with the children.
 - h. Setting up a program that is suitable for the ages and needs of the children.
 - i. Providing appropriate consequences.
 - j. Offering choices and interesting activities.
 - k. Using age appropriate “time out”, to allow for a cool down and time to think of better ways to handle problems.
 - l. Removing privileges.

- II. Children and their parents must accept that the YMCA School Age Child Care, Preschool, and Child Development Center staff have definite expectations for behavior that must be met:
 - a. Children are to be respectful to other children and staff. Respect should be mutual.
 - b. Children are to listen to and follow directions given by the staff.
 - c. Children are to keep their hands and feet to themselves. (No physical contact.)

- III. Should a child refuse to follow these rules:
 - a. The director or teacher will communicate verbally with the parents.
 - b. The director or teacher will document the behaviors on a behavior report and review with parents.
 - c. The director or teacher will develop a plan for behavior management.
 - d. The director or teacher will review the plan with the parents and request suggestions and support.

- IV. Should satisfactory progress not be made:
 - a. The child may be suspended from the program for 1 to 3 days.
 - b. A conference with the parents may be required before the child may return.
 - c. Parents will be advised that if the behavior in question occurs again, they must have someone pick up the child immediately.

- V. Should a child not be able to adapt to our program, he/she may be removed from the program, with up to a two-week period allowed for the parents to find alternate care.

- VI. Major offenses may result in immediate suspension and/or expulsion from the program. If a parent cannot be reached, we will call the emergency contacts. The CEO of the YMCA or designee will be consulted and a YMCA Incident/Accident report will be filed per YMCA procedures. Someone will need to come *immediately* if the following behaviors occur:
 - a. Physically harming another person.
 - b. Threatening, harassing or otherwise verbally abusing another person.
 - c. Endangering him/herself.
 - d. Intentionally destroying property.
 - e. Possessing or using any illegal substance.
 - f. Possessing or using any weapon.

- VII. Physical restraint of an out of control child may be required in extremely limited circumstances to protect the child, other children, or staff. If physical restraint is used, the parent/guardian will be notified immediately. In addition, the incident will be documented on an official Incident/Accident form and reported as per YMCA procedures.

- VIII. These policies are intended as guidelines for behavioral or disciplinary concerns. Nothing in the Behavior Management Policy or the Parent Handbook (other than the Parent’s Agreement) creates any expressed or implied contractual rights. The Handbook reflects the policies and procedures generally applicable at the time of publication, and such policies and procedures may be changed by the YMCA. Please discuss this Behavior Management Policy and Agreement with your children.

I HAVE READ THE YMCA BEHAVIOR MANAGEMENT POLICY AND AGREE TO ALL THE RULES AND REGULATIONS.

Parent Signature

Date