

HAMILTON AREA YMCA CHILD LEARNING AND DEVELOPMENT EXPULSION POLICY

DISCIPLINARY PHILOSOPHY

The YMCA believes children learn positive behavior through reinforcement and redirection. The most effective way to help a child learn positive behavior is to reward those behaviors so that the child will want to repeat them. We will teach alternative strategies or implement a behavior plan when inappropriate behaviors are exhibited. We encourage verbalization of needs and feelings when it is developmentally appropriate.

We encourage the children to develop self-control to solve minor conflicts in a peaceful way. However, at times, children behave inappropriately. Some of their behaviors may even be injurious to themselves or others. We feel, in order to preserve the safety of the children, these behaviors must be controlled. We will implement the guidance and direction necessary for healthy growth and development. Parents will be notified by a note or phone call if negative behavior becomes a concern.

We appreciate your cooperation and involvement in your child's school experience. It is important that we work as partners to ensure the best possible educational environment for your child.

SCHOOL CONDUCT

We expect the children to conduct themselves in a manner that is age appropriate, showing respect for others and for school property. Proper behavior is a cooperative effort between parents and staff. It would be very helpful if you could reinforce the school rules with your child.

Appropriate behavior defined as:

- Respect for others
- Respect for school property
- Use good listening skills
- Keep your hands to yourself
- Be polite

Inappropriate behavior defined as:

- Continual disruptiveness
- Inappropriate language
- Disrespectful attitude toward staff and other children
- Willful destruction of school property
- Aggressive behavior toward staff and other children
- Fighting
- Biting
- Wandering away from program

Expulsion from Program

Our intent is to work as a team with parents or guardians for the best care plan for each child. A teamwork approach is the only way to correct repeated inappropriate behavior. Your patience, support, and follow through are not only appreciated, but also necessary.

The YMCA reserves the right to expel a child from its programs for any of the following reasons:

1. The child's needs are not being met in our small or large group setting.
2. Failure of parent/guardian to provide information and/or follow the guidelines required of the YMCA and by the New Jersey Division of Youth and Family Services.
3. The child is a safety threat to himself/herself, other children or the YMCA staff. In the event of inappropriate behavior by a child,

THE FOLLOWING STEPS WILL BE TAKEN:

1. Verbal notice given to parent(s) describing behavioral concern.
2. A written notice and phone call to parent(s) describing behavioral problem.
3. A second written notice sent and conference with parent(s).
4. Exclusion from some school activities (parent(s) notified) **AND/OR** 1-3 day(s) out of school suspension (tuition not pro-rated).
5. Expulsion from the program without reimbursement of funds.

A two week notice will be provided from date of **STEP 4**, to enable parents to make alternate Child Care arrangements or to take the necessary corrective action to allow the child to remain at the center, except as specified in following paragraph.

If the behavior is defined as potentially dangerous, then it is grounds for immediate expulsion from the program.

Potentially dangerous behavior is defined as, but not limited to; inappropriate sexual behavior, verbal or physical abuse towards a child or staff member, bringing a weapon to school.