

Behaviour Management Policies of The Creative Preschool

Updated March 2010

How we deal with the children's behaviour at The Creative Preschool

At The Creative Preschool we use a two-step method in dealing with the children's behaviour.

- Step One:

We acknowledge the feelings of the children involved without blaming.

e.g. "Oh I see someone crying. Let's see if Sally is okay."

"I can see you have tears and that something made you cry."

- Step Two:

Begin Problem-solving:

e.g. "Did somebody need something? Oh, David wanted the truck. Let's ask Sally if she is finished playing with the truck. Sally, are you finished with the truck? No? Do you think David could have the truck when you are finished with it? Yes? Let's tell David, 'You can have the truck when I am finished with it'." "You know, if you want something maybe it is better to ask if the person is finished playing with it, because people don't hit people."

We do not distract or redirect children away from difficult situations, but we use the situation as an opportunity for developing problem-solving skills.

We do not punish children for misbehaviors but begin problem-solving after acknowledging feelings.

If a child continues to have a difficult time controlling his/her behaviour, the teacher will say, "I can see you are having a hard time controlling yourself and that I need to help you. It is too difficult for you to play with this activity so let's go choose something else to do."

If necessary, discipline is generally a direct consequence of their behaviour: disrupting an activity results in leaving that activity.

We state limits in a positive manner such as "feet stay on the floor" rather than "don't stand on the table".

We highly recommend the book, *How To Talk So Kids Will Listen and Listen So Kids Will Talk*.

We base our discipline techniques and give a 6 week parenting course based on this book.

When disciplining children, we never do the following at the Creative Preschool

- We never strike, shake, shove or spank a child in any fashion.
- We never undermine a child's self-respect by shaming him/her in any way.
- We never require children to repeat verbal phrases such as thank you or please, however we do model good manners and use "thank you" and "please" which the children pick up naturally.
- We never lock a room for the purpose of confining a child who has been withdrawn from the other children.
- We never deprive a child of snack as a punishment.
- We never deprive a child of basic needs including shelter and clothing

Intergenerational Visitor Program

Intergenerational visitors are not expected to deal with difficult behaviours of the children and may always ask a teacher for help when needed. The teachers will always be on hand to assist. The children are the responsibility of the staff of The Creative Preschool and the children will never be the responsibility of the visitors. Background information of intergenerational visitors will be screened and the visitor will be approved before participating in the preschool.

Intergenerational visitors are honored guests in the preschool and we are very pleased to give them the opportunity to visit with the children. Sometimes it is enjoyable to just observe and listen to the action in the preschool, so visitors are welcome to do what is comfortable for them.

Many of the children are apart from their aunts, uncles and grandparents therefore, we feel lucky to give the children the opportunity to spend time with the visitors. We also hope that the children will experience that people are different (age, race and ability) and that is okay!

Contravention of Behaviour Management Policy

Staff:

- Staff is expected to comply with the program's stated policies and procedures and follow the behaviour management policy.
- Failure to comply could result in a verbal warning initially, followed by a written warning and finally dismissal.
- Criteria to be considered when determining which disciplinary measure to take:
 - seriousness of the offence
 - actual or potential risk, or harm to child
 - past performance of the employee in general
 - recent performance
 - frequency of occurrence
 - previous disciplinary action taken

The supervisor will review each staff's performance of behaviour management policies and procedures annually and a written record of these reviews will be kept. As the supervisor may also be a classroom teacher, any concerns regarding the supervisor's performance will be forwarded to the board of directors by the assistant supervisor.

Family Adults:

The family adults participating in the program will review the behaviour management policies annually and sign that they understand and will abide by the policies as stated. The supervisor will observe the parents' performance to ensure that their performance is in accordance with these policies and will intervene as necessary and review the behaviour management policies with each parent as needed.

Participating Parents and Adult Volunteers along with CPS Staff, are required to have a Police Reference Check. The form for this reference check will be given to each volunteer by The Creative Preschool.

Visitors who take part in Intergenerational Programs will be oriented to the behaviour management policies and will be observed by the staff to ensure that their interactions are in accordance with these policies. Staff will intervene and assist as necessary always directly supervising visitors.