

Discipline and Behavior Management Policy

The YMCA is devoted to helping youth develop self-esteem. We feel discipline must be done in a positive manner. Praise and positive reinforcement are effective methods of the behavior management policy. When children receive positive, non-violent and understanding interactions from adults and others they develop good self-concepts, problem solving abilities and self-discipline. Based on this belief of how children learn and develop values, our staff will practice the following discipline and behavior management policies.

WE

1. WILL praise, reward and encourage the child.
2. WILL reason with and set limits for the children.
3. WILL model appropriate behavior for the children.
4. WILL modify the classroom environment to help.
5. WILL listen to the children.
6. WILL provide alternatives for inappropriate behavior to the children.
7. WILL provide the children with natural and logical consequences of their behavior.
8. WILL treat the children as people and respect their needs, desires and feelings.
9. WILL ignore minor misbehavior.
10. WILL explain things on a child's level.
11. WILL use short supervised periods of time-out.
12. WILL stay consistent with our behavior management program.

WE

1. will NOT spank, bite, pinch, push, slap or otherwise physically punish the child.
2. will NOT make fun of, yell at, threaten, make sarcastic remarks, use profanity or otherwise verbally abuse the children.
3. will NOT shame or punish the children when bathroom accidents occur.
4. will NOT deny food or rest as punishment.
5. will NOT relate discipline to eating, resting or toileting.
6. will NOT leave the children alone, unattended or without supervision.
7. will NOT place the children in locked rooms, closets or boxes as punishment.
8. will NOT allow discipline of children by children.
9. will NOT criticize, make fun of or otherwise belittle children's parents, families or ethnic groups.

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Parent Participation

The YMCA Childcare program encourages the communication between parents and counselors and welcomes conferences at any time with the Director. The YMCA requests complaints concerning a particular staff member or a policy to be taken to the Director. Please notify the Director immediately regarding a concern about your child's treatment by other children or a staff member. We believe complete honesty and openness between parents and staff is vital to the operation and success of the program. We do ask that parents refrain from discussing personal/personnel issues with staff members in front of children or parents while at the program. We strive to encourage parent participation in our program. We need you to provide instruction and guidance in line with our child care rules to keep consistency with your child. Please see the Director if you have questions or concerns.