



Discipline Policy

It is to be clearly understood that any of the following behaviors are means for immediate termination.

Administration will actively engage with all children by questioning discipline procedures implemented by staff to ensure that staffs are **not** engaging in inappropriate discipline behaviors. **No exceptions.** Read below: Rule 591-1-1-.11. Discipline

(1) Disciplinary actions used to correct a child's behavior, guidance techniques and any activities in which the children participate or observe at the Center shall not be detrimental to the physical or mental health of any child.

(2) Personnel shall not:

- physically or sexually abuse a child
- engage or permit others to engage in sexually overt conduct in the presence of any child enrolled in the Center;
- inflict corporal/physical punishment upon a child;
- shake, jerk, pinch or handle a child roughly;
- verbally abuse or humiliate a child which includes, but is not limited to, the use of threats, profanity or belittling remarks about a child or his family;
- isolate a child in a dark room, closet or unsupervised area;
- use mechanical or physical restraints or devices to discipline children;
- use medication to discipline or control children's behavior without written medical authorization issued by a licensed professional and given with the parent's written consent;
- restrict unreasonably a child from going to the bathroom;
- punish toileting accidents;
- force-feed a child or withhold feeding a child regularly scheduled meals and/or snacks;
- force or withhold naps;
- allow children to discipline or humiliate other children;
- confine a child for disciplinary purposes to a swing, highchair, infant carrier, walker or jump seat.

Please refresh yourself on the required disciplinary actions to be implemented by staff of Show Me Love Learning Academy:

1. **Preventative Actions** – Inappropriate behavior can be stopped before it has a chance to spiral out of control. When dealing with young children, preventing behavior is always easier than trying to deal with it after the fact.
2. **Expectations and Consequences** – Every action has to have a concrete consequence, and expectations must be clarified within policies. This prevents “chaos and confusion”.
3. **Positive Guidance** - When something arises, teachers should provide positive guidance and help them to realize how to make safe, healthy choices.
4. **Redirection** - Teachers should be able to redirect a child’s attention, offering a different age- appropriate activity than the one they are struggling with, or having trouble cooperating with peers on. Be flexible, and expect the unexpected.
5. **Cozy Conner** – Cozy Conner is a replacement for time out. Cozy Conner can be an effective tool when used correctly. This is not a isolation time, but a redirected time away from the group, and should never be a permanent response to a behavior, but an opportunity for the child to have a moment to gather themselves, and once they are ready to actively participate with the group according to the expectations of the teacher, they should then be allowed to return to the activity.

Staff Signature

Date

Administrative Signature

Date