



Suspension and Expulsion Policy

Christ Lutheran Church Preschool

At Christ Lutheran Church Preschool, we believe that your child's development should be supported through setting appropriate expectations, both with each child and within the classroom environment as a whole. As a staff, we commit to ongoing professional development, including professional development in Conscious Discipline, to help nurture your child as he or she learns how to understand and express his or her emotions and how to self-regulate. We understand that developmentally-appropriate behavior challenges will occur as children grow and develop. However, concerning behaviors, such as hitting, kicking, spitting, hostile verbal behaviors, and/or any other behaviors which may harm other children and/or staff members are not permitted. Our approach to supporting your child is as follows:

In response to these behaviors, our staff members **will not** use:

- Threats or bribes
- Humiliation or isolation
- Deprivation of food or other basic needs
- Physical punishment

In response to these behaviors, our staff members **will**:

- Respect your child
- Establish clear expectations and be consistent and fair in enforcing them
- Use positive language to explain desired behaviors
- Speak calmly while talking at your child's eye level
- Give clear, positive choices
- Redirect your child to a new activity
- Support self-expression, self-regulation, and problem solving
- Utilize Conscious Discipline, which will accomplish all of the above-mentioned items, as well as support positive interactions and build relationships
- Provide engaging classroom environments that represent and support the different stages of child development and cultural diversity using a variety of learning approaches, books, manipulatives, etc.
- A staff member will shadow your child, if necessary

In the majority of cases, children respond well to the strategies listed above. However, if your child does not respond to these strategies, and his or her behavior continues to be disruptive and/or harmful to himself or herself or others, we will discuss the issue with you promptly and privately. Your child's teachers will be asked to document these behavioral issues in order to find the best strategies to support your child.

Documentation tools may include anecdotal notes and picture and/or video evidence. All of this information will be kept confidential and shared with you at a private conference. Every effort will be made to resolve the situation, as each child should feel successful throughout the day. Our teachers will utilize behavior management strategies based upon their observations. The director and the developmental teacher on staff will oversee the use of these strategies and will provide support for the teachers, the child, and the family as needed. We will also consult with and receive additional coaching and professional development in social/emotional and behavioral development from support organizations, such as the local Child Care Resource and Referral agencies to ensure that our strategies and approach are in line with the current best practices in the early childhood field and that children's developmental needs are being met.

Parental involvement will be required as a part of a team approach in assisting your child. The extent of this involvement will be dependent upon the child's age and the type of challenging behavior. Together we will create a behavior action plan for your child, which will include resources within the community, such as First Steps, developmental preschools, and/or independent therapists, to help further support your child. It is the parents' responsibility to obtain the recommended services, as outlined by the child's behavior plan. Should the agreed-upon strategies not resolve the situation, and/or you are unable to support the team in resolving the issues as outlined, as a last resort, you may be asked to find alternative preschool arrangements.

As a parent, you may have some concerns and/or wish to offer suggestions. Using the lines below, we may modify the behavior plan with agreed-upon suggestions.

Child's Name

Additional strategies to be used with my child:

Parent Signature

Date

When the Policy Applies: At all times.

Communication Plan for Staff Members and Parents: Staff members and volunteers will receive a copy of this policy in their orientation packets before beginning work in the preschool program. All parents will receive a copy of this policy and a copy of this policy will be posted on the parent bulletin board for each classroom. As required by the state, this policy is a companion to our staff and parent handbooks. Parents, staff members, and volunteers will receive a copy of any updates.

Reviewed by: Christ Lutheran Church Preschool Board

Effective Date and Review Date: This policy is effective upon approval and will be reviewed annually for understanding, or as needed.