



DISCIPLINE POLICY

Children who attend Preschool of the Arts, Inc. (PSA) are expected to behave in a manner that is respectful to their classmates and teachers. Occasionally children have disagreements, misunderstandings and aggressive, physical, or developmentally inappropriate behavior while interacting with staff and students. This behavior may consist of hitting, pushing, biting or uncontrollable actions. The philosophy of PSA is to work with the child first to correct the behavior or attitude and help the child develop more mature and acceptable ways to solve problems. The primary method is to redirect the child; however, in extreme circumstances it may be necessary to physically remove the child. Each child is treated with fairness, dignity, and respect. If the inappropriate behavior(s) continues, the parents will be contacted by the Director. The parents are asked to work with the school to help the child understand that these behaviors are not an acceptable way to solve problems or interact with others.

It is the philosophy of PSA to work as a team with teachers, parents and students in discipline issues. However, it is also important to be aware of the effect of the inappropriate behavior on all the children and staff.

When disciplining a child the PSA teachers will:

- Use positive guidance to help the children find the skills to problem solve with their peers
- Redirect the inappropriate behavior
- Set clear limits as to what is appropriate and inappropriate behavior at school.
- Use continuous supervision by staff during any disciplinary action
- Will prohibit abusive, neglectful, corporal, humiliating, or frightening punishment
- Will prohibit physical restraint, unless such restraint is necessary to protect the health and safety of the child or other people

If aggressive and/or inappropriate behavior persists, the parents must comply with the following requirements for the child to remain at PSA:

Resolution of issue—Meet with parents, teachers, the Director and owners to establish a plan to resolve the issue and change the behavior. A date will be set to evaluate the progress of the plan—usually one week.

Counseling or testing—If recommended by the staff, parents will pursue this avenue.

Behavior Modification—If recommended, parents and teachers will participate in the behavior modification program that is developed. This will be developed collaboratively with the director, teachers and parents. The child will be included if it is deemed appropriate.

Monitoring—If extra staff is required to provide one-to-one monitoring for the hours the child is at school, the parents will be responsible for the cost of that staff member.

Re-evaluation—Staff members report to parents, Director and owners the results of child's response to the plan. Parents will share experiences. Staff will continue to monitor behavior for the next few weeks to help in potentially volatile situations and to devise problem solving alternatives with the child. (PSA, Inc., working in conjunction with caregivers, generally has a great deal of success in changing unacceptable behavior.)

Withdrawal— If results of above are ineffective, the Director or Owners may request a one day or short term withdrawal. In the case of a child's inability to change inappropriate behavior or a parent who is unwilling to comply with the requirements of the school, the child will be required to be withdrawn from the school for the welfare and safety of the students and staff.