

Kid Kare Guidance Policy

Mission & Philosophy:

Kid Kare strives to provide an environment consistent with the mission and core values of Logan Health. The mission of Kid Kare Learning Center, as defined by the Kid Kare team, is to provide safe, affordable, high-quality childcare for the employees of Logan Health. We foster a home-like environment where children are encouraged to develop at their own pace. Kid Kare is founded on values of integrity, compassion, service, excellence, and ownership. The Kid Kare team seeks to weave these values into every aspect of our childcare.

Kid Kare strives to help children learn to guide their own behavior and internalize self-discipline. We believe that social-emotional learning early in the child's life sets the tone for experiences in educational settings. The teacher's role is to guide children in the process of learning how to solve their own problems and empower them with the tools to do so. We encourage children to be responsible for their own behavior by allowing them to make their own choices and problem solve independently. Respect, including respect for self, others, property and the environment is fundamental to Kid Kare's philosophy.

Kid Kare staff shall never use any form of physical punishment (ex: shaking, hitting, spanking, biting, etc.), psychological abuse (ex: shaming, name calling, humiliation, sarcasm, etc.) or coercion (ex: rough handling, forcing a child to sit or restraints) as discipline. Food should never be used as a form of punishment or a pawn to get children to listen.

1. Goals of this policy:

- Promote positive behavior, self regulation and self esteem
- Encourage interaction and cooperation with peers
- Foster an understanding of feelings and practice expressing expressions
- Provide strategies for conflict resolution

2. Core Values of this policy:

Kid Kare follows discipline and guidance policies to meet the needs of each child. We believe in redirection, offering choices, and collaborative problem solving. Guidance and discipline are processes that require repetition and consistency to be effective. We strive to build relationships with our children that build trust and security.

- **Respect:** Promote mutual respect among children, staff, and families
- **Empathy:** Encourage understanding and compassion in interactions

- **Inclusivity:** Ensure all children feel valued and included, regardless of background

3. Guidance strategies & intervention techniques:

- **Positive Reinforcement:** Use praise and rewards to encourage desired behaviors.
- **Active Listening:** Interpret feelings and reflect them back to the child. This helps children identify their emotions and helps build trust with their provider.
- **Modifying the Environment:** Limit or enrich the environment as needed.
- **Modeling Behavior:** Model appropriate behaviors and conflict resolution.
- **Clear & Consistent Expectations:** Establish and communicate clear expectations for behavior that are communicated to children and parents.
- **Proactive Approaches:** Implement strategies that prevent challenging behaviors through engaging activities and clear routines. Tell children what you want them to do, not what you don't want them to do.
- **Redirection:** When children exhibit challenging behaviors, redirect to a more appropriate activity.
- **Enforcing Natural Consequences:** Consequences should be directly connected to a child's behavior. This ensures a tangible lesson of cause and effect.
- **Reflection Time:** Use brief time-outs for children who need a moment to regroup, always ensuring the child understands why this is necessary.
- **Conflict Resolution:** Teach children how to express their feelings and resolve conflicts with peers. Encourage problem-solving discussions among children involved in conflicts.

4. Communication with Families

We believe that parents are a child's primary educator. A child's home is their first and longest-standing learning environment. Parents know their child better and deeper than anyone else. By sharing this knowledge with providers, parents can ensure Kid Kare staff can better understand and care for each child.

We believe that parents are our partners. Parents who choose to share information regarding their family's culture, rituals, or challenges will help Kid Kare staff better understand their child's needs. By becoming involved in the classroom, parents support our philosophy of partnership.

Kid Kare Strives to:

- Maintain open communication with parents about their child's behavior and development.

- Provide resources and workshops for parents on positive discipline techniques.

5. Staff Training and Development

- Regular training on child development, behavior management, and conflict resolution strategies for all staff.
- Foster a collaborative environment where staff can share experiences and solutions.

6. Monitoring and Evaluation:

Kid Kare will maintain ongoing records of documentation regarding incidents, interventions, and communication with parents regarding behavioral issues.

- Periodically review and assess compliance with overall effectiveness of the guidance policy.
- Gather feedback from staff, children, and families to make informed adjustments.

7. Crisis Management

Protocol for extreme behaviors will require a child specific behavioral plan. Behavior plan must be presented by the director with the lead teacher to the parents for approval on behalf of all parties.

8. Goodness-of-fit

The goal of this policy is to limit or eliminate the use of suspension/expulsion. Although we make every effort to meet the needs of each child, there are situations where the care provided by Kid Kare staff may not meet the needs of each child/situation. If a child's challenging behavior continues with the implementation of a behavioral plan, goodness-of-fit will be considered.

9. Criteria for Dismissal:

- Severe or Dangerous Behavior
 - Any physical aggression (hitting, biting) towards peers or staff.
 - Threatening behavior that compromises the safety of others.
 - Behaviors that could result in physical harm to self or others.
- Continued Disruptive Behavior
 - Persistent disregard for rules after implementing the behavior modification plan.
 - Behavior that disrupts the learning environment consistently.

- Lack of Cooperation with Staff
 - Failure to comply with staff requests or instructions after multiple interventions.
- Parental non-engagement
 - If parents do not participate in discussions or plans for improvement after several notifications.

10. Dismissal Process

- Notification of Dismissal:
 - Parents will be formally notified in writing of the decision, detailing the reasons for dismissal and any previous interventions attempted.

This plan aims to create a structured environment while ensuring all children feel safe and supported as well as staff.

** Once we have obtained 3 occurrences of reaching a final warning the child will be asked to leave the facility, & notification of dismissal will be administered. **

Conclusion

The guidance policy should be a living document, regularly reviewed and updated to reflect the needs of the children and families served. We encourage input from staff and families to create a collaborative approach to guidance that benefits everyone involved.