

YMCA Child Care Services – BCS Afterschool Program

Behavior Management Policy

The YMCA staff will use positive behavior management techniques that are developmentally appropriate and adhere to the YMCA's Four Core Values of Caring, Honesty, Respect, and Responsibility.

Behavior Management Techniques – YMCA Staff will:

1. Involve the children in the development of the “house rules.”
2. Maintain consistent behavior expectations and reinforce the YMCA's Four Core Values.
3. Guide children by setting clear, consistent, fair limits for program behavior.
4. Use natural and logical consequences.
5. Redirect children to a more acceptable behavior or activity.
6. Use positive reinforcement, including a positive behavior recognition program.
7. Make eye contact and listen when children talk about their feelings and frustrations.
8. Guide children to resolve their own conflicts through the use of conflict resolution skills.
9. Use effective praise that is immediate, sincere and specific.
10. Modify and structure the environment to attempt to prevent problems before they occur.

Discipline Action Steps – YMCA staff will utilize the following behavior management guidelines:

1. “Personal Time” – removal of child from a situation for up to 5 minutes so they can regain control of their behavior.
2. Verbal or written communication to parent/guardian regarding a child's behavior.
3. Behavior Write-Up – A child's behavior may result in the child being given a behavior write-up. Three behavior write-ups in any school year will result in the suspension of the child. The parent/guardian is responsible for contacting the site director to set-up an appointment to discuss the child's behavior. If the child is reinstated and then receives a fourth behavior write-up, the site director will suspend the child immediately and termination from the program may result.
4. Behavior Action Plan/Improvement Plan
5. Suspension – Serious behavior problems will result in immediate suspension, and you will be responsible for picking up your child immediately.
6. Termination - The YMCA After School Program cannot serve children who display chronically disruptive behavior. Chronically disruptive behavior is defined as verbal or physical activity which may include, but is not limited to, the following:
 - behavior that requires constant attention from the staff,
 - behavior that inflicts physical or emotional harm on other children or self,
 - behavior that abuses the staff and/or ignores or disobeys the rules.

If a child cannot adjust to the program setting and behave appropriately, the child may not be able to return to the program. Reasonable efforts will be made to assist children in adjusting to the program setting.

I have read the Behavior Management Policy and agree with all policies as outlined.

Signature of Parent/Guardian _____ Date _____