

DISCIPLINE POLICY

The most effective way to deal with difficult behaviours is to PREVENT them from happening in the first place!

Proactive strategies for dealing with behaviour include:

- Reward and reinforce positive behaviour (e.g. “Good job using a calm voice!”)
- Catch the child engaging in appropriate behaviour and reward him or her *before* he or she has a chance to engage in a negative behaviour.
- Be specific: Let the child know what he or she is doing right (e.g. “That’s a really nice way to tell me you don’t like it.”)
- Provide choices to help the child feel in control (e.g. “Do you want to sit on the red circle or the blue circle?”)
- Set the child up for success. Break skills down into doable chunks the child is most likely to be successful with so that non-compliance is less likely.
- Use first/then language and visuals to increase predictability and motivation.
- Use a visual schedule to make the child’s activities more predictable, which helps to minimize inappropriate behaviour during transitions.
- Intermix preferred and less preferred activities so that the child has something to look forward to and does not feel overwhelmed by difficult tasks.
- Always pair less favoured activities with high levels of reinforcement.
- Use simple, concrete language (e.g. “walk” vs. “listen to me please, because you have to stop running, slow down, and walk.”)
- State what the child *should* do rather than what he or she should not do (e.g. “sit down” vs. “don’t get up,” “hands in your lap” vs. “don’t hit”)
- Provide verbal and visual warnings prior to transitions, as needed.

Reactive Strategies for dealing with challenging behaviours:

- An immediate verbal response to the action.
- A gentle explanation to the child as to what behaviour/words would be more appropriate and why
- If inappropriate behaviour persists, the child will be withdrawn from the activity/group by a member of staff for a short period.
- If necessary, a child may be taken to another part of the room to calm down.
- A member of staff should always accompany a child who is withdrawn from an activity/group or main room. The child should not be seen to be excluded or punished; simply withdrawn to talk to the adult.
- Parents will be informed if we feel that a child's behaviour is particularly

- worrying.
- Staff members will use calm and respectful voices at all times, except in cases of imminent danger.
 - Preschool staff and parents will work together to promote appropriate behaviour by rewarding appropriate behaviour and setting clear and concrete expectations for participation.
 - Inspiration Station staff will make every effort work collaboratively with parents to address troubling behaviours. Developing a specific behaviour plan, consultation with the behaviour consultant, and/or altering the environment, are all ways we can attempt to accommodate for a child's struggles.
 - Everybody, preschool staff and parents, will be consistent in their approach to behaviour management.
 - We will follow these procedures in a way that is appropriate to the maturity of the child and the severity of the behaviour.
 - Reactive strategies are to be implemented when staff is caught off guard. After dealing with the behaviour, staff will immediately determine a PROACTIVE strategy for dealing with recurrence of the behaviour.

With respect to the child in the program, our staff will not:

- Inflict or cause to be inflicted, any form of physical punishment, verbal or physical degradation or emotional deprivation,
- Deny or threaten to deny any basic necessity, or
- Use or permit the use of any form of physical restraint, confinement or isolation
- All disciplinary actions will be reasonable for the circumstances and in consideration of the developmental level of the child.

It is central to the philosophy of Inspiration Station that all staff should be positive at all times towards the children, parents and each other. Any issues or problems arising with children, other members of staff, or parents should be discussed in private with the Director of the preschool. The sharing of negative comments about parents, other staff or children is not acceptable in any other forum.