

# **School Age Child Care Department**

## **Behavior Guidance Policy**

Upon enrolling into School Age programming, please take the time to review the below procedures and policies for behavior management with your children. These expectations will be taught and discussed regularly throughout programming.

The Oshkosh Community YMCA School Age Child Care Department strives to maintain high quality programming and create safe, supervised, healthy, and positive environments for school age children and teens to explore, learn, and grow. Each program strives to meet the needs of each participant's physical, intellectual, social, and emotional development. Department staff will promote the values of the Y through positive guidance, reinforcement, and redirection.

School Age Department staff implement PBIS (Positive Behavior Intervention and Supports) techniques to manage and guide group and individual behavior. Each program has clear program wide expectations that children are responsible for upholding. The core areas of these expectations are to be a respectful, responsible, kind, and safe individual while participating in Y programming. Programs also implement the Y's five values of respect, honest, caring, responsibility, and teamwork into daily activities and curriculum.

While staff work to positively guide the behavior of all groups and individuals the following behaviors are not tolerated and will be immediately addressed by Program Supervisors and Department Administrators:

- Disrespectful and defiant behavior
- Foul language and inappropriate conversations
- Disruptive behavior
- Physical aggression and threats
- Harassment and bullying
- High-risk and unsafe behaviors

Department staff will use the PBIS intervention steps of redirecting, reteaching, and remodeling when managing behavior. Behaviors that become disruptive to program or interfere with the safety and well-being of program participants and staff will warrant any of the following actions: loss of privilege, phone call home, dismissal for day, suspension, or termination from programming.

In the event of such behaviors, School Age Department Administrators will make final decisions on the appropriate course of action.

