

# Beehive Learning Academy, Inc.

## DISCIPLINE POLICY



This policy is for children in our care from ages 2 to 9 years. Discipline is not a punishment. It is a constructive way in which parents and caregivers work together to teach children appropriate behaviors. Beehive Learning Academy, aka Beehive Academy, is a group program. In a group setting, children will be expected to learn listening skills, social skills, develop communication skills, take turns, share, and follow class rules. Praise and positive reinforcement are effective methods of behavior management of children. When children receive positive, caring, non-aggressive, and consistent interactions from adults at home and in childcare, they develop healthy self-esteem, problem solving abilities, and self-discipline. Based on this belief, Beehive Academy uses a positive approach to discipline and practices the behavior management techniques described herein.

Our Staff communicate to children using positive statements. Staff communicate with children on their level and talk with them in a calm manner. We explain unacceptable behavior to children. We strive to give attention to children for positive behavior. As we interact we find ways that we can praise and encourage the children. Our staff reason with and set limits for the children. We apply rules consistently. Staff model appropriate behaviors. As needed, we provide alternatives and redirect children to acceptable activity. We give children opportunities to make choices and solve problems. We listen to children and respect their needs, desires and feelings. We may need to separate an unruly child from the group if possible. We do allow TIME OUT as a time for the child to sit out and think about their choices. WE DO NOT yell, humiliate, or inflict corporal punishment in any manner upon a child.

Inappropriate child behavior includes hitting, kicking, spitting, hostile verbal behavior and other behaviors which will hurt the Staff or other children and are unacceptable. Conferences may be scheduled with parents if disciplinary problems occur. If a child's behavior consistently endangers the safety of others around him/her, then Beehive Academy has the right to terminate child care services for that particular child. While caring for your child, we may have to respond to the child's misbehavior immediately if it becomes too physically aggressive to others, calling upon you to pick up your child. In some cases your child may be given a warning and/or be suspended. If we feel we are unable to resolve the issue, your child may be dis-enrolled from our program.

*My signature below indicates that I have read this policy, and do agree to it.*

Signature \_\_\_\_\_ Date \_\_\_\_\_