



MOREAU COMMUNITY CENTER

making community connections

144 Main Street, South Glens Falls, NY 12803

Phone: 518-792-6007 Fax: 518-792-0837

www.moreaucommunitycenter.org

BEHAVIOR MANAGEMENT POLICY

Purpose: This policy references OCFS (Office for Children and Family Services) regulation 414.9 and provides staff with guidance and tools for managing the behavior of the children in our Kids Korner and Camp Moreau programs. The policy will outline approaches for handling challenging behavior and assisting children with making good choices and solving problems. Every parent or guardian will receive a copy of the behavior management policy prior to registration and will be asked to sign that he/she has reviewed the policy.

Children will be provided with guidelines of acceptable behavior. These guidelines will be reviewed with children as a group on the first day of the program, and as needed either in a group setting or with individuals throughout the duration of the program/school year. Included will be examples of behaviors which are unacceptable. Any behavior which results in intentional injury or aggression to another child will prompt a communication with the child's parent/guardian.

All program staff will be responsible for providing a positive and nurturing environment for children. Staff may use teachable moments to assist children with developing self-control and assuming responsibility for his or her actions. At no time will staff yell at, frighten, demean or humiliate a child. If a child needs to be addressed regarding behavior, the staff member will separate the child from the group and speak to him or her privately.

Techniques for staff to utilize include, but are not limited to:

- Be engaged and interested with and in children
- Set clear expectations, and reinforce these expectations
- Show concern for what happens with children
- Use humor, but never in a demeaning manner
- Recognize and be aware of developmental stages of children
- Redirect and distract from problematic situations
- Focus on what the child "should do", not what he/she "shouldn't do"

Conflict Resolution: Many children do not know how to safely and constructively resolve conflicts with each other. Learning how to resolve conflict is a significant piece of our behavior management policy. Staff have received training in how to help children verbally express their thoughts and feelings,

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understand the perspective of others, and come up with solutions to avoid conflict. Conflict is not the same as bullying. Bullying is demeaning or harassing someone over time in order to make them feel “less than.” Any instances of true bullying behavior should be communicated to the Director as soon as possible.

Physical restraint is prohibited. At times, physical intervention may be necessary, however. Intervention is the act of preventing serious injury by using contact in a short-term situation. If a child is attempting to hurt himself or others, staff should intercede as soon as possible to prevent injury.

When a child’s behavior harms, or is likely to harm, another child, damages property, or is seriously disrupting the group interaction, the child will be separated briefly from the group. The duration of the separation should be only long enough for the child to regain self-control so he or she can rejoin the group. The child must be placed where staff can see him or her. One staff member should talk to the child and help guide the child toward making better choices. Taking away activities, gym time, or any other punitive actions is prohibited.

If a child’s behavior becomes dangerous or problematic beyond a single incident, staff should notify the Director. The Director will then consult with the Executive Director and the parent/guardian to address the problem in a timely manner. Any behavioral incidents will be documented on the proper form. A copy of this form will be provided to the child’s parent/guardian.

Suspension from the program will be avoided unless a child’s behavior is consistently dangerous or persistent. The Executive Director and the Program Director will discuss these situations with parents/guardians as needed.

Parent/Guardian Signature

Date

Child’s Name

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