

# Fremont Public School

## ASP Discipline Policy

Every adult who cares for children has a responsibility to guide, correct and socialize children toward appropriate behaviors. These adult actions often are called child guidance and discipline. Positive guidance and discipline are crucial because they promote children's self-control, teach children responsibility and help children make thoughtful choices. The more effective caregivers are encouraging appropriate child behavior, the less time and effort adults will spend correcting child's misbehavior.

Effective guidance and discipline focus on the development of the child. They also preserve the child's self-esteem and dignity. Actions that insult or belittle are likely to cause children to view their caregivers negatively, which can inhibit learning and can teach the child to be unkind to others. However, actions that acknowledges the child's efforts and progress, no matter how slow or small, is likely to encourage healthy development. Teaching children self-discipline is a demanding task. It requires patience, thoughtful attention, cooperation and a good understanding of the child. ASP staff will use only positive guidance techniques.

Below are strategies ASP staff will use to respond to child misbehavior.

- **Redirection**  
This strategy should be used most frequently when working with children. If a child is not following the rules or being uncooperative, staff will quickly get the child's attention and introduce another activity.
- **Logical consequences**  
These are structured consequences that follow specific misbehaviors. The child should be able to see how the behavior and the consequence are directly related\* For example, Andrew is standing on his chair at lunch. His teacher should remind him that if he stands on his chair, he could fall and get hurt; this will make him sad.
- **Participate in the solution**  
If a child damages something, he/she needs to help in fixing it or in cleaning up. If a child causes someone distress, he/she should help in relieving that. For example, "It made Brandon very sad when you told him he wasn't your friend anymore. Please come apologize and help me make him feel better."
- **Natural consequences**  
Allowing children to experience the consequences of their behavior is also called learning the hard way. For example, Laura does not put her books back in her school bag after she finishes reading. One day she loses a book, and therefore must find a way to replace it. Natural consequences are used only when they will not endanger the child's health or safety.
- **"Take a break" (Time Out)**  
In some instances, a child may need to be removed from a particular situation in which he/she has become overwhelmed or violent. The child should be directed to "take a break" or sit in the "calm down chair." This strategy gives the child a chance to calm down, regain control, and reflect quietly on her or his behavior away from others. Once the child has calmed down, staff should talk with the child about the actions that led up to and resulted in needing a break or being sent to the calm down chair. For example, "Hannah, we have talked often about how hitting is not acceptable. But because you hit John, please leave the blocks center and go to the calm down chair. I will talk to you when you are ready."

If these actions do not help in reducing or changing behavior the following will take place:

1. Staff will report behavior and what strategies have been attempted to the On-Site Supervisor. The On-Site Supervisor will observe the child and meet with the staff member to develop a behavior management plan.
2. The behavior management plan will be discussed with the parent and then put into practice
3. The On-Site Supervisor and staff members will evaluate the behavior management plan. If needed, adjustments will be made.

It is a privilege to attend the FPS After School Program. Students who are unable to control their behaviors on a regular basis or cause significant disruptions to the ASP programming that affects other participants will be dismissed from the program.

For the following behaviors, consequences will be as listed

Inappropriate language -

1<sup>st</sup> offense – Warning and parents will be notified

2<sup>nd</sup> offense—1 day suspension

3<sup>rd</sup> offense—5 day suspension

Verbal disrespect to staff-

1<sup>st</sup> offense—Warning and parents will be notified

2<sup>nd</sup> offense- 3 day suspension

3<sup>rd</sup> offense—5 day suspension

Physical Aggression towards another student (Minor)

1<sup>st</sup> offense—Warning and parents will be notified

2<sup>nd</sup> offense—3 day suspension and be

3<sup>rd</sup> offense—5 day suspension

Physical Aggression towards another student (Major)

1<sup>st</sup> offense—3 day suspension

2<sup>nd</sup> offense—5 day suspension

3<sup>rd</sup> offense—10 day suspension

Physical Aggression (hitting, biting, pulling hair etc of a staff member)

1<sup>st</sup> offense—3 day suspension

2<sup>nd</sup> offense—5 day suspension

3<sup>rd</sup> offense—10 day suspension

Behavior Plans will be implemented any time a suspension is issued. ASP program reserves the right to terminate ASP services whenever a child behavior is threatening towards another student or staff member.