



Policy Statement

MRCS believes in the importance of establishing positive practices pertaining to child behaviours and correction. Positive practices are beneficial in childcare as they assist in preventing the development of negative behaviours, while supporting self-esteem and promoting respect.

Social Guidance Policy

Staff will be required to follow these guidelines in daily curriculum to promote positive behaviour guidance:

- Set clear, consistent and fair limits for behaviour; work together during circle time to collectively as a group set limits.
- Mistakes must be set as learning opportunities, rather than means to punish.
- Redirection is the first step for all misbehaviour incidences.
- When a child is showing signs of frustration or anger, it is important to stop and allow the child to explain how they're feeling, listen and respond accordingly.
- Peaceful conflict resolution will be demonstrated in all areas of learning, through stories, imaginative play and explained to children at time of use.
- Rules and the importance of rules and following them should be discussed regularly during circle time. Staff are encouraged to keep classroom rules to a minimum and instead focus on redirection for specific instances.
- During times of conflict, staff are required to direct children to use skills such as problem solving, negotiation and cooperation to resolve issues at hand.
- Positive reinforcement for good behaviour is encouraged by staff, while minor misbehaviours should be ignored and not rewarded with attention.
- Staff are only ever to interact in a positive manner with children promoting pro-social skills.

Environment and Planning

MRCS has implemented a controlled environment for children which will promote pro-social skills, it is important for staff to maintain the organization and structure on a daily basis.

- Materials and toys are stored in organized bins and containers, properly labelled to help with tidying up.
- Materials, toys and equipment should be inspected daily by staff to ensure safety.
- All stations and furniture should be kept as is to ensure proper space for play that accommodates movement.
- Staff are required to follow schedules and routines to keep predictability for children.
- Culture and inclusivity must be engaged in the classroom environment.
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Discipline Policy

Discipline is required for children to help them become self-controlled as they learn appropriate positive behavioral patterns. The main method of discipline at MRCS is redirection.



Redirection

At MRCS we do not feel time-out is an effective method of discipline. Instead of time-out where a child may feel isolated we use a more effective method called redirection. This consists of the child being removed from the current problem area to one where the child will be more successful. This is providing the child a chance to still interact with their peers, yet realizing the behavior was not acceptable.

A verbal explanation is given to the child to explain why their behavior is not acceptable and choices are given to the child to enable them to cope with the behavior. These choices may include looking at a book, listening to music, doing a puzzle or getting a hug.

Discipline is a continuous process of guiding behaviors. The teachers at MRCS will practice preventative measures with children individually and in groups.

Our Process:

- Establish clear, consistent and simple age-appropriate limits in a positive and warm way.
- Help the children be responsible for their behavior through natural and logical consequences.
- Offer straightforward explanations for limits.
- Focus primarily on the behavior rather than the child. (Acknowledging the behavior being the problem not the child).
- Allow children the time to respond to expectations and limits.
- Give positive reinforcement for appropriate behaviors through verbal supports and body language.
- Ignore minor behaviorism.
- Encourage the children to ask for assistance and assurance.
- Observe and scan the playgroups and surrounding area consistently.

While prevention strategies minimize behavior problems, it is inevitable unacceptable behavior will occur. At these times caregivers will step in or intervene. The following will ensure supportive guidance:

- Model positive and cooperative behavior.
- Respectfully gain the child/children's attention.
- Remind, pre-warn and set time limits.
- Distract, divert and redirect.
- Use natural and logical consequences.

Staff are not permitted at any time to yell or shout at the children, push or pull them roughly or spank, hit or shake them. At no time will any type of corporal punishment be permitted. Any sort of deprivation of human rights of a child such as withholding of meals, snacks, rest or use of a toilet as a form of punishment is grounds for immediate termination.

If a staff member witnesses any unlawful behavior they are to report these findings to the Director immediately.