

RENAISSANCE CHILD DEVELOPMENT CENTER

1603 North Cass Street
Milwaukee Wisconsin 53202
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CHILD GUIDANCE POLICY

Renaissance Child Development Center is dedicated to developing the individual strengths of children while fostering each one's social, emotional, intellectual, and mental growth.

The staff at Renaissance will take a positive non-punitive approach to child guidance. Our goal is that children develop self-control, a positive self-esteem, and respect for others, to make age appropriate decisions and understand the consequences of choices. Most of our rules at the center focus on keeping the children safe, happy, and healthy.

Techniques teachers use include:

- 1) On-going analysis of the physical environment and classroom planning by center staff to promote clear guidelines and positive behavior.
- 2) A simple but firm reprimand and re-directing a child's activity to encourage appropriate behavior.
- 3) Ignoring attention-getting behavior.

For children 3 years of age and older, if an incident of aggressive behavior toward another child should occur, a brief "time-out" away from the children may be used so the child can regain self control. The "time-out" procedure is removing the child from the situation in a non-humiliating manner and placing him/her in a location within the same room, away from the other children, and in full view of the teacher for no more than 5 minutes. Also, the teacher and child will talk about the incident and more appropriate behavior alternatives. Parents will be informed of the incident and time-out.

If problems with behavior persist, Teachers will work with parents to reach a solution.

If a child's behavior is out of control and the child, in the opinion of the teacher in consultation with the Executive Director, is at risk of hurting other children, staff, or themselves, the parent will be called and asked to retrieve their child.

It is our policy and that of the State of Wisconsin Child Care Rules and Regulations that the following punishments are prohibited at all times and under all circumstances:

- Any action that is humiliating or frightening.
- Spanking, hitting, or any form of corporal punishment.
- Verbal abuse, threats or derogatory remarks.
- Withholding or forcing meals, snacks or naps.
- A child may not be punished for lapses in toilet training.
- Time-out periods for children under 3 years of age.

Only the teaching staff, including the director, are authorized to discipline a child. No one else may discipline a child.

Teaching staff shall become familiar with the Center's discipline policies at orientation and receive additional training in appropriate guidance techniques through continuing education.