

## **THE HCC POLICY ON POSITIVE GUIDANCE**

Haddonfield Child Care believes that school-age children are capable of appropriate behavior if:

- appropriate behavior is positively reinforced and modeled by staff
- adults are clear and consistent in their expectations
- their environment and time are structured yet flexible
- individual differences, as well as group functioning, are taken into account
- the group climate is positive, cooperative and supportive
- the tone set by the staff is respectful, upbeat and helpful

Haddonfield Child Care also recognizes that certain factors may negatively influence a child's behavior, including:

- illness, fatigue, or hunger
- family crisis
- frustration
- low self-esteem
- attention seeking
- peer conflicts
- real or perceived staff/child conflicts
- established negative behavior patterns

It is the policy of Haddonfield Child Care to deal with those instances of negative behavior in a positive manner. This approach is designed to preserve the individuality and self-esteem of the child, while also preserving the integrity and respectful atmosphere of the program. The following behavioral techniques are considered acceptable to be used in the appropriate situation:

- creative conflict resolution skills
- positive reinforcement
- purposeful ignoring
- limited removal from an activity
- individualized attention
- withdrawal of privileges

The Board also recognizes that some behaviors may go beyond the scope of everyday minor occurrences, in which case the steps outlined in the HCC Discipline Procedures will be implemented. Every effort will be made to maintain all children in the program; however, HCC reserves the right to remove a child who is unable to function within the established program structure, or whose behavior is threatening to children or staff, or harmful to self or others.