

Child Guidance Plan

The Garrett-Keyser-Butler Community Head Start program enrolls children who are primarily three to five years old. The Early Head Start program enrolls children who are between birth and age three.

It is the policy of this program that staff facilitate the development of self-control in children by using positive guidance techniques such as modeling and encouraging expected behavior, redirecting children to a more acceptable activity, manipulating the materials, environment and schedule, and setting more clear limits. Staff's expectations match and respect children's developing capabilities. Staff recognize each child as a unique individual.

Staff should continually strive to be courteous and maintain a democratic atmosphere with rules that everyone has agreed on because they are beneficial to the individual and to the group.

Staff will become familiar with and practice the skills of Conscious Discipline.

STAFF WILL

- evaluate the environment/room arrangement, making adaptations to adjust for behavioral concerns
- be personal with statements to children such as "I care about you"
- avoid references to the past
- emphasize behavior, not person
- stress value judgements; ask students to evaluate their own
- plan and work with children to formulate successful, simple alternatives
- give positive reinforcement
- use behavioral contract as an option
- assist children with conflict resolution
- never give up -- hang in there longer than the children expect
- use a quiet voice and save the use of the word "no" for real emergencies
- physically go over to a child instead of shouting across the room or playground
- set limits that are reasonable and consistently followed through on -- limits should take developmental levels into account
- use eye contact when speaking to children, but not require a child to make eye contact
- ask another adult to deal with a child if they are feeling frustrated or angry
- as a rule of thumb, always tell children what they want them to do, not what they don't want them not to do
- use the skills of Conscious Discipline

STAFF WILL NOT

- spend a great deal of time enforcing rules
- punish unacceptable behavior
- demean, shame or humiliate children who misbehave
- make children sit and be quiet for long periods of time
- use corporal punishment of any type
- use food as either punishment or reward for behavior
- alter mealtime or toileting procedures to reward or punish behavior