

**Katherine Miles Durst
Child Development Learning Center**

Discipline Policy

The Katherine Miles Durst Child Development Learning Center believes that each child has the right to feel accepted and secure in his or her environment. When a child encounters punitive discipline in their environment, they become suspicious, distrustful, and negative. When discipline is positive the child learns to see their world as a safe, nurturing environment that encourages exploration.

All staff must use positive methods of child guidance which encourage self-control, self-direction, self-esteem, communication of wants and needs, and cooperation with others. Child guidance must meet the individual needs of each child. Rules, expectations and limits must be clearly and consistently applied and carried out in a manner that reflects a child's developmental ability.

The staff will employ problem solving and conflict resolution to ensure that a flexible, loving, and caring approach to discipline will be used.

We do not use suspension, expulsion, and other exclusionary measures as a method of controlling the children.

The most effective ways to discipline are:

- be consistent
- use praise and positive reinforcement
- convey guidance with love, acceptance, and respect
- set clear expectations and consequences – use positive, clear language
- model appropriate behavior
- redirect inappropriate behavior and offer other alternatives
- have communication at eye level
- provide intervention
- encourage children to express feelings
- make sure guidance is age appropriate
- provide guidance immediately
- support the child at all times
- allow for individual differences
- encourage the use of language skills
- recognize individual strengths
- allow children to take supervised breaks away from the group when needed
- teach self-regulation

The Staff May Never Use Physical Punishment, Psychological Abuse, or Coercion When Disciplining A Child.

Physical Punishment (Corporal punishment) is strictly prohibited. Physical punishment means action against a child including but not limited to:

1. Slapping
2. Hitting
3. Shaking
4. Shoving
5. Spanking
6. Pinching
7. Twisting
8. Kicking
9. Biting
10. Pulling of the arms, ears, or hair
11. Jerking
12. Squeezing
13. Excessive tickling
14. Forcing a child to taste or eat spicy, bitter, or otherwise distasteful products for the purpose of discipline
15. Spraying with water as a means of controlling behavior
16. Placing tape over a child's mouth
17. Mechanical restraints, such as tying a child to a chair
18. Requiring a child to remain inactive for a long period of time
19. Other forms of aggressive contact
20. Requiring or forcing a child to take an uncomfortable position such as:
 - a. Squatting
 - b. Kneeling
 - c. Standing or holding arms outstretched at sides or overhead
 - d. Bending
 - e. Requiring or forcing a child to repeat physical movements

Psychological Abuse is strictly prohibited. Psychological Abuse means action against a child including but not limited to:

1. Shaming and embarrassing
2. Name calling
3. Ridiculing
4. Humiliation
5. Sarcasm
6. Cursing at
7. Making threats
8. Frightening a child
9. Ostracism
10. Withholding affection

11. Punishment for soiling, wetting or not using the toilet
12. Humiliating or verbally abusing a child in any other way

Coercion is strictly prohibited. Coercion means action against a child including but not limited to:

1. Rough handling (shoving, pulling, pushing grasping any body part)
2. Forcing a child to sit down, lie down, or sit down except when restraint is necessary to protect the child or others from harm – physical restraints will only be used with the appropriate training under the supervision, review and approval of a licensed clinician
3. Physically forcing a child to perform an action (such as eating or cleaning up)

Actions or practices that may be deemed detrimental to the welfare of children or that are potentially harmful to children are strictly prohibited. Such actions or practices as defined by the Department of Health and Human Services include but are not limited to the following:

- Physical (Corporal) punishment (as defined above in this policy)
- Exposing a child to profane language, depictions of violence, use of illicit drugs or sexual content
- Withholding food, drink, rest or outdoor playtime as punishment or threat of punishment, or being forced to eat or drink against the child's will
- Derogatory remarks to or about children or parents
- Unusual confinement, including but not limited to developmentally inappropriate use of high chairs, play yards, cribs or leaving a child unattended in any room
- Requiring a child to be silent or inactive as a disciplinary measure for a period exceeding that child's age in minutes (we do not do time-outs)
- Withholding any adaptive equipment that would result in loss of a child's independence
- Rough handling
- Lack of supervision