



Family Handbook

Kids 'R' Kids of Clayton

Center Specific Policies

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Welcome!

Welcome to our family at Kids 'R' Kids. Thank you for choosing our Learning Academy for your child's path to success and serving your family.

We look forward to sharing the upcoming years with you and your family as we partner in helping your child build a strong foundation for a bright future!

Each Kids 'R' Kids Academy is individually owned and operated with the Kids 'R' Kids International, Inc. Franchise Support Center providing guidance and support. Although we are a franchise of Kids 'R' Kids International, Inc., Kids 'R' Kids International, Inc. does not control or make any decisions regarding our Learning Academy's practices or policies.

Our goal is for Kids 'R' Kids family to achieve maximum value for their early educational investment and for each child to enjoy attending school while experiencing our nurturing teaching staff and developmentally appropriate curriculum during their fundamental years.

Sincerely,

Tara and Greg Abernathy

Owners

Our Philosophy

HUG FIRST, THEN TEACH®

Our Mission

Kids 'R' Kids Learning Academies strives for every child in our care to feel safe, loved, and inspired. We are committed to providing a solid educational foundation, well-trained teachers, and a secure environment where children can flourish intellectually, socially, emotionally, and physically.

By fostering strong connections between families, our schools, and communities, we pledge to challenge and prepare all children for a positive impact in every step of their lives.

Kids 'R' Kids International History

After twenty-four years of operating Kiddie City, a highly successful childcare and kindergarten located near Atlanta, Georgia, Pat and Janice Vinson decided to build a preschool from the ground up. They sold their business and moved closer to the city where they designed, built, and opened the very first Kids 'R' Kids in May of 1985. With a growing need for quality care and the overwhelming success of their first school, another Kids 'R' Kids opened fourteen months later, and yet another two years after that.

Business was booming but it was also becoming complicated to stay on site in three different locations; therefore, the concept of franchising came into practice. Kids 'R' Kids International, Inc. was formed, and Pat and Janice Vinson sold their first franchise in the fall of 1988, Kids 'R' Kids #4 Georgia. Kids 'R' Kids International, Inc. has since blossomed into a nationwide corporation serving owners and their businesses throughout the United States.

Kids 'R' Kids Clayton History

We have been a part of the Kids 'R' Kids family since 1999, when we enrolled our son at the Kids 'R' Kids in Cary NC. He completed the preschool program and continued in the Before and After School program. We were so impressed with the Kids R Kids philosophy that we joined the Kids 'R' Kids family as Owner/Operators in 2004. We opened Kids 'R' Kids of Clayton on December 12, 2005. As any of our current parents can confirm, we are actively involved in the day-to-day operations of the school. We are very proud to provide the most innovative center and effective educational programs for children 6 weeks through 12 years of age.

Our sincere love for children and strong belief that they should have a solid foundation, in combination with Kids 'R' Kids, the absolute leader in the early childhood education industry, give local families the perfect choice for premiere childcare and staff the best possible environment to excel in their career.

At Kids 'R' Kids Clayton we share a common desire with parents, which is to provide the absolute best for the children. Our high quality teachers, creative and fun educational programs and of course our state of the art facility make us stand high above our competitors.

We are dedicated to making our school and community a great success. We have made many investments, over the years, into local small businesses and nonprofits and enjoy supporting the Town of Clayton and surrounding communities.

Our door is always open for staff or parents to come and discuss their needs, ask questions, give suggestions and comments!

Sincerely,
Tara and Greg Abernathy
Owners

Kids 'R' Kids Family Engagement

Family engagement is defined as the mutual responsibility of families, schools, and communities to build relationships that support student learning and achievement, family well-being, and the continuous learning and development of children, families, and educators. Family engagement is fully integrated into the child's educational experience, supports the whole child, and is both culturally responsive and linguistically appropriate.

The Family Engagement Plan at Kids 'R' Kids 10 creates a foundation for the collaboration of mutual partners, embraces the individuality and uniqueness of families, and promotes a culture of learning that is child-centered, age-appropriate, and family-driven.

Our Family Engagement Plan shall facilitate family-to-family support using strategies such as:

- Creating a safe and respectful environment where families can learn from each other as individuals and in groups.
- Inviting former program participants, including families and community volunteers, to share their education and career experiences with current families;
- Ensuring opportunities for continuous participation in events designed for families by families such as training on family leadership.

Purpose of this Handbook

This handbook was developed to answer many of the commonly asked questions that children and families may have during the school year. Because the handbook contains information about parent and child privileges and responsibilities, families and children are responsible for knowing its contents. Please take the time to become familiar with the handbook and keep it accessible for your use. It can be a valuable reference during the school year and a means to avoid confusion and misunderstandings when questions arise.

The school reserves the right to interpret the content of the handbook, including the rules and regulations governing the conduct of children and parents. This handbook is not a contract, nor is it intended to be construed as such. Our School reserves the right to modify and/or amend the content of this handbook at any time during the year as we deem appropriate.

If you have any questions about the handbook or any of its policies, please contact a member of our management team.

Communications

Family-School Involvement

We welcome family input and encourage you to visit your child's classroom and speak with your child's teacher. We have an open-door policy at our School and families are encouraged to get involved in their child's classroom. Our families may participate on a volunteer basis through our PIT (Parent Involvement Team) Crew. Roseanne Schroetter is the management contact for this committee.

Conferences are formally conducted twice yearly. If you would like to request a conference, please call during school hours to set up a convenient time. Conferences can be requested at any time and may include the teachers, administration, or both.

Our main source of communication throughout our program is the use of an APP ProCare Connect. It is important that we have a current email address on file, so you receive our timely ProCare reports, emails, and notes. Also be sure to ready any correspondence that is sent home with your child.

There are daily opportunities to get involved in your child's day, so feel free to come and have lunch with your child in our Kids Café. Many additional activities are provided to encourage interaction between families, teachers, and children such as carnivals, family picnics, holiday parties, and field trips.

Another way to participate in the education of your child is through donations. Please check with your child's teacher for the items of need for special activities. Some general items used in the classroom are: magazines, newspapers, greeting cards, dress up clothes, hats, paper, books, wrapping paper, ribbons, and many other household items.

We welcome any questions and suggestions. If there are family situations that affect your child, please discuss them with your child's teacher, supervisor, or the Owner. Remember that any information regarding a personal issue is shared only on a need-to-know basis and we are glad to help whenever possible.

Role of Families or Other Caregivers: Our General Expectations for You

The relationship between families and School staff is vital to the success of a child's experience. We hope to form a partnership with you where open communication and the development and growth of your child is our top priority.

Families can assist and help ensure a smooth transition by doing the following:

- Sign children in and out at the front desk and then escort them to their designated class.
- Supervise your children at all times while escorting them inside the School and in the parking area.
- Drive safely through the parking area.

- Have all forms completed before your child's first day.
- Update forms, as needed when changes occur (i.e., new phone number, address, etc.).
- Keep staff informed of special needs or changes that might affect your child's behavior.
- Notify the School if your child is ill.
- Notify the School if your child will be absent.
- Notify the School if you will be later than usual picking up your child.
- Provide two changes of clothes marked with your child's name. *This request is for all ages. Our School is not responsible for the lost clothing. Please change clothing seasonally to accommodate the changes in weather and the growth of your child.*
- Dress your child appropriately for weather and play.
- Do not allow children to bring in toys. (This rule does not include special transition toys such as a blanket or other security to be used at naptime.)
- Participate in the School's special activities.
- Attend scheduled family meetings and conferences.
- Ask questions, make suggestions, or address concerns as they arise.

Parent/Family Cooperation

As stated elsewhere, the School believes that a positive and constructive working relationship between the School and family member (defined as parent, child, or other person associated with the child) is essential to the fulfillment of the School's educational purpose and responsibilities to its children. If the parent's or other family member's behavior, communications, or interactions on or off campus (including during school-sponsored events) is disruptive, intimidating, overly aggressive, or reflects a loss of confidence or disagreement with the School's policies, methods of instruction, or discipline, or otherwise interferes with the School's safety procedures, responsibilities, or accomplishment of its educational purpose or program, the School reserves the right to dismiss the family or family member from the community. In addition, the School reserves the right to place restrictions on parents' or other family members' involvement or activity at School, on School property, or at School-related events for reasons that the School deems appropriate.

Family-Teacher Conferences

Families are encouraged to schedule family-teacher conferences on the two designated days (see school calendar) by calling the school's office. However, family/teacher conferences may be scheduled any time during the school year at the request of the family or teacher. Arrangements should be made directly with the teacher.

Problem Solving or Grievances

Differences between individuals in our community should be addressed directly whenever possible. The nature of your concern or issue will determine the person at the School that you need to contact first, as explained below:

Billing Questions

Contact our billing team via email billing@kidskidsclayton.com.

Checking on Your Child's Day

We have the **Watch Me Grow** internet viewing system for families to view their child's activities throughout the day.

Concerns with Your Child's Classroom or Teacher

Talk directly with your child's teacher. Our preference is for teachers and families to keep an open line of communication and work together to solve issues. If you do not feel comfortable speaking with the teacher, please talk with the Director, who will work towards addressing your concerns. You can contact a director via email at connections@kidskidsclayton.com or education@kidskidsclayton.com.

Harassment or Bullying

Please contact the Directors or Owner immediately if you believe you or your child is a victim of harassment or bullying, or any other serious misconduct.

Protocol

If an issue occurs and/or you have a concern that requires more than a quick comment, please request that the classroom's Lead Teacher call you at a time convenient to you or schedule a meeting in which the teacher can be excused from their responsibility. We will make accommodations so that the teacher is not trying to balance their supervision responsibilities and your important comments. If an issue needs to be escalated, please speak directly with a member of management. Never wait until you are frustrated or wish to withdraw before communicating with management. We are committed to deliver the highest level of satisfaction.

Communication

We work hard to provide a professional environment for our staff and families. Confidentiality and communication with proper decorum is important to us. We expect this from our staff in discussions with families and ask that in return you respect the same. If a constructive or negative comment must be stated, please request privacy before doing so. Inappropriate or unprofessional comment made in earshot of other staff, guardians, and children around, creates an atmosphere that you likely didn't experience when you choose Kids 'R' Kids. Comments made from frustration, anger, or with increased volume would be considered inappropriate regardless of validity. We wish to address your concerns in a focused manner.

Web Page

The school's official website is www.kidsrkidsclayton.com The Kids 'R' Kids International, Inc. website is www.kidsrkids.com. Families are encouraged to check these websites monthly. We do also utilize our schools Facebook Page as a form of communication and daily insight on what is happening throughout the school.

Student Development and Transition Path

Curriculum

Educational priorities are well defined at Kids 'R' Kids Learning Academy. Our comprehensive curriculum materials are designed specifically for each stage of development.

The Kids 'R' Kids Curriculum establishes a solid foundation for educational growth beginning with a child's first day. Each of our curriculum programs are research-based and include developmentally appropriate activities.

We continue to educate children through preschool years and beyond with theme based, academically stimulating, hands-on units. We provide teachers with the curriculum materials they need to create a positive learning environment that will challenge children and move them toward mastering new skills.

Brainwaves and STEAM (Science, Technology, Engineering, Arts and Math) activities are incorporated into our curriculum to enhance your child's academics and strengthen their minds.

Infant through One-Year-Old's

Taking care of infants is demanding but rewarding and we recognize that each infant has individual needs. We believe that once a trusting relationship is built, teachers can better assist children in reaching developmental milestones. Our staff can cater to these needs in a warm, loving atmosphere based on trust and respect. In aiding with this transition, our child to teacher ratio is 1 to 5, in attempts to provide each child with the attention they deserve.

We recognize that physical separation from baby and family is always difficult. Our school strives to help families and children experience a calm transition of physical and emotional separation through our safe and loving environment.

Two through Three-Year-Old's

Two and three-year old children are naturally curious. Building off this natural curiosity, we give our children the opportunity to explore their world safely. Children are encouraged to develop their self-help skills, such as feeding themselves and toilet training. Each child is treated as an individual during this important time to help them develop their independence and self-management skills. The teacher to child ratio for 2 years old is 1 to 9 and for 3 years old is 1:10.

Four through Five-Year-Old's

The concept that children learn best through play is reflected in the environmental design of each classroom. Our environment encourages experimentation and freedom of choice. The atmosphere also encourages independence and the building of self-management

skills. In addition, the use of a daily schedule helps children feel secure and independent as they anticipate activities and the opportunity of making choices on an individual basis. The teacher to child ratio in this age group is 1:13

Kindergarten through Fifth Grade

At our School, we understand the changing needs of older children and their families. A variety of programs are available: before and after School care, holiday camps, and summer camp. Each program is designed to allow for free choice as well as teacher-facilitated activities. Children are encouraged to increase their knowledge, develop as individuals, and expand their social skills. The teacher to child ratio in Kindergarten is 1:18 and the school age ratio is 1:15-1:20, based on the age of the child.

Transitions to a New Classroom

As your child grows and matures, he/she will become ready to transition to a new classroom. We look at several factors when deciding if a child is ready. Some components of the decision are based on maturity level, developmental level, and the age of your child.

Transitioning a child is a decision made collectively by the teacher, parent, and the administrative staff. Although we have a plan for transitioning a child, there are also times where the transition time is lengthened or shortened based on how the child is adjusting.

Our signature glass walls also help with transitions as they allow the child to continually see into the next classroom making the change a lot less challenging.

Admission and Related Processes

Assessment Process

Children are assessed upon enrollment and on a regular basis for speech, vision, developmental and social behaviors, and academics. We reserve the right to assess a child when the need arises during their enrollment in an of our programs.

Age Range of Children Accepted

We accept children ages 6 weeks through 12 years of age. All children must be observed by the school prior to admissions to assure that our program can effectively meet their needs.

First Day

On or before your child's first day of School, the following forms must be completed, signed, and reviewed by the administrative staff to allow for enrollment:

- Enrollment Application
- Immunization Report or Medical/Religious Exemption*(see below)
- Physical/Medical Report (signed by physician)
- Health and Emergency Form
- School Transportation Form (if applicable)
- Infant Informational Form (if applicable)
- Acknowledgement of Receipt of Family Handbook
- Acknowledgement of Receipt of Discipline and Behavioral Management Policy
- Acknowledgement Forms Found in the Enrollment Pack

*Medical and Religious exemptions are accepted in lieu of an immunization record, under the State policies G.S.130A-156 and G.S.130A-157. Parents/guardians are responsible for providing this exemption documentation prior to the child's first day. Medical exemption documentation MUST be requested and signed by a physician.

All paperwork must be completed by the child's first day of attendance. Please make the administrative staff aware of any allergies or special dietary requirements **prior** to your child's first day. If the information in these forms change during the child's enrollment, families are responsible for notifying the School in writing of the changes. This includes but is not limited to phone numbers, emergency contacts, work locations, or child's physician.

Records and Information

Requests for records must be directed in writing to the Front Office. The School reserves the right to withhold records for non-payment of tuition or fees (this does not include

Federal tax forms). The School will also require the parent to sign a consent form before a child's records/information will be released.

The School makes reasonable efforts to ensure that both natural parents (or legal guardians) receive substantially the same information (records, appointments, etc.). The School must rely upon the correctness and completeness of parental information when the child is enrolled. In situations of divorced or separated parents, if one parent believes that the other parent is not entitled to receive certain information, the parent wishing to restrict information provided by the School must provide the School with a court order that is still in effect that specifically restricts the other parent from receiving such information.

Admission and Re-Enrollment

Admission and/or re-enrollment is dependent on the following:

1. All deposits, registration and other required forms must be submitted, completed, and evaluated.
2. All financial obligations must have been met in a timely manner.

Occasionally, formal acceptance may be given on a probationary basis. In such case, **the Owner reserves the right to revoke acceptance or to dismiss a child at any time.**

Financial Policies

Tuition Contracts/Registration Fees

The tuition contract also states policies for families in addition to below:

- Tuition is charged on Mondays one week in advance of services. Tuition is due on Wednesdays via **ACH draft or credit card payment (3% fee)**. Payments are considered late on Thursday. Thursday, accounts are reviewed, and late accounts are subject to a \$20 late fee and account suspension, which interrupts child care services for families until account is paid in full.
- We do not issue refunds, so it is imperative that we are given a two week notice on account changes or schedule changes such as withdrawals.
- Trimester registration fees of **\$50** per child are charged on 9/1, 12/1, and 3/1.
- Payment methods are **accepted via credit card (3% con. fee) and preferable auto-draft**.
- If we receive a return on an auto-draft, there is a **\$35 return fee charged to the account, plus the \$20 late fee, and the balance must be reconciled in full with a credit card payment before the next business day**.
- **Late pick-up fees are charged \$25 for after 6:35pm and at 6:50pm, another \$25.**
- Payments are posted on Wednesday mornings, so any payments received after this time will not be posted to the account until the following week.
- It is critical to have a current email address on file for multiple communication sources throughout the school, but especially for financial communication.
- Year-end tax statements are printed upon request-please email billing@kidskidsclayton.com .

The registration fee is due at three times throughout the year in September, December, and March. This fee serves to ensure your child's placement in addition to covering the costs of processing registration, supplies and educational materials. If space is not available at the time of registration, your child will be placed on our waiting list. We will contact you when space becomes available.

We do offer a sibling discount which includes 10% for the oldest sibling for Suites 100-550, on full-time enrollments. We do not offer discounts for our School Age and Kindergarten programs.

Before and After School Care Fees

Before- and After-School Care is available for all children attending local public and private elementary schools. We provide transportation using Kids 'R' Kids School Buses equipped with seat belts. Fees for this program vary according to the school calendar. Please check the fee schedule for additional fees regarding school holidays, early-release days, and seasonal breaks.

Optional/Extracurricular Programs

There are optional/extracurricular programs offered at our school that your child may wish to be a part of. Please see the administrative team at the front desk with a list of programs offered and fees associated with them.

Attendance

School Hours

This School is open Monday through Friday, 12 months per year, from 6:30am-6:30pm. Since we are licensed only for specific hours of operation, no early drop-off or late pick-up can be allowed.

Holidays

The center is closed for all major recognized or observed holidays including (but not limited to) New Years, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, 2 days at Thanksgiving, 2 days at Christmas. Observed dates change annually. We are also closed for 4 staff workdays and 2 staff appreciation days .

Arrival

Our morning drop off times are 6:30am-9:00am. All children will be signed in at the front desk, then escorted to their classroom by their parent/guardian. Children must wash their hands after arriving in the classroom and the adult dropping off must ensure the teacher sees that the child has entered the classroom. Teachers are responsible for the safety of the children in their classroom so please keep conversations to a minimum. Students who have scheduled appointments and will be dropped off later than the 9am cut-off, must inform management at least the day before. School age and Kindergarten families may utilize the carpool/portal check in process.

Departure

To pick up a child from our School, an approved pick-up adult must sign the child out at the front desk and then proceed to their child's classroom. Please use discretion on length of conversations at pick-up since teachers are continuing to provide supervision of children. The pick-up adult must maintain a tight guidance over children as they navigate back through the school and into the parking lot at departure. Students must be in the parent/guardian's control and preferably holding the hand of the accompanying adult, for optimal safety.

Late Fee

If you will be late arriving to the School for pick up, please call and notify the administration. **After 6:35pm there will be a charge of \$25 immediately, and \$25 charged again at 6:50pm. This will be billed to the account and must be paid in full by a credit card before the start of the next day.** If children are left at the School after closing and no attempt to contact the School has been made, legal authorities will be contacted.

Inclement Weather

This school takes into consideration several factors when making a judgement as to whether we will open late or close early due to inclement weather. We do our own

assessment of the conditions including local authority recommendations, local road conditions and forecasted temperatures. Please call the school, which our website, listen to the radio or watch television for announcements about closings due to inclement weather or other unforeseen circumstances. Closings and delays will be posted on WRAL, as well as our schools Facebook page. There are no discounts, refunds or reimbursements to your account for these reasons.

Health and Safety

General Safety Statement

All of the policies, rules and regulations presented in this handbook are designed to make the time your child spends at our School safe and rewarding. We have taken a number of steps to promote the safety and protection of your child while in our care. They are as follows:

- All exits and entrances are locked and only accessible by keypad code entry or key.
- Classrooms are surrounded on three sides by tempered glass walls for easy viewing.
- Frequent observations of the classrooms are performed by the administration.
- All common areas of the School are able to be viewed via the closed-circuit internet camera system which is password protected.

Classroom Safety

Our School is located in an area which is free from conditions which are deemed hazardous to the physical and moral welfare of the children. Our School provides equipment and furnishings that are child-sized, sturdy, safe and in good repair. Individual teachers are responsible for the set-up of their classroom. It is part of their daily routine to wash and sanitize toys and furniture and to watch for and eliminate any hazards present in the classroom. Teachers are provided with guidelines as to what equipment and toys should exist in each classroom and health and safety checks are conducted regularly.

Playground Safety

A safe, age-appropriate outdoor environment is provided for our children. Outdoor play is a requirement for our enrolled children and may only be skipped with a doctor's note. The following rules are enforced for indoor and outdoor play areas:

- When a class has outdoor time, all children must stay with their class.
- Teachers will supervise the children on the playground at all times.
- In case of an accident, one teacher may bring a child in for first aid.
- At no time will the class be left on the playground without appropriate supervision.
- The administration and the teachers will inspect the playground daily and report any unsafe conditions immediately

Sun and Heat Safety

We ask that parents apply sunscreen in the morning to all children over the age of 6 months before coming to School for the child's morning outside activity. Parents who wish that the teacher apply sunscreen to their child for afternoon outdoor time **must obtain a copy of the Parental Consent Form for Sunscreen and complete it and turn it in to the front desk. We will supply the sunscreen, Rocky Mountain SPF 30, certified by the**

AMC Cancer Research Center as a top-quality sun protection product. Teachers will apply sunscreen to your child before any afternoon outdoor activity and provide your child with his or her hat prior to going outside. Children under 6 months old are kept in the shade; however, parents are welcome to bring a hat or other protective sun wear.

Ideally, children will have an opportunity to play outside at least twice a day. However, there are some days where it could be unsafe for children to be outside for any period of time due to the heat index. Our School follows the National Health and Safety Performance Standards composed by the American Academy of Pediatrics and where these guidelines determine that it is unsafe to be outdoors, indoor play time will be provided.

Sick Policies

Our ultimate goal is to provide a place where your child can learn, develop and have fun in a safe and healthy environment. The School is not equipped with the staff or facilities to care for sick children for an extended length of time. We depend on you to assume care for your sick child. The following guidelines for excluding children help us to keep many communicable illnesses out of our facility and thereby maintain regular attendance from the majority of the children and staff.

A child will be excluded from the classroom and comforted by a member of our administration while the family members are contacted to pick up within two hours in the event of:

- Fever of 101 or higher
- Two diarrhea episodes in a day
- Skin rashes that are not diagnosed by a physician's note
- Vomiting episodes of more than one a day
- Nose drainage that is thick and green or excessive for the comfort of the child
- Eye drainage of any type accompanied by red eyes or mucus crusted around the eyes
- Pink eye or symptoms similar to those of pink eye
- Chicken pox or measles sores are suspected
- Scabies are suspected
- Respiratory problems including uneven breathing or severe coughing with wheezing or suspected croup
- Sore throat, especially if swollen glands are suspected
- Strep throat symptoms are suspected
- Head lice are found
- Unusual color is noticed in the child such as jaundiced eyes or skin, pale in the face, stool or urine is an unusual color
- Appearance or behavior is unusual, and the teachers agree that the child is not feeling well enough to participate with the rest of the class including lack of appetite, confusion or irritability

All of these conditions will require the child to be away from the school for 24-hours. If the child has seen a doctor and that doctor has determined that the child is not contagious and allows for entrance back to school before the 24-hour period, a doctor's note will be required for the child to resume their normal attendance schedule. Children must be completely fever-free for 24 hours without the aid of medication before returning to School.

If your child becomes ill at the School, we will contact you and remove your child from other children until she/he is picked up from School. If your child is absent, please contact us and let us know the reason. We would like to send your child well wishes and prevent the spread of contagious disease in the facility.

No Medication Policy

- Exception is made only for breathing treatments & epi-pen injections (life-threatening). Both require a doctor's written consent and treatment protocol on file at the school. Guardians are welcome to administer medications to their own children at the front desk only providing that it is not masking a symptom that would exclude attendance. As a life-saving measure, Kids 'R' Kids management may administer fever-reducing medicine with a verbal order from a doctor. Acknowledgement of these policies provides guardian consent.

In order for the School to administer **any** medication to your child, you **and your child's physician** must complete the Medication Authorization Form available at the front desk. You must then and give the completed form to the Director or Owner. This form is valid for one week at a time. Additional forms will need to be filled for additional weeks.

- When filling out the medication form, you must include:
 - The full name of the child
 - The name of the medication
 - The date, time and amount of the medication to be administered
 - The prescription number
 - Any potential adverse reaction to the medication so that the child can be properly monitored, and families notified accordingly.
 - The duration of the medication (this authorization is required at the beginning of each calendar week.)
- We will not administer any non-prescription, over the counter medication or topical, non-medical ointment, lotion, cream or powder without written authorization from the child's parent in the form of a Topical Ointment and Cream Authorization.
- Medicine is administered by a member of the administrative staff.

- We will not administer any medication after its expiration date or for non-medicated reasons.
- We will not accept a Medication Authorization Form that states the medication to be given "as needed." Parents and physicians must indicate the exact conditions under which the medication should be given and a date and time.
- Only ONE medication can be listed on each Medication Authorization Form.
- If your child receives an antibiotic from his/her doctor that specifies a 2 times per day dosage, those doses should be administered both before and after School. If the antibiotic should be given 3 times per day, we will gladly include it in our afternoon medications.
- Prescription medication must be in its original container bearing the pharmacist's label and labeled with the child's first and last name and date.
- All medications must be dropped off and picked up at the front desk, each day (life-saving medications such as an epi-pen or inhaler can be left on-site for emergencies). These medications will be stored in a locked secure area inaccessible to the children. Medication may not be transported to the classroom by families. NO MEDICATION MAY BE PLACED IN THE CHILD'S BAG OR TAKEN INTO THE CLASSROOM FOR ANY REASON.
- Medication should not be sent with a child to administer themselves.
- Any child needing life-saving medications such as breathing treatments or epi-pens for allergies will be required to submit an "Individual Care Plan" completed by the child's doctor. Any "Care Plan" currently in use will remain so until renewal time (at least every 6 months).

Emergency Medical Care

Each child, upon enrollment, must have a Health and Emergency Permission Form on file. It is the family's responsibility to keep this information current. In the case of a medical emergency, you will be notified as soon as possible.

The child's emergency medical permission form as well as the health information on file will accompany the child. If possible, a member of the School administration or the child's teacher will accompany the child also.

Accident Reports

Staff members may apply simple first aid at the School for minor injuries such as cuts, abrasions, bruises, and insect bites. If any of these occur and first aid is administered, a

"Boo-Boo Report" will be completed. This report will state the nature of the injury, the cause, and the treatment. It will be signed by the teacher who completed the report, a member of administration and the family. The School will then log the incident in the child's file. If an accident is caused by or involves another child, that child's name cannot be given out and will not appear on the report. Families will be notified immediately if a child receives any injury other than a minor one.

Reporting Abuse and Neglect

School teachers and staff are mandatory reporters under the state's child abuse reporting laws. Please understand that we must take our obligations seriously and if we assess that a situation requires it, we will make a report to child abuse authorities of situations that we reasonably suspect constitute **abuse, neglect, or abandonment**. We will also make a report to Kids 'R' Kids International. Depending on the circumstances, we may not be able to communicate with parents about the report until authorized by child abuse authorities to do so. We ask for your understanding as we do our best to protect the children under our care. If you have any questions regarding the School's mandatory reporting obligations, please consult the Owner.

Reporting of Accidents and Hazards

All accidents, including those which do not involve serious injury, must be reported immediately to the Owner or Director by the staff member. Only through full knowledge of accidents can we strive to maintain a safe and healthy school.

Immediately report any unsafe conditions, defective equipment or other hazards to the Owner. Children are expected to assist in maintaining safe conditions. Safety is a state of mind and requires constant vigilance and common sense and is everyone's responsibility.

Emergency Procedures

If an emergency situation develops such as severe weather (hurricane, snowstorm, etc.), fire, physical damage or problems with the building, power failure, or any other situation that poses a threat, the children's safety is our first concern. Evacuation route diagrams are posted throughout the facility and the School is equipped with a fire alarm system, a sprinkler system, fire extinguishers in each room, and a battery-operated weather alert radio. Safety drills are performed monthly and all staff members are instructed on proper procedures.

In an emergency situation, if the School determines that the building or premises is unsafe, the children will be transported to: Hocutt Baptist Church, 314 W Horne St. Clayton. In there is an emergency situation and the school closes, families will be notified as soon as possible to pick up their child. If the family cannot be reached, the emergency contact will be called (this person should be local living in the state).

Emergency Contact List

Kids 'R' Kids Academy 10

Fire Department 911

Police Department NON-EMERGENCY NUMBER Or 911

Johnston Memorial Hospital (919) 585-8000

Poison Control (800) 222-1222

Kids 'R' Kids Franchise Support Center Region Manager 770-279-7777

Child Conduct

Basic Expectations

Our goal is to maintain a secure, challenging, and nurturing school environment. Another equally important goal is to help children mature and learn a sense of self-responsibility. Our discipline policy at Kids 'R' Kids is built around our understanding of child development. Our goal is to allow each child to find and develop their own personal self-management skills. As teachers and staff, we offer children choices, so they feel powerful in their ability to gain self-control. When appropriate, we use positive behavior management techniques to further develop self-discipline. In situations where younger children are having a difficult time managing negative emotions, it may be appropriate to have the child work one-on-one with a teacher or member of the administrative staff to resolve the situation. Families will always be informed if a situation such as this has occurred. If a child continues to have a difficult time, a team meeting with the family may be requested to develop a plan of action to best meet the needs of the child and the family.

General Conduct

Children and parents should be considerate and show respect toward other children, faculty, all guests, and visitors. Children should respect School property and the personal property of other people. Children and parents, whether as participants or spectators, are required to show good conduct and courtesy at all School-sponsored events (on and off campus). Any person showing negative conduct may be asked to leave the event and may not be allowed to attend future events.

Discipline and Behavior Management Policy

Praise, positive reinforcement, and redirection are often effective methods for the behavior management of children. When children receive positive, non-violent, and understanding interactions from adults and others, they develop good self-concepts, problem-solving abilities, and self-discipline. Based on this belief of how children learn and develop values, this facility will practice the following discipline and behavior management policy taken from Kids 'R' Kids, International operational guidelines and the NAEYC Code of Ethics.

Where appropriate, we will use positive reinforcement, time-away, and re-direction with children to guide children toward appropriate behavior. Guidance will be appropriate, respectful, not tied to food or toileting and within appropriate developmental expectation. At times a verbal reprimand, parent conference, or more serious discipline, up to and including dismissal, may be warranted. Corporal punishment is not permitted. We follow the NAEYC Code of Ethics – Principle-1.1: "Above all, we shall not harm children. We shall not participate in practices that are disrespectful, degrading, dangerous, exploitative, intimidating, emotionally damaging, or physically harmful to children."

Consistent application of disciplinary policies is sought, although each situation is judged on its merits, and every effort will be made to ensure that decisions are not arbitrary.

In some circumstances, a child may be placed on probation. Children who are placed on behavior probation may be required, at the School’s discretion, to have their family sign a **Behavior Action Plan** with the School as a condition of continued enrollment. Failure to comply with the stipulations in the disciplinary probation agreement may result in dismissal. **If a student’s development is flagged for delays, behaviors, or by diagnosis, a related action plan will be put in place within two weeks of observed & documented instances. Parents/guardians will be notified at that time to meet for a consultation to discuss a path of success for the student. A parent/guardian’s actionable and immediate support is necessary for us to maintain the child’s enrollment in our program.**

Children may be dismissed for serious first offenses; repeat infractions (even if not related); conduct resulting in harm, damage, or disruption to the educational environment; parent or family member causing disruption to the School or the School’s educational mission; non-payment of tuition or fees. Any matter taken under consideration by the Owner directly may be grounds for expulsion. **The School reserves the right to dismiss any child at the sole discretion of the School’s Director or Owner.**

In addition, the School may report to the appropriate governmental authorities any actions that appear to violate law.

Child Behavior

Our standards of conduct are designed to provide children with guidance to help them meet the goals and expectation of our community. The list of rules and policies should be read carefully. Violations will result in serious consequences, up to and including suspension or dismissal from School. Children may also be held responsible for any damage or harm that they cause to individuals and/or the School community at large. These policies and standards apply any time a child is enrolled in this School, including when a child is on campus, is participating in or attending a School-sponsored event on or off campus, and in the evening, on weekends, and during school breaks, including summer break. In addition, the School regards any behavior prejudicial to the best interests of the School, whether at School or elsewhere, as sufficient grounds for a disciplinary response. The policies and rules outlined in this handbook should not be read as an all-inclusive description of the School’s standards, which are based on **honesty, respect, trust and safety**. Any behavior that constitutes a breach of these School values may be treated as a School rule violation.

Children will be subject to disciplinary action up to and including immediate dismissal for:

- Abuse or damage of School property
- Possession or use of a weapon, among other things

- Bullying/Harassment
- Committing a serious breach of conduct inside or outside of the School
- Disrespect
- Dishonesty
- Disruption of School functions
- Failure to cooperate with staff
- Fighting or Horseplay
- Hitting
- Lewd or obscene behavior
- Leaving campus without authorization
- Possession or sale of tobacco, alcohol, drugs, or drug related items
- Use of profane, obscene, bigoted or other type of offensive language
- Sexual misconduct
- Stealing
- Threatening behavior
- Verbal or physical assault or battery
- Violation of School's "Computer/Network Policy"
- Inappropriate use of the Internet.
- Willful disobedience

Biting

The School understands that biting is very common among children ages 18 months to 3 years. Biting can reflect not only a toddler's feelings, but also their limited expressive language which is a part of normal early childhood development. The school will make every effort to work with the family and the classroom teacher to provide additional support and help identify triggers, however, **repeated incidents of biting may result in the withdrawal of the child. Our objective is to ensure that our School maintains the highest level of safety for every child enrolled.**

The School requires all families of children under 3 years old to review the guidelines outlining how biting incidents are handled. These guidelines will be presented with the enrollment materials.

Harassment and Bullying

The School is dedicated to fostering an environment that promotes kindness, acceptance, and embraces differences among individuals. Therefore, the School will not tolerate any type of harassment or bullying by a child, employee, or any third party (including vendors, contractors, donors, volunteers, parents, and visitors). Children should be aware that their off-campus behavior (on fieldtrips or on the bus) is also covered under this policy, regardless of when and where the conduct occurred or who was affected by the child's inappropriate behavior. Harassment is broadly defined to include unreasonable conduct or behavior that is personally offensive or threatening, impairs morale, or interferes with the educational environment of children and includes, but is not limited to, slurs, jokes, comments, teasing, and other offensive conduct relating to **race, religion, color, sex, gender identity, sexual orientation, national origin, citizenship, or disability**. Harassment also includes sexual harassment.

Bullying includes a variety of behaviors, but all involve a person or group trying to take advantage of the power they have to hurt or reject someone else. These behaviors can be carried out, physically (hitting, kicking, pushing), verbally (calling names, taunting, teasing, threatening, ridiculing, spreading rumors, etc.), electronically, sometimes called "cyber-bullying" (posting defamatory remarks or photos, sending threatening emails, creating fake profiles, taking over an account and posting as someone else), or through relational aggression (harming or threatening to harm relationships or acceptance, friendship, or group inclusion) or emotional aggression (teasing, threatening, intimidating others).

For parents of younger children, these words are not always meaningful. Therefore, in explaining the concepts, you should stress that the School needs to know whenever anyone at School makes your child feel uncomfortable. In that regard, you should remind your child that it is not nice or permitted to call other children by mean names or to tease them in ways that are hurtful. It is also not nice or permitted to grab or touch another child's "private parts," to pull down another child's pants, to look up a girl's dress, or to intentionally open the door on a child who is using the bathroom. You should explain that your child should not engage in these types of hurtful behaviors when your child talks, writes, draws, or plays with other children. We like to remind the children of the Golden Rule: "Treat others at the School the same way you would like to be treated."

Bullying or harassment can occur through any type of communications method, including face-to-face communications, phone, text, email, postings on social media (Facebook, Instagram, Snapchat GroupMe, etc.), camera phones, or other forms of technology. The communications can be direct or indirect, such as through friends or others. Any type of offensive conduct, whether on or off campus, on a bus, or at a School-related event, can create an uncomfortable school environment.

It is the responsibility of all members of the community to ensure that their words, actions, and interactions with others always reflect the intent to promote respect and trust. Attempts to justify behavior as a "prank" or "joke" do not change its harassing or bullying nature if the object of the joke or prank is not a willing participant. Whatever the basis for the harassment or bullying, it is prohibited.

All concerns relating to harassment or bullying should be reported immediately to the Director or Owner. We also expect that anyone, whether child, faculty, staff or family member who witnesses, or has knowledge of an incident of bullying or harassment, will report the incident to the appropriate individual identified above.

When the School administration becomes aware of harassment or bullying, the situation will be promptly investigated. Any child found to have violated this policy will be subject to disciplinary action, including dismissal from school for serious violations, even in the case of a single expression, act, or gesture. Conduct need not meet the legal definition of harassment or bullying to violate the School's expectations for appropriate behavior

and be actionable. No adverse action will be taken against any person who makes a good faith report of harassment or bullying. Retaliation in any form against anyone for making a complaint under this policy or for participating in an investigation is strictly prohibited. Any retaliation should also be reported pursuant to this policy and is itself a cause for disciplinary action.

Drugs, Alcohol, Tobacco

Although it should go unstated, children must abstain from the use or possession of alcoholic beverages, illegal drugs (which includes medical marijuana), or tobacco products (which includes e-cigarettes and vaping/juuling, whether or not nicotine is present), both on and off School property. In the event that the School becomes aware of a child's involvement in any of the above-mentioned activities, the Owner will determine appropriate action, which may include substance-abuse testing, treatment, suspension, or expulsion.

Consequences: In addition to determining the appropriate disciplinary action pursuant to the School's Discipline Procedures, the School reserves the right to impose additional or different requirements as appropriate for the circumstances in its sole discretion.

Threats/Weapons

The School takes all threats seriously, even when children make comments in jest, on the Internet, by text, or away from School toward or about another child, employee, or the School. Children are prohibited from bringing any type of weapon (whether operable or not) to School or School-sponsored events, including knives, guns (all types), fireworks, etc. This prohibition includes, without limitation, pocketknives (even those that are part of a key chain), firecrackers, matches, lighters, smoke bombs, stink bombs, or any type of explosive device. Any such item may be confiscated and, if appropriate, turned over to law enforcement. Any pictorial depictions of weapons, or verbal or written comments that the administration determines in its discretion appear to be threatening in nature, or any behavior that is threatening, will result in disciplinary consequences.

All members of our community are required to immediately report any comment, posting, text, or other form of communication or information that they receive or learn about that reflects that someone has made a threat toward or about another child, an employee or the School. If there is any communication or behavior that concerns you, report it the Director or Owner.

Searches

Admission to our School is conditional upon consent to searches. Refusal to comply with a request for permission to search a child's possessions may result in suspension or immediate dismissal of the child.

Dress Code

Please ensure that your child (infant to school-age) has a minimum of two changes of clothing in their cubby/backpack and that it always remains weather-appropriate. Young children learning to walk need light, treaded shoes for maneuvering and proper footing on different surfaces. Sandals are not permitted for safety reasons unless toe is enclosed and there is a heel strap. Girls wearing skirts or dresses are asked to wear shorts underneath to prevent exposure of undergarments.

Other General Policies and Procedures

Confidentiality

Information pertaining to the children enrolled at the School and the staff employed at the School is considered confidential.

To set up play dates or send party invitations, etc., families often ask for the phone numbers and/or addresses of other children in the School. We will happily pass along notes or messages from you, but we cannot release confidential contact information.

Diapering

Children are checked at scheduled intervals throughout the day and changed at the first sign of wetness or soiling. No child is knowingly left in wet or soiled clothing. For children who wear diapers or toilet training pants, each family must provide an ample supply for each day/week. We do not supply these items and families will be notified if a child is running low on supplies.

Field Trips

Classes may plan field trips during the year to acquaint children with community resources and to provide educational experiences that will enhance classroom-learning activities. In addition to the required transportation paperwork, **a signed participation and release form are mandatory for each field trip. A child will be unable to attend a field trip unless a signed field trip form is received from a designated family member or guardian.** Families are encouraged to contact their child's teacher to see if additional chaperones are needed.

Children scheduled to go on a field trip will wear a Kids 'R' Kids t-shirt and a bracelet identifying the child as a student of Kids 'R' Kids. A child may NOT be checked out from a field trip. This policy is to help the staff keep an accurate count of their children.

Lost and Found

All items turned in to the Lost and Found will be held for 30 days. If not claimed, they will be discarded or donated to a charitable organization.

Meals and/or Snacks

Our School will provide a nutritious breakfast and lunch every day along with a snack in the morning and afternoon. Meals and snacks served at our School comply with state and USDA's Child and Adult Care Food Program (CACFP) guidelines.

We are a nut-free School. Absolutely no peanut products may be brought into our School. This includes food products that are cooked with or near nut oil.

- Infants

A written feeding plan for children up to fifteen months of age must be completed and submitted by the families. This plan should be updated regularly as new foods are added or other dietary changes are made.

All baby bottles (including the cap) must be clearly labeled with the child's name and current date. Formula or expressed milk must be brought in appropriate amounts for feeding. Any milk warmed must be used within an hour or it will be discarded.

We provide commercially prepared cereals and jar foods.

- Preschool

Meals and snacks are provided by the School and are according to the schedule posted in the Café. Mealtime is seen as a part of the learning process. Children are served in the Kids Café and are encouraged to display proper table etiquette. They are also encouraged to taste all the food that is served but are not forced to eat anything. At no time is food withheld as punishment.

- School-Age

Children enrolled in our Before-and After-School program will be served breakfast and an afternoon snack while in our care. Lunch is also provided if the school-age child is present during lunch time (summer and school holidays, etc.).

Allergies and Special Diets

A weekly menu is posted in the Kids Café including all food that will be served for snacks and meals. Any special diets for food allergies, not available by the School, must be provided by the family and accompanied with a physician's note. This includes children who prefer water or juice instead of milk during meals. No tuition discount is given for food brought in by families with a doctor note. No food shall be brought in for your child or the class without prior approval from the administration. Please see a member of the administrative team if your child has special dietary needs.

Naptime

All younger children are required to have a quiet time following lunch and are encouraged to sleep during this time. Children who are five years of age and older are not expected to nap (unless required under state regulations) but are provided with quiet time. Children who fall asleep will be allowed to sleep until the end of the rest period, as designated by the daily schedule. Children may bring a small item to comfort them and help them rest. The item, including pillows, must be small enough to fit into their school bag (this does not apply to Infants. The school follows federal "safe-sleep" regulations that require no items in the crib other than a sheet or approved sleep sack. Swaddling is allowed with a doctor's note).

Personal Belongings

Upon enrollment in our program you should bring the following for your child:

- At least two complete changes of clothing appropriate for the weather with each item labeled with the child's name or initials, including socks and underwear
- A supply of disposable diapers for children who are not yet toilet-trained
- You may bring a lightweight blanket or soft toy for rest time that is labeled with the child's full name (does not apply to infants).
- Any prepared food for infants or toddlers who are not yet able to eat items listed on the weekly menu
- All children will be outside during the day, weather permitting. Please make sure your child has adequate clothing for outside play. (This includes a jacket or coat, closed-toe shoes only. No open-toe shoes – flip flops or sandals – will be allowed at School.)
- If your child is too sick to go outside, a physician's note explaining the reason should accompany the child before the exclusion is accepted.
- Bookbags are not allowed in any program, except school-age.
- Absolutely no plastic baggies are allowed in any classroom or cubby.

Pets

Because of health and safety concerns, pets may not be brought to School without the Owner's advance consent. When picking up or dropping off your child, please keep pets in the vehicle.

Media Release

Upon enrollment, you will receive a copy of our Media Release to read and sign. Many pictures will be taken in your child's class and throughout the School during the time that your child is our School. Other families and teachers may take snapshots of parties and special events within the program. If for any reason you do not want your child photographed, please let the Director/Owner know as soon as possible. Also, be sure you make the classroom teachers aware of your wishes.

Prohibited Items

The following items should not be brought to the School by children (some items may be approved for programs such as summer camp. Please see a director for specifics.):

- Cell phones
- CDs, DVDs, iPods, PS2s and similar items
- Wearable technology, such as smart watches
- Cameras and video cameras
- Skateboards
- Electronic games
- Inappropriate reading material

- Any other items that would distract from learning
- Chewing gum or candy
- All Ziploc, sandwich, grocery or other plastic bags are forbidden for safety reasons. Please use alternative bags, such as paper or fabric.

Safeguarding Valuables

Children should not bring excessive amounts of money (over \$5.00 is considered excessive) or other valuables to the School. Valuables such as expensive clothing, blankets, toys, electronics, jewelry (necklaces, bracelets, earrings, etc.) should not be brought or worn to School. The School will not be responsible for lost, stolen or damaged valuables.

Special Events

Arrangements should be made with the teachers regarding a birthday or holiday party. If you are bringing a cake or special snacks to the class, they will be served in addition to snack/meals required by the general nutrition policy, and they must be purchased from the store and have an ingredient label (label must not say "nuts" or "nut products" at all). No home-made food will be accepted for School parties due to possible food allergies present in the classroom. No pizza or other food deliveries are permitted.

Holiday parties will take place in the classroom throughout the year. Generally, a note is posted to notify families of an upcoming party and many times families are asked to volunteer to bring food or drink. If at any time you object to a party for religious or other reasons, please notify your child's teacher or a member of administration as soon as possible, so they can make arrangements to care for your child during that time. We will assume that all children can participate unless notified to the contrary. Please remember that no latex balloons are permitted, and "goody" bags must be given as the child goes home with their parent.

Telephones

Children are allowed to use the office phones for an emergency with a note from a teacher. Cell phones may only be used with the permission of administration.

Toilet Training

When you believe that your child is ready to begin toilet training, please discuss this with your child's teacher. We will assist by encouraging your child to visit the toilet between diaper changes. With the first signs of success, we will recommend that you send your child to school in training pants. Because toilet training can result in many soiled clothing items at school, please be sure your child comes to school with several (two to three) changes of clothing. Be sure extra clothes are appropriate to the present season and are labeled with your child's full name. All soiled clothing will be sent home the same day for laundering. The School is prohibited from laundering any child's soiled clothing within the School's laundry.

Toys

The School provides many toys for the children's learning centers. Therefore, we request that toys not be brought from home. Please note this does not include special transition objects such as blankets or other security items to which your child is significantly attached.

Local School Transportation

Local Public and Private Schools Serviced by Kids 'R' Kids #10

Kids 'R' Kids reserves the right to add or delete any of the above schools.

Transportation is provided to and from the school only with parental permission. The Kids 'R' Kids transportation forms must be signed once a year.

If we take your child to school in the morning, then we will pick up your child at dismissal time unless otherwise notified. If we do not take your child to school, then we assume that she/he is absent and we will not expect to pick up your child unless it is agreed upon in advance that you will provide morning transportation and we will provide afternoon transportation.

Please have your child at Kids 'R' Kids by 7:30am for the morning bus run. We reserve the right to depart earlier than normal for weather inclement days and other specific, management approved reasons. If your child will not be needing to ride the bus home with us, please notify us no later than 2:45pm, as our drivers depart promptly after that to pick up after care students. Failure to notify us will result in a no call charge as well as possible dis-enrollment for repeated offenses.

Schools Serviced by Kids 'R' Kids may vary from year to year. Please discuss your transportation needs with us prior to the start of each school year. We solicit this information during the summer months in order to project out our runs for the start of each new school year.

Visitors and Volunteers

While your child is in our care, you can always be assured that the door is open to you. Parents of children enrolled in our programs are NOT required to call prior to arriving and may visit unannounced at any time during our business hours. Please understand, however, we need to balance our open-door policy with maintaining the safety of the children on our campus - a top priority for our faculty and staff. As such, families and visitors **must** first report to the administrative staff and sign in at the front desk before visiting any class or any other location on School property during School hours. Only parents and Emergency Contacts may remove a child from the School. If you are asking to see your son or daughter, please do not be offended if you are asked to show identification. This is a safety measure intended to protect your children.

Families who want to help in the classroom, Kids Café, playground or during field trips must have a complete comprehensive background check and any additional paperwork required by the state.

Smoking

For the health of all School employees, children, and other members of the community, smoking and the use of tobacco products is **not permitted anywhere on our** campus (including the parking lot). All individuals are prohibited from smoking or using tobacco products in the buildings, on the grounds, and in the parking lot. Parents who smoke in their cars must dispose of the cigarette prior to entering the parking lot. This policy also applies to electronic cigarettes, also known as e-cigarettes, e-sigs, digital cigarettes, alternative cigarettes and “vaping.”

Final Statement

Our goal at Kids 'R' Kids Clayton is to provide you and your child the highest quality care. We believe that nurturing children in a loving and learning environment contributes to their overall success in life, therefore we commit ourselves to providing superior childcare and early education services to your family.

Thank you for choosing Kids 'R' Kids Clayton.

(Family Copy)

Acknowledgement and Receipt - Discipline and Behavior Management Policy

Praise, positive reinforcement, and redirection are often effective methods for the behavior management of children. When children receive positive, non-violent, and understanding interactions from adults and others, they develop good self-concepts, problem-solving abilities, and self-discipline. Based on this belief of how children learn and develop values, this facility will practice the following discipline and behavior management policy taken from Kids 'R' Kids, International operational guidelines and the NAEYC Code of Ethics.

Where appropriate, we will use positive reinforcement, time-away, and re-direction with children to guide children toward appropriate behavior. Guidance will be appropriate, respectful, not tied to food or toileting and within appropriate developmental expectation. At times a verbal reprimand, parent conference, or more serious discipline, up to and including dismissal, may be warranted. Corporal punishment is not permitted. We follow the NAEYC Code of Ethics – Principle-1.1: "Above all, we shall not harm children. We shall not participate in practices that are disrespectful, degrading, dangerous, exploitative, intimidating, emotionally damaging, or physically harmful to children."

Consistent application of disciplinary policies is sought, although each situation is judged on its merits, and every effort will be made to ensure that decisions are not arbitrary.

In some circumstances, a child may be placed on probation. Children who are placed on behavior probation may be required, at the School's discretion, to have their family sign a Behavior Action Plan with the School as a condition of continued enrollment. Failure to comply with the stipulations in the disciplinary probation agreement may result in dismissal.

Children may be dismissed for serious first offenses; repeat infractions (even if not related); conduct resulting in harm, damage, or disruption to the educational environment; parent or family member causing disruption to the School or the School's educational mission; non-payment of tuition or fees. Any matter taken under consideration by the Owner directly may be grounds for expulsion. **The School reserves the right to dismiss any child at the sole discretion of the School's Director or Owner.**

In addition, the School may report to the appropriate governmental authorities any actions that appear to violate law.

I, the undersigned parent or guardian of _____ (print child's full name), do hereby state that I have read and received a copy of the facility's Discipline and Behavior Management Policy and that the facility's director (or other designated staff member) has discussed the facility's Discipline and Behavior Management Policy with me.

Date of Child's Enrollment: _____

Signature of Parent or Guardian: _____

Signature of Director (or designated staff member):

Distribution: One copy to parent or guardian, signed copy to be kept with child's facility records

(School File Copy)

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Children may be dismissed for serious first offenses; repeat infractions (even if not related); conduct resulting in harm, damage, or disruption to the educational environment; parent or family member causing disruption to the School or the School's educational mission; non-payment of tuition or fees; Any matter taken under consideration by the Owner directly may be grounds for expulsion. **The School reserves the right to dismiss any child at the sole discretion of the School's Director or Owner.**

In addition, the School may report to the appropriate governmental authorities any actions that appear to violate law.

I, the undersigned parent or guardian of _____ (print child's full name), do hereby state that I have read and received a copy of the facility's Discipline and Behavior Management Policy and that the facility's director (or other designated staff member) has discussed the facility's Discipline and Behavior Management Policy with me.

Date of Child's Enrollment: _____

Signature of Parent or Guardian: _____

Signature of Director (or designated staff member):

Distribution: One copy to parent or guardian, signed copy to be kept with child's facility records

(Family Copy)