

## Freshwater After School Program Behavior Policy

We want all students to have a safe and fun experience at the ASP. Our program is about learning new things, meeting and making new friends, and even honing newly developed skills and hobbies! It is a chance for kids to have fun and be part of teams, face challenges, and support each other. Students are responsible for their positive behavior and willingness to participate in daily activities. Those who are going into grades 4-8 are encouraged and expected to be positive role models for our TK-3rd graders.

*The Freshwater After School Program mirrors its behavior management system after the school's Dynamic Dolphin Program, Restorative Practices and Healthy Play models. We adhere to all the school's safety rules for the playground and social conduct. The cohesiveness helps us maintain clear and consistent messaging to the students about expectations and consequences for behavior. In theory, if the children are engaged and actively involved in our program, we should be able to minimize the need for the discipline procedures outlined below. Most of our behavior management should be in reaction to social/peer dynamics as children are learning and growing developmentally. We are there to support their ability to use their own voices to communicate their needs from / with others. We are there to support them resolving conflicts with one another as they arise. Most of our behavior management should be fulfilled and rectified using the 'stop.talk.walk' and 'restorative practices' language and guidance. The procedures listed below are to be used when our ability to resolve an issue with the above mentioned methods is ineffective or becomes redundant.*

### **Discipline Procedures:**

#### **Minor infractions (That go beyond the use of restorative justice or 'stop.talk.walk')**

**1st incident:** Verbal warning / talk it out / rule reminders with if/then consequence

**2nd incident:** Redirection / 5 min break and rejoin or find new activity

**3rd incident:** Loss of choice of play or activity / sit out and observe expectations modeled by others / communicate with parents at pick up or via message

**4th incident:** Loss of privileges / action plan with Director / discuss next steps / involve parents

**5th incident:** Loss of privileges for duration of program day / Behavior contract / parent notification

**6th incident:** 1 day suspension / parent notification / Final Warning

**7th incident:** Removal / drop from program

**Major Infractions (behaviors that result in significant program disruption or that create an unsafe (physically or emotionally) environment for other students or staff will automatically result in loss of privileges. These incidents are dealt with starting at step 3 as determined by the nature of the situation. \*if staff is unsure of the severity of a situation or how to proceed, they will defer to Director or Assistant Director)**

**Bullying/Language** - Severe or pervasive physical or verbal acts of misconduct, including communications made in writing or electronically.

**Harassment, Intimidation or Discrimination** - (gender, racial, ethnic or sexual) - committed verbally, physically, in writing or electronically.

**Defiance** - Chronic/continued refusal to comply after given clear directions and the opportunity to.

**Aggression, Violence, unsafe actions towards self or others** - Severe behavior that places self or others at risk of harm, continued or severe aggression, or genuine threat of severe aggression or violence.

**Without Supervision** - Intentionally leaving ASP boundaries or supervision of staff (hiding, not returning with group - being out of sight/unattended on purpose)