

Freshwater After School Program Behavior Policy

We want all students to have a safe and fun experience at the Freshwater After School Program. Our program is all about learning new things, meeting and making new friends, and honing newly developed skills and hobbies! It is a chance for kids to have new experiences, be part of teams, face challenges, and learn to support each other. Students are encouraged to be responsible for their positive mindset, safe behavior, and willingness to participate in daily activities. Those who are going into grades 4-8 are expected to be positive role models for our TK-3rd graders. All participants are expected to make safe choices to the best of their ability and follow all rules set by the program staff.

Discipline Procedures:

Minor infractions (That go beyond the use of restorative justice)

1st incident: Verbal warning, rule reminders with if/then consequence

2nd incident: Redirection, 5 min break then rejoin or find new activity - student choice when appropriate

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

4th incident: Behavior contract review and sign with parent/guardian, loss of privileges, documentation

5th incident: Loss of privileges, develop an action plan, discuss next steps, involve parent/guardians

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

7th incident: Permanent removal from program

Major Infractions (behaviors that result in significant program disruption or that create a physically or emotionally unsafe 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.)

Bullying/Harassment - Involving the use of unwelcome, offensive, or discriminatory remarks, unwanted, aggressive behavior, power imbalance, severe or pervasive physical or verbal acts of misconduct, meant to intimidate, humiliate or cause psychological harm - including communications made in writing or electronically.

Language - profanity, slurs, threats and/or disrespectful remarks - spoken or written, digital or gestured communication that disrupts the program, demeans or threatens others or violates school policy.

Defiance - Chronic or continued, observable, measurable refusal to follow or comply with a reasonable direction or rule.

Aggression/Violence (any 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 boundaries or supervision of staff (hiding, not returning with group - being out of sight/unattended on purpose)

The Freshwater After School Program mirrors its behavior management system after the school's Restorative Practices and Healthy Play models. We adhere to the school's safety rules for the playground and social conduct. This 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 above. 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 advocate for themselves and communicate their needs with other students and staff. We are there to support them resolving conflicts with one another as they arise. The procedures listed above are used when our ability to resolve an issue with the above mentioned methods is ineffective or becomes redundant.

Student Signature: _____ Date: _____

Parent Signature: _____ Date: _____