

Positive Interactions Policy

All Participating Parents must read the K.I.D.S. Positive Interactions Policy. A copy of this can be found in a binder on the information table at the school. You must read and sign the policy twice a year in September and February to acknowledge that, while participating, you will comply with the policy.

Reporting Positive Interactions

The rights of the child:

All issues surrounding the need for Positive Interactions must conform to our goal of providing a safe, healthy and positive environment for the children.

The rights of the child are practiced within Kin-Huron Integrated Day-Nursery School Co-operative Inc. These rights include the following:

- a) The right to be brought up in a spirit of peace and universal brotherhood.
 - i) Verbal interaction between the children is encouraged when a conflict arises.
 - ii) The adult's tone of voice should be controlled at a positive level at all times.
- b) The right to protection against all forms of neglect, cruelty and exploitation;
- c) Staff have a duty to report suspected cases of Child Abuse immediately to Children's Aid Society as well as the Program Director.
- d) The right to learn to be a useful member of society and to develop individual abilities.
- e) Methods of discipline used are graduated steps and are used to best suit the individual needs of the child.
 - i) **Resolve**
In a controlled tone of voice the behaviour is discussed between the staff and child.
 - ii) **Redirect**
If the behaviour continues, the staff shall redirect the child to an alternate activity.
 - iii) **Remove**
If the behaviour continues, the child shall be removed from the situation for a limited supervised period. As soon as the child is ready to return, he/she will join his/her group.
- f) Disciplinary actions will always be;
 - i) Implemented as soon as possible after the troublesome behaviour

- ii) Appropriate for the developmental level of the child and the nature of the behaviour
 - iii) Used in a positive and consistent manner to assist the child in learning the appropriate behaviour and developing positive self-discipline
 - iv) Discussed with the parents should a difficult situation arise
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- g) The right to adequate nutrition and medical care.
 - h) The right to special care, if a disability is diagnosed.
 - i) The right to affection, love and understanding.
Positive measures are used to encourage children's self esteem.

Prohibited Practices

- a) Corporal punishment of a child by an employee, volunteer or by another child or group of children;
 - b) Deliberate harsh or degrading measures to be used on a child that would humiliate a child or undermine a child's self respect;
 - c) Deprivation of a child of basic needs including food, shelter, clothing or bedding.
- No employee shall;
- d) Lock or permit to be locked for the purpose of confining a child, the exits of the day care.
 - e) Use a locked or lockable room or structure to confine a child who has been withdrawn from other children.

Contravention of Disciplinary Measures

Kin-Huron Integrated Day-Nursery School Co-operative Inc. complies with all the regulations of the Child Care and Early Years Act, 2014 with respect to Positive Interactions. Staff are reminded that professionalism demands that when a behaviour situation has taken them beyond their ability to respond positively they must ask a co-worker to help to resolve the situation according to the above stated procedures.

Failure, of staff, to comply with the established disciplinary procedures will result in a verbal warning (for a first occurrence), followed by a written warning (for a second occurrence), and finally by dismissal (for a third occurrence).

Procedures for Monitoring Positive Interactions

The Child Care and Early Years Act, 2014 sets out the requirement for child care centres to have a written Positive Interactions Policy (Sec. 46(1)).

At the Annual General Meeting all board members and staff will review the Positive Interactions Policy and indicate their agreement to adhere to this policy by their signature and date.

All staff/students/volunteers will review this policy when hired and sign and date where necessary.

Participating parents will review the policy and sign that he or she will abide by it when beginning work and in any case a minimum of twice yearly, normally at the beginning of the school year in September and again in February.

Twice a year in December and June, a Board member and/or a Participating Parent will fill out a Monitoring Positive Interactions Practices Form for the Program Director. The Program Director will fill out a form for staff, students and volunteers/participating parents. These forms will be kept for at least 2 years from the date of writing them up. The forms will be signed by the staff/student/volunteer and the person filling it out.

The Program Director and Staff will take responsibility for the following;

- a) Review the Positive Interactions Policy with all employees and volunteers/students prior to commencing to provide care or guidance at the day nursery and annually thereafter
- b) Ensure that any contravention of the policy is documented and dealt with as per measures outlined in the centre's approved policy immediately as they occur. The Program Director is to notify the President immediately. The President will then notify the Board at the next meeting.
- c) The Program Director and staff will act as positive role models for appropriate Positive Interaction practices.
- d) The Program Director and staff will provide positive verbal reinforcement of appropriate Positive Interaction practices.
- e) The Program Director and staff will remind volunteers of appropriate Positive Interactions at times when practice is showing some degree of error, i.e. voices a little too loud, negative wording, lack of direction. This will be done following the completion of the program.
- f) The Program Director and staff will directly interject Positive Interactions at times when Positive Interactions Policy is being broken, when a child is in a position of danger.
- g) The Program Director will ensure that a Monitoring Positive Interactions Practices Form is completed for all staff/participating parents/volunteers/students as necessary. A Participating Parent or Board member will complete a Monitoring Positive Interactions Practices Form for the Program Director. A Participating Parent may have had more of an opportunity to observe the Program Director in his/her work with the children. However, a Board member may wish to take on this role. The Monitoring Positive Interactions Practices Forms shall be completed in December and June each year.

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