

Hurtful Behavior Policy Form:

Dear Blackhawk Montessori parent,

Our goal is to create safe environment in which a child's self-esteem and skills for expression and conflict resolution is enhanced. Our school Philosophy is based on love and respect for each other and the environment. Any abuse of the child, verbal, psychological or physical is not only inappropriate, also prohibited by law.

Continuing our concern for your child safety and well being, and in accordance with the California state childcare licensing Agency guidelines we have implemented 4 step of Hurtful behavior policy. **Please read the policy below, sign and return this form.**

Step 1: If a child hurts/bites/pinch to someone first time. Parents/caretaker will be notified through the written incident report with all the explanation of that incident. Parent needs to talk to the child for his/her behavior/incident. Teacher will redirect that behavior using positive approach.

Teacher will supervise that child closely that child will not repeat that hurtful behavior to others.

Step 2: If the child repeats that hurtful behavior second time. Parent/caretaker will be notified again through the written incident report with the explanation of that incident. Parent/teacher meeting can be scheduled at this time and discuss about child's hurtful behavior and provide referrals for professional recourses to help the parent how to deal with these kinds of situations.

Teacher will continue to redirect the child's behavior in a positive way, using brief supervised separation of the child from the group for limited time and use positive methods of discipline and guidance that encourages the child self control, self esteem and self-direction.

Step 3: If the same hurtful behavior continues, and the above two steps are ineffective, then the staff will contact the parent/caretaker to pick up the child from the school and not return for 24 hours.

Second time parent/teacher conference will be scheduled and discuss about child's behavior, steps taken by the staff and the consequences.

Step 4: If the child's behavior still continues and all the above steps become ineffective, then parent/caretaker will be asked to take the child home and that child will be terminated from the school with one week notice.

Parent's Signature

Date

Parent's Full Name: -----