

# ORLANDO EARLY LEARNING ACADEMY

## **Discipline Policy:**

Discipline at Orlando Early Learning Academy is intended to guide and teach children, to help them develop self-control and learn to manage their emotions. The emphasis is on teaching self-discipline to children in a realistic way, without demanding what children are not yet able to do. Appropriate expectations are well matched to children's interests and abilities.

Classroom expectations are explicitly taught. Children do not enter OELA knowing what we expect or how to behave. Keeping activities short, fun, active and age appropriate helps children learn the routine and be able to comply with our expectations.

The Department of Children and Families states that discipline may never be punitive, severe, humiliating, frightening, or associated with food, rest, or toileting. Spanking, yelling, grabbing or any form of physical punishment is prohibited.

## **Non-punitive discipline methods used at OELA include:**

- Giving Attention for good behavior: Children desire positive personal attention from adults.
- Redirection: Children can often be redirected or distracted by a teacher. When a child is observed not behaving appropriately, a teacher will suggest another activity or provide another toy for the child. This helps children learn what to do.
- Using Conflict Resolution: Young children, by their nature are self-centered. They have not yet developed the skills to solve conflicts with words. They frequently react physically to social situations. Teachers help children learn conflict resolution skills by using the six steps below.
  1. Approach calmly, stopping any hurtful actions.
  2. Acknowledge children's feelings.
  3. Gather information. (Ask "What happened?" and give all children involved a chance to speak.)
  4. Restate the problem.
  5. Ask for ideas for solutions and choose one together.
  6. Be prepared to give follow up support.

OELA teachers work to build a class family, developing relationships with each child and keeping expectations realistic.

## ***The following discipline techniques will be prohibited at OELA:***

1. The use of corporal punishment/including, but not limited to:

- a) Hitting, spanking, shaking, slapping, twisting, pulling, squeezing, or biting;
  - b) Demanding excessive physical exercise, excessive rest, or strenuous or bizarre postures;
  - c) Compelling a child to eat or have in his/her mouth soap, food, spices, or foreign substances;
  - d) Exposing a child to extreme temperature;
  - e) Rough or harsh handling of children, including but not limited to: lifting or jerking by one or both arms; pushing; forcing or restricting movement; lifting or moving by grasping clothing; covering a child's head.
2. Isolating a child in an adjacent room, hallway, closet, darkened area, play area, or any other area where the child cannot be seen or supervised.
  3. Binding, tying or restrict movement, or taping the mouth;
  4. Using or withholding food or beverages as a punishment;
  5. Toilet learning/training methods that punish, demean, or humiliates a child;
  6. Any form of emotional abuse, including rejecting, terrorizing, extended ignoring, isolating, or corrupting a child;
  7. Any abuse or maltreatment or a child;
  8. Abusive, profane, or sarcastic languages or verbal abuse, threats, or derogatory remarks in front of the child or about the child or child's family;
  9. Placing a child in a crib/portable crib for a time-out or for disciplinary reasons.

## **Expulsion Policy:**

Expulsion will be recommended if it becomes apparent that OELA will not be able to meet the needs of a child, or that child behavior is preventing classroom instruction. Expulsion may also be recommended for severe breach of conduct, or unresolved disciplinary probation. When expulsion is recommended, a date of withdrawal from the childcare facility will be set. Expulsion will require the approval of the Owner/Director. In the event of expulsion, the remainder of the tuition will not be refunded.