

YMCA OF FREDERICK COUNTY

CHILDCARE BEHAVIOR MANAGEMENT POLICY AND AGREEMENT

2026-2027 BASE SCHOOL YEAR



1. Behavior management means teaching. We attempt to teach acceptable behaviors, and to promote positive self-image in children by:
 - a. Preventing problems by offering positive suggestions or redirecting to a different behavior or activity.
 - b. Providing encouragement and giving positive attention frequently.
 - c. Developing rules with the children.
 - d. Discussing the situation and why the rule is needed.
 - e. Setting up a program that is suitable for the ages and needs of the children.
 - f. Offering choices and interesting activities.
 - g. Allowing for a cool down time to recompose with support and supervision, in a designated safe space.
 - h. Age appropriate consequences such as teaching children to apologize for their actions, removing class job responsibilities (door holder, line leader, etc), and coaching children on how to express their feelings appropriately.
2. Children and their parents must accept that the YMCA Child Care staff have definite expectations for behavior that must be met:
 - a. Children are to be respectful to other children and staff. Respect should be mutual.
 - b. Children are to listen to and follow directions given by the staff.
 - c. Children are to keep their hands and feet to themselves. (No physical contact.)
3. Should a child refuse to follow these rules:
 - a. The director or teacher will communicate verbally with the parents and ask that the child be picked up for the remainder of the day.
 - b. The director or teacher will document the behaviors on a behavior report and review with parents.
 - c. The director or teacher will work in conjunction with the parents to develop strategies for behavior management. Behavior plans set in place at home and/or school will be implemented as applicable when shared by parents and school staff, as appropriate.
4. Should satisfactory progress not be made:
 - a. 1st instance of unacceptable behavior-child is sent home for the remainder of the day.
 - b. 2nd instance of similar or new behaviors-child is sent home for the remainder of the day, child care is suspended for 1 additional day and a conference is set up with parents to strategize on the best way to support the family and to create a written behavior plan.
 - c. 3rd instance of similar or new behaviors-child is sent home for the remainder of the day, child care is suspended for 2 days and a follow up conference is set up with parents to review the written behavior plan and any follow up findings.
 - d. 4th instance of similar or new behaviors-child is sent home and dismissed until unacceptable behaviors can be addressed by a professional and it is deemed safe for the child to return.
5. Should a child not be able to adapt to our program, he/she may be removed from the program, with or without notice for the parents to find alternate care.
6. Major offenses may result in immediate suspension. If a parent cannot be reached, we will call the emergency contacts. The Director of School Age programs or designee will be consulted and an Incident/Accident report will be completed. Someone will need to come immediately if the following behaviors occur:
 - a. Physically harming another person.
 - b. Threatening, harassing or otherwise verbally abusing another person.
 - c. Endangering him/herself.
 - d. Intentionally destroying property.
 - e. Possessing or using any illegal substance.
 - f. Possessing or using any weapon.
7. VII. These policies are intended as guidelines for behavioral or disciplinary concerns. Nothing in the Behavior Management Policy or the Parent Handbook (other than the Parent's Agreement) creates any expressed or implied contractual rights. The Handbook reflects the policies and procedures generally applicable at the time of publication, and such policies and procedures may be changed by the YMCA. Please discuss this Behavior Management Policy and Agreement with your children.

Child Name: _____

Parent Name: _____

Parent Signature: _____

Date: _____