

Springfield College
Child Development Center

715 Wilbraham Road, Springfield, MA 01109
(413) 788-2451



Behavior Management Plan

At the Springfield College Child Development Center, our philosophy for behavior management is, whenever possible, to redirect behavior into constructive channels before the behavior gets out of hand. To help each child stay constructively in the program, praise and encouragement will be utilized.

At the Child Development Center, we follow some basic rules for health and safety. We try to arrange the environment to avoid problem situations. We tailor our expectations to fit the development levels of the children and to minimize frustrations and inappropriate behavior. Teachers receive on-going staff training designed to help them take positive approaches to discipline and strategies when children are displaying challenging behavior. Children participate in establishing school rules and policies as appropriate. These rules are posted at the center.

We encourage children to develop their own control, autonomy, management of feelings, problem-solving skills, and find their own rewards in cooperative social behavior.

Occasionally, a child will lose control and may be in danger of hurting himself/herself or others. In this case, the teachers will calmly direct the child to an area specified for a “sit and think.” During this time away from the group, the child will be closely supervised and will be able to watch the rest of the activity in the room and become aware of the behavior that is expected of him/her. At the point when the child feels he/she can join the group and follow the rules, he/she may come out of sit and think. One minute is usually all the time that is necessary. Sit and think is most effective when it is used consistently and is coupled with positive reinforcement for good behavior.

We do intervene; we do **not** use corporal punishment or spanking. We are firm about our limitations when they are appropriate to the situation and the child’s ability to understand and comply. We are consistent, and we work as a team with other teachers and with parents. We analyze possible reasons for the behavior problems and make whatever adjustments in the environment that we can. We offer choices, try to redirect activity, point out the natural or logical consequences of different behaviors, help the child individually or in a group to problem solve. We give hugs and words of encouragement.

An employee using corporal punishment and/or subjecting a child to verbal abuse, cruel or severe punishment, or humiliation will be terminated without notice and the Department of Children and Families will be notified immediately.

SEE PAGE 2: SIGNATURE REQUIRED

Behavior Management Action Procedures

The behavior management philosophy and plan has been made available for me to read.
I understand that violations of this plan may result in the following measures.

1. First offense: Written warning
2. Second offense: Termination and possible notification to the Department of Children and Families

Signature

Signature of Witness

Date

Date