**PURPOSE**

The Nest Child Care and Parent Institute must ensure that the play and learning environment for all children is safe, respectful, and provides a model of proper behavior to all children within our care. We also must ensure that inappropriate and unacceptable behavior is addressed in a timely, consistent, and fair manner for the well being of each individual child as well as the group as a whole. This policy will address our plan for Inappropriate and Unacceptable Behavior.

**DEFINITION**

Inappropriate and Unacceptable Behavior May Include (but is not limited to):

* Aggressive, physical, or verbally threatening actions directed at another individual
* Profane or abusive language (does not have to be directed at another individual)
* Refusal to comply with a teacher’s instruction or request
* Treating the Nest’s (or another individual’s) property with a lack of respect
* Disrespecting another child or a Nest employee
* Self-Destructive Behavior
* Other behavior determined by a Nest staff member to be unacceptable.

**POLICY**

While in the care of our center, we teach children to respect themselves, their peer and teachers, their environment and materials. Most of the time, small behavior issues and concerns are communicated to the parents through routine interactions at drop off and pick up times.  In some instances, children who are disruptive or continuously aggressive may need a behavioral plan put in place. A parent meeting will be requested if a behavioral plan needs to be put in place for any child.

While understanding that children of different ages will have varied expectations regarding what is developmentally appropriate behavior, The Nest will not be able to tolerate continuous disruptive, aggressive or violent behavior by children of any age. If a child’s behavior continuously takes away from the care and safety of the others, enrollment termination might be required. However, in most cases, the following processes will be followed:

* Teachers will log behavior issues on The Nest’s Incident Report forms. A copy of each incident report will be given to the parents and discussed. Parents are expected to further address the issue with their child at home. In some instances, follow up with a professional for an evaluation may be recommended. If so, parents will be expected to cooperate for continued enrollment.
* If a child exhibits violent or aggressive behavior, the child will be excluded from group activities for a period of time, and will be sent to the office. Depending on the age of the child and the severity of the incident, the child may be allowed to return to the group after the situation is diffused. (This will be allowed no more than two times in one day)
* If a child’s aggressive behavior continues the same day, the child will be sent to the director’s office again, and the parent will be called. The parent will be expected to make arrangements to pick up the child immediately. The child will be excluded from group activities for the rest of the day until the parent picks the child up.
* If child is sent home more than 3 times due to aggressive or violent behavior, the following options are available:
1. A parent meeting to discuss and implement a behavioral action plan, which may include additional professional services and assessments.
2. The family can seek an alternate care arrangement for their child. In most cases, we can accommodate up to a 2-week period while a family is looking for another arrangement. Please see the director to see if this is possible for your family.