

# Standard of Conduct: Child Guidance and Support Policy

Policy No. 225

All Early Learning staff and volunteers must use positive methods of child guidance. They will not engage in corporal punishment, emotional, verbal or physical abuse, or humiliation. They will not employ methods of discipline that involve isolation, the use of food as punishment or reward, or the denial of basic needs. They will not use physical activity or outdoor time as a punishment or reward.

Restricting or immobilizing children in a manner that reduces their ability to freely move their torso, arms, legs, or head may only be used to prevent serious injury to the child, other children or adults, to prevent serious property damage, or to obtain possession of a dangerous object.

Children may not be suspended nor expelled for behavioral reasons.

All Early Learning staff must complete training on Child Guidance and Support within seven days of hire and annually by October 1 thereafter. PSESD Early Learning program will be responsible for the content and delivery of the training.

This policy must be posted in each classroom and group socialization meeting room. Parents will be informed of the policy during orientation.

Refer to the PSESD Early Learning [Personnel Management Policy](#) and contract regarding disciplinary action of staff, consultants, and volunteers who violate Standards of Conduct.

Approved by Policy Council: July 25, 2017

Approved by Board of Directors: September 20, 2017