



All children come to Owl Child Care Services (Owl) with the right to develop their many skills as fully as possible. Children develop at different rates and come to care with different life experiences. Therefore the consequences in response to inappropriate behaviour will take into consideration as age; family dynamics (e.g., divorce, new sibling, death in family) that could impact the child emotionally or psychologically, current stage of development and availability of external support.

Owl's Mission is as follows: Working with the community, Owl provides an essential service for families that focuses on early learning and school-age care. Our specialized curriculum is provided in a stimulating, safe and supportive environment to maximize each child's developmental potential. For many children and families, Owl becomes an extension of their home...of their family.

One component of this environment is learning to make decisions (choices) that are appropriate to the child's age, ability and development and accepting the consequences of those decisions (choices). As children grow and gain greater understanding of core values (for example: right from wrong) they learn to take responsibility for their actions (behaviour) and must develop the judgment required to make appropriate choices that demonstrate:

- respect for themselves
- respect for others, and
- respect for the property and belongings of others.

The teaching of this self-discipline is the joint responsibility of the Owl staff and parents/guardians.

## EXPECTATIONS

### A Parent/Guardian Can Expect...

- a safe, stimulating and supportive environment for their child
- to be treated with respect, courtesy and consideration by staff, other parents, and children
- on-going, daily communication (verbal and/or written) from the centre regarding their child's development and participation.
- written communication when their child exhibits behaviours that are considered to be disrespectful or aggressive (e.g., verbal or physical)

### A Parent/Guardian Is Expected To...

- keep the centre informed of any situation (e.g., change in family dynamics) that may affect their child's behaviour
- support Owl's behaviour guidance techniques and participate in co-operative problem-solving and decision-making

### A Staff Member Can Expect To...

- be treated with respect, courtesy and consideration by parents, children and co-workers
- have children comply with reasonable requests
- be kept informed of significant home situations that may affect a child's day

### A Staff Member Is Expected To...

- strive to provide a safe, stimulating and supportive environment; acting within Owl's values, beliefs and guiding principles in support of the Mission.
- treat all children with respect
- set good examples of behaviour, dress, respect and conduct
- accept the differences in others
- provide assistance for children
- communicate with parents daily

### A Child Can Expect To...

- be treated fairly with respect
- be safe and secure at the centre; free from harassment, ridicule, intimidation, harm and injury



- have the opportunity to make good decisions and to develop self-discipline at the centre and during off-site program activities

A Child Is Expected To...

- exercise self-control
- show tolerance to the differences in others
- show respect for the property of others and the centre environment
- wear appropriate clothing (e.g., no offensive messages)
- abstain from physical, verbal and/or psychological abuse of others (e.g., bullying, teasing)
- use acceptable language and body gestures
- with the assistance of teachers, develop communication, conflict-resolution and problem-solving strategies

**MAJOR OFFENSES**

Major offences include, but are not limited to:

- Hitting, roughing and intentional physical abuse
- Defiance of rightful authority
- Disrespectful or abusive language or gestures
- Throwing objects with the intent to harm property or others
- Continuous disruptive behaviour
- Damaging or stealing property
- Conduct injurious to the moral tone of the centre (e.g., spitting, bullying, threats, intimidation, harassment)
- Bringing inappropriate/injurious things into the centre

**DISCIPLINARY PROCEDURES**

Fairness, firmness and sensitivity will be the criteria used when determining a course of action. In some situations, parental involvement, police involvement, suspension and/or termination will be immediate.

When children misbehave or break the Behaviour Code, progressive disciplinary action may include, but is not limited to, the following:

- Oral (verbal) reminders
- Written “Notice of Inappropriate Behaviour” forms
- Meeting with parents
- Referral to external support agency, where applicable (up to age 5)
- Loss of privileges (e.g., computer, home toys)
- Withdrawal from the program room
- Restitution (e.g., clean up/repair or replace damaged items)
- Suspension (voluntary or otherwise; no credits issued)
- Termination of Owl child care space

In a school-based centre if a child is suspended from elementary school for any reason, they will be ineligible to attend Owl during their suspension.

**ACCEPTANCE**

I have read, understood and agree that I must (or my child must) abide by the above Behaviour Code. Furthermore, I have read and understand the attached Summary of Offences and Consequences.

\_\_\_\_\_  
 Signature of Parent/Guardian  
 Date: \_\_\_\_\_

\_\_\_\_\_  
 Signature of Child (if between 6 and 10 years)  
 Date: \_\_\_\_\_