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|  | Staff Newsletter: October 2015 |
|  | Executive Director: sc@swchildcare.com 304-6493 |
| Training* October Staff Meetings:

You will be preparing for your Halloween Carnivals this month. Please welcome the members of your Family Connections groups. They will be participating.**November In-Service:**On November 11, 2015 we will be having our annual Fall In-service Training. We are excited to announce that a trainer from Conscious Discipline will be flying to Albuquerque as our guest.* The meeting will be held at the UNM Continuing Education Building.

More info to come ☺**Conscious Discipline Team Meeting** – Next scheduled meeting is 10/17 @9 am - Uptown* CDAT Team members should be connecting with you and sharing CD data.

http://www.houstonisd.org/cms/lib2/TX01001591/Centricity/Domain/33319/Bee%20Star.jpg\***Maintenance Notes:**Please do not forget to watch the children in the bathrooms. They are still bringing toys into the stalls and clogging the toilets.Fatih and his team will be doing their monthly Inside Safety checks soon. They have been asked to check for cleanliness. Your rooms must always be clean, organized and well-cared for. | Parent Communication!We are always striving to improve communication. Communication with the office! Communication with the children! Communication with each other and our families. The words and tone you choose each day will either strengthen relationships or damage them. Please be mindful of what you say (either in English or in Spanish). Please be mindful that children are always around you and they are watching and listening. They will model their behaviors and attitudes around the mentors they have. * It is important to greet families and children at pick up and drop off each day. All families and children, not just the members of your classroom. Family feedback shows that feeling welcomed and acknowledged is an important indicator of quality.

Cell Phone PolicyThe current **Cell Phone Policy** has been updated to include all personal electronics and to implement stricter consequences for any violations of the policy. Staff supervision of children is our first priority as an early care and education program. Children must have actively engaged teachers in order to insure their safety and developmental growth. This is not possible when their teachers are distracted and interrupted by their cell phone.Staff that are caught on any personal electronics, including but not limited to, cell phones, personal tablets and IPods during working hours will be sent home that day and the following day without pay – first offense. The official and updated policy will be distributed.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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|   | **Time Out from Time Out:** A posting in "The Spoke," a blog of Early Childhood Australia, "[**What's the Problem with Time-Out, Anyway**](http://mail.ccie.com/go/eed/14245)," lists these effects of time out...\*  When a child is excluded from interacting with others (time-out), they are effectively ostracized (isolated from relationship) by those more powerful than them – parents and teachers. Ostracism studies in adult relationships found that excluding people threatens the needs of: self-esteem. If this is the effect on adults, how much greater is the impact of social isolation on children?\*  Time-out does not teach social and emotional life skills. When parents or caregivers use their power to put a child in time-out, children learn that this is how to resolve conflict.\* Time-out does not seek to understand the reason for the behavior.  When we use time-out to punish a child for misbehaving, we forget to look for the unmet need that led to the behavior. Contributed by Karma Gahleg, World Forum National Representative from BhutanBehavior Support and Management |

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| .  | Challenging Behaviors in ChildrenIt has been about a month since we all went over the new Behavioral Support Policy and Procedure – remember that document you signed at the August staff meeting?! I promised you we would keep working to make it perfect – and we are. We needed to add a couple pieces, and as teachers and directors started to use the procedure, we have had to fix a couple of small things. The piece we needed to add was something that is VERY IMPORTANT for you to all know: ***We NEVER restrain a child.***We are not properly trained or equipped to restrain a child safely and appropriately. If you have a child who is so out of control that you feel he needs to be restrained, you should be seeking immediate and urgent help from a manager. The small changes we made were to clarify the procedure for getting help in dealing with children with challenging behaviors. We are developing a flow chart of the process to post in the centers, but here is the short version:1. Notice you have a child with RECURRING challenging behavior. (Not the first time they get angry!)
2. Decide if the child is in immediate danger or is endangering anyone else. If he is, take him immediately to the office. If he’s not, proceed to Step 3.
3. Prepare, in writing, a list of all the challenging behaviors, what discipline tools you have used so far, how the child responded to those tools – did anything work?, and finally, any helpful background info you have regarding the child’s home life and experiences.
4. Take all that documentation to your center director and make an appointment to sit down together. At the appointment, you will come up with additional strategies you haven’t already tried.
5. Try the strategies for a MINIMUM of 5 attendance days.
6. Meet with your center director again to discuss how it worked out for you and the child.
7. Decide at that time whether further observation is needed along with a parent conference.
8. If not, you were successful and you know how to work with that individual child. If yes, then your center director will arrange for further observation and the parent conference.

As many of you are discussing individual children with me, I cannot keep track of all that in my head! It is so important for everyone to follow the process so that NO ONE is forgotten. I wish you all happy days in your classrooms! Steph |

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