

Discipline Policy

For Children Ages 3–12 at Evolve KidsCare Drop-In Center

Policy Statement

Evolve KidsCare is committed to providing a nurturing, safe, and respectful environment where children can grow socially and emotionally. Discipline is never punitive. Instead, we use developmentally appropriate guidance strategies rooted in restorative practices, encouraging reflection, accountability, and emotional growth.

This policy applies to all staff, volunteers, and substitutes and is shared with all families during intake and available on-site for licensing review.

Goals of Guidance

- Promote emotional regulation and self-awareness
 - Encourage responsible decision-making
 - Teach empathy, respect, and accountability
 - Maintain a physically and emotionally safe environment for all children
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Positive Behavior Supports

We proactively support appropriate behavior by:

- Establishing clear, age-appropriate rules and expectations
 - Using visual aids, consistent routines, and verbal prompts
 - Modeling respectful communication and conflict resolution
 - Providing choices to foster independence and empowerment
 - Utilizing co-regulation strategies (e.g., breathing, calm-down tools)
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Restorative Practices Approach

When behavior is disruptive or harmful, staff will:

1. **Pause & Redirect** – The child is redirected to a safer or more appropriate activity.
2. **Calm & Regulate** – A calm-down space is offered with supportive supervision.
3. **Reflect & Repair** – When the child is ready, staff initiate a restorative conversation:
 - What happened?
 - Who was affected?
 - How can we make it right?

Examples of making amends include helping clean up, drawing a kindness card, or offering a verbal apology if ready.

Documentation & Communication

- Significant or repeated behavior incidents will be documented.
 - Parents/guardians will be notified the same day, with a summary of the situation and steps taken.
 - Ongoing concerns may result in a parent meeting and collaborative behavior support plan.
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Prohibited Discipline Practices

The following are strictly prohibited in accordance with the policy:

- **Corporal punishment**, including spanking, shaking, or slapping
- **Verbal abuse**, shaming, threatening, or humiliating language
- **Withholding basic needs**, such as food, rest, or bathroom use
- **Isolating** a child without adult supervision
- **Forced apologies** or emotional coercion

No child shall be subjected to discipline that causes physical pain, emotional trauma, or fear.

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