



Eagle's Nest Family Handbook



Updated December 2022

Dear Eagle’s Nest Families,

We would like to welcome all families to the Eagle’s Nest out of school time program. The Eagle’s Nest program is facilitated by the Duluth YMCA in partnership with Duluth Edison Charter Schools (DECS). We look forward to a great year at all of our centers. Please read and retain this handbook for future reference.

Eagle’s Nest Program

Eagle’s Nest provides a safe and supervised environment for youth, K-6th grade to receive educational support and participate in enrichment activities. Program goals include fostering learning, development of life skills, and providing fun opportunities.

CONTACT INFORMATION

Please do not hesitate to contact us if you have any questions or concerns.

Site	Phone	Address
North Star Academy	218.728.9556	3301 Technology Drive
Raleigh Academy	218.628.0697	5905 Raleigh Street
Billing and Registration	218.722.4745 x140	Duluth YMCA 9 W. Superior Street
Program Director/Information	218.722.4745 x124	Duluth YMCA 28 E. Village View Drive

For more information about the Eagle’s Nest Program, please visit duluthymca.org and/or duluthedison.org. Find us on Facebook for program updates, closing notices, announcements, and pictures at **Eagle’s Nest After School Program**.

PROGRAM HANDBOOK DEFINITIONS

Program Director: The person who oversees the Eagle’s Nest program along with the leadership team. This is your main contact for any program questions and information.

Site Coordinator: The main contact at each Eagle’s Nest location. This person will be your day-to-day contact about programming at your child’s site.

Leadership Team: Consists of the Out of School Time Director of the Duluth Area YMCA, Community Services Branch Executive Direct of the Duluth Area YMCA, and Finance Director of the Duluth YMCA. As needed, the program also consults with DECS Head of Schools.

The Site: The specific location (DECS school buildings) where the youth are participating in the Eagle’s Nest program.

Billing and Registration: Your main contact for anything related to billing and registration for Eagle’s Nest. To register and log in, visit duluthymca.org/register and select “Eagle’s Nest OST.”

DHS State Certified: The Department of Human Services (DHS) is responsible for certifying and monitoring license-exempt child care centers that participate in the Child Care

Assistance Program (CCAP). Certification helps protect the health and safety of children by requiring that providers meet minimum standards for care and physical environment.

PROGRAM HOURS & TYPICAL DAY

School Year:

- Raleigh: Monday-Friday from 2:45 - 6:00 pm
- North Star: Monday – Friday from 6:30 – 8:35 am and 3:45-6:00 pm

	Activity- (varies by location)
1.	Check-in, Snack and Physical Recreation
2.	Brain Time Activities/Homework help
3.	Clubs/Enrichment Activities
4.	Choice Time and Check-out

School Break Days (North Star ONLY):

Monday – Friday from 6:30 am – 6:00 pm

Typical Day (varies by location):

Time In	Time Out	Activity (varies by location)
6:30 am	9:00 am	Check-in and Choice Time
9:00 am	4:00 pm	Morning meeting, snacks, teambuilding/group activities, gym games, field trip, lunch, clubs (creative arts, health & wellness, science, nature, music)
4:00 pm	6:00 pm	Choice Time and Check-out

REGISTRATION

All registrations are required to be completed online on the Duluth Area Family YMCA: duluthymca.org/registration (search for Eagle’s Nest). All families will have to complete all registration forms and fees before a child can begin at the program. If you do not have access to the internet or need assistance with registering online, please contact the billing office (218-722-4745 X140) or ar@duluthymca.org for assistance.

BILLING AND PAYMENT

All bills will be emailed out on the 15th of each month for the next month. All payments are due prior to service on the 1st day of the month. If you are not paid in full by the 25th of the month of service, we will email you a reminder that your child will not be able to come starting the first day of the next month unless your bill is paid in full.

It is required that fees are paid through an automatic payment system. Families can set up payments with a credit card or bank account when registering online for the program. Families can choose weekly or monthly payment schedules. Cash and checks will not be accepted at the program site. For assistance with the automatic payment, registration, or billing, please contact the billing and registration office.

If a payment is missed because of non-sufficient funds in the account, a paper invoice will be mailed. Past due fees must be paid within 30 days or enrollment in the program may be discontinued.

CHILD CARE ASSISTANCE PROGRAM (CCAP)

The Duluth YMCA will send you an updated invoice at the beginning of every month. The invoice will reflect all periods of service that we have received payment on from the county. All CCAP families must fill out a "CCAP Families Payment Agreement." It is the parent/guardian responsibility to:

- Know what you have been awarded from the county.
- Know your co-pay amount.
- All communication with the county is the responsibility of the caregiver(parent/guardian).
- The County is not allowed to share information with us beyond your awarded amount of coverage.
- Pay balance in full.

SCHOOL BREAK/HALF DAYS

School break day and half day information will be emailed/handed out throughout the school year. We run the program from 6:30 a.m. -6:00 p.m. with an **additional fee of \$45/full day (North Star only) and \$25/half day for each child (both Raleigh and North Star). We are only open at North Star on full school break days for all Raleigh and North Star youth.** Parents/guardians must sign their child in and out each day.

For school break days and half days, site coordinators will share specific details about these opportunities with parents/guardians. Online registration at duluthymca.org/register must take place at least one week in advance to the date your child/ren will be attending. Registration in advance helps staff plan accordingly for programming and field trips.

WAITING LIST

Due to our state certification and ratio requirements, youth may be put on a waiting list until new staff are hired and we are safely able to run the program at the site. Once we are able to enroll more youth into the program, parents/guardians will be contacted. Please contact the billing and registration office at 218-722-4745 X140 for information about waiting list status.

SCHEDULE CHANGES

Changes to your youth's schedule for all day and half day care with a daily rate (monthly rate options not included) must be communicated to the site coordinator. Invoices are sent on the 15th of each month with payment due the 1st of each month. To report a change in daily attendance, please notify the program site coordinator, school, and teacher as soon as possible. Schedule changes that affect billing will need to be reported to a coordinator prior to a child attending. Swapping days, adding days, or removing days will be approved according to staffing availability.

For safety and staffing reasons, it is important that the caregiver notify the Site Coordinator of any schedule changes. Refunds will only be allowed if proper notification is made, staffing is not affected, and contract commitments are met.

WITHDRAWALS

The program requires a two-week written notification of withdrawal from our program. Without such notice, two weeks' tuition will be charged. If you voluntarily leave care and then choose to re-enroll within three months (if there is space available), you will not be charged an additional registration fee. An absence of longer than three months will be

considered a new enrollment. If families leave our care with an outstanding balance and do not pay within 15 days of departure, we reserve the right to turn the balance over to our collection service.

Drop Off/CHECK-IN

Parents/guardians will park and come to the check-in table. youth must be signed into the program by an adult.

PICK-UP/CHECK-OUT

All programs end at 6:00 p.m. For youth safety, parents/guardians must sign their children out of the program each day. Staff will not allow your child(ren) to leave with anyone but the custodial parent/guardians or other authorized person. Please notify staff in advance if you wish to have your child(ren) leave with a different person.

For pick-up, staff are not allowed to send a child out to a car or outside to someone. The approved pick-up person is required to sign the child out of the program each day. No one under age 16 may pick-up a youth from the program.

If an emergency occurs and you are running late, please call the site to ensure proper supervision until you arrive. **Late Fee--A late fee of \$2.00/child for every 5 minutes past 6:00 pm and is to be paid to the staff on duty at the time.** If you receive financial assistance, you will be personally responsible for this charge.

STAFF TO YOUTH RATIOS

The Eagle's Nest program follows the state guidelines for staff-to-child ratio at each site. There should be a 1:12 staff to youth ratio for youth in grades K-1, 1:15 for youth in grades 2-5 at all times during Eagle's Nest programming.

Families who have children with special needs are welcome to register and attend the Eagle's Nest program. Our program is not able to provide one-to-one care for children who benefit from it during the school day and staff do not have additional training to support all abilities. It is a requirement of our programming that all youth are toilet trained and can use the bathroom without assistance. If your child needs accommodations or has an Individualized Education Plan*(IEP) during school hours, please contact the Site Coordinator at your child's site prior to starting the program. Families may also want to contact family support services at 218-726-2012 for additional support or school leadership for more resources.

*Please note that most IEPs do not extend outside of school hours and we do not have access to them without a parent/guardian request. Although the Eagle's Nest programs are run in the Duluth Edison schools, we do not have the same requirements, access to staff, and resources as the school day.

STAFF TRAINING

Eagle's Nest staff are trained annually on the following items: health and safety standards, child development, and emergency preparedness. All new staff are provided orientation within 14 days of their start date. Before the completion of orientation, a staff person is supervised while providing direct care to a child. Staff are required to be certified in CPR and First Aid.

MANDATED REPORTING

We all are mandated reporters. Anyone who knows, has reason to believe, or suspects abuse or neglect is occurring is obligated to make a report to the St. Louis County Human Services. It is a misdemeanor to fail to make a required report.

ORIENTATION

Orientation to the Eagle's Nest program will be handled through the Family Handbook. All communication will be via email or weekly/monthly newsletters. Parents/guardians are welcome to visit their child's site at any time during program hours. If you ever have any questions, concerns, or input, please do not hesitate to contact the Site Coordinator at your child's school.

ILLNESS

If your child develops a fever or becomes sick while attending the program, staff will contact the parent/guardian to plan to take your child home. Your child will rest under supervision until you or the person you designate to pick them up arrives.

If your child has a contagious illness, please keep them home until a medical professional determines they are no longer contagious. Please alert the site coordinator of a contagious illness so we can notify other participants in the program confidentially (no names). As a state certified program, this is a requirement and families must follow these instructions.

Our programs follow school guidelines for COVID 19 protocol. Please reach out to your site coordinator to see the Duluth Area YMCA's COVID 19 preparedness plan.

CHRONIC HEALTH CONDITIONS

Staff must be aware of any children with chronic health conditions (i.e. asthma, diabetes, etc.). Please note any special conditions on the registration form so staff members are aware.

MEDICATION

Ideally, prescription and nonprescription medication will be given to the child(ren) by the parent/guardian or School Nurse prior to attending the program. If your child needs to take medication while attending the program, please contact the Site Coordinator to make these arrangements. Medication must be sent to the site in its original container and labeled with first and last name, **accompanied by a medication permission slip**. If your child has an EpiPen or inhaler, please provide one to the site coordinator to be kept at the program at all times that your child is attending. DHS state certification guidelines require these items to be out of reach of any youth and we will store all medications in a locked location. Medication, including EpiPens and inhalers, cannot be stored in a child's backpack. If the program goes on a field trip, the medication that is needed for the time off site, will be placed in a secure location with staff.

ALLERGIES

If your child suffers from any type of allergy, please share this information on the registration form. Please include the following information:

- A description of the allergy, specific triggers, avoidance techniques, and symptoms of an allergic reaction
- Procedures for responding to an allergic reaction including medication, dosages, and a doctor's contact information.

IMMUNIZATIONS

DHS state certification requires that each site has current immunization records for each child in our program. The school shares these records with the program annually at enrollment or families must submit prior to the first day of attendance. If your child is exempt for immunizations, families must fill out an exemption form. To access this form, please call the Eagle's Nest billing and registration office. The program must have records or an exemption form on file prior to your child starting at the program.

GROUP SAFETY AND BEHAVIOR

Eagle's Nest staff work to help all youth feel comfortable and confident, and to keep the program physically and emotionally safe for all children. In the event an intervention is necessary, the following steps are taken:

- **1st Time:** *Verbal Warning.* The child will be reminded of the expectations and guidelines for behavior.
- **2nd Time:** *"Think Time."* The child will be asked to sit out of the activity and will be reminded of expectations and guidelines. Redirection or guidance into a more positive activity will be provided. The child will remain supervised at all times.
- **3rd Time:** *Removal from program area.* The child will be removed from the activity area for the day(s) and parents/guardians will be notified.

Duluth Edison Charter policies related to bullying and other behaviors are outlined in the School Discipline Policy, available at <http://www.duluthedison.org>. Eagle's Nest group safety and behavioral expectations are in line with the Duluth Edison Charter School disciplinary actions.

Potentially dangerous or inappropriate behaviors will result in immediate removal from the program and the parent/guardian will be called to pick-up the child. A behavior plan may be discussed with the guardian. Our staff are trained in behavior management skills and active supervision techniques, but are NOT trained in doing holds or physical restraints. Staff will only intervene physically in an emergency situation. "Emergency" means a situation where immediate intervention is needed to protect a child or other individual from physical injury.

PLAYGROUND SAFETY

The youth are aware of these rules as they are the same rules they are expected to abide by during their school day recess time. Please remind our youth to follow these.

general rules:

- Youth are to speak and show respect for self, other youth and playground staff at all times. Be kind to one another, and no bullying.
- No food or drink is allowed on the playground.
- Follow directions given by staff the first time.
- No throwing/kicking dirt, sand, bark, sticks, snow or ice.
- Youth are to keep their hands, feet and bodies to themselves. No rough play is allowed. This includes hitting, tripping, pushing, shoving, kicking, wrestling and unwanted chasing.
- Youth cannot leave the designated boundaries of the playground without staff permission
- Youth cannot hide from staff

- Youth will follow playground equipment rules according to the school's policy: sit on swings and do not twist them, slide feet first one at a time, no climbing up slides, no pushing off or lifting other youth on equipment, not climbing on equipment not designed for climbing, only those that can reach zip line may use it, no climbing on top of monkey bars.

BEHAVIOR RUBRIC

Our behavior rubric shows a detailed description of Out of School Time behavior procedures. Behavior plans will be created according to the individual circumstances on a case to case basis.

****Please see the behavior rubric at the end of this document****

ACCIDENTS

Eagle's Nest staff members are trained in First Aid and CPR. If an accident occurs, First Aid will be given immediately, if necessary, the child will be transported to a hospital, accompanied by a staff person. ***Please be sure Eagle's Nest has your current work, cell and home phone numbers on file so you can quickly be notified of an emergency. Please be sure to have updated numbers for emergency contacts as well.***

MINOR INJURY REPORT

A minor injury is one that can be handled by our staff without the need to call for help. Staff will do the following:

- Apply First Aid as needed. Be sure that any open cut or scrape has been washed with soap and warm water.
- Apply an ice pack to any minor bump. They will report any bumps to the supervisor, and parents/guardians.
- Staff will fill out an incident form to send home with the child and tell the parent/guardian of the accident.

MAJOR INJURY REPORT

A major injury is one that requires a call for help, or the need for a doctor's visit or any injury that is beyond the skills of the staff.

- We will call 911 if we feel it is necessary.
- We will do our best to bring the injury under control and make the child as comfortable as possible.
- We will call the parent/guardian. If unable to reach the parent/guardian, we will call the other authorized people on the child's emergency card.
- We will do our best to keep the child calm and have another staff person keep the other children away and busy.
- The site coordinator will call the child's parent/guardian during evening hours to check on the status of the child.
- Incident reports will be filed with the YMCA, school, and state, if required.

POISONING

All poisonous substances will be kept out of the reach of children. This includes medications, cleaning substances, and toxic paint and chemicals. All medications and toxic substances must be clearly labeled containers listing the ingredients and the necessary

precautions and antidotes. In case of a suspected poisoning, staff will call Poison Control at (800) 222-1222.

MISSING CHILD

Afternoon program children who do not arrive on the scheduled day ARE considered missing.

- Staff will check with the school office and/or child's teacher to see if the child was absent, picked up early from school, or was sent home on the bus.
- Staff will ask friends or siblings where the missing child might be.
- If no information is found, the Site Coordinator will contact the parent/guardian immediately. We will call all numbers listed, including emergency numbers.
- The Parent/guardian will be contacted within 15 minutes of school dismissal time.
- If you know that your child will not be attending Eagle's Nest, please call the Site Coordinator at your site.

RUN AWAY POLICY

If a child leaves the designated area without permission from the staff, these procedures will be followed. When possible, staff should stay with the child or keep them in visible line of sight to ensure other youth are safely supervised. If unable to leave the space, they will contact the site coordinator or lead staff for additional support.

If the child's location is unknown, a staff person(s) will look for the child in logical places around the school/site (bathrooms, playgrounds, classrooms, etc). If a child cannot be found, staff will contact the site coordinator immediately, who will then contact the parent/guardian and then call 911 if necessary for assistance in locating the child. A complete description should be put together. Expand search using available staff on foot, car, etc.

When the child is found, staff will explain the seriousness of the matter and consequences and problem solve with the youth. When possible, your child will be allowed to return to the program. If the child refuses to return to the room, the parent/guardian will be notified and asked to pick up the child. If a child leaves the building, staff should try to keep the child in sight. We will then contact the parent/guardian immediately.

It is up to the discretion of the site coordinator and program director as to whether the child should be dismissed from the program or if further action is required for participation within programming.

PARENTAL ACCESS

An enrolled child's parents or legal guardians are allowed access to the parent's or legal guardian's child at any time while the child is in care. Parents/guardians are welcome to come visit the program at any time. If you would like to view the program for a longer period of time, please contact the Site Coordinator prior to the date of arrival.

DATA PRIVACY PROVISIONS

Eagle's Nest, True North AmeriCorps (TNAC) and other community programs (4H) are collecting information about children enrolled in their program(s). We will use this information to understand the impact out-of-school time programs have on children. This is part of our evaluation process, which will help with program planning and grant funding, so we can continue to improve our programming in the future. The information will be coded

so that no names of children or families will be included. When the results are reported, they will be describing a group of children and not any one child. It is possible that we will use some examples of how children change. **No names or identifying information will be used.**

You have the right to decline this information sharing and program evaluation on your child's registration. Your child can still participate in all activities of the program and will not be in the evaluation. Your consent is voluntary and may be withdrawn at any time.

Your child may also be participating in tutoring and homework help. Our staff and/or AmeriCorps members may need to discuss academic support that your child needs with teachers, counselors, case workers, and principal.

FIELD TRIPS

Periodically, your child may have an opportunity to participate in program field trips and activities sponsored by or related to Eagle's Nest. You assume all risks and hazards incidental to such participation and release Eagle's Nest (including all staff members, event sponsors, participants and volunteers) from any claims arising from an injury to your child. It is understood and acknowledged that you are responsible for your child's insurance coverage and will not hold Edison Charter Schools or Duluth Area Family YMCA liable for any accident or injury which may occur during the above stated activities. Going on a field trip is a privilege. If your child does not follow our behavioral expectations, they may not be able to attend the field trip with the group.

TRANSPORTATION

It is the parent's/guardian's or other authorized adult responsibility to transport their child home each day at the end of the program along with bringing the child to the program for the summer and school break days.

If the program goes on a field trip, Voyageur Bus Company will provide the transportation. Staff will be on the bus to ensure safe and secure transportation for all.

SHELTER IN PLACE

youth are kept inside the building because of severe weather or other identified emergencies. During a lockdown, youth are secured in areas within the building because of danger inside or outside. Only law enforcement is allowed to enter or leave the building.

EVACUATION OFF SITE

When the school building or grounds are unsafe, youth are moved to an alternate location. When youth are moved, they are under staff supervision. Please listen to local TV/Radio alerts stations or look online for up-to-date information and directions. Staff will try to call families to inform them of procedures to pick-up children. Please ask your site coordinator where the off site location is for your child's school.

INCLEMENT WEATHER/SCHOOL CLOSING

When schools close due to inclement weather, Eagle's Nest programs close as well. School closings are announced on the radio, TV stations, and the Duluth News Tribune website and at duluthedison.org.

If weather conditions become poor during the school day and school afternoon activities are canceled, Eagle's Nest remains open, but may close early (about ½ hour afterschool is dismissed). Staff will contact parents/guardians regarding the early pick-up.

COMMUNICATION

Eagle's Nest staff is committed to providing open, two-way communications with families. Eagle's Nest will also use school and program newsletters and/or emails to share information on a regular basis.

Our communications will be in a respectful tone and will be shared in a timely manner. We all want what is best for your child, and the best way for us to do our job is if we have open and respectful communication with our families. We also expect that our families are open and respectful with our program staff. Face-to-face is generally the best way to communicate, but when we want to share information with families, it is more efficient to email or send letters home.

Please feel free to speak with Eagle's Nest staff any time with questions, feedback and ideas. The Eagle's Nest staff will be happy to talk with you. We value your thoughts and opinions about our program, and we want to make your child's experience as positive and fulfilling as possible. If at any time you have a concern regarding issues that happen at your child's program, first contact the Site Coordinator at your site to discuss the issue. If the issue does not get resolved, the Site Coordinator will then direct you to the program Director.

WEATHER AND OUTDOOR PLAY

We try to play outside every day for at least a half an hour and often for longer. During the winter months, Eagle's Nest follows school weather advisory guidelines and we stay inside if the weather is below zero or there is a wind chill of -17. Please send your child with hats, mittens, jackets, snow pants, and boots daily. If you are in need of any gear, please reach out to your Site Coordinator or school officials.

PERSONAL ITEMS (toys, cards, electronics)

Please leave valuable toys and other items at home. If the Site Coordinator gives permission for personal items to be brought to the program, clearly label those items with your child's name. Leave cell phones, handheld games, iPods or other electronic devices at home. If they're brought to the program, a staff member will hold them until the end of the day and return them to the parent/guardian. Eagle's Nest is not responsible for items lost, stolen, or damaged when brought to the program.

SNACK AND WATER BOTTLES

Eagle's Nest provides a healthy snack during the afternoon of the program. Notify the site coordinator and indicate on the registration form if your child has dietary restrictions or allergies. Youth are encouraged to drink plenty of water. Please send a labeled (first and last name) water bottle with your child. Water bottles should be washed at home every day after the program and returned with the child daily.

SUNSCREEN/BUG SPRAY

When necessary, please apply sunscreen to your child(ren) prior to the program. For reapplication purposes during the summer, please provide a labeled (first and last name) bottle to be left at the program. Children will apply their own sunscreen with supervision when possible. Staff will assist younger children, especially when applying to the face.

Spray on sunscreen is recommended for ease. DHS state certification requires sunscreen and bug spray to be stored out of reach of youth and cannot be stored in a backpack. For this reason, we ask that families leave the sunscreen and bug spray at the program.

SUPPORTING OTHERS/DONATIONS

Please consider supporting other families who need a scholarship to participate in our program. To make your gift to support youth in our community, please go online at duluthymca.org/give/ways (select the Community Services Campaign) or mail your cash/check (checks payable to the Duluth Area Family YMCA) donation to the Duluth YMCA at 302 West 1st Street, Duluth, MN 55802 along with details about wanting the funds to support our out of school time programs.

Thank you for being a part of the Eagle's Nest program!

Out of School Time Behavior Rubric

Behavior	Step 1	Step 2	Step 3
<p>Mild Behaviors (Any behavior that demonstrates a lack of respect for the feelings and well being of others)</p> <p><i>Repeated incidents such as:</i> name calling, mocking, put downs, rude gestures (eye rolling, dirty looks, sighing), taunting, spitting, refusal to participate, being disrespectful, and related behaviors.</p>	<ul style="list-style-type: none"> • Conversation about behavior/choices • Conference with victim if necessary • Remind child of expectations • Form of apology 	<ul style="list-style-type: none"> • Conversation about choices • Take a break from activity • Complete think sheet or behavior plan • Logical consequence (e.g. disobeying rules that group set up; going up slide the wrong way = can't go on slide for remainder of day) • Staff documents incident on behavior sheet • Staff talks face-to-face with caregiver about repeated behaviors and caregivers sign form 	<ul style="list-style-type: none"> • Removal from program area • Removal from Program for remainder of day, Staff calls caregiver to pick up child from program • Form of apology • Personal Behavior Plan developed by staff or SC (and possibly the child) • Staff documents incident • Staff talks face-to-face with caregiver about repeated behaviors and caregivers sign form
<p>Moderate Behaviors</p> <p><i>Repeated incidents such as:</i> damaging property, incidents of rough play, exclusion, gossip/ spreading rumors, insults, negative written notes, negative behaviors toward a specific person, minor physical harm, restraining others, throwing objects, swearing/inappropriate language, and related behaviors.</p>	<ul style="list-style-type: none"> • Personal Behavior Plan developed by staff or SC (and possibly the child) • Form of apology • Staff documents incident • Staff talks face-to-face with caregiver about behaviors and caregivers sign form <p>Date: (possible) Strike given: #</p>	<ul style="list-style-type: none"> • Review/modify Personal Behavior Plan • Possible removal from Program for remainder of day plus additional days of suspension depending on severity of incident # of days suspended: _____ • Staff documents incident <p>Date: (possible) Strike given: #</p>	<ul style="list-style-type: none"> • Possible removal from Program until the following school year • Staff documents incident • caregivers and SC meet before the child can return to the program. Depending on the age/maturity of the child, they will be included in the meeting. <p><i>SC and OST Director Facilitates</i></p> <p>Date: (possible) Strike given: #</p>
<p>Severe Behaviors (Any behavior that may cause injury or is a safety issue to self or others)</p> <p><i>Repeated incidents such as:</i> bullying, harassment (racial, ethnic, gender, or religious), stealing, hitting, kicking, punching, repeated/chronic failure to comply with rules, vandalizing, verbal or written threats, slapping, grabbing, hair pulling, kneeling, damaging property, stabbing with materials, exposure of private body parts, eloping/leaving/hiding from program, stomping on/jumping on others, throwing object with intent to hurt, repeated/chronic moderate behaviors, and related behaviors.</p>	<ul style="list-style-type: none"> • Personal Behavior Plan developed or reviewed by staff or SC (and possibly the child) • Possible removal from Program for remainder of day plus additional days of suspension depending on severity of incident # of days suspended: _____ • Staff documents incident • Staff talks face-to-face with caregiver about behaviors and caregivers sign form <p>Date: (possible) Strike given: #</p>	<ul style="list-style-type: none"> • Possible removal from Program for remainder of day plus additional days of suspension depending on severity of incident # of days suspended: _____ • Staff documents incident • Staff talks face-to-face with caregiver about behaviors and caregivers sign form <p>Date: (possible) Strike given: #</p>	<ul style="list-style-type: none"> • Child is removed from Program and is not able to return • Staff documents incident • SC talks face-to-face with caregiver about behaviors and caregivers sign form <p><i>SC and OST Director Facilitates</i></p> <p>Date: (possible) Strike given: #</p>

*SC = Site Coordinator

Please note the following exceptions and additions:

- Threats of harm to self or others will be dealt with immediately on an individual basis in relation to severity.
- The severity of each incident will be individually evaluated and may warrant variance from the rubric as determined by the Site Coordinator.
- Multiple infractions in close proximity may result in additional consequences as determined by the Site Coordinator.
- Staff retains the right to remove any participant from program or call 911 if safety of program/ program participants/staff is jeopardize
- After a second strike accrues, it might be suggested that the child is temporarily removed from program so they can return at a later date
- Behavior rubric and any behavior plans created will follow child throughout their enrollment in all OST program

