Subject:
Positive Discipline and Conflict Resolution.

Philosophy:
Discipline is the on-going process of helping children to develop self-control in order that they may manage their own behavior in socially approved and acceptable ways.

Policy:
It is the policy of the Iroquois-Kankakee ROE Teen REACH Programs that positive discipline and conflict resolution will be utilized to assist the participants to resolve their own conflicts and manage their own behavior.

Procedure:
1. How staff will implement Discipline:
   - Avoid problems by offering an organized, stimulating program.
   - Reinforce positive behaviors.
   - Model appropriate behavior.
   - Redirect to a more acceptable behavior.
   - Set clear limits.
   - Offer choices.
   - Ignore negative behavior (when appropriate).
   - Acknowledge good behavior.
   - Use “time-outs” or removal of youth from the area, for short period of time (one minute per age of child).
   - Include the youth in the resolution of conflict.

2. The following discipline techniques are PROHIBITED:
   - Physical punishment.
   - Screaming at participants..
   - Ridiculing a youth or the youth’s family.
   - Blaming, teasing, insulting, name calling or threatening the youth with punishment.
   - Withholding food.
   - Withholding of affection or positive attention.
PROCEDURE (con't):

3. How parents will be involved in guidance process:
   - A director or lead staff will verbally notify the youth’s parent/guardian if a pattern of unacceptable behavior is noted.
   - As needed, the staff will discuss with the parent/guardian the youth’s behavior.
     If an unacceptable behavior occurs during the program or a behavior is uncharacteristic of the youth, a behavior report will be completed, signed by the parent/guardian, and a copy will be retained in the youth’s file.
   - The director may request a formal conference with parent/guardian.
   - If deemed necessary, the parent may be asked to pick up the youth from the program and/or remove the youth for the next program day.

4. How youth will be involved in the process:
   - Youth will be aware of the program guidelines. They will be reminded of the guidelines throughout the day.
   - Older youth will be involved in creating the program rules and in the peer mediation process to find a solution that works for all.
   - All school age youth will have reasonable opportunity to resolve their own conflicts.

5. DISCHARGE: Any youth who, after attempts have been made to meet the youth’s individual needs, demonstrates the inability to benefit from the type of program offered by the Teen REACH site, or whose presence is detrimental to the group shall be discharged from the Teen REACH program.

NO CHILD WILL BE SUBJECT TO, UNDER ANY CIRCUMSTANCES, ANY FORM OF CORPORAL PUNISHMENT, WHICH INCLUDES HITTING, SPANKING, SWATTING, BEATING, SHAKING, PINCHING AND OTHER MEASURES INTENDED TO INDUCE PHYSICAL PAIN OR FEAR. THE STAFF WILL NEVER USE ABusive OR PROFANE LANGUAGE OR DEPRIVE CHILDREN OF FOOD, REST OR USE OF RESTROOMS.

I have read and understand the Teen REACH guidance and discipline policies.

Parent/Guardian
Signature ___________________________ Date ____________