

Expulsion and Suspension Policy

The Peacock's Plume is committed to providing a safe, nurturing environment conducive for learning and growth for all of our children. We strive to ensure all of our children are set up for success regardless of their need or developmental level. We are committed to each child's social emotional development. When serious concerns arise we will partner with parents and professionals who specialize in supporting young children's social and emotional health.

Unfortunately, there are sometimes reasons we have to expel a child from our program on either a short term or permanent basis. We want you to know that we will do everything possible to work with the family of the child(ren) in order to prevent this policy from being enforced. Every effort will be made to prevent the expulsion or dismissal of children from the program. However, The Peacock's Plume, reserves the right to cancel the enrollment of a child for the following reasons, not limited to, but including:

- Non-payment or excessive late payment of fees/tuition.
- Failure to adhere to policies and procedures as outlined in the family handbook.
- The child has needs which we cannot adequately meet with our current staffing patterns.
- The child's behavior threatens the health and safety of him/herself, the other children or program staff. They may have uncontrollable angry outbursts, hurt other children (push, punch, kick or curse), or threaten other children with violent words.
- The parent/guardian exhibits behavior which is detrimental to the health and well-being of the children and staff in a classroom or negatively interferes with the normal functioning of the classroom and/or program. This includes but is not limited to vulgarity, intimidation, harassment, or violation of child care licensing regulations.

There are proactive steps taken prior to expulsion or suspension. Positive behavior intervention supports include screenings, classroom assessments and partnerships with inclusion specialists, behavior specialists, and mental health consultants.

- Staff will redirect child from negative behavior
- Staff will teach child appropriate skills to address challenging behaviors
- Staff will celebrate appropriate behaviors
- Staff will consistently apply consequences for rules
- Parent will be notified of disruptive behaviors that might lead to expulsion
- Director and parent will have a conference to discuss how to promote positive behavior
- A specialized care team will be formed to address how to best support the child

We strive to foster a positive relationship with parents through communication! Please ask if you have questions.