**2022-2023**

Holy Trinity Lutheran Church

927 S. Providence Rd, Wallingford, Pa 19086

610-876-1721



Holy Trinity Weekday Schools Parent Handbook

**WELCOME TO HOLY TRINITY WEEKDAY SCHOOLS**

We welcome all families to our schools! We provide a safe, caring, educational environment to support your children as they grow and we have many programs and options to fit your needs.

**HTWS Mission Statement**

Holy Trinity Weekday Schools serves to extend the mission of our congregation: *to invite all into fellowship with Christ; to care through outreach, especially to families with young children, and to involve ourselves in ministry to others.*

Our mission is to provide a caring, Christian environment in which each child is recognized and valued as individual. Our goal is to foster positive self-esteem and independence through hands-on experiences that encourage a lifelong love of learning; develop social skills and support academic growth.

**Our Schools**

HTWS welcomes all children. Our curriculums are designed to accommodate a wide range of learning styles and developmental levels. We welcome children with special learning needs into our classrooms. We allow itinerant teachers, therapists and support personnel from outside agencies to work with students in our classrooms. We do not discriminate on the basis of race, color, national and ethnic origin in the administration of our educational policies and admissions policies.

Our programs are a branch of the Holy Trinity Lutheran Church, and may include Christian content and values in its programming. We are an inclusive program and acknowledge non-Christian holidays as well. Please speak to the Director if you have any questions.

**School Contact Information:**

Holy Trinity Weekday Schools at Holy Trinity Lutheran Church

927 S. Providence Rd, Wallingford, PA 19086

610-876-1721

***Crossroads,*** Sharon Snow**,** **directorcrossroads@gmail.com**

**PROGRAM OPTIONS**

***Crossroads Before and After School Program:***Our programs provide extended day enrichment programs for students in Kindergarten through 5th grade. We use a thematic curriculum that is tied in to District curriculum, State Educational Standards, and is designed to achieve the goal of helping students gain skills in social, emotional, and academic growth to assist them as they become independent in a supportive and nurturing environment. We meet these objectives through a combination of teacher-led and student driven explorations and activities. We maintain a lower than required student to teacher ratio to ensure that our students have opportunities to explore multiple activities each day.

Our staff meet or exceed DHS qualifications for their positions and obtain additional training hours each year. All staff have current clearances as required as well and most have CPR and First Aid Training.

Crossroads offers Before School care from 6:45am until WSSD bus pick up. Breakfast is available until 7:30am each morning.  Our After School program opens at 3:00pm and runs until 6:00pm and includes snack each day.  Drop-in options are available to enrolled families for both Before & After school if you need an extra day.

We also offer care on select school closing days, early dismissals, and scheduled late starts, see school calendar for details. Our program offerings are as follows:

**Before School Care**

* Monday – Friday, 7am - 8:30am

**Kindergarten Program Options** Monday – Friday

* AM K-Club Early Bird: 8:15am-8:45am
* AM K-Club 8:45am-12:30pm
* PM K-Club 11:45pm-3:30pm

**After School Care**

* Monday – Friday, 3:30pm-6pm

**All programs are available 3 day, 4 day, or 5 day**

**ENROLLMENT POLICIES AND PROCEDURES**

**Registration**

Our registration opens mid-January for our programs. We strongly suggest families register early as we do fill up quickly. As of 2018, all registrations received are processed at the end of March. Families are then given status of enrolled or on the waitlist. Registrations received after April 1st will be placed on the waitlist.

**Waitlist**

Once all our spaces are reserved, a wait lists will be started. Families will be contacted as space becomes available.

**Enrollment Forms**

All students must have current paperwork on file before their first day in the program. No child will be allowed to start until their file is completed. Families who fail to comply with required paperwork will be dismissed from the program.

Required forms for all programs are as follows:

* Emergency Contact Form
* Contract/Fee Agreement
* Authorization Form
* Health Form, including immunizations records, completed by your pediatrician
* Civil Rights Statement

Additional forms will be required if your child has any allergies, takes medicine or receives services through an IEP/IFSP.

**Days of Operation**

All programs are closed for students the following holidays:

* Labor Day
* Election Days
* Thanksgiving Holiday
* Winter Break/Christmas through New Year’s Day
* Martin Luther King Day
* President’s Day
* Spring Break/Easter
* Memorial Day

Please see the school’s annual calendar for further information regarding other closing dates and extended and Full-Day care dates.

**Snow Days/ Inclement Weather:**

In the event of inclement weather, we will use the same code number, 460, as the Wallingford-Swarthmore School District. Closing information will also be displayed on our Facebook pages and websites. In addition, updates will be sent through the school’s messaging service.

***Crossroads*** will follow the changes to the WSSD school calendar for any make-up days if required.

**TUITION**

Tuition for any program may be paid either in full at the start of the program, or monthly. Please see your Contract/Fee Agreement for tuition rate and due date. If you are unable to make your tuition payment by the due date, you must make alternate arrangements by speaking with the Director. Late tuitions will be assessed a $20 late payment fee, as listed on your contract/fee agreement. Accounts that are delinquent two (2) months will result in suspension of services until your account is paid in full, or until satisfactory alternative payment arrangements have been made with the Director.

Please note there are no refunds, or credits given for days absent or programs missed. We staff our programs based on the enrolled/signed up students. Payment, in full, is required even though a child may be absent due to illness, family vacation, or a change in plans Any check returned to us for insufficient payment will incur a returned check fee of $25.

**Drop In & Extended Day Programs**

Drop In / Extended Day Program options are available depending on spaces open. Any care beyond your regular contract/fee agreement is a separate fee and is subject to all fees and charges outlined above. Registration for these programs is available through the Director. Registration is on a first come, first served basis and enrollment is capped in accordance with the program.

**Late Pick-up Fee**

Any student still at the program 5 minutes after the program end time will be assessed a late fee of $10. An additional $1.00 per minute will be charged for each minute past this time.

**Change in Enrollment / Withdrawal**

Changes in enrollment and withdrawals MUST be received by the office by the 15th of the month prior to the change. Parents need to complete a Change in Enrollment form, available from the Director. If notice is given after the 15th, additional fees may apply. If a family has pre-paid for the year the refund will be prorated.

If you choose to withdraw your child from programming, any outstanding tuition payments must still be paid. Failure to meet your financial obligations will result in legal action.

**Scholarship Information**

Holy Trinity Weekday Schools offers a limited number of scholarships per year. The awarding of scholarships will be based on need and available funding. Scholarships are available to new and existing families throughout the year. Scholarships may take the form of:: a full scholarship, a partial scholarship, or a temporary scholarship.

Please speak to the Director to request a scholarship application. All scholarship information is strictly confidential.

**CCIS**

Crossroads students who are eligible for CCIS may receive subsidized funding for their tuition. Please see the Director for information if you think you may be eligible for CCIS funding and would like to know more.

**POLICY AND PROCEDURES**

**Open Door**

Our Directors maintain an Open Door Policy and may be reached during office hours for any questions or concerns.

**Pick up & Drop Off**

Each student must be escorted by an accompanying adult to and from the doors. Please have students wash hands on arrival.

All families should enter at the main doors. The main doors are the glass double doors located at the top of the steps. Please ring the doorbell for admittance.

Families should use the upper parking lot for pick up and drop off. Handicap spots are available in the lower lot if needed.

**Authorized Pick-up**

Students will ONLY be released to those persons listed on the Emergency Contact Form. All designated pick up persons must be of 18 years of age or older, and should be able to provide proof of identification (Drivers’ License or State Issued ID card). From time to time parents may be delayed from picking up due to outside circumstances. We ask that all families have at least 2 alternates designated to pick up on their Emergency Contact Form in case of emergencies.

Should you need to make special/one time arrangements, you may do so by:

* Informing us in writing (email, note to teacher, parent notebook)
* Calling us (in the case of an emergency)

Please be sure to spell out for us the first and last name of the person that is being designated to pick up your child, and inform them to bring their Drivers’ License, or State ID in with them. We will call you back to verify the information to ensure that the request is valid. Should someone who is not listed on your emergency contact or was not designated by the above methods attempt to pick up your child, we will have them wait in the office while we call for verification. We WILL NOT release a child to someone without prior authorization from the parent/guardian. Please make sure all of your phone numbers stay up to date, and to alert us to changes in designations to avoid any complications and reduce wait times.

Students will not be released to persons who are visibly under the influence of drugs or alcohol.

**Divorce and Custody Arrangements**

For the safety and welfare of the child(ren), our program needs to be aware when a court has made custody determinations. Our programs will accept that the enrolling parent/guardian, and the person(s) he or she indicates, are designated as being authorized for picking up the child. Any legal parent or guardian will be allowed to pick up their child until a court document is presented to indicate otherwise, in accordance with state laws.

**Parking Lot**

We want to keep our children safe, please follow good safety precautions when entering and exiting the parking lot.

* Be aware of children and adults in and around your vehicle.
* Please use absolute minimum speed in the parking areas.
* Park in designated parking spots, fire law requires that cars must be at least fifteen feet away from the side of the building in order to leave the area clear for equipment.
* Most of all make sure your child(ren) are closely supervised when walking to and from your car.

**Church/School Grounds**

If you wish to stay after to chat or play, please remember that *you* are responsible for your child once they are signed out. The gardens in the front of the church are restricted by church request. The church also asks that children refrain from picking flowers or climbing the trees on the property.

The playground is available for use, as long as there is not a class on there. During program times, right of way is given to our classes. If you are on the playground with your child after pick-up, please depart the playground if a class comes out to play. While we love that our students don’t want to go home, and want to see their friends, our insurance will not cover accidents/incidents for students who are not in the program at the time, and our teachers need to concentrate on the students in their care.

**Absences**

If your child is going to be absent you must call **610-876-1721** or email to let us know they will not be in. If you are leaving a message, please be sure to include your child’s name, program name, and a phone you can be reached at for questions. If you know your child will be out ahead of time you may communicate that information to us by phone, email or for Crossroads families writing a note in the Parent Communication Log. When a child is unaccounted for, the staff will try to locate the child and this takes time away from programming.

***Crossroads After School* families:** If a child does not show up on a scheduled day and the Director has not been informed by 3 pm, a $5 fee will be assessed. This fee is to prevent the classroom being out of ratio for long periods of time while we attempt to locate missing children.

**HEALTH & SAFETY**

**Please see appendix for the Covid-19 Health Policies, the below are general illness policies:**

For the health and safety of our students and staff please keep your child home if they are sick. A child that is vomiting, has diarrhea, has a temperature of 100 degrees F or higher, or a communicable disease, may not attend any programming. **Students may return to school 24 hours AFTER temperature returns to normal, vomiting or diarrhea ends, and if there are no other symptoms.** In cases where an antibiotic is prescribed, students may return 24 hours after beginning the antibiotic, or as directed by a Doctor.

If your child has been diagnosed with a contagious illness you need to alert the program Director. We are required by law to inform families when an exposure to illness has occurred within our classrooms, and certain illnesses must be reported to the state. We never release a child’s name in these cases to protect the confidentiality of the child and family.

If your child becomes ill at the program, you will be notified to pick up your child. The school office and your child’s teacher must have a reliable phone number where we can reach you in an emergency. If you cannot be contacted, the next person listed on the Emergency Contact Form will be contacted and asked to pick up your child. All children must be picked up as soon as possible, but no longer than 45 minutes after being called.

**Medications**

**No medication may be sent to school in your child’s backpack or lunch box.** If your child needs medication to be administered during their time at our program, we require the family to complete a Medication Authorization Form. All medications MUST be in their original container with a prescription label. The prescription label must include the name of the child, the dosage, the route of administration, and the length of treatment. Please note according to state regulations over the counter medications cannot be dispensed without a valid prescription and no medication will be dispensed on an “as needed basis” with the exception of life saving medication (inhalers, epi-pens, etc.).

**Allergies**

To guarantee the medical safety of all our students, please be sure to report any allergies and submit an Allergy Action Plan with the Director of your child’s program before the start of school. If your child requires emergency medications (inhaler, epi-pen) you must provide one to be kept at school, we are unable to transport medication to and from the program.

Families of all students will be notified of any foods that may need to be restricted from lunches or snacks due to food allergies within their classroom and extended day programming.

**Injuries and Accidents**

When we are active, accidents can happen! Minor injuries will be treated on site, and parents will receive written notification; we will also make every effort to talk to the parent at pick-up and relay the information. A copy of the report will be kept in the child’s file.

**Medical Emergency**

In the event of a medical emergency, the Director, or person in charge in the Director’s absence, will phone 9-1-1. Emergency care will either be administered on site, or the child will be transported to the nearest hospital for treatment. A staff member will phone the parent/guardian and describe the incident and the emergency care procedure. A staff member will stay with the child receiving the emergency care, whether on site or at the hospital until the parent/guardian arrives. A written report of the incident will be prepared, and filed with DHS. The parents will also receive a copy and a copy of the report will be maintained in the child’s file.

**Mandated Reporter**

Staff that have a reasonable cause to suspect neglect or abuse of a child coming before them in a professional capacity are required by law to report to CHILDLINE. No one, including school management and/or a child’s parents, can interfere with this reporting requirement.

**Emergency Operations**

Each month we will conduct emergency drills for fire, weather related and other emergency conditions. These practices will help to ensure that should an emergency happen, both students and staff will be familiar with the routine to be followed. All families will receive an outline of the plan and any pertinent information before the first day of school. From time to time changes may need to be made to the emergency plan, families will be notified via a mailing of any changes. The ***HTWS* Emergency Plan** was created according to state and federal laws and reviewed by local police and fire departments. A copy of the plan for each program is available for review.

**OUR SCHOOL**

**Supervision**

Our programs maintain at minimum the state required student to staff ratios for adequate supervision. Most of our programs operate at a much lower than required staff/student ratio. All staff are trained in supervision, and are required to engage in active supervision practices, this means they are to move around, be actively engaged with students, and that no child should be out of the sight and hearing of a staff member at all times in the classrooms, playgrounds and hallways.

**Outside Time**

We do our best to ensure that our students get outside play every day except when the weather prohibits it, as the benefits of outside time are numerous. Students need time to run, play and work on those gross motor skills, as well as, having unstructured time to explore. Please be sure that your children arrive at school dressed to play, run and have fun. Rubber soled shoes (sneakers) are the best for safety, however if you do send your child in sandals or other footwear we ask that it please cover the toes and be securely fitted. We ask that you NOT send children to school in flip flops. Please remember to label outerwear with your child’s name, as hats, coats, and gloves are often left behind.

**Lost and Found**

Lost and Found is located in the bin by the main doors. Please check it frequently, items remaining at the end of the school year will be donated.

**Snacks and Lunches**

Eating together is a very important way for children to practice social skills. We eat together on a daily basis to help strengthen these skills. We enjoy healthy snacks and model proper table etiquette.

Families please keep in mind any allergy information you have been given about your child’s classroom and please read ingredient lists carefully. Families will be alerted to any severe food allergies in the classroom to help reduce risk when food is brought in from home. The severity of an allergy reaction cannot be predicted. As such, every reaction contains the possibility of a life-threatening emergency please be considerate of others.

Parents of children requiring a special diet, or with limited food choices, should make special arrangements with the teacher for snacks, and class parties; or may wish to provide a daily snack from home.

**Student Behavior & Conduct**

All students are accepted provisionally for the first 30 days they are in attendance. At the end of the provision period, an evaluation will be made as to whether or not the programs will benefit your child at this time. A student may be excluded from the school by action of the Holy Trinity Weekday Schools Committee, if the child’s demeanor is determined to be disruptive and a detriment to the experience of fellow classmates, the Director and the child’s teacher will conference with the parents and school committee prior to dismissal.

Should disruptive / unacceptable behavior become an issue during the course of the school year, we will work with the students to correct the behavior. This may include mentoring, role modeling, employment of problem solving techniques, loss of privileges, and student contracts. Parents will be kept aware of such issues through informal conferences and notes home. A parent teacher conference may be required if disruptive/ unacceptable behavior continues and could result in modifications to the child’s schedule, a daily behavioral checklist, or a referral for services or evaluation. If the family does not comply with the recommendations and/or the child poses a danger to themselves or others, the child may be dismissed from the program.

***Crossroads*** has implemented a Disciplinary Policy as part of our ongoing efforts to keep consistency between school and Before/After School programming. This Policy based on the Wallingford Swarthmore School District’s Disciplinary Policy and can be found in the appendix.

**Communication**

Communication between school and home is essential to the success of your child. We encourage you to speak with your child’s teacher about any concern you may have. In addition, our Directors have an Open Door policy, and are available during program hours to meet with you regarding your child. In addition, we will use the following methods to ensure open communication.

* *Newsletters* will be sent home from our programs on a monthly basis to help keep parents informed of program activities, local events of interest, deadlines, and other reminders.
* *Parent Information Boards* are also posted for all programs to keep parents apprised of daily activities, menus, and other notices as required.
* *Face to Face* Staff will give periodic updates to parents informally at pick up and drop off times. We may share a funny story, a joke, tell you about a boo-boo, or give you a heads up about a problem that occurred. When a more serious issue occurs, we do prefer to address it right away so that parents aren’t hearing about it after the fact. Though we do understand that after a long day a negative report may not be how you would like your day to end, we do try to give parents an alert, and a note home with additional details.
* *Folders and Mailboxes* All parents will receive newsletters and other notices and notes in either their childs‘ folder or parent mailbox.
* *FACEBOOK* is updated weekly with reminders of upcoming events and pictures.

**Social Media Policy**

Participation in Facebook or other social networking sites where communication may take place between staff and parents of children, or the children themselves, is highly discouraged by the Holy Trinity Weekday Schools. If parents or teachers decide to be “friends” with one another on such sites, HTWS’s policy is that such communication must not include any discussion about children attending HTWS or their families or any events that have occurred in HTWS classrooms. HTWS maintains a legitimate presence on Facebook and you will find information there about upcoming events and special reminders posted by the Director only. This policy is intended to protect the privacy of all parties associated with HTWS.

**Confidentiality**

Please respect our children, families and staff by refraining from discussing sensitive and confidential information. There is a proper time and place for such discussions. All records and information concerning a child and his/her family are to be kept confidential.  Information can only be released upon written consent from the parent/guardian.

**Parent Conduct**

Children learn from their role models, and we strive to promote positive interactions and problem solving. We ask that parents help us to support these ideals by example. We know it can be frustrating and upsetting trying to juggle work and family, which can be compounded by traffic, bad news, or a tight schedule. If you are in a rush or upset, take a moment, and take a deep breath then let us know. We can assist in having your child clean up and get ready to go and you can take a moment to relax. We will show you the same courtesy by making sure that you are pleasantly greeted and spoken to when you arrive.

Please respect your child’s teacher by arriving for class promptly. Please give your child the security of your promptness at dismissal time. It is uncomfortable for your child to watch classmates leave while your child waits all alone. Tardiness affects your teacher’s lunch break, prep time or personal commitments.

**Cell Phone**

We understand that you are busy and often multi-tasking, however we ask that at pick up and drop off you model appropriate cell phone etiquette for your child by refraining from talking on the phone during these times. Staff often wish to impart information or give a reminder which is difficult to do when a parent is distracted. In addition, students often want to show or share what has happened, and your full attention to them validates what they have done and helps build positive self-esteem and reinforces lessons we are working on about listening to one another.

We understand that you need to be able to reach your child in an emergency and vice versa. We ask that if you need to reach your child during our program, that you call the center phone. Students will be instructed to leave their cell phones in their backpacks during our program. Misuse of cell phones by students will result in confiscation; cell phones will be given to parents at pick-up if confiscated.

**Student Belongings**

All students are provided with a designated space to store their backpacks and coats. We request that children not bring toys, games, or electronic devices (Walkman, iPod, Nintendo) to our programs; except when specified by the classroom (show & tell, special events.) We offer a variety of games and activities for our students to use and encourage social interaction. Should a student bring in a toy from home, we will ask that their name be put on it and ask that it be kept in their backpack. We know from time-to-time students want to bring in and share items from home; however, we cannot be responsible for items that become lost or broken.

**Family Involvement**

The children LOVE to share what they’ve done with their families, and we encourage families to be involved in the program as much as possible. We know that our families have so many activities that it’s difficult to find time for it all. Just taking a few minutes at pick-up to look at a work in progress can mean the world to them. In addition, we offer many opportunities for families to be involved, whether it’s attending a special event, saving recyclables for art projects, helping with a fundraiser, or coming in as a special guest to share your talent or skill. If you have a special interest, talent, skill or just want to come in and read a story please let us know. Our families add a LOT to our program!

**Appendix**

In the appendix you will find additional information. These items will be found after the signature page; however, they are still part of the Handbook and should be read thoroughly before signing and returning the signature page.

As always if you have any questions or concerns, please contact the Director for your program.

**Thank you and we look forward to another great year**

**Sharon Snow**

**Director, Crossroads**

**direcorcrossroads@gmail.com**

Holy Trinity Weekday Schools Parent Handbook

**Signature Page:**

I have received the Parent Handbook for the ***Holy Trinity Weekday Schools: Crossroads Program.*** I understand and agree to abide by the policies set forth in the Parent Handbook for the ***Holy Trinity Weekday Schools.***. I know if I have any questions regarding these policies I can contact the Program Director***(*** Sharon Snow, ***Crossroads)***, via phone, office mailbox, or email.

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Parent/ Guardian Signature Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/ Guardian Printed Name Date

Family Involvement Form:

I \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_(printed name) would be interested in and willing to make a commitment to the following:

* Volunteering for special events to help set up, decorate, clean up
* Volunteering to share a special skill or ability with the class \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Assisting with fundraising preparations or distributions
* Helping with playground or classroom clean up/maintenance
* Launder smocks, dress ups, or other classroom items
* Volunteer other time or talent \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Covid-19 Health Policies:**

To protect our children and staff, I agree to keep my child at home if he/she has a COVID-like illness.

|  |
| --- |
| **A COVID-like illness is defined as:**  |
| At least ONE of these symptoms | OR | At least TWO of these symptoms |
| * new or persistent cough
* shortness of breath
* new loss of sense of smell
* new loss of sense of taste
 | * fever
* chills
* muscle pain
* headache
* sore throat
* nausea/vomiting
* diarrhea
* fatigue
* congestion/runny nose
 |

transmission of the Covid-19 virus, there is inherit risk in participating in the program during the pandemic.

Child’s name:

Parent/guardian name:

Crossroads will continue to follow the latest guidelines from CDC and DHS regarding quuarantine & isolation practices. These policies may change given fluctuations in transmission rates as well as CDC/DHS guidelines.

As of 6/2022:

Students exhbiting symptoms of Covid-19 should remain home and enter test to stay protocols.

Covid -19 positive students are not permitted to attend until:

5 days have passed since their last positive test, symptoms are abating and they have been fever-free without the aid of medication for 24 hours.

Students returning after a positive test MUST mask for an additional 5 days.

Masking is still recomemended as the safest way to attend school/childcare.

Crossroads Disciplinary Policy

It is our goal to create a welcoming, supportive, caring and safe environment for ALL students. With this goal in mind, our disciplinary policy focuses on assisting students with learning to take responsibility for their actions and to treat others with empathy, compassion and respect.  This policy was developed in view of the WSSD policy to keep alignment between school and after school programs.

While it is our goal to teach students how to make positive choices, all students occasionally engage in negative behaviors from time to time. The chart below identifies common negative behaviors & classifies them into 3 levels, and outlines possible courses of action for each. This is not an exhaustive list, merely a guideline showing possible appropriate consequences for actions. Some actions may, depending on their severity, be at a higher level than displayed in the chart below.

|  |  |
| --- | --- |
| Level 1 Negative Behaviors | Level 1 possible consequences |
| * Disruption of classroom activities
* Teasing
* Name calling
* Inappropriate subject discussions
* Exclusion
* Rumors
* Failure to comply with directions (refusal to put on coat, line up, clean up, etc.)
 | * Re-direction
* Think time & discussion
* Letter of apology
* Removal from activity/area
* Note to parent
* Correction of mistake (cleaning up after self)
* Assisting with classroom tasks

  |
| Level 2 Negative Behaviors | Level 2 possible consequences |
| * Harassment/Bullying
* Comments of a racial/religious/sexual nature
* Chronic Level 1 behaviors
* Blatant disrespect of peers, staff, adults
* Grabbing others/Pushing
* Stealing
* Mild cursing
 | * Conference with parents
* Loss of recess/privileges
* Classroom behavior agreement
* Behavior plan
* Letter of apology
* Think time and problem solving form completed.
 |
| Level 3 Negative Behaviors | Level 3 possible consequences |
| * Hitting/Kicking
* Aggressive bullying/harassment
* Chronic or severe cursing
* Inappropriate touching
* Vandalism
* Threatening bodily harm
* Verbal or physical assault of staff
* Repeated failure to comply with classroom consequences
 | * Parent to pick child up immediately from program
* Suspension
* Dismissal from program
* Program service assignment (to assist with clean-up of student’s actions)
* Restitution
* Notification of proper authorities.

For all Level 3 incidents, a parent conference will be held, and the Board will be notified. |

Our goal is also to create a safe and nurturing environment for all students. Towards this goal we will make every effort to work with parents to curb negative behaviors, including conferences, behavior plans, and daily reports as needed in addition to the steps listed above.

Crossroads applies a “Three Strike Rule”. Three repeated incidences of the same level (level 1 or 2) in the same day raise consequences to the next disciplinary level. In all cases our goal is to teach students to find positive ways to solve problems and to find alternatives to negative behaviors.

Students that engage in repeated or serious infractions considered Level 3 behaviors can face suspension or dismissal from the program as a consequence of their actions. The decision for suspensions or dismissals will be made by the Board after review of the case. If the Board in full is not able to meet in a timely fashion, a temporary suspension may be imposed by a meeting comprised of at least 3 Board members including the Chair.   If warranted, the appropriate authorities may be notified.

For students with a diagnosed special need whose actions fall into the above categories, Crossroads will follow behavioral guidelines for that student according to their IEP, when it has been provided. We will work with the family to ensure that the needs of their child are being met while maintaining classroom order.  We strongly encourage families of students with special needs to meet with the Director to discuss their child’s needs.  Crossroads cannot obtain IEP’s or speak to WSSD staff or outside Therapists without parents’ consent. Please see our policy regarding special needs students for further information or speak with the Director.