



Family Handbook

**200 West Orange Street
Lititz, Pa 17543
627-0900**

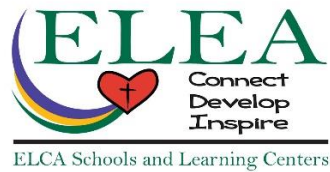


Table of Contents

Welcome.....4

All About CELC.....5

Mission Statement.....5

Our Philosophy.....5

St. Paul CELC Values6

Curriculum.....7

Language Development 7

Portfolios.....7

Child Assessments.....7

Parent/Teacher Conferences.....8

Confidentiality.....8

Infant Care.....9

Breast Feeding.....10

SIDS Policy.....10

Diaper Service.....11

Preschool Care.....11

School-Age Care.....11

Parent Involvement.....12

CELC Committee.....12

Grievance Procedure.....13

PTO.....13

How Parents Can Volunteer.....13

Parenting Resources.....14

Enrollment.....14

Children’s Files.....14

Transfer of Records Policy.....15

Drop off and Pick Up Procedures.....15

Your Child’s Adjustment/Transition.....16

Schedules.....17

Late Schedule Policy.....17

Electronic Device Policy18

Calendar.....18

Closing Emergency/Weather.....19

<u>Financial Arrangements</u>	19
Registration & Tuition.....	19
Automatic Payments	19
Credit Card Payments	19
Payments by Cash or Check	20
Vacation/Holiday Payments.....	20
Leave of Absence Policy.....	20
Scholarships	20
Sick Day Policy.....	21
Termination of Service.....	21
Tuition Credit.....	21
United Way Donations.....	21
<u>Health and Safety Policies</u>	22
Health Assessment Policy.....	22
Child Abuse/Maltreatment.....	22
Illness Policy.....	25
Medication.....	26
Sun Smart Policy.....	26
Nutrition.....	27
Oral Hygiene.....	28
Fire Drill and Emergency Evacuation Plans.....	28
Rest/Nap Times.....	28
Clothing.....	29
Discipline, Inclusion, Suspension, Expulsion, and Referral.....	29-32
Supervision.....	33
Visitors	34
Parking	34
Pet Policy.....	34
Babysitting.....	34
Smoking.....	34
Summary of Parent’s Rights and Responsibilities.....	35

Welcome to St. Paul Christian Early Learning Center, an outreach program of the St. Paul Evangelical Lutheran Church.

St. Paul CELC is licensed by the State of Pennsylvania and is a Keystone STAR 4 Star program. Our teachers hold Bachelor and Associate Degrees in Elementary and/or Early Childhood Education and Child Development Associate Certifications. Each teacher is dedicated to the field of early childhood education and to the children and families in our care.

St. Paul CELC provides an environment that is fun, loving, and educational. The teachers create weekly lesson plans that revolve around all aspects of the curriculum such as art, music, science, language, reading, writing, small and large motor skills. We encourage each child to learn and grow at a pace that is right for him/her. Our teachers document learning through portfolios and observations and complete assessments on the children three times per year. St. Paul Christian Early Learning Center meets or exceeds all state guidelines and by providing high quality care and education to young children, our experienced educated staff received recognition through Keystone Star Program.

We have an open-door policy and welcome parents/guardians into our center. We strive to work with families in a partnership as we care for their children. Communication is extremely important, and we are always available to talk with parents/guardians.

Our hours of operation are Monday through Friday from 6:30am – 5:30pm. If you have any questions regarding the center, please feel free to contact us anytime through our e-mail address info@stpaulcelc.org or by calling 627-0900.

Karen Schaeffer – Executive Director

Kristi Long - Director

Shari Murtha – Office Coordinator

All About St. Paul CELC's Program

Mission Statement

The purpose of the St. Paul Christian Early Learning Center team of Professional Educators is:

- To partner with each family to develop character and instill a love of learning in every child.

Our Philosophy

St. Paul CELC philosophy of education is based on the individual needs of each child and his/her family. We believe in creating a hands-on, child centered environment where each child will learn and grow at a pace that is right for him/her. In doing this, we provide developmentally appropriate activities for all children in areas of intellectual, social, emotional, and physical development. We offer a balanced variety of teacher-directed activities, child-directed discovery activities, quiet and active times. Each child's sense of security is supported by a stable classroom routine and a nurturing environment.

Family engagement is encouraged through communication of family beliefs and experiences, classroom and program activities and development of mutual goals for children's learning.

St. Paul CELC Values

Values: *To Honor God in All that We Do*

- 1. Positive Attitude-** towards job, children as individuals
- 2. Creativity-** engaging children in learning, foster in children and staff
- 3. Commitment-** longevity and commitment to program, perseverance through change, the commitment to the advancement of each child and each staff member
- 4. Teamwork-**committed to each other, work with family for good of child
- 5. Excellence-**creating a culture of best efforts in all we do, how we should treat co-workers, families and children
- 6. Passion-**what drives us to do our best, enthusiasm for our work
- 7. Compassion-**empathy and sympathy towards parents, children and co-workers
- 8. Integrity-** openness, stand by NAEYC Code of Ethics, highest ethical standards

We are licensed by the State of Pennsylvania and are a Keystone STARS 4-star program. St. Paul Christian Early Learning Center meets or exceeds all state guidelines and by providing high quality care and education to young children, our experienced, educated staff received recognition through Keystone STARS.

Curriculum

St. Paul Christian Early Learning Center develops a curriculum that encourages children to discover and explore the world around them with a hands-on, child centered environment.

The projects or units that the teachers incorporate are developmentally appropriate for the age group, build on children's interests, individual child goals, and provide hands-on activities that revolve around math, science, language, social studies, art, music, and large and small motor skills in small and large group settings. The day is balanced with outside play and activities and indoor free-choice and centers. The children are encouraged to ask questions and to learn problem-solving skills. Each teacher works with children on these skills and is actively involved in each activity of the day.

Language Development

St. Paul CELC supports language development and acquisition for all children, including those whose home language is not English. When a child's first language is not English staff will support the child by using their home language, gestures, communication devices, sign language, books, etc. as needed.

Portfolios

The St. Paul CELC teachers implement a portfolio for each child who attends our center. The purpose of the portfolios is to track the child's growth and development. This is done during the child's regular day, in the child's comfortable environment with his/her classroom teacher. Parents/guardians are always welcome to review portfolios. Please talk with either your child's teacher or the Director if you would like to review your child's portfolio.

The portfolios are for the teachers use and parents/guardians review only. Child portfolios are not shared with people outside of teachers and parents/guardians unless written permission is given by the parent/guardian. These portfolios are confidential and for the use of communicating development and assisting in creating goals for the child and the lesson plans for the classroom. After your child has moved to the next classroom and their new teacher has time to review their portfolio, it will be sent home for you to share with other early education programs, outside services, and elementary schools.

Child Assessments

From the portfolios, the teachers will complete assessments on each child. These assessments will be done three times per year in October, February, and May. We will be using Teaching Strategies Gold. These assessment tools have been issued to us by the State of Pennsylvania and are designed to document growth and development and to assess children's skills, knowledge, and behavior. The assessments are on-going. The teachers have participated in training on how to use the Teaching Strategies Gold. The teachers will use the information from the portfolios (observations, and photographs) to help complete the assessment. We will use the information found on the assessments to create our curriculum and provide activities that will encourage each individual child in his/her developmental needs. Upon the completion of the assessments, a

January 2025

copy will be sent home to you for your review. Conferences will then be available for anyone wanting to sit down with their child's teacher to talk about progress, goals you have for your child, or address any concerns.

Assessment results will also be used to assist CELC in referring children and their families to other professionals who may be able to help the child with their social, emotional, or cognitive development.

Every February, May and October, the results of the assessments will be reported to the State of Pennsylvania. Your child's name will not be used; he/she will be assigned a number for reporting purposes. The State will then be able to track how well the Early Childhood field is doing in preparing children for kindergarten and assisting children in their developmental growth.

An initial observation of your child will be done within 45 days of enrolling. This will give our teachers an understanding of your child's development and information on how we can best care for your child and encourage his/her growth. A copy of the observation will be sent home to you. If you have any questions regarding assessments, please feel free to speak with the Director.

Parent/Teacher Conferences

Parent/Teacher conferences are held three times a year. A signup sheet will be posted outside your child's classroom at the time of the conferences. Conferences can also be held upon request by the teacher, parent/guardian, or the Director. We encourage you to make time regularly to speak with your child's teacher upon drop-off or pick up time. We do understand that it is very difficult to talk with children listening. If you ever would like to speak with your child's teacher privately, please let us know and we will set up a meeting. You also are free to call anytime to check on your child or talk with the teacher if you have concerns or questions.

If there are any changes in your child's routine, please inform the teachers of the change. Notify us of any major changes (moving, parental separation, death in the family etc.) that are happening in your child's life. This will enable us to better understand the needs of your child at that time. If you would like to sit down and talk about any of these issues, please feel free to request a conference.

Confidentiality

As a team of professionals, the St. Paul CELC staff understands and respects your families' right to confidentiality. It is our goal to have open communication and work with you and your family to assist your child in his/her growth and development. For us to reach this goal, we need to learn about your child and your family. The Executive Director and Director will have access to all information in your child's file, health information, assessment results and family situations. The lead teacher and assistant teacher for each class will assess the children in their group, keeping observations on the children and developing each child's portfolio. Therefore, they will have access to each child's assessment results and developmental progress in their group. All teachers employed at St. Paul Christian Early Learning Center have access to the health status

January 2025

of each child attending the program. With this information the teachers will then have the knowledge needed to care for your child. The children's files are securely kept in the childcare office.

All information about your child and family is highly confidential. St. Paul CELC will not release any information to any other party without your knowledge or consent. If we receive a request for release of confidential information about your child, or when release of confidential information is necessary for participation in regulatory agencies such as OCDEL, and STARS. These agencies will access files to verify documentation of requirements needed for maintaining our status with each agency. St. Paul CELC will obtain informed written authorization from the parent or legal guardian and child prior to releasing the information requested. A copy of the signed authorization form will be given to the parent or legal guardian and the original will be kept in the child's permanent file.

Infant Care

Infants can begin our program at 6 weeks of age. As families prepare for their infant, and themselves, to join our program, we strongly encourage parents to come to the center for visits before the first day. This will allow you to get to know the teachers, other babies, and the Cuddly Bear Room. We can answer any questions you may have and hopefully make that first day go a bit easier for you.

All parents and children entering the infant room must remove their shoes or put on shoe coverings. There are covers located directly inside the infant classroom. The teachers will also be wearing slippers in the classroom throughout the day. This procedure will help minimize any dirt that could be tracked into the room where the infants are crawling.

We ask that all bottles, food, formula, clothing, blankets etc. are clearly labeled with your child's name.

St. Paul CELC teachers record in the Kid Report app each time an infant is fed. Other information put into the app includes nap times, diaper changes, special activities, and a brief message on how the child was that day.

St. Paul CELC teachers will work with each individual family to ensure that their infant's feeding schedule is based on the individual needs of the infant. Each day the teachers will document the type and quantity of food that the infant has consumed and provide families share this via the ProCare app. Infants who are unable to sit will be held for bottle-feeding. All others sit or are held to be fed. Infants do not have bottles while in a crib and do not eat from propped up bottles at any time. Toddlers/twos do not carry bottles, sippy cups, or regular cups with them while crawling or walking. Teachers offer children fluids from a cup as soon as the families and teachers decide together that a child is developmentally ready to use a cup. The teachers will serve only formula and infant food that comes to the facility in a factory-sealed container and will prepare according to the manufacturer's instructions. Formula, breast milk and infant food will not be warmed in a microwave. Teachers will use commercial bottle warmers to warm formula or breast milk to no more than 120 degrees. Bottle feedings may not contain solid foods unless the child's health care provider supplies written instructions and a medical reason for this practice. The teachers will discard any formula or breast

January 2025

milk after one hour of serving if the infant has not finished it. We do not offer solid foods or fruit juices to infants younger than 6 months of age unless that practice is recommended by the child's health care provider and approved by the family. If fruit juices are served to older infants, the amount will be limited to 4 ounces per day. We will not feed infants cow milk if they are younger than 12 months and will only give whole milk to children 12 months to 24 months.

Breastfeeding

St. Paul CELC supports mothers who are breastfeeding. You are welcome at any time to come into the center and breastfeed your child. You are welcome to stay in the infant room or we have a private room (Church Lounge) where you can go for quiet bonding time with your baby. We also accept breast milk for feedings in ready to feed sanitary containers labeled with your child's name and date. We can store breast milk in the refrigerator for no longer than 48 hours (and no more than 24 hours if breast milk is previously frozen). We can also store breast milk in the freezer for no longer than 3 months. Frozen breast milk will be thawed in the refrigerator. Staff will gently mix (not shake) breast milk to preserve the nutritional components.

SIDS Policy

Medical science has not yet discovered what causes Sudden Infant Death Syndrome (SIDS) but research shows how to reduce the risks. Here at CELC we follow the policy listed below:

- Infants under one year of age will be placed on their backs to sleep on a firm, tight fitting mattress. Babies who roll over on their tummies while sleeping will be allowed to assume whatever position they choose.
- No waterbeds, fluffy/soft infant bedding or shared bedding will be used for babies. (Including pillows, quilts, comforters, or stuffed toys) less than 8 months of age.
- If a blanket is used, the infant (over 8 months of age) will be placed at the foot of the crib with a thin blanket tucked around the crib mattress, reaching only as far as the infant's chest. The infant's head will remain uncovered during sleep.
- The temperature will be maintained between 65 and 85 degrees in each room where the babies receive care.
- Babies will be kept lightly clothed while sleeping.
- Babies will have supervised "tummy time" while awake.
- If a baby has a health condition for which back sleeping is a problem, a note from a pediatrician that states the alternative position and an explanation of the infant's condition that makes this position necessary.

Death from SIDS has significantly been reduced since people caring for infants are placing them to sleep in their backs and followed temperature and bedding recommendations. If you have any questions, please feel free to speak with the Director.

January 2025

Diaper Service

To continuously provide our families with the best value-added services & care for your children, St. Paul CELC announces our new Cuties Care All Inclusive Diapering Product Supply Program for all our infants & young toddlers while at school. Cuties Care School Supply Program is a value-added service that will be charged at a daily rate. The rate will be charged regardless of # hours spent in childcare each day.

Preschool Care

Our preschool program is a fun, educational program where the children are learning social and cognitive skills to prepare them for kindergarten. The teachers create weekly lesson plans that incorporate the PA Early Learning Standards which are also used in the school districts. Each lesson plan incorporates activities for math, science, language, music, art, dramatic play, large and small motor skills, and outdoor play. The teachers observe and assess each child's progress and are actively involved in the children's play.

School Age Care

St. Paul CELC provides after school care for children in Kindergarten through 4th grade. We only provide after-school care; we do not provide before school care. Warwick School District students will get priority when enrolling in the after-school program. Children from other school districts will be enrolled only if there is space available.

Busing is also available (Warwick School District only) to our students in Kindergarten through 6th grade. There is no bussing fee for these families. The buses drop the children off in front of the church building where the teachers will meet each of them.

Students in Kindergarten through 6th grade can complete their homework while at St. Paul CELC. Parents must inform the teachers of their preference regarding homework. In addition, our program offers many hands-on fun-filled activities which are geared toward each child's individual needs, goals, and interests. Children are given the opportunity to explore and manipulate their environments and learn through real experiences and discovery.

Full day care will be provided for school-age children when the Warwick School District is closed (unless the closure coincides with St. Paul CELC's Holiday closings; see Calendar). It is the parent's responsibility to submit a schedule to the office if full day care is needed on days that the school is closed. Care will also be provided on days that school is closed due to snow. Please call the office on the morning of a snow closing to inform the center of whether your child will be attending.

If your child is sick and sent home from school or does not attend school on a day that he or she is scheduled to be at St. Paul CELC, please call the office. If a child does not get off the bus, we will call the school and the child's parents.

January 2025

During the summer months, St. Paul CELC provides a School-Age Summer Camp program for children in Kindergarten through 6th grade. A child must be enrolled for a minimum of 8 weeks to participate in the Summer Camp. Children will spend the summer going on field trips, having visitors that will help their understanding of the summer camp's project and participating in many fun-filled activities.

Transition between After School Care and the Summer Camp Program:

The transition between After School Care (10 hour per week minimum) and the Summer Camp Program (25 hour per week minimum) is dependent upon the day of the week that Warwick holds its last day of school. In school years when Warwick's last day is a Monday or Tuesday, the Summer Camp Program begins that same week, with the 25 minimum hours. In school years when Warwick's last day is a Wednesday, Thursday or Friday, the After-School Care program, with a 10-hour minimum, continues through that week, and the Summer Camp Program begins the following week.

The transition from the Summer Camp Program to After School Care happens the week school begins, provided Warwick continues to hold the first day of the school year on the Wednesday after Labor Day.

Parent/ Family Involvement

**Parents/guardians are welcome at the center at any time to visit with their child. We have an open-door policy and encourage parents to be involved! We also have many opportunities for families to get to know each other. For our childcare families, we have our Annual Family Picnic, Mother's, Father's and Grandparent's Day Lunch weeks, Family Fun Nights, Family Night and Spring Festival. Look for these family events and come join the fun!

CELC Committee

The St. Paul CELC Committee exists to govern the center and to create and review policies set forth in our Family and Staff Handbooks. The committee consists of up to 12 voting members including active church members, two parent representatives and professionals from the community. We are always searching for input and advice from those within an area of expertise. Please speak to the Director if you have access to these resources and would be interested in serving on the committee.

Committee members will abstain from voting if there is a conflict of interest. Examples to this are, but are not limited to:

- a) If a committee member is a relative of an employee of St. Paul Christian Early Learning Center, that voting member will abstain from all votes regarding that employee (e.g., yearly evaluation, raises etc.).
- b) If St. Paul Christian Early Learning Center does renovations or repairs of the center, three estimates must be obtained/secured for major equipment or repairs over \$5,000. Voting members will abstain from the vote if they are one of the bidders.

January 2025

Grievance Procedure

During your child's enrollment at St. Paul CELC there may be occasions when you have a disagreement with the way a center policy or procedure is carried out. While part of the Center's mission is to be supportive of families through meeting the needs of the individual children, it must do so in a way that is feasible in a group care setting. The center is also under legal obligation to follow our state's health and safety, fire and licensing regulations that pertain to the operation of a facility. Your child's teachers are responsible for following these policies and regulations within their own classroom. The Director is responsible for the day-to-day operation of the center and the supervision of all staff members. The Director reports to the Executive Director and the Executive Director reports to the CELC Committee.

If you or your child has a disagreement about a policy, procedure, or a question about the application of a center policy or state regulation, please speak to the classroom teacher, so that she/he can work the problem out with you or clarify the policy or regulation. Please follow these steps when addressing a question or concern.

- If the problem cannot be resolved with the teacher, speak to the Director.
- If the problem cannot be resolved by the Director, speak to the Executive Director.
- If the issue cannot be resolved by the Executive Director, the matter will be taken to the CELC Committee.

Of course, any time you feel uncomfortable speaking to the teacher involved, you can come directly to the Director to voice your concerns.

PTO

The PTO organizes fundraisers and Teacher Appreciation week for the program. The PTO will send out notices throughout the year asking for volunteers and donations.

How Parents/Guardians Can Volunteer

In addition to serving on the CELC Committee and PTO, parents/guardians can volunteer with CELC by:

- Becoming a classroom reader
- Being a career day visitor
- Supplying their child's classroom with items needed for special events or parties.
- Assisting with playground maintenance (sanding, mulching, etc.)
- Assisting the office with fundraisers
- Joining your child's class on walking field trips
- Or by sharing any talents, resources, or ideas you may have. We encourage input from our families!

CELC does have volunteers that come into the center. These volunteers must submit two written references, a health assessment and criminal, child abuse and FBI background checks. The volunteers are always supervised by a St. Paul CELC teacher and are under the direction of the Director.

Parenting Resources

A variety of resources are available for families. There are resources listed on our website stpaulcelc.org. We also have pamphlets and information on special services for children located in the office. This includes, but may not be limited to, IU13 Services, and WIC information. In addition, we periodically will post parenting seminars that are available in the community. Please feel free to speak with the Director if you are interested in any of this information or would like to inquire about available community services.

Enrollment

CELC is open to all children ages six weeks through 4th grade, serving the community of Lititz and the surrounding areas. Admissions, the provisions of services and referrals of clients shall be made without regard to race, color, religious creed, disability, ancestry, national origin, age, or sex. Program services shall be made accessible to eligible disabled persons through the most practical and economically feasible methods available in accordance with all applicable Federal and State civil rights laws and regulatory requirements and guidelines. (However, priority will be given to full-time children when enrollment openings occur).

Children's Files

Before enrollment to CELC each family receives a handbook and children's registration papers. Each child enrolled in the center has a file, which must be kept current. Four times per year we require that you review your emergency contact information to ensure that we have the most up to date information. However, you must immediately notify us of any changes that may occur at different times of the year in emergency contact information. The Executive Director, Director, office personnel and your child's teacher will have access to your child's file. OCDEL, our regulatory agency, will also have access to these files to verify that we are appropriately maintaining our records. Parents/guardians may review their child's file at any time.

Included in this file are:

- Registration Form
- "Getting to Know You" enrollment form
- Emergency contact information form
- Financial agreement
- Copy of child's birth certificate
- Signed parental consent for:
 - Administration of minor first aid
 - Emergency medical care
 - Walking excursions
 - Transportation by the facility
 - Release of child to anyone other than a parent
 - Administration of medication (as described in the medication policy)
- Photo/video permission
- Signed physician's consent for prescription medication
- Initial and subsequent health assessments
- All developmental assessments made by the teachers

January 2025

- All reports of accidents, bumps or bruises which occur at the center

Transfer of Records Policy

All requests to transfer records must be done in writing and handed into the childcare office.

Drop Off and Pick Up Procedure

Please use the door located on the side of the building by the wooden playground. After entering the building, please sign your child "in" at the office and check their file folder.

The Church building is locked. The families will each have an access card for entering the building. There is an initial key card fee (See Key Card User Agreement for additional information). Please do not give your access card to anyone else. If someone other than you will be picking up your child, they can buzz into the office, and we will let them into the building.

Each child at CELC has an identification tag. This tag is used by the teachers to keep an accurate account of the children in their care. Upon drop off, you will pick up your child's identification tag outside your child's classroom on the metal strip around the door. You will take your child and the tag to your child's drop off location (i.e., classroom, social hall, play yard) and give it to one of their teachers. The teachers will keep the tag until the end of the day and give it back to parents when the child is picked up. Please return the tag to your child's classroom so it can be used the next day. This procedure will apply to anyone picking up or dropping off a child. Please be sure to relay information to other people designated to pick up your children.

The center must receive written notification if anyone other than a parent is to pick up a child. Children will be released only to people authorized by the parents and whose names are on file in the office and only after the proper identification has been made. Photo identification will be required.

Parents may pick up or visit with their child at any time. In the case of divorce, separated or unmarried parents, either parent is welcome and can pick up his or her child at any time. The exception to this is if there is a court order in the child's file stating when a parent can or cannot pick up or visit the child. If your family is experiencing one of these situations, please submit a copy of your court order to the office. If there is not a court order on file, please understand that St. Paul CELC cannot prevent a parent from visiting or picking up his/her child.

*******Parents must personally accompany all children to and from the classroom. Children of any age must not be out of teacher or parent supervision at any time. Children of any age must not be out of teacher or parent supervision at any time.**

Your Child's Adjustment/Transitions

Your child's transition should be a positive and exciting learning adventure. We will work with you and your child to ensure the smoothest possible transition occurs as new routines and new people are introduced. All children experience some anxiety about being away from family and home. The adjustment period will be much more positive as you talk to your child about his/her new school, friends, teachers, and activities. As you show excitement and enjoyment for the day's activities, your child will have the same enthusiasm. Drop off times are best eased by a cheerful smile and a goodbye kiss. Reassure your child that you will return at the end of the day. Please do not leave when your child is not looking. He/she will feel more secure saying goodbye and finding comfort with a teacher.

We hope you and your child enjoy being a part of our early learning family. Feel free to ask any questions that you may have. Never hesitate to call during the day to check on your child. You are always welcome to stop at any time to visit with your child or to just spend some time in the classroom playing with your child and his/her friends.

Transition from home to center: Prior to your child's first day, you will have an opportunity to tour the center and visit the classroom. Together you can explore the classroom, meet new friends, and get to know the teachers, and communicate any anticipated concerns.

Transition between classrooms: Children are transitioned to the next classroom based on age, developmental readiness, state licensing requirements, and space availability. During the transition, current and future teachers will be available to meet with you to discuss your child's transition. Your child will have the opportunity to visit the new classroom before the actual move-up date. A form acknowledging this transition will be sent home to be signed and returned.

Transition to elementary school: Transition activities such as weekly themes will help to prepare children for transition. Family conferences are offered where staff will answer parent questions. We can provide you with information on local schools, what to expect, and ideas on how to talk to your child about going to elementary school.

Transition to after-school care: Children who are of school age may continue with after-school care at our center. Children from all Warwick elementary schools will be bussed to the center. Center staff will meet the children when they get off the bus in the church parking lot. We offer full day care for school-age children when school is closed due to inclement weather or school district in-service days.

Transition to selfcare (6th grade): Transition to selfcare information will be distributed to families before their child enters 6th grade.

Schedules

A child enrolled in the childcare center may have a varying schedule. However, schedules are computed Thursday for the following two-weeks. **All schedule changes MUST be turned in by 12:00 noon on Thursday.** Payments will be based on the schedule given.

Late Schedule Policy

St. Paul Christian Early Learning Center offers flexible scheduling for the families of the childcare program. For this flexibility to occur, **families need to hand in a schedule to the office by NOON on Thursday, for the two weeks before care is needed (unless another request has been issued for Holidays).** CELC can then properly schedule teachers to ensure that ratios are sustained. If a schedule is not handed in, the schedule will remain the same as the previous two weeks. If your schedule normally remains the same every two weeks and you submit a schedule change for one week, you will need to re-submit your typical schedule the following two weeks. This is so the CELC office can clearly be aware of your needs. There will be a \$20.00 fee for schedules submitted after 12:00 noon on Thursdays and a \$30.00 fee for changes made after 12:00 noon on Fridays. *If the schedule change can be accommodated.

The St. Paul CELC Late Schedule Policy and fee has been put into effect due to the many consistent late schedules that are turned in. When these late schedules are handed in, it causes the schedules to be completed again, taking time away from other administrative duties. Even one child can make a difference in the ratios that are set forth by the state. We strictly follow our ratios and when late schedules are handed in, it does make a difference in our scheduling. **It is extremely important for you to hand in your child's schedule on time.**

The Late Schedule Policy Fee will not apply when picking your child up early or calling off for the day.

We must receive notification (in writing, via note, email, or ProCare app) each day your child will be picked up by anyone other than a parent.

The Child Release Form in each child's file lists names of those authorized to pick up a child but we must also have permission from the parent on that day.

Electronic Devices Policy

This policy has been adapted from the Warwick School District Policy regarding student use of electronic devices.

1. St. Paul CELC prohibits the possession of laser pointers and attachments and telephone paging devices/beepers by children on CELC property.
2. St. Paul CELC prohibits the use of personal communication devices, cellular telephones, laptops, personal digital assistants, smart watches, and other emerging technologies by students while on the CELC premises. If your child has one of these devices, they must be stored in their backpack while they are in our care.
3. St. Paul CELC prohibits child use of any personal electronic device that has the capability to take photographs or record audio or video.
4. St. Paul CELC shall not be liable for the loss, damage or misuse of any electronic device brought to school by a child.

Calendar

The center is open from 6:30 am to 5:30 pm Monday through Friday except for the following holidays:

- Closed – New Year’s Day
- Closed – President’s Day
- Closed – Good Friday
- Closed - Easter Monday
- Closed - Memorial Day
- Closed - Fourth of July
- Closed - Labor Day
- Closed – Columbus Day Monday
- Closed – Thanksgiving Day and the Friday after
- Closed - The week between Christmas and New Years Day. Specific days/dates will be provided on the yearly family calendar.
- Closed – Christmas Day

**If the Fourth of July falls on Saturday, the center will be closed on the proceeding Friday.

**If the Fourth of July falls on Sunday, the center will be closed on the following Monday.

Emergency Closing/Inclement Weather

Our closing or delay information will be aired on WGAL Channel 8 TV.

We will make every effort to remain open. Please watch WGAL 8 to find closing information due to emergency or inclement weather.

Tuition credit will be given only if more than the minimum 25 hours is scheduled and only if the center has changed its opening hours. We will try to remain flexible in rescheduling part-time minimum hours.

Financial Arrangements

Registration and Tuition

A registration fee of \$75.00 (non-refundable) per child is required at the time of registration. If, for any reason, a child is unable to enter the center within 30 days of the enrollment day, the child may be dropped from the roster and assessed a re-enrollment fee when re-enrolled.

An advance tuition deposit of one week's tuition will be required upon enrollment and will be applied to the last week of care if the center is given a two-week written notice of withdrawal.

The minimum tuition is the equivalent of 25 hours per week. The only exception to this is a minimum of 10 hours for Kindergarten through 6th grade after school care. Summer school-age tuition will be based on a 25-hour minimum. Any child may attend less than the minimum, but tuition will be charged at the minimum number of hours. In families with two or more children, a discount of 10% will be taken from the combined tuition of their children. Because of the lowered weekly minimum tuition, after-school students will not be included in the family discount.

Any child not picked up by 5:30 pm will be charged \$5.00 per minute after 5:30 pm. Please notify the center if you anticipate being late. Late pick-up charge after scheduled time if before 5:30 pm is \$15.00 for each 15 minutes after scheduled pick-up time.

Automatic Payments

We are excited to offer automatic payments through Tuition Express. It is no longer necessary for you to write a check for tuition and fees. Your bank or credit card account will be safely and securely debited by Tuition Express. You can be emailed a receipt for each transaction. It's easy to sign up-just ask us.

If you choose not to enroll in Tuition Express, we will be charging a \$10.00 monthly "handling fee," as we will be forced to continue to process your payments by hand and make trips to the bank.

Credit Card Payments

Payments made with a credit card will incur a \$25.00 per month fee.

Payments by Cash or Check

Payments are due Fridays before the next week of care. If payments are not received by 5:30 pm Friday, a \$25.00 late fee will be charged. Each family will receive one late payment credit per calendar year. This coupon will be applied to your first late payment charge. Each family will receive one credit per year. Checks should be made payable to St. Paul CELC. There is a \$25.00 fee for checks returned for in-sufficient funds and/or declined credit cards.

Field Trips for the School-age Summer Camp are also an additional fee. Field Trip costs are based on the cost of bussing and entrance fees.

Vacation/Holiday Payments

In the event of a holiday week, payments will be based on the actual hours scheduled for that week. However, you will be required to pay at least the minimum payment for your child's age group.

Christmas week closure: All families will receive this week as a no pay tuition week if the closure takes place in the same week. If the closure is split between two weeks, the families will pay the minimum for the first week and no charges will be incurred the second week. For example, Christmas falls on Wednesday of week one, families will be charged the minimum rate of 25 hours. When we reopen on Thursday, January 2 the families will not be charged for Thursday and Friday. Church members will receive this as an additional free week.

Each family will receive one full week free vacation per calendar year. For any additional time off the minimum rate for the child's age group will be charged in order to hold the child's position. Two weeks' notice must be given, in writing, for free vacation time. Members of St Paul Lititz Church will receive one additional free vacation week.

Leave of Absence Policy

The center allows one week of vacation each year when no fee is charged while the child is not in attendance. (See vacation/holiday policy) For any additional time off (including extended summer vacation) the minimum rate for the child's age group will be charged in order to hold the child's position. A child may not be withdrawn from the center with the intention of re-enrolling at a later date to accommodate summer schedules, unemployment, maternity leaves or any other leave of absences. If you withdraw your child with the intention of re-enrolling, the child will be placed at the end of the waiting list; we will enroll the families who are on the waiting list first and you will only be able to re-enroll if space remains after waiting list families are enrolled.

Scholarships

Scholarships may be available, please check with the office for more information.

Sick Day Policy

Sick day credit will not be given except in the case of an extended illness. If your child's doctor determines that your child is too sick to attend the center for more than four consecutive days (in the same week), it is considered an extended illness. If you submit a doctor's note, no additional payment is required until the child returns. A limit of two weeks will be placed on extended illness time, after that the minimum rate will be charged to maintain the child's spot at the center. Please remember that the minimum tuition still applies to the first four days of an extended illness.

Termination of Service

CELC reserves the right to terminate service to any family with two weeks' prior notice. Two weeks' written notice is required by the center if parents wish to terminate service for any reason. The advance tuition will be credited to the last week of care if we have received two weeks' notice of withdrawal and the child has attended a minimum of one year.

Tuition Credit

A \$50.00 tuition credit will be given to any parent with a child enrolled in the program when he/she refers another child to St. Paul CELC. The referred child must enroll and remain at the center for at least four weeks for this credit to apply. Only one tuition credit can be given for each newly enrolled child no matter how many parents recommend the center. This policy applies only when the referred child is not the child of the referring parent. The tuition credit will be applied to the referring parent's account following the referred child's fourth week of attendance.

United Way Donations

Many of our parents have the opportunity to contribute through payroll deductions to the United Way. St. Paul Christian Early Learning Center is a recipient of those funds from the United Way, you need to specifically designate to "St. Paul Christian Early Learning Center".

Your donations will help us purchase new toys and equipment for the classrooms and help us provide our teachers with worthy wages. Thank you! Your help is greatly appreciated!

Health and Safety Policies

Health Assessment Policy

All children must have current health assessments and immunization records on file. Children shall have health assessments completed upon enrollment (within four weeks of the start date) and at 6, 12, 18 months, two years and annually thereafter until the child enters first grade. The Administrative Coordinator will remind you when your child is due for an exam and supply you with a health assessment form to be completed by your doctor. The dates of service must be present on the form, and it needs to show that the child is current for routine screenings and immunizations according to the American Academy of Pediatrics. Documentation from the child's pediatrician is needed if the child is under immunized due to a medical condition or family beliefs. If a vaccine-preventable disease occurs in the program the under immunized child's parents will be called and the child will be excluded. In addition, instructions for the special needs of any child need to be documented on the health assessment form. This includes allergies, chronic illness, hearing or visual impairment, feeding needs, seizures, medications, etc. In the case of a child with special needs, the Director and the child's family will meet to discuss the child's needs and develop a plan to assist the child. St. Paul CELC will make reasonable accommodations to assist your child if he/she has any allergies or special needs. You will be reminded of when forms are due, however, we understand that sometimes when scheduling an appointment; it may come past the due date. When a child is overdue, the parent will need to provide evidence of an appointment. If a health assessment is not returned within two weeks of the child's appointment, St. Paul CELC has the right to terminate service until the current health assessment is submitted.

Please inform CELC if your child has special health care needs. This includes allergies or any other special environmental health needs. We will need an individualized care plan for your child from your child's doctor. St Paul CELC staff will then maintain the classroom based on the needs provided by your child's doctor.

All teachers employed at St. Paul Christian Early Learning Center have access to the health status of each child attending the center. This important health information will allow each staff member to properly care for the children of CELC. Enrolling your child at St. Paul Christian Early Learning Center gives us the authorization to share health issues with all teachers at St. Paul CELC. All health information is kept confidential from other families, volunteers, and visitors.

Child Abuse

All the teachers at St. Paul Christian Early Learning Center are mandated reporters of Child Abuse. If it is suspected that a child is being abused, we are required to report our observations to the proper authorities.

The following is St. Paul CELC Staff Policy for the Prevention of Shaken Baby Syndrome, Traumatic Head Trauma and Child Maltreatment

The Child Protective Service Law ensures that people who come in contact with children in the course of their profession or official capacity are required to report any suspicions of abuse. Your profession as an early childhood educator makes you a mandated reporter under the law.

January 2025

All observations and/or suspicions of child abuse or neglect will be immediately reported to the Child Protective Services Agency no matter where the abuse might have occurred.

The teacher will call to report suspected abuse or neglect. The teacher will follow the direction of the Child Protective Services Agency regarding the completion of written reports. The teacher will inform the Director and/or Executive Director of any reports they make.

If the parent or legal guardian of the child is suspected of abuse, the Director will follow the guidance of the Child Protective Agency regarding notification of the parent or legal guardian.

Reporters of suspected child abuse will not be discharged for making the report unless it is proven that a false report was knowingly made.

Staff who are alleged perpetrators of child abuse will be given leave without pay pending completion of an investigation.

Staff who are found guilty of child abuse will be terminated.

Belief Statement

St. Paul Christian Early Learning Center believes that preventing, recognizing, responding to, and reporting shaken baby syndrome, abusive head trauma (SBS/AHT), and child maltreatment is an important function of keeping children safe, protecting their healthy development, providing high quality childcare, and educating families.

Background

SBS/AHT is the name given to a form of physical child abuse that occurs when an infant or small child is violently shaken and/or there is trauma to the head. Shaking may last only a few seconds but can result in severe injury or even death¹.

Procedure/Practice

Recognizing:

- Children are observed for signs of abusive head trauma including irritability and/or high-pitched crying, difficulty staying awake/lethargy or loss of consciousness, difficulty breathing, inability to lift the head, seizures, lack of appetite, vomiting, bruises, poor feeding/sucking, no smiling or vocalization, inability of the eyes to track and/or decreased muscle tone. Bruises may be found on the upper arms, rib cage, or head resulting from gripping or from hitting the head.

Responding to:

- If SBS/ABT is suspected, staff will³:
 - Call 911 immediately upon suspecting SBS/AHT and inform the director.
 - Call the parents/guardians.
 - If the child has stopped breathing, trained staff will begin pediatric CPR⁴.

January 2025

Reporting:

- Instances of suspected child maltreatment in childcare are reported on the Child Welfare Portal <https://www.compass.state.pa.us/cwis/public/home>
- If you have issues logging onto the Welfare Portal, you may call Childline at 1.800.932.0313 to report.

Prevention strategies to assist staff* in coping with a crying, fussing, or distraught child

Staff first determine if the child has any physical needs such as being hungry, tired, sick, or in need of a diaper change. If no physical need is identified, staff will attempt one or more of the following strategies⁵:

- Rock the child, hold the child close, or walk with the child.
- Stand up, hold the child close, and repeatedly bend knees.
- Sing or talk to the child in a soothing voice.
- Gently rub or stroke the child's back, chest, or tummy.
- Offer a pacifier or try to distract the child with a rattle or toy.
- Take the child for a ride in a stroller.
- Turn on music or white noise.
- Switch off with another staff member to see if they are able to calm the child.
-

In addition, the facility:

- Allows for staff who feel they may lose control to have a short, but relatively immediate break away from the children⁶.
- Provides support when parents/guardians are trying to calm a crying child and encourages parents to take a calming break if needed.
-

Prohibited behaviors

- Behaviors that are prohibited include (but are not limited to):
- shaking or jerking a child
- tossing a child into the air or into a crib, chair, or car seat
- pushing a child into walls, doors, or furniture

Strategies to ensure staff members understand the brain development of children up to five years of age

All staff complete the training: Get Started with Center Based Care: Building Block for Quality. Training includes recognizing, responding to, and reporting child abuse, neglect, or maltreatment as well as the brain development of children up to five years of age.

Resources

Parent web resources

- The American Academy of Pediatrics: www.healthychildren.org/English/safety-prevention/at-home/Pages/Abusive-Head-Trauma-Shaken-Baby-Syndrome.aspx
- The National Center on Shaken Baby Syndrome: <http://dontshake.org/family-resources>
- The Period of Purple Crying: <http://purplecrying.info/>

Facility web resources

- Caring for Our Children, Standard 3.4.4.3 Preventing and Identifying Shaken Baby Syndrome/Abusive Head Trauma, <http://nrckids.org/CFOC/Database/3.4.4.3>

January 2025

- Preventing Shaken Baby Syndrome, the Centers for Disease Control and Prevention, http://centerforchildwelfare.fmhi.usf.edu/kb/trprev/Preventing_SBS_508-a.pdf
- Early Development & Well-Being, Zero to Three, www.zerotothree.org/early-development

Illness Policy

Any child having the following symptoms:

- Fever of 100 degrees or greater
- Vomiting
- Diarrhea
- Upper respiratory symptoms

must be taken home when the parent/guardian is called by the center.

If the parent/guardian is unable to come, the parent/guardian is responsible for making alternate arrangements for pick up. Arrangements should be made so the child is removed from the program within an hour of the phone call. The child will be waiting in the office, where he or she can rest comfortably until picked up. St. Paul CELC does not provide sick childcare for children.

A child who has three bouts of diarrhea will be sent home. Exception to this may be diarrhea associated with teething, intake of medicine or change in diet. The center may request a doctor's note confirming that the child does not have a contagious illness.

If a child is too ill to go outside or participate in regular activities, he is too ill to be at the center. We will not be able to keep a child inside while the group goes outside. The children are taken outside daily, weather permitting.

A child may return to the St. Paul CELC when ONE of the following conditions is met:

- ❖ Child is symptom free for 24 hours and fever free for 24 hours without a fever reducing medication.
- ❖ Child has obtained a physician's note stating that the child **does not have a contagious illness** and is well enough to be at the center.

St. Paul CELC will provide information to the families when any contagious illness is at the center. The information will be posted on the classroom door. It will inform you of the illness and when the last day of attendance was for that child. A fact sheet on the illness will be posted and will inform you of signs and symptoms, mode of transmission and the period of communicability.

January 2025

Medication

For medications to be administered at CELC, very specific guidelines must be met. A medication request form must be signed and completed each day that the child requires a dosage while in our care. Medication must be in the original container and clearly labeled with the name of the medication, your child's first and last name, physician's name (for prescriptions), amount of dosage, time to be given and the expiration date of the medication. **It is our policy that the first dosage of any medication is given at home by the parent/guardian.** All prescriptions and over-the-counter medications are stored in a locked medicine cabinet in the childcare office. This includes cough drops, Chap Stick, and any other over-the-counter lotions to be applied. Please do not send any medications into the center in your child's lunch box or backpack.

Please read the label of all over-the-counter medication which is sent to CELC. We cannot administer medication to children less than two years of age without written permission from a doctor. Also, there are many medications (such as cough syrup) which require a doctor's prescription to administer to children under six years of age. Please check all labels.

Because of possible side effects, please do not ask us to administer your child's first dose of a new medication. Parents/guardians need to administer a first dose at home.

****Please note that we do not apply insect repellent to the children.

Sun-Smart Policy

St. Paul Christian Early Learning Center is committed to practicing sun-safe behavior and protecting children and staff from the harmful effects of ultraviolet radiation (UV). All children will be required to have sunscreen applied when playing outdoors and when going to the pool. For the staff of St. Paul CELC to apply sunscreen to your child, parents/guardians will need to supply the sunscreen and a signed permission slip (which will be provided to you). Parents/Guardians will need to provide a broad-spectrum SPF 15 or higher sunscreen clearly labeled with the child's name. Parents will need to apply sunscreen to their children before coming into the center. It is recommended that sunscreen be applied 30 minutes before going outside. The staff of St. Paul CELC will then reapply every two hours. We will not apply sunscreen to infants younger than six months of age. These young infants will be kept out of the direct sunlight whenever possible by seeking shady areas. It is encouraged however, that all children, infants included, wear hats with wide brims that protect their face, neck and ears whenever they go outside and also sunglasses to protect their eyes. St. Paul CELC will encourage children to seek shade when outside and limit the time spent in the direct sun between the hours of 10:00am-4:00pm. However, please be aware that the children will be going outside daily during these hours; we will just ensure that the children have shade to play in, are well protected and are provided with plenty of water to keep hydrated. Before going outside daily, St. Paul CELC will check the local UV Index from the United States Environmental Protection Agency website or by watching the local news broadcast for the UV Index rating. The staff of St. Paul Christian Early Learning Center will review our sun safety policy each year.

If your child has any sensitivity to sunscreens or lotions, please let us know.

January 2025

Nutrition

St. Paul CELC does not supply lunch or breakfast for the children. We will provide a morning and afternoon snack. Snacks that are served are recorded on the snack calendar on the classroom door. It is very important that you inform the staff of CELC if your child is allergic or unable to eat certain foods.

Breakfast, provided by the family/guardian, will be served to your child, if the child arrives before 8:00 am. Parents/guardians also need to pack a lunch for their child (including a beverage). The lunch must be brought into the center in a lunch box, clearly labeled with your child's name. Each lunch box needs to be dropped off in the refrigerator at the main entrance of our facility. The lunch boxes will be kept cold until lunch time. We have microwaves in each of the classrooms. If you pack food that will need to go in the microwave, please bring it in a microwave-ready container. Also, any food that need cut or peeled need to be done so at home. These foods include apples, oranges, grapes, and hotdogs. We provide paper plates, napkins, and utensils.

St. Paul CELC cares very much for the health and nutrition of the children in our center. We ask that all families send healthy lunches for the children. We suggest that you follow the My Pyramid when packing your child's lunch. Included on the Pyramid is:

1. Bread, cereal, rice, pasta
2. Vegetables
3. Fruits
4. Milk, cheese, yogurt
5. Meat, fish, beans, eggs

If you want to send in a dessert for your child's lunch, we suggest plain cookies, graham crackers, pretzels, pudding, and fruit jello. Please do not send in candy or chocolate. We will not give candy or chocolate to your child. Please do not send in soda, we will substitute it with water.

Children under the age of 4 years of age will not be offered hot dogs, whole or sliced into rounds, whole grapes, raisins/craisins, nuts, popcorn, raw peas, hard pretzels, spoons full of peanut butter, chunks or raw carrots or meat larger than can be swallowed whole.

If your child has food allergies, please inform the staff of St. Paul CELC upon enrollment. We will work with your family to ensure the safety of your child and communicate with you daily regarding your child's eating habits and nutrition. If your child has food allergies or special nutrition needs, we will need an individualized care plan from your child's health care provider. With your consent we will post the food allergy in your child's classroom as a visual reminder for all teachers.

Children are never forced to finish all their food and we will not withhold food from the children. So, please pack only what you know your child will eat and keep desserts healthy. Any food that is given to a child must be discarded when the child is finished eating. Please pack appropriate size lunches for your child. We will not be able to wrap up uneaten portions and send them home to you. We strive to keep mealtime enjoyable and positive. Healthy eating habits begin with positive mealtime experiences and positive modeling. Our

January 2025

teachers will sit down with the children during mealtimes/snacks and model table manners and engage in conversations with the children to make their mealtimes pleasant.

Food that comes from home for sharing among the children (for example: birthday treats) must be either whole fruits or commercially prepared packaged foods in factory-sealed containers.

Oral Hygiene

St. Paul CELC promotes oral health care through regular brushing of teeth for young toddlers, older toddlers, preschoolers, and kindergartners. School age children in 1st through 4th grade (who attend school during the day) and are only at CELC part time will not brush their teeth while in our care.

Each child will have a toothbrush that is for his/her use only. The toothbrush will be air dried and remain in a holder where it will not touch any other toothbrushes. Each toothbrush will be clearly labeled with the child's name.

St. Paul CELC also promotes oral health care with infants. When teachers finish feeding an infant his/her bottle or baby food, that teacher will wipe the infant's gums and teeth with a moist cloth to remove any remaining liquid or food.

Fire Drill and Emergency Evacuation Plans

Our emergency plan provides for the response to all types of emergencies. We have plans in place that meet the unique needs of infants, toddlers, children with disabilities, and/or children's chronic medical needs when applicable.

Fire Drill are performed monthly throughout the year. All children and teachers are involved. We also conduct tornado/severe weather drills and emergency evacuation drills annually. If an emergency evacuation becomes necessary, we will immediately escort the children to Lititz Church of the Brethren at 300 West Orange Street, Lititz, 626-2131. From that location, we will use your child's emergency contact information to contact all parents. For this reason, it is VERY important for all families to keep Emergency Contact information up to date. If there are any changes, please contact the office.

**Additional evacuation information is provided on the Communication with Parents sheet you will be provided with during the enrollment process.

Rest/Nap Times

All children will be required to rest quietly at the designated naptime (excluding the Kindergarten through 6th graders).

Each child uses his own rest mat for naps. The mats are sanitized regularly to lessen chances of illnesses spreading. Infants have individual cribs that are sanitized weekly.

January 2025

Children may have a soft toy for comfort at rest time. Each child will need a sheet or blanket to lay across his/her mat. We discourage large blankets and sleeping bags because they are so bulky and hard to store with our limited space. Parents should supply and launder weekly (or more often if needed) sheets and blankets. Please bring sheets and blankets into the center in a plastic bin with a lid (no plastic bags please) clearly labeled with your child's name.

Clothing

Children should be dressed comfortably for play while at CELC. Please wear clothing on your child that is appropriate for the weather. The children will go outside daily. However, the children will not go outside on "ozone action alert days" or any other air pollution alerts.

A complete change of clothes, including socks, underwear, shirts (long and short sleeved) and pants must be kept at the center. Label all clothing and place in an adult size shoebox with the child's name on it. Infants should always have at least two complete changes of clothing and several days' supply of diapers at the center. Children who are in the process of potty training should also have at least three changes of clothing.

Flip-flops, clogs, crocs or other footwear are not permitted. They are not safe for walking or playing. We encourage sneakers, and closed toe sandals with straps on the back. Boots may also be worn in the winter. However, we do encourage parents to send an extra pair of shoes to school in case the boots become too hot for the children inside. Crocs and water shoes are encouraged for water play.

Discipline Policy

It is the policy of St. Paul Christian Early Learning Center to work with individual children to teach management of anger, problem solving skills, social skills, and strategies for negotiating differences with peers. Children learn appropriate behavior through modeling, positive reinforcement, and redirection. As children hear consistent, positive responses such as praise and approval for accomplished tasks, they develop healthy feelings of self. Teachers are expected to get down on the child's eye level, talk to him/her about the problem, guide the child to discover alternate ways of handling situations and encourage the child to talk with peers regarding the situation. Time-out can be used as a last resort, after the positive measures have been tried. Teachers will never use any form of physical punishment, including spanking. Disciplinary methods shall never shame, humiliate, or frighten the child. Teachers will not withhold food as a form of discipline.

Teachers will make every effort to have open, constant communication with parents regarding their children. Because it is difficult to openly discuss concerns with children present, we will always be available to meet with parents to discuss their child, the classroom routine and structure and how the center may best meet the needs of the family. The center will do all possible to provide consistent developmentally appropriate discipline between home and school. When there are challenging behavioral issues in the classroom, the teachers will make regular observations to assist in determining events, activities and interactions that may contribute to the challenging behaviors. The teachers will work together with the families to create an action

January 2025

plan to assist the child and the classroom in working towards a resolution for the behavior. We can only do this through good communication.

Inclusion Policy

All children have an equal right to be listened to and valued. Our setting is an 'inclusive setting'. This means that ALL children are welcomed and respected. Children are given equal opportunities. Diversity is celebrated. Children are encouraged to share about their culture as well as learn about the cultures of others. Children are encouraged to make a positive contribution to the classroom. We listen and care about what they want and how they feel.

All children are unique. This means that they have different needs, and we make every attempt to meet those needs. We will keep records on each child, make observations and plan for his/her development. This information will be shared with you. We would appreciate any information you can give us, which will assist us in establishing the type of care which your child needs and is entitled to. We will work with you to identify learning needs and respond quickly to any area of difficulty by planning opportunities that build on and extend your child's knowledge, experiences, interests, and skills. This will help your child to develop self-esteem and confidence in his/her learning ability.

We serve children of varying ages and recognize that they will have individual needs. Resources are available for all age groups, and we offer many age-appropriate activities. Every effort will be made to include children wherever possible in these activities. We aim to provide a wide range of opportunities to motivate, support and develop children to help them to be involved, concentrate, and learn effectively.

Girls and Boys and are allowed equal access to all the toys, resources and equipment that is available. They choose what they want to do or play with and if, for example, a boy wants to play with dolls, we will not discourage this.

We provide a safe and supportive environment which is free from harassment. We will challenge racial, religious, disability and gender stereotypes and all expressions of discrimination or prejudice. We value the fact that families are all different and that children may live with one or both parents, with other relatives or caregivers, with same sex parents or in an extended family.

Our goal is to accommodate all children wherever possible. If your child has a disability, a learning difficulty, does not speak English as a first language, or has any other special needs; we may be able to obtain assistance to give your child the appropriate type of care. We keep up to date with current procedures to ensure that our setting is in line with the government guidelines for inclusion. We reflect on our practice and participate in training, where possible.

St. Paul CELC, the family, teachers and other professionals will work together to meet the needs of your child. When a teacher feels that there is a need for outside assistance, the teacher will complete an Ages and Stages developmental observation. If the observation score confirms the need, parents will also be asked to complete an Ages and Stages observation at home. The family will then be referred to resources such as Early Intervention and IU13. If an Individualized Education Plan (IEP) or an Individualized Family Service Plan (IFSP) has been created, please supply a copy of the plan for us to keep on file in the office. We also ask that your child's teacher and the director or assistant director be included in any meetings to discuss your child's IEP/IFSP. We are happy to host these meetings onsite.

January 2025

We provide a secure environment for all our children. We care very much for the children in our center and wish to meet each child's needs.

Suspension and Expulsion Policy

It is the goal of St. Paul Christian Early Learning Center to provide loving care and educational opportunities for all children in the program. The staff recognize that serious situations may occur that need special attention. These guidelines have been developed to help in these situations.

Definition of Behaviors considered to be serious:

- Aggressive behavior can be physical or verbal in nature and includes aggression towards self, other children, teachers, or property. The safety of the child and other children is always the priority.
- Running away from the teacher in any setting, running from the classroom, or placing oneself in a physically dangerous setting. After running away twice, the center reserves the right for immediate dismissal.
- Highly anxious, always requiring one-to-one attention from an adult in order to cope with the group setting.
- Behavior such as self-inflicted harm is extremely serious and demands immediate professional intervention. In this case, the center will insist upon intervention before allowing the child to continue to attend. Parents who do not seek help for life threatening behavior will be reported to Childline and the Department of Human Services for investigation.
- Potential developmental delays serious enough to prevent the child from behaving in a developmentally appropriate manner that requires constant one to one care.

Criteria when considering the removal of a child from the program:

- The behavior in question must fit the definition of serious behavior or if different, must be serious and involve the health or safety of the child or others in the program.
- The behavior must be consistent, not a rare occurrence.
- The behavior must be measurably different from what is developmentally appropriate for the child.

Before requesting the removal of a child, the center director, staff, and family will:

1. Clearly identify the behavior that could lead to the removal of the child from the center.
2. Document the frequency of the behavior.
3. Complete a developmental screening tool, such as Ages and Stages SE, based upon observations of the child. Parents are also requested to complete the tool.
4. Alert the child's family of the problem and the level of severity.
5. Establish a meeting with the family to review the documentation and observation. Receive feedback of behavior seen with the child at home and how it compares to behavior at the program. With this information, try to develop a specific plan to support the child as he/she learns to change and control the behavior.
6. Document and evaluate the results of the plan developed with the parents.
7. If the plan is successful, both the center and parents will continue to monitor the results and maintain contact with one another. If the plan is not successful and the behavior continues, a professional evaluation of the child is requested by the program. The parents must contact the

appropriate agencies to set appointments within a timeline set by the director. The center is open to the necessary agencies to allow observation of the child in the program setting.

8. Once the information from the evaluation is received by the parents, they must follow a specific timeline to pursue further help if warranted by the evaluation.
9. If the family refuses to pursue any evaluation or to follow the suggested help for the child, the center will request removal of the child from the program.
10. If the family does pursue help, the center will cooperate with the early intervention plan, so long as the staff are able to do this and still provide safe and appropriate care for all the children within the classroom.
11. If the proposed plan by an outside agency requires extra staffing, the center will request funding for this from the parents or the agency. If this funding is not available, the center will need to ask for removal of the child because they cannot meet the needs of this child without compromising the care of the other children.
12. After attempting to meet these criteria, either the center or family may reach the conclusion that the center is unable to properly provide for the welfare and needs of this child as well as the needs of the other children in the center. If it is necessary to withdraw a child, the center will provide the family with viable information regarding other care choices in their area and other possible sources of support for their child.

Referral to Outside Resources

When a program staff member determines a family or child needs outside service such as medical, dental, developmental, financial, mental health, clothing, food, shelter, etc. the staff member will assist the family by doing the following:

1. The staff members will communicate the need, in confidence to the director or assistant director.
2. The staff member and director or assistant director will discuss the concern and determine if the circumstance indicates a need for outside resources.
3. If outside resources are needed, the director or administrator will talk to the family and refer them to the appropriate resources.
4. After a reasonable amount of time, the person who communicated the outside resources will check in with the family to make sure the referral was helpful. If it was not, additional resources will be sought.

January 2025

Supervision

The program ensures the safety of children by always providing sufficient and appropriate supervision. St. Paul CELC strictly follows ratios of teaching staff-child ratios set forth by the OCDEL. These standards also apply when children are away from the program site, for example on a walking field trip.

The program implements a system that enables teachers to:

- a) Know where children are and what they are doing, at all times.
- b) Protect children when they move from place to place or use the restroom.

Examples of ways to demonstrate implementation of this standard include, but are not limited to:

- There is always appropriate supervision of the children by sight and sound.
- Children know how to always get help.
- Teachers need to carry the first aid backpack and cell phone when taking walks or leaving the facility grounds (i.e.: the Lititz Springs Park)
- Teachers need to carry a walkie talkie and or cell phone for emergencies when going to the social hall, play yard or courtyard.
- All teachers count children by matching Primary Caregiver Child Identification tags to each child, roster sheets, and “my tags/total tags” to keep track of the children in their care.
- The infant room will use the Primary Caregiver Child Identification board in addition to the child roster to keep track of children in their care.
- All teachers use the Primary Caregiver Child Identification tags and classroom rosters to keep track of the children in their care.
- Teachers move around all areas of the classroom or outdoor play area so they can see, hear, and assess all the children they are supervising.
- Teachers position themselves in a way that allows them to supervise as many children as possible and communicate with other teachers when changing areas of supervision.
- Teachers maintain supervision of children during transitions (e.g., moving from outdoors to indoors, room to room and using rest rooms) by counting before the transition and stopping at each Supervision Checkpoint to match children with tags and roster numbers, while maintaining visual supervision and counting after the transition.
- No child may be left unsupervised at any time!

Infant/Toddler Supervision:

- Teachers need to be able to always hear and see all infants and toddlers.
- All infants and toddlers need to be easily seen by at least one teacher.
- Teachers must check on sleeping infants and toddlers by standing near and looking into the child’s crib at least three times each hour.
- Teachers must physically check the sides of the infant cribs to ensure that the sides are up and locked.
- Teachers must position themselves so that they can see and hear any sleeping infant/toddler whom they are responsible for, especially when they are actively engaged with children who are awake.

January 2025

Visitors

All visitors must sign in at the office. If a relative wants to come to the center to visit a child, we will need permission from the parent. Please write us a note to inform us of any visitors coming to the center. Please do not give any visitors your access card, they may use the buzzer located on the keypad to call into the office to be admitted. The center must receive written notification if anyone other than a parent is to pick up a child on a particular day.

Parking

The parking lot on the side of the church, by the wooden playground, may be used for parking. You may then use the sidewalk along the building to reach the entrance. [Please do not park in handicap spaces or leave your car running while in the building.](#)

Pet Policy

Any pet entering our building for a visit must have up to date immunizations and a recent veterinarian checkup.

Babysitting

If your family seeks the service of a St. Paul CELC staff member after work hours, note that St. Paul CELC is not liable for actions or quality of care. The agreement and arrangement are between the family and the person babysitting NOT St. Paul Christian Early Learning Center.

Smoking

Smoking is prohibited on the grounds of the St. Paul Evangelical Lutheran Church and St. Paul Christian Early Learning Center.

January 2025

Summary of Parent's Rights and Responsibilities

Your Rights are to:

- Be involved in your child's education and care.
- Receive information regarding your child's progress and development.
- Share in decisions about the care of your child.
- Have frequent contact with teachers about your child.
- Have access to the classroom through visitation.
- Be recognized as the "expert" when it comes to your child.
- Be informed when a communicable disease or traumatic situation has arisen at the program.
- Be informed by the teacher when your child has a problem.
- Be informed about changes in fees, teachers, or programming.

Parent/Guardian Responsibilities are:

- Be involved in your child's education and learning.
- Share information about the child and home that may affect behavior.
- Check mailboxes daily. Each family has a file folder in the office. Read all messages, newsletters and daily reports distributed by the staff.
- Treat all children, parents, and CELC staff with courtesy and respect. Especially in front of your child.
- Label everything! Lunch boxes, blankets, bottles, clothing, medication etc. with permanent marker.
- Dress your child appropriately for the weather.
- Please keep your child's extra clothing box full. If there is no clothing in your child's box and your child is sent home in clothing belonging to the center, please launder and return borrowed clothing ASAP.
- Keep payments up to date at. Payments are due by 5:30 pm Friday before the next week of care.
- Submit schedule changes by noon Thursday for the following two weeks.
- Inform the center if your child will be arriving or leaving at times other than scheduled and make extra fee payments if necessary. Also make sure you call the center if your child will not be attending childcare on a specific day due to illness or schedule change.
- Inform the center in writing if someone other than a parent will be picking up the child.
- Be available (or designate someone) to pick up your child if you are called by the center in case of illness. Keep your child at home if they are sick.
- Keep infant feeding schedules up to date, bottles clean and supplies replenished.
- Keep your child's file complete and current. Submit required health assessment forms and medical alert forms. Update all forms whenever a change has been made (such as job, address, and phone number).
- Read and abide by all the policies in the handbook.
- Follow the grievance procedure if you have a problem or concern.

***** Note: Subject to change due to CDC and/or PA state protocols.**