



2021/2022 Handbook

Adaptations for Covid-19 included

(Covid-19 Specific Policies will be shared separately)

Please Note: Should new guidance be provided, we will communicate this to you and continually follow the best advice and best practices available to us.

Avon Cooperative Nursery School Inc.

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United Church, 194 Avondale Ave. (Huntingdon Ave, entrance)

519-271-6400

www.avoncoop.com

Updated July 2020

WELCOME TO AVON CO-OPERATIVE NURSERY SCHOOL

Avon Co-op is a place where we expect to see children playing busily, safely and happily. In their play, they learn to develop motor skills, knowledge and patterns of social behaviour that fall within the limits of their capacity. Each child is unique and such uniqueness should be cherished.

MISSION STATEMENT

Supporting families and their children as they learn through play; fostering each child's individual social, emotional, and cognitive development as they learn to live in the world around them.

PROGRAM STATEMENT AND IMPLEMENTATION

At Avon Co-operative Nursery School, we follow 'How Does Learning Happen? Ontario's Pedagogy for the Early Years'; in order to be consistent with the ministry's policy statement on programming and pedagogy, which reflects children as being competent, capable, curious and rich in potential. This Program Statement is reviewed and revised annually to reflect our current goals from a programming perspective. As our staff continues to learn, we continue to improve, therefore our program continues to evolve and improve as well.

We are actively adapting our Program Statement for the 2021/22 school year to reflect the changes that will need to occur due to COVID-19. We will be leaving this Program Statement open for updating as the year progresses and will adapt our programming as necessary to respond to the best practices in response to the current situation.

The Foundations of How Does Learning Happen?

Belonging: Every child has a sense of belonging when he or she is connected to others and contributes to their world.

Well-Being: Every child is developing a sense of self, health, and well-being.

Engagement: Every child is an active and engaged learner who explores the world with body, mind, and senses.

Expression: Every child is a capable communicator who expresses himself or herself in many ways.

It is our aim at Avon Co-op to provide a program that encompasses these goals. The following section outlines our goals and the approaches used to implement and achieve them.

Goal #1: To develop a strong sense of belonging in the children, families and educators who are involved with our school.

This goal encompasses: CCEYA Section 46(3)(b) Support positive and responsive interactions among the children, parents, child care providers and staff; (g) incorporate indoor and outdoor play, as well as active play, rest, and quiet time into the day, and give consideration to the individual needs of the children receiving child care; and (i) involve local community partners and allow those partners to support the children, their families, and staff.

Approaches to Achieve Goal #1: Avon Co-op lays the foundation of and for a positive learning environment for the children who attend our program. By being a part of our nursery school, a sense of belonging will grow in children as they develop a secure relationship with their teachers and the staff. Children develop a sense of belonging by interacting with their peers in a positive manner through self-directed play and engaging activities. This is measurable and noticeable when observing these interactions. It is our hope that this sense of belonging develops and strengthens over the course of the family's time at our school.

While Avon Co-op values being a visible part of our community, how we achieve this may be varied at this current time as visitors to the program will be limited for the foreseeable future. In the past, we have enjoyed bringing community partners in to be apart of our programming and while we hope to one day be able to do this again, right now, we will focus on other ways to create a sense of belonging within our community whether it be virtually or with enhanced activities that allow children to see and experience things that they may see when out with their families. We have enjoyed the opportunity to include visits to places within the community such as a local farm, an outdoor Conservation education facility, and more; and should this become an option for us again, we will be pleased to

provide these enriching experiences. The community involvement piece of our programming is truly valued and while we may not be able to engage with this as we typically have each school year, we soon hope to be able to return to it to continue to expand it and reach out to other members of the community to enrich our programming with their presence. Community members such as veterinarians, librarians, elderly neighbours/friends and community helpers/service providers coming into our program to interact with the children allows for the children to experience the world around them while in the familiar setting of their school which allows for comfort and familiarity. Providing these experiences has value beyond the toddler and preschool years. The experiences that the nursery school child is engaged in directly responds to the idea that children are competent, capable, curious, and rich in potential. Through making observations of the children in the various community-based elements of our program, the educators can document the child's sense of self-confidence increasing. During this time of social and physical distancing, a sense of community and connection is vitally important for the emotional well-being of children and educators alike, thus creating and fostering this important piece within cohorts is imperative.

We will be able to offer this by engaging activities both indoors and outdoors that allow for many different types of play including active, co-operative, group associated and parallel play that allow children to choose their activities based on their own individual interests. Both the Toddler and Preschool Programs are strengthened by observing children and their interests and thereby planning for activities that support and follow this direction. Observations are made and documented by the RECE staff and thus, parents are able to see the progression and development of the children throughout the school year.

Goal #2: To develop a strong sense of well-being for the children, families, and educators involved in our school.

This goal encompasses: Section CCEYA 46(3) (a) promote the health, safety, nutrition, and well-being of the children and (j) support staff... or others who interact with the children at a child care centre... in relation to continuous professional learning.

Approaches to Achieve Goal #2: A child's developing sense of well-being and self is encouraged while learning about healthy day to day habits such as hand washing and healthy eating during daily routines. The family style snack (while altered due to distancing requirements) is an element of our program that allows for learning opportunities regarding nutrition. Various snack items spark many discussions and learning opportunities. Through the free choice play time with the ability for all children to choose between activities such as gross motor, fine motor and various other unstructured and structured activities, all children are able to develop their ability to self-direct their own learning which directly develops children's sense of well-being. A child's sense of well-being is also developed while spending time at Avon Co-op through the knowledge and understanding that they are cared for and valued for who they are. They will feel secure in the relationships they develop with their peers and teachers, and this will have a positive impact on their sense of well-being. These relationships and learning opportunities lead to an increase in awareness about how people live, co-operate, and interact successfully. Through developing a strong sense of well-being, children's ability to self-regulate develops. Self-regulation skills are encouraged and enhanced by the use of programs such as 'Second Step' and programming that allows for free choice offered to the children as well as during the snack time that is offered daily where children are able to participate, interact and have conversations with their peers and their teachers.

Our municipality allows for visits from a Resource Teacher through the City of Stratford. This is a benefit to not only the children who may have an Individual Service Plan, but also to our Program Teachers as they can utilize the skills of the Resource Teacher to augment their programming to best suit the needs of all the children, thus creating an inclusive environment.

Avon Co-op's teachers are encouraged to participate in professional development whenever possible. Generally, our educators are willing to participate in various sessions throughout the school year. This gives them the ability to enrich the programming further and supports the College of Early Childhood Educator's mandate for Continuous Professional Learning.

Goal #3: To develop a pattern whereby the children, families, and educators who are involved in our school are actively engaged and relationships are built.

This goal encompasses: CCEYA Section 46(3) (d) foster the children's exploration, play and inquiry; (e) provide child-initiated and adult-supported experiences; (f) plan for and create positive learning environments and experiences in which each child's learning and development will be supported; and (k) document and review the impact of the strategies set out in clauses (a) – (j).

Approaches to Achieve Goal #3: By interacting with the other children in the program, the teachers and the program staff, the children at Avon Co-op will learn about the world around them and how they fit into it. Our program offers interesting, engaging, and open-ended activities, provocations, and child-directed experiences that are meant to allow children to learn using all of their senses and to experience what is around them physically and cognitively. This will encourage the children to become invested and fully engaged in their own interests. Thus, allowing the children to take control of their own learning and consequently setting the stage for successful educational experiences in the future. Our educators are keen observers and can understand children's development in a meaningful way. Through the documentation of the children's development and the display of such throughout the school and by sharing this with families both via email and through documentation books, the families become actively engaged and our relationship with them is solidified and strengthened. Through sharing informative articles, having speakers when possible, and communicating items of interest to parents through various means, parents can gain knowledge and increased confidence in their role as parents and in turn the relationship between home and school is strengthened as we work together. Our school has an "open door policy" whereby parents are welcome to visit our program to observe and interact whenever they are so inclined. *Due to Covid-19 restrictions, we will need to be creative in our method of achieving this either virtually, with photos, phone conversations, etc. We hope that all families can feel connected to their child's experience at Avon Co-op and will feel welcome to communicate with staff in various methods.*

Goal #4: To ensure that children, families, and educators involved with our school are able to engage in effective and meaningful communication and methods of expression.

This goal encompasses: CCEYA Section 46(3) (c) encourage the children to interact and communicate in a positive way and support their ability to self-regulate; and (h) foster the engagement of and ongoing communication with parents about the program and their children

Approaches to Achieve Goal #4: At Avon Co-op we engage in effective and engaging communication and interactions with our children and their families each day; thus, creating an extension of the home environment where comfort and positive experiences are of utmost importance. By being able to take charge of their own experiences, children who attend Avon Co-op will benefit as they become active learners who are able to express themselves and communicate with increasing effectiveness. We strive to communicate with each family regularly and meaningfully. Through modelling ways of communicating and problem solving skills, children's ability to communicate is strengthened. We can see effective communication and its benefits each day when interacting with the children and their families. Through communication of learning through documentation and sharing this learning with families and communicating effectively in various manners (for example: weekly reminder emails, the white board, Facebook, Instagram, etc) the home/school relationship is strengthened through continuous communication.

Final thoughts on the measurable outcomes of our goals: Our program focuses on our core values at Avon Co-operative Nursery School. We believe that children are important. We feel that children need the opportunity to discover how to interact with others in a safe and nurturing atmosphere as they develop their sense of self-worth, confidence, and communication skills. Expressing their thoughts, feelings and acceptance of others is encouraged through our programming. Those with different abilities and capabilities are welcomed, accepted, and valued equally. The documentation of each child's progression with regard to each goal allows for measurement of the

achievement of these goals and by communicating and listening effectively and purposefully with families and fellow educators.

We prioritize and incorporate many different aspects within our program to create a well-rounded, interesting and exciting experience for the children with whom we are privileged to spend our mornings.

Communicating for the purpose of engagement and connection is our focus for the 2021/22 school year, especially given the lack of face-to-face contact in light of distancing requirements due to Covid-19. Creativity to do this effectively will be essential.

OUR CO-OPERATIVE NURSERY SCHOOL PROGRAM

Our co-operative has a dual purpose: to promote greater understanding by parents in matters related to early childhood education, and to provide an excellent first school experience for the children.

This is our purpose as well as our goal at Avon Co-op. In order to be successful we all must work together. Our handbook has been compiled to assist you in becoming familiar with the policies and guidelines by which the school functions, as well as, to acquaint you with the school philosophy and our program and all the elements of it. Our handbook will also give you some helpful hints on your role as an engaged parent. We encourage you to read it and refer to it throughout the school year.

A set of the by-laws by which our school is governed are available at the school. We hope that the handbook will help you to be more knowledgeable regarding the organization and day-to-day functioning of Avon Co-operative Nursery School.

PROGRAM DEVELOPMENT

The program activities follow the interests of the children. All activities (i.e. Art exploration, Small Group time, Gross motor) change daily but remain consistent with the interests of the children. The program becomes very flexible according to weather, field trips, special events, and holidays. Through this program the child will grow socially, physically, emotionally and intellectually towards becoming an independent, confident and caring person.

To ensure a positive ongoing program, parents must fulfill their obligations as part of their Co-op membership. This includes: snack provision, fundraising, and committee work. The parents help to shape and make the Nursery School what it is. It is your child's school!! As long as parents, children and teachers work/learn together, the program will be a positive experience and new ideas will blossom!

STAFF

Melissa Wright, RECE	Supervisor	avoncoopdirector@gmail.com
Andrea Ruth	Administrative Assistant/Bookkeeper	avoncoopnursery@gmail.com
Yerlin Vargas , RECE	Preschool Teacher	
Melissa Mikel, RECE	Preschool Teacher	
Jess McCann, RECE	Preschool Teacher	
Tracy Richardson, RECE	Toddler Teacher	
Heather Dittrich, RECE	Screeener/Cleaner/Supply	
Liz Million	Preschool Program Assistant	

Robin Palmer	Toddler Program Assistant
Dawn Bender	Preschool Program Assistant
Gillian Klassen	Preschool Program Assistant

AVON CO-OP BOARD OF DIRECTORS - CONTACT INFORMATION

PRESIDENT – avoncooppres@gmail.com

VICE PRESIDENT – avoncoopvp@gmail.com

TREASURER – avoncooptreasurer@gmail.com

REGISTRAR – avoncoopregistrar@gmail.com

SECRETARY – avoncoopsecretary@gmail.com

COMMUNITY EVENTS CHAIR – avoncoopcommunityevents1@gmail.com /
avoncoopcommunityevents2@gmail.com

FUNDRAISING CHAIR – avoncoopfundraising1@gmail.com / avoncoopfundraising2@gmail.com

PARENT TEACHER LIAISON – avoncoopliaison@gmail.com

MEETINGS

The success of our co-op can be measured, to a large extent, by the conscientious support of all families. There are three general meetings per year at which important school business is conducted. This year's general meeting dates and times will be announced as we are able to determine the format in which they will be conducted (in person or virtually). The dates and meeting details (either physical location OR virtual format) will be shared in advance.

A \$25 registration fee refund is available to those families attending 2 of the 3 GENERAL meetings; therefore, attendance will be taken at these meetings to determine eligibility.

A family must also fulfill the 3 Co-op expectations listed below in order to be eligible to receive the \$25 refund.

In addition, there will be an important **Orientation Video** shared prior to the start of the school year. We hope you will enjoy watching this video with your child, as it will provide useful information.

This **does not count as one of the two out of three general meetings** (see above).

The Board of Directors meet each month. If you are interested in attending, please speak with Laura Luther (avoncooppres@gmail.com) for specific dates.

ADMISSION AND WITHDRAWAL

To register at Avon Co-operative Nursery School, all families must pay a \$75 registration fee per child. This fee secures their registration and allows the family to be a member of our co-operative. This registration fee is non-refundable. Furthermore, all registered families are required to pay monthly tuition fees (see below), fundraise \$150 (or \$200 for multi-child families) and participate in their assigned committee work. All children registered to this school must have all medical files fully completed before admission and have complete and up-to-date immunization records. For details on how to register, see the Waiting List Policy below.

Special needs and/or past therapy must be fully disclosed upon application to the school. This helps us to meet the needs of the child as well as the needs of the other children in the program.

At the end of June, all children are discharged from the school. If a family chooses to withdraw their child before the end of June, notice in writing must be received by the Registrar, the Supervisor or Administrator **30 days** prior to the first day of the month of withdrawal. Please use the withdrawal form found on Avon Co-op's website or at the end of this handbook, and return it to the school, or by email to the Registrar.

Members are expected to be accountable and participate in 3 ways:

1. **Snack duty:** Failure to bring a snack for your scheduled snack day will result in a \$25 fee, which is used to replenish emergency snack stores. **Please note that due to Covid-19 restrictions, snack provision must be completed by providing payment for snack in advance (more on this later).**
2. **Fundraising:** During the course of the year, members are expected to raise a minimum of \$150 in profits per student or \$200 per family for those with more than one child in the school. This works out to \$15.00/month (or \$20.00 per family for multiple student families). *Please Note: Fundraising Fees are paid upfront by PAP or Cheque on Sept. 1, 2020. As you raise money by participating in the fundraising campaigns, you will earn back your fundraising fee to a total of \$150 (\$200 for multiple child families) which will be paid out after all fundraising campaigns for the year have been completed. Should you withdraw from the program before the completion of the school year, you shall only be eligible to receive a refund for the amount that you have fundraised at the date of withdrawal. The remaining funds shall be retained by Avon Co-operative Nursery School. An example of how profits are calculated: \$100 cheese order with a profit margin of 30% means your profit is \$30. *Any/all fundraising amounts over the \$150/\$200 benefits the school directly, and is therefore greatly appreciated. **Please note that how fundraisers are collected/sorted/distributed may be altered due to Covid-19.**
3. **Committee work:** All members are designated to one committee per family enrolled. If you are unable to fulfill your minimum hourly committee commitment, and fail to make up time during the course of the school year, a \$150 fine may be issued (see below). **Please note that how committee work occurs may be altered due to Covid-19. For families who have been a part of ACNS in the past, please be aware that the committees will look significantly different from past years due to Covid-19 restrictions. Please remain flexible as we determine the best way to distribute duties. For example, Classroom Help from parents will no longer be permitted and therefore this committee, along with several others, will be designated to other areas.**

Failure to comply with these 3 Co-op expectations will result in:

- A meeting with the Parent-Teacher Liaison member of the school's Board of Directors, followed up by a letter of documentation and, at the discretion of the Board, a monetary fine of \$150, and/or a forfeit of the \$25 registration fee refund.
- And finally, failure to comply could result in the child being removed from the school until obligation is fulfilled.

PAYMENT SCHEDULE

1. **\$75 Registration Fee: Due at time of Registration. A refund of \$25 will be made to each family that is represented at 2 out of 3 General Meetings (which are held during the school year), and who fulfill all of their obligations to the school (snack, fundraising and committee work as outlined in the School's Handbook Accountability Policy). The remaining \$50 is an Administration Fee that is NON-REFUNDABLE.**
2. **September 2020 Tuition Payment: Will be paid by PAP (or by cheque) at the end of August 2021.**
3. **Fundraising Fee: Will be paid by PAP (or by cheque) on Sept. 1, 2021. See above.**

**4. October 1st - June 1st: Will be paid by PAP (or by cheque) on the first day of each month.
NOTE: One month's notice is required for withdrawal, or that month's tuition will be forfeited.**

2021/2022 TUITION AMOUNTS

\$183 - Tuesday & Thursday

\$272 - Monday, Wednesday & Friday

\$453 - Monday to Friday

AVON CO-OPERATIVE COMMITTEE CONTRIBUTIONS

During the course of their involvement with the nursery school - Avon Co-operative families agree to participate in committee activities. Each family will be assigned to a particular committee and will be required to sign a Committee Agreement form at the beginning of the school year. Committee information and placement will be communicated to the families by the Parent-Teacher Liaison.

FUNDRAISING

This is an important part of the school's operation. We like to think of it as part of the spirit of a co-op. It provides a significant portion of the revenue for the school and thus helps to keep fees to a minimum. It is essential for all Avon Co-op members to fundraise, although each campaign is optional.

TEACHING STAFF

All RECE staff members are registered with the College of Early Childhood Education. In addition, all staff members have current Standard First Aid and Child CPR Level C + AED certificates. They are responsible for planning the curriculum and programs for the children (staff job descriptions are available at the school). They are experts in this learning environment and their guidance and suggestions are important for the smooth operation of the school. Please do not hesitate to discuss any problems or questions with the staff - due to drop off and pick up requirements, we will focus on communication in creative ways, such as email, phone calls, communication books or bags. We do not schedule "formal" interviews to discuss your child's progress; however, we are very willing to spend some time discussing your child's progress if you choose to do so. We have always valued open communication and are willing to speak with you in any method possible. You will receive a letter from your child's teachers detailing the best way to communicate with them and the methods that they plan to use.

OATH OF CONFIDENTIALITY

Any problems regarding the functioning of the school should be directed to the Parent Teacher Liaison, the Supervisor, or to the appropriate Executive member.

Access to a child's information record is given only to the legal guardians of the child and to the regular staff of the program.

No information regarding a child or his/her family shall be released, either orally or in writing, to anyone other than the legal guardians of the child or to those authorized by law to receive it.

In the unlikely event that there is an emergency or a child sustains an injury, information may be released to the police authorities, medical staff attending the child, insurance company, or - in the case of abuse - to the appropriate child welfare authorities.

Confidentiality of family information is to be respected at all times.

ARRIVAL AND DISMISSAL

Doors open at 8:00 am. Upon arrival, please line up to proceed to the Screening Area. Please ensure social distancing is maintained at all times while you wait. Line ups for screening might be long at times and if this is the case, we will implement specific times for each class to arrive at school, though we do hope to not have to do this. One of our staff will conduct a brief health screening prior to each child being granted access to the school. Once this is complete, you

can say “see you later” to each other and your child/ren will enter the school with a staff member. Pick up will be from designated areas (see below). **Chronic lateness at the end of the school day will result in late fee charges. *see Disclaimer for Emergency Childcare below for more details.**

Dismissal time pick up: Parents are responsible for their child as soon as they arrive at the school. The school must be informed if someone else will be picking up your child at dismissal. Please keep your child’s file up-to-date if there are any changes or updates to the responsible parties whom you deem acceptable to retrieve your child at the end of the day. If the person picking up your child at the end of the day does not have their name on our list for your child, we will not allow them to take your child off the school’s premises.

Designated Pick Up Areas:

Toddlers: Toddler Garden (from the gates or courtyard doors, if weather doesn’t permit outdoor time)

Preschool 1: Gym Door (single door off the parking lot)

Preschool 2: Preschool Playground (from the gate or main doors, if the weather doesn’t permit)

Preschool 3: Main Door Area (from the door)

DISCLAIMER FOR EMERGENCY CHILDCARE

Your child must be picked up by 12 Noon. Late fee charges will apply if consistent lateness occurs. The rate is \$1.00 per minute, payable to either Andrea Ruth or Melissa Wright. If your child is not picked up, all possible attempts will be made to contact the emergency care givers listed on your emergency form, which was in the Registration Package. If we cannot contact anyone, Children's Aid Society will be called to provide emergency care.

ELIGIBILITY OF CHILDREN

Preschool Program: Children 30 months - 5 years of age are eligible to attend our program. The Ministry of Education has granted us a privilege that allows 20% mixed age grouping (a maximum of 2 children from 24-30 months may be placed in each group on any given day). The ratio of children in the program is 8 children to 1 teacher. These ratios are mandated by the Ministry of Education and must be followed.

Toddler Program: Children 18 – 30 months of age are eligible to attend our program. The Ministry of Education has granted us a privilege that allows 20% mixed age grouping (a maximum of 2 children from 16-18 months may be placed in the toddler classroom on a given day). The ratio of children in the program is 5 children to 1 teacher. These ratios are mandated by the Ministry of Education and must be followed.

Mixed Age Grouping: The Ministry of Education has granted us the privilege to use mixed age grouping whereby children aged 18 months to 5 years can be placed together in a class while using the ratio of 1 staff member to 5 children.

WAITLIST POLICY

At Avon Co-operative Nursery School, the Registrar, who is a member of the Executive Committee within the Board of Directors, is in charge of the enrollment and wait list for the school. The Registrar will consult with the Supervisor about filling spaces and class lists, at any time throughout any and all processes. The Supervisor is responsible for overseeing the enrollment and waitlist processes. At no time shall any family on the waitlist be charged a fee for holding a space on the waitlist. Confidentiality is of utmost importance when maintaining the waitlist. Only people who are required to see the waitlist will have access to it.

Registration Process:

Registration at Avon Co-operative Nursery School is for September through June each year. Re-registration for returning families, who are registering either a returning child or a sibling of a current child, for the following school year happens in the winter (February) for the following school year. Avon Co-op holds an Open House event in March to allow new families to become more familiar with the school. Plans for our Open House in 2022 will be announced, if we are able to proceed. Registration is on a first come, first served basis and is handled through the online waitlist system (OneHSN). Families who are registering, whether they are returning families or new families, are asked to provide a Registration Fee to hold their child(ren)'s spot(s). They are then required to fill out the Registration Package which becomes part of the child's file. Children's files are kept confidential. Files are always complete, including immunization records or letters of exemption, Individual Plans for Anaphylaxis or Support and are shared appropriately with staff.

Empty Spaces:

Open spaces within the school may be filled at any point during the school year, however, in an effort to maintain the best interests of the children, Avon Co-op tries to move children at appropriate times of the year.

Waitlist Spaces:

In recent years, Avon Co-op's waitlist has been minimal. However, the waitlist operates on a first come, first served basis. Spaces are offered to the family who has been on the waitlist the longest. If that family turns the space down, it is offered to the next person in line. Families who are holding a space on the waitlist may choose to register for the following school year immediately following returning families and before new families. If families inquire about their location on the waitlist, either the Registrar or the Supervisor may explain the process and give the family a clear idea of their location and number on the waitlist while ensuring that the family understands the registration process. If the family asks to see their position on our waitlist, all identifying information of other children/families on the waitlist will be hidden from view by blacking out the columns/rows.

Withdrawal Process:

If a family chooses to withdraw from the program, they are asked to provide 30 days (1 month's) notice. They are also asked to complete the withdrawal form found in the school's handbook. When notice is given that a space is to become available, the Registrar may begin the process of contacting the families on the waitlist to fill the spot.

ADDRESSING PARENT ISSUES AND CONCERNS REGARDING POLICY AND PROCEDURE

Should a parent/guardian have an issue or concern with the program, staff or administration of the school during their time at Avon Co-operative Nursery School there are several methods for resolution.

Parents/Guardians can bring forward their concerns in one of the following ways:

- 1) By speaking with either the Supervisor or Administrative Assistant in the office, between the hours of 8 a.m. and 12 noon, Monday to Friday, September through June; excluding holidays.
- 2) By emailing their concern to the Parent-Teacher Liaison, who is a member of the Board of Directors of the nursery school and is responsible for handling concerns or issues with regard to committee work, staff, and program satisfaction. The Parent-Teacher Liaison can be contacted at avoncoopliaison@gmail.com.

Response to Issues and Concerns:

- 1) The Administrative Assistant and/or Supervisor will respond to the issue or concern immediately where appropriate or they shall take the concern to the Executive Members of the Board of Directors should the situation be more serious in nature and a resolution cannot be reached immediately. The Administrative Assistant or Supervisor shall ensure follow-up to the concerned parent/guardian within a reasonable time frame (one week).
- 2) The Parent-Teacher Liaison will respond to any issues or concerns immediately upon receiving the information and will handle the issues or concerns by passing the information on to the most relevant party (i.e. the Supervisor or

Executive Members of the Board of Directors) and if necessary, help to troubleshoot and offer a response in a timely manner (one week) to the concerned parent/guardian.

Opportunity to Offer Formal Feedback:

- At the Spring General Meeting of the Membership of Avon Co-operative Nursery School, an opportunity to complete a Program Satisfaction Survey is provided. This survey covers areas such as programming, teachers and staff, administration, and committee work.

CHILD CARE SUBSIDY: For information about applying for the child care subsidy please contact The City of Stratford Social Services Department at 1-800-669-2948 or 519-271-3773 ext. 254 and speak to an intake clerk. The link to the Child Care Subsidy form can be found on Avon Co-op's website.

HOLIDAYS: The school holidays correspond with the public school calendar, with the exception of PD days. They include Thanksgiving, 2 weeks at Christmas, Family Day, 1 week at March Break, Good Friday, Easter Monday, Victoria Day and the entire months of July and August.

EMERGENCY SCHOOL CLOSING: If the school has to be closed due to severe weather conditions, families are encouraged to check the Avon Co-Op Facebook and Instagram pages and to listen to the radio. School closures will be announced on CJCS (local radio station). Families will also be contacted via email as early as possible on the morning of a closure. **Please note, when the school buses cease to run in town due to inclement weather, if the public schools in town remain open, Avon Co-op will follow suit. We try to close the school as seldom as possible to avoid unnecessary, last-minute disruption to family schedules.**

COMMUNICATION: Please check your child's backpack each day for any items that may be sent home.

SNACK:

During the Covid-19 Pandemic and potentially beyond, the snack for each class will be purchased and provided by the school. There is a detailed menu of what items your child might enjoy on any given day. This menu is available for viewing in the screening area. The snack will be picked up biweekly by the families assigned to the grocery committee. The current snack fees are as follows: (these are subject to change during the school year and all members of the co-op will be alerted in advance to any changes in the snack payment schedule).

2 Day children - \$15 per month

3 Day children - \$22 per month

5 Day children - \$35 per month

****Payment for snack will be automatically debited from your account on file on the 20th of each month.***

ALLERGIES and ANAPHYLAXIS (from our Anaphylactic Policy)

Allergies change every year along with changing membership and therefore procedures are reviewed twice annually. Some children have reactions to certain foods, while others have a serious allergic reaction called anaphylaxis which can be life-threatening. The allergy may be related to food, insect stings, medicine, latex, or exercise. To reduce the risk of exposure to these causative agents in the nursery school, there will be signs posted in each classroom detailing the allergies within the school, both anaphylactic, and otherwise. These foods will be avoided at snack time, and in materials/food that might be used for craft and/or sensory activities.

Parents must advise the nursery school if there is an allergy on their child's health information form in the registration package. This includes any medical condition including anaphylaxis. The allergy is printed on the back of the child's name tag, as well as written on the allergy chart. The **chart** and a **photo** of any child affected are posted in every play area.

An Individual Plan and Emergency Procedure must be completed by the parent if the allergy is diagnosed by a doctor and labeled as life-threatening.

Information on life-threatening allergies will be provided to the staff first, then the parents and volunteers. The parent/guardian of an enrolled child with an anaphylactic allergy will provide the input on the child's individual plan, including the emergency procedure. This allergy will then be communicated to all the families enrolled in the nursery school at the Orientation Meeting and by email.

Parents with anaphylactic children, children with sensitivities, and children with food intolerances will be asked to supply the full snack daily for their child, to ensure that there is no accidental cross contamination of the child's food. We will ensure that the child eats only the food and drink that has been sent from home. Parents will still be responsible for providing the snack for their child's class on their scheduled days. **this policy is to remain flexible during the Covid-19 pandemic*

If an anaphylactic allergy is present in the nursery school, training from the parent on the procedures to be followed in the event of a reaction will be provided to staff. This information will be taken from the child's individual plan that the parent has signed. This will include how to recognize the signs and symptoms of anaphylaxis and administer medication. This information will be shared with volunteers on or before their first day at the nursery school by reading the plan and signing off on the information. This record of agreement and training will be kept on file with the child's individual plan. This will be kept in a labeled binder by the phone. This information will be reviewed with the parents of the anaphylactic child on or around February 1st of each school year. This will then be shared with the staff, volunteers and parents.

Emergency allergy medication (example: EpiPens) will be kept with the child's teacher. This medication will always be taken on field trips.

MEDICATION ADMINISTRATION (from our Medication Administration Policy)

If the administration of medication is required, the medication must be delivered to the Supervisor in the original container and accompanied by written authorization from the parent. Please inquire with the staff if you are interested in obtaining the appropriate forms from the school. The forms must be fully completed before medication can be administered. Each container must be clearly labeled with the child's name, name of the drug, dosage, date of purchase and instructions for administration and storage. The medication will be stored as directed and kept in a locked container. For each child receiving medication, a record will be kept in the school's *Identification & Emergency Contact* book. This policy is only used in exceptionally rare circumstances where immediate action or treatment is required; i.e. allergic reaction, special needs child, etc.

IMMUNIZATION/NON-IMMUNIZATION: All children registered to this school must have all medical files fully completed before admission. Each child must have complete and up-to-date immunization records included in this file. A child may not attend, nor can a parent act in a voluntary capacity, without acceptable medical records. If a child has not been immunized due to religious beliefs, or medical reasons, the appropriate *Exemption Form* must be completed and notarized. This is in accordance with the Child Care and Early Years Act and the local Medical Officer of Health. Please contact the school to obtain a copy of the *Exemption Form*, if applicable.

HEALTH REGULATIONS

The following situations would require exclusion from the school:

- fever within 24 hours

- head lice
- strep throat
- ringworm
- green mucous discharge from nose
- continuous dry, hacking cough
- whooping cough
- diarrhea (two or more episodes, or diarrhea with fever over 38.5 C, or bloody diarrhea)
- vomiting (must be vomit/diarrhea free for 24 hours before returning)
- Chicken Pox - Return when well enough to participate in all activities
- pinkeye (conjunctivitis) with discharge of pus that is yellow or white
- rash (with fever and/or change in behaviour)

It is important to notify the school immediately if your child has a communicable disease. Young children are very susceptible to germs, and pregnant women are often in the school. Communicable diseases can spread very easily in a school setting and do have an exclusion time period as mandated by Huron Perth Public Health. Teachers will inform you of this exclusion period as the need arises or you can contact Public Health at 271-7600 ext. 267. In order to return to school, the child in question must feel well enough to fully participate in all activities.

If a child develops symptoms of illness during school hours, the parents (or if the parent is unavailable), the person designated for emergencies, shall be notified to pick the child up. The telephone number left with the school for emergency purposes must be that of someone who is able to come and retrieve the child - not the family physician. If your emergency contact or phone numbers change throughout the year you MUST inform the administrator. Identification and Emergency forms must be accurate to meet the Child Care and Early Years Act requirements.

Staff and volunteers must wash their hands after attending to children in the washroom and before preparing snack.

Housekeeping - toys and equipment are disinfected regularly.

Please also see our Covid-19 Health Policies and Procedures for specific information and guidelines.

Soiled clothes in the case of accidental soiling are put in a bag in the child's backpack to be taken home and cleaned by the parent. Clothes loaned to the child must be cleaned before returning them to the school.

CLOTHING: Send your child to school in practical play clothes that wash easily. Be sure to dress them appropriately for outdoor activities (i.e. boots, splash pants, jacket, etc.). Please label all outdoor clothing. Scarves are to be worn inside snowsuits/coats to prevent accidents.

CELL PHONE USE: Cell phone use must be limited to emergency use only.

ENRICHMENT & FIELD TRIPS/TRANSPORTATION INFORMATION: Enrichment activities and/or field trips are planned throughout the school year in order to extend and enhance our program objectives. Most of our enrichment planning focuses on special events/visitors coming into the nursery school. When any field trips are planned to visit somewhere outside of the school, advance notice will be given to families and each child will receive a Permission Form to be filled out and returned. The permission form will contain all the necessary details surrounding the outing. Families will be required to provide their own transportation. If you cannot drive it is your responsibility to make alternate arrangements, i.e. grandparents, relatives or other families within the school are options. Avon Co-op will not be responsible for transferring / installing car seats. ***Please Note: at this point, we are permitted to plan field trips, with specific Covid-19 regulations. Once the plans have been confirmed, we will notify you in a timely manner.**

NSF CHEQUES: There is a \$30 service charge for NSF cheques. Please contact the administrative coordinator (phone number and email at the front of this handbook) to prevent an NSF situation.

SERIOUS INJURY/OCCURRENCES: In the event of any serious injury first aid would be administered immediately, parents contacted, as well as an ambulance if necessary. Serious Occurrences Reports must be filled out and filed with the Ministry of Education within 24 hours of the occurrence and must also be posted on the premises for 10 days.

FIRE SAFETY: The written procedure (approved by the local fire chief) for fire safety is posted in each of the 4 rooms and the gym. Our detailed Emergency Procedure Policy describes the duties of each staff member should an emergency occur. Fire drills are conducted monthly. This drill is recorded and kept on file for 2 years. A fire drill is conducted twice per month – one for the 2 morning children and one for the 3 morning children. A written record is kept of all fire drills and maintained for 2 years. Daily written records also show fire drill practices. During fire drills, each staff member is responsible for the group of children with them in their room. Children and staff leave the school together and proceed across the parking lot to the grassy area where the children will line up with their own class and teachers. The Director and/or Administrative Assistant of the school will gather all the emergency books for each class; check each room and area, checking in and around furnishings and any place a child may be; turn out all the lights in each class room, shut all doors and proceed to the gathering spot across the parking lot. Once with the rest of the staff and children, the Director will get a final headcount of all children in attendance and ensure that the number is the same as the daily attendance. When the fire alarm has ceased ringing, the children and staff will proceed back into the school in groups, maintaining safety at all times throughout the parking lot. The Director and/or Administrative Assistant will follow behind and help accordingly

EMERGENCY MANAGEMENT PROCEDURES: As described in section 68.1 of Ontario Regulation 137/15, Avon Co-operative Nursery School has detailed procedures which outline how various emergency situations will be handled and dealt with in an appropriate and safe manner. If you wish to see these procedures, please speak with Melissa Wright. Regarding communication of any Emergency Situation (ex. Lockdown, Hold & Secure, Bomb Threat, Disaster that requires Evacuation, External Disaster (environmental), Natural Disaster (Tornado, Major Earthquake): communication will be handled by email or by phone, whichever is deemed more appropriate given the situation. Emergency phone calls can take a considerable amount of time, however, a personal phone call may be more appropriate than a mass email in various situations. Our Emergency Shelter location is St. Aloysius Catholic School, 228 Avondale Ave.

SAFETY AT SCHOOL: We encourage children to walk at all times, unless in the gymnasium. Talking voices should be used as opposed to yelling, unless using the outside facilities. Should boisterous play become excessive, it may become necessary to break up the group and encourage individual activities. Rubber soled shoes should be worn when on climbers and in the gymnasium. An excessive number of children on one piece of equipment should be avoided. Toys shall not be carried while playing on equipment and any broken toys should be given to the teacher immediately.

SMOKING POLICY: In accordance with the Ontario Smoke Free Act, Avon Co-Operative Nursery School is a smoke free environment. Smoking is prohibited at all times in the school whether the children are present or not. This includes the outdoor areas of the school as well. Smoke free signs are posted throughout the school at entrances, exits, and washrooms. Staff, students, and volunteers are provided with this information prior to commencement of employment.

SUN POLICY: Parents must apply sunscreen at home prior to bringing your child to school. If you do bring sunscreen to school an Authorization for Non-Prescription Skin Products form must first be completed, in addition the lotion must be clearly labeled, before we are able to apply it before going outdoors. We request that each child has their own sunscreen as this prevents any potential skin sensitivity issues. Remember: SLIP! SLAP! SLOP!!!!!! Slip

on a shirt, slap on a hat, and slop on sunscreen! If the UV index is very high, outside time will be altered throughout the day. This change in program will be posted when needed.

VISITORS: Visitors are welcome to observe the program at any time. A phone call to the school to inform the teachers is recommended. ***Due to Covid-19, visitors are not permitted; however, we are more than happy to share some time with you in other ways (for example: video chat).**

Program Statement Implementation Policy

The Program Statement of Avon Co-operative Nursery School is a living document that guides our program practices. It is reviewed frequently with significant thought given to it by the Supervisor and all of the educators. The staff meets to discuss the contents of the Program Statement before each school year. At this time (or at any time it is felt it is needed), the Program Statement can and will be revised to fit the current vision, methodology and practices used to maintain our high quality programming. Because the staff are all involved in the evolution of the Program Statement, it is attainable for everyone to meet the goals and core education values on which the program is based.

Because our Program Statement is what guides our programming within our school, ensuring that staff are following the goals and approaches outlined within it is very important.

This policy strives to ensure that the Program Statement Goals and Approaches will be met as well as outlining basic and fundamental guidelines for practice. To ensure that all of this will be achieved, this policy will be reviewed initially at the beginning of employment, and then reviewed twice per school year with all staff.

This policy is included in our handbook annually. Parents are required to sign to acknowledge that they have read and understand the handbook in its entirety.

Students and volunteers will read and sign this policy prior to beginning their placement at this school.

Program Statement Implementation documents are written by the Supervisor at a minimum of one time per school year; however it is our practice to write these documents twice per school year. The Program Statement Implementation documents have 4 sections included. The first section (Expectation for Implementation) covers basic employee goals. The second section (Process for Monitoring Compliance) covers observations made by the Director about each employee's individual performance. The third section (Observation of Prohibited Practices) allows for indication of this. The fourth and final section (Program Statement Goal Accomplishment) allows for the Director to record if and how each staff member is working toward the achievement of the goals that are outlined in the Program Statement of Avon Co-op. The Director will discuss the outcome of these documents with employees on an individual basis, generally in a meeting format with a Board Member present. The Vice President generally assumes the role of discussing the Program Statement Implementation document with each employee with the Supervisor.

Prohibited Practices:

The following is a list of Prohibited Practices. None of these shall be used at Avon Co-operative Nursery School at any time by teachers, staff, students or volunteers. This is consistent with our Program Statement and the Implementation of it (Ontario Regulation 137/15 Section 6, sub-section 6.7

- a. corporal punishment of the child;
- b. (b) physical restraint of the child, such as confining the child to a high chair, car seat, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a

child from hurting himself, herself or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent;

(c) locking the exits of the child care centre or home child care premises for the purpose of confining the child, or confining the child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures;

(d) use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth;

(e) depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding; or

(f) inflicting any bodily harm on children including making children eat or drink against their will.

Contravention of Program Statement Implementation Practices or Engaging in a Prohibited Practice:

All staff and volunteers are expected and required to comply with this program policy. If a staff engages in physical abuse, or fails to comply with this policy, or the Child Care and Early Years Act, a verbal warning by the supervisor will be given, OR a written warning, OR dismissed immediately. In addition, the College of Early Childhood Educators will be contacted to disclose the contravention.

In order to support staff and help to ensure success, there are several proactive measures that can be taken before more extreme measures are invoked, if applicable. For example, extra help could be provided in a mentoring situation, articles may be provided for the staff to read and reflect upon and professional development may be encouraged to ensure the growth of the staff member.

To determine which disciplinary measure to take, these aspects will be considered:

- seriousness of the contravention
- actual or potential risk or harm to the child
- past record of employer
- any previous disciplinary action taken

Monitoring Program Statement Implementation of Employees and Volunteers

To monitor the employees, the Supervisor will make unexpected visits into the rooms, taking note of the employee's words and actions.

Each employee will monitor the volunteers and/or students in their specific room. Board members and parents likewise will monitor the supervisor, teachers and administrative assistant, and be allowed to discuss our practices with us.

If there are any concerns or uncertainties about a child or volunteer, these will be discussed at the end of the program, with guidance and suggestions given.

Self-Evaluations are also used to monitor behaviour as these reflections are very helpful to monitor staff's best practices and encourage self-reflection.

Child Guidance Policy

Objective:

The purpose of discipline is to help the child develop appropriate control over his/her behaviour. Our child guidance method consists of verbal communication. We talk to the child about what he is doing, explaining, WHY he is not to

engage in the behaviour. This helps them to understand cause and effect relationships, and thus make predictions about the probable outcome of their behaviour.

Consequences:

The child is removed from the situation and explained why he cannot behave in that manner. We use our feelings as a base for the explanation, maintaining eye contact i.e. It makes us angry, or, I don't like it. The children are encouraged to use these expressions, so they can express how it feels when it hurts using their 'words' not their physical force.

Following the explanation the child is directed to another activity and invited to return to the initial one when appropriate behaviour can be shown. The child may need some time alone to regain his composure and adjust to these mixed feelings. Each child may not need this time alone and some may find this overwhelming. Teachers must know the child they are working with, and know their limits in order to adequately make the situation a positive one. THE USE OF APPROPRIATE PERSONAL FEELINGS WHEN TALKING TO THE CHILD ARE THE ONLY ACCEPTABLE MANAGEMENT TECHNIQUES.

Techniques for Fostering & Developing Positive Self Esteem

1. Positive reinforcement is used consistently and daily with all the children. Praise is highly effective. Recognize positive behaviour, and act on it – verbally, or through a smile, nod, gentle back rub, “thumbs up”, or a hug.
2. Show you care – encourage them, promote discussions, and listen.
3. Have a cheerful attitude – be enthusiastic, laugh with them.
4. Offer choices – make sure they are clear and understood by the child, and acceptable to you.
5. Be flexible – it is okay to change your mind. Clearly explain your decision and reason for the changes.

P	-	Personal
R	-	Recognition
A	-	Always
I	-	Improves
S	-	Self
E	-	Esteem

Policy for the Supervision of Volunteers and Students

***Please note: due to Covid-19, volunteers and students are not permitted to participate in our program.**

Purpose

The purpose of this policy is to provide a system for the supervision of volunteers and placement students who may be participating in the programming at Avon Co-operative Nursery School. The intent of the policy is to support the safety and well-being of nursery school students and to ensure that the presence of students and volunteers at the school enhances the school's programming.

Policy Statement

This policy is intended to fulfill the obligations set out under Ontario Regulation 137/15 for policies and procedures regarding volunteers and students for child care centres.

General

Students and volunteers will always be supervised by an employee and never permitted to be alone with any child or group of children who receive child care. Students and volunteers will not be counted in staff to child ratios. No child will be supervised at any time by a person under 18 years of age.

Supervising Staff

The Supervisor will be responsible for the general supervision of volunteers and placement students. The teacher with whom the volunteer or student is working will be responsible for their direct supervision and any documentation that this requires. For example, the Program Statement Implementation form or any documentation required by a student's school. The Administrator and the Supervisor will be responsible for ensuring that all documentation is in order, including but not limited to criminal reference checks, scheduling and providing orientation.

Student and Volunteer Supervision Procedures:

Before a student or volunteer can participate in programming at Avon Co-Op Nursery School they will be interviewed by the Supervisor to ensure that they are a suitable candidate for placement.

A high school co-operative education student seeking placement must provide the endorsement of their educational faculty. College students and adult volunteers must provide a criminal reference check and may be requested to provide additional references at the discretion of the Supervisor.

All co-operative education students must provide an up-to-date immunization record to the Director or Administrator.

Roles and Responsibilities

The Supervisor of Avon Co-operative Nursery School must:

- Ensure that all applicable policies, procedures and individual plans are reviewed with students and/or volunteers before they start their educational placement or begin volunteering, annually thereafter and when changes occur to the policies, procedures and individualized plans to support appropriate implementation.
- Ensure that all students and/or volunteers have been trained on each child's individualized plan.
- Ensure that a vulnerable sector check (VSC) and annual offence declarations are on file for all students and/or volunteers in accordance with the child care centre's criminal reference check policy and procedures and Ontario Regulation 137/15.
- Ensure that expectations are reviewed with students and/or volunteers including, but not limited to
 - 1) how to report their absence;
 - 2) how to report concerns about the program;
 - 3) Inform students and/or volunteers that they are never to be included in staff to child ratios or left alone with children.
 - 4) Appoint supervising staff to the students and/or volunteers, and inform them of their supervisory responsibilities.
 - 5) Inform students and/or volunteers of their duty to report suspected child abuse or neglect under the Child and Family Services Act.

The Supervising Staff must:

- Ensure that students/volunteers are never included in staff to child ratios.
- Ensure that students/volunteers are supervised at all times and never left alone with children.
- Introduce students and/or volunteers to parents/guardians.
- Provide an environment that facilitates and supports students' and/or volunteers' learning and professional development.

- Provide students and/or volunteers with clear expectations of the program in accordance with the established program statement and program statement implementation policy.
- Provide students and/or volunteers with feedback on their performance.
- Work collaboratively with the student's practicum supervising teacher.
- Monitor and notify the centre supervisor/director of any student and or volunteer misconduct or contraventions with the centre's policies, procedures, prohibited practices or individual plans (where applicable) in accordance with the child care centre's written process for monitoring compliance and contraventions.

Students and/or volunteers must:

- Maintain professionalism and confidentiality at all times, unless otherwise required to implement a policy, procedure or individualized plan.
- Notify the supervisor or designate if they have been left alone with children or have any other concerns about the child care program (e.g. regarding staff conduct, program statement implementation, the safety and well-being of children, etc.).
- Submit all required information and documentation to the licensee, supervisor or designate prior to commencing placement or volunteering, such as a valid VSC.
- Review and implement all required policies, procedures and individualized plans, and sign and date a record of review, where required.
- Review allergy lists and dietary restrictions and ensure they are implemented.
- Respond and act on the feedback and recommendations of supervising staff, as appropriate.
- Report any allegations/concerns as per the "Duty to Report" under the *Child and Family Services Act*
- Complete offence declarations annually, no later than 15 days after the anniversary date of the last VSC or offence declaration (whichever is most recent) in accordance with the child care centre's criminal reference check policy.
- Provide an offence declaration to the supervisor/designate as soon as possible any time they have been convicted of a Criminal Code (Canada) offence.

Classroom Help Committee Volunteers

With regard to this committee, each school year, the Classroom Help Committee members will be asked to familiarize themselves with the policies and sign stating they have read and understand them. Each classroom teacher will monitor and help direct the activities of the Classroom Help Committee Volunteer within their classroom throughout the school day. One time per school year, a Program Statement Implementation form will be completed by the committee members and will be shared with them and filed at the school. Classroom Help Committee members will be required to provide the following:

- CRC with Vulnerable Sector
- Collection of Personal Information Form

Note - If a criminal record is on file, the Supervisor and the President will confer on the admissibility of the family to the nursery school. Safety of all children is the prime consideration. ***Please note that for the 2021/22 School Year, the Classroom Help Committee will not be running.**

Participation in Programming

Volunteers at Avon Co-op participate in the understanding that they will be actively involved in nursery school programming for young children. They must be prepared to participate under the direction of the Supervisor to ensure that the presence of the volunteer enhances the programming at the school and meets the set goals of the volunteer experience.

During the initial interview, goals and planned outcomes of the volunteer placement will be discussed. It is understood that any goal requirements (such as for high school co-operative students) will be completed at the discretion of the Supervisor and/or the teachers and will not interfere with the quality of programming for the students of Avon Co-op.

Expectations of Volunteers

In order to ensure that volunteers/students gain the most benefit from their placement at Avon Co-op and to ensure that their presence enhances the school's programming the following are expectations during their participation in any placement at the school:

- Volunteers and students will dress in a manner appropriate for a nursery school environment where young children are present
- Volunteers and students will at all times use language appropriate to a nursery school environment where young children are present
- Volunteers will participate with classroom activities as directed by teaching staff.
- Any concerns on the part of the volunteer should be raised with their assigned key staff member or the Director in a timely manner and at a time when children are not present.

Students under the age of 18

Students under the age of 18 are not required to provide or obtain a Criminal Reference Check with Vulnerable Sector. If a student turns 18 years old while in placement, he/she shall obtain and submit a statement that discloses every previous finding of guilt of the student under the Youth Criminal Justice Act (Canada) if the person received an adult sentence. If the student turns 19 years old, while in placement, he/she shall obtain a Criminal Reference Check with Vulnerable Sector within one month of his/her birthday.

Implementation

The Board of Directors and staff of the Avon Co-Operative Nursery School will be responsible for the implementation, review and evaluation of this policy.

This policy will be reviewed twice per school year with regular staff. Supply staff will be required to review and sign it as well at least once per school year. Volunteers/Students will be required to sign at the beginning of their time at Avon Co-op.

DISMISSAL OF A CHILD FROM THE PROGRAM

The philosophy of the nursery school is to be open to all children, including those with special needs. Every effort will be made to make the program work for all children and most often these efforts will be successful. However, there may be times when the difficulties being experienced by a child cannot be resolved satisfactorily and are of such a serious nature that dismissal may need to be considered. Some examples are: verbal or physical abuse of staff and/or children, many complaints about a child from parents of other children in the program, behaviours which are a

significant safety concern, or an inability by a child to follow rules and routines therefore causing consistent disruption of the program for others. When making the decision about dismissal consideration is given to the fact that children do experience an adjustment period in new settings.

When a child is experiencing significant difficulty within the nursery school program, it is important to take whatever actions are possible to resolve the issue. The teacher shall use behaviour management strategies. If this does not work then:

1. The teacher shall meet with the parents to clearly outline the issues at hand and to develop strategies for resolving the issues.
2. The resource consultant will assess the child and then contact any and all external agencies on behalf of the staff and the parents.
3. Assessment of the child's progress will be regularly communicated to the child's parents.
4. If the difficulties cannot be resolved then a decision to not continue the child will be made by the executive in consultation with the teacher and resource consultant.

FINAL THOUGHTS

When parents, children and teachers learn and work together new ideas grow - thus creating a strong school- home partnership. It is our hope that together we will make this a fun and important year in your child's early development.

WITHDRAWAL FORM

AVON CO-OPERATIVE NURSERY SCHOOL requires this written withdrawal notice to be received by the registrar (30 days prior to the first day of the month of withdrawal). If such notice is not given and the child is withdrawn, one full month payment will be retained by the nursery school All remaining cheques will be returned

To the Registrar:

I would like to withdraw my child's membership at AVON CO-OPERATIVE NURSERY SCHOOL effective:

My reason for withdrawing my child is:

My suggestions and/or criticisms are:

DATE - Month / Day / Year

Signature of Parent/Guardian

DATE - Month / Day / Year

Signature of Registrar

**P.O. Box 21008, Stratford, Ontario N5A 7V4
Avondale United Church, 194 Avondale Avenue
(Huntingdon Ave. entrance) 519-271-6400**