



# CROSS OF GLORY NURSERY SCHOOL

"Developmentally appropriate Christian care"

## EXPULSION POLICY

Unfortunately, there are sometimes reasons we have to expel a child from our program either on a short term or permanent basis. We want you to know we will do everything possible to work with the family of the child(ren) in order to prevent this policy from being enforced. The following are reasons we may have to expel or suspend a child from our school:

### IMMEDIATE CAUSE FOR EXPULSION

- The child is at risk of causing serious injury to other children or him/herself.
- Parent threatens physical or intimidating actions toward staff members.
- Parent exhibits verbal abuse to staff/other parents in front of enrolled children.

### PARENTAL ACTIONS FOR CHILD'S EXPULSION

- Failure to pay/habitual lateness in payments.
- Failure to complete required forms including the child's immunization records.
- Habitual tardiness when picking up your child.
- Verbal abuse to staff.

### CHILD'S ACTIONS FOR EXPULSION

- Failure of child to adjust after a reasonable amount of time.
- Uncontrollable tantrums/angry outbursts.
- Ongoing physical or verbal abuse to staff or other children.
- Excessive biting.

### PROACTIVE ACTIONS THAT CAN BE TAKEN IN ORDER TO PREVENT EXPULSION

- Staff will try to redirect child from negative behavior.
- Staff will reassess classroom environment, appropriateness of activities, level of supervision.
- Staff will always use positive methods and language while disciplining children.
- Staff will praise appropriate behaviors.
- Staff will consistently apply consequences for rule breaking.
- Child will be given verbal warnings.
- Child will be given time to regain control.
- Child's disruptive behavior will be documented and maintained in confidentiality.
- Parent/guardian will be notified verbally.
- Parent/guardian will be given written copies of the list of disruptive behaviors that might lead to expulsion.
- The director, classroom staff and parent/guardian will have a conference(s) to discuss how to promote positive behavior.
- The parent will be given literature or other resources regarding methods of improving behavior.
- Recommendation of evaluation by professional, on premises.
- Recommendation of evaluation by local school district child study team.

**A CHILD WILL NOT BE EXPELLED**

If a child’s parent(s):

Made a complaint to the Office of Licensing regarding the school’s alleged violations of of the licensing requirements.

Reported abuse or neglect occurring at the school

Questioned the school regarding policies and procedures.

Without giving the parent sufficient time to make other childcare arrangements.

**SCHEDULE OF EXPULSION**

If after the remedial actions above have not worked, the child’s parent/guardian will be advised verbally and in writing about the child’s or parent’s behavior warranting an expulsion. An expulsion action is meant to be a period of time so that the parent/guardian may work on the child’s behavior or to come to an arrangement with the school.

The parent/guardian will be informed regarding the length of the expulsion period

The parent/guardian will be informed about the expected behavioral changes required in order for the child or parent to return to the school.

The parent/guardian will be given a specific expulsion date that allows the parent sufficient time to seek alternate childcare (approximately 1-2 weeks notice depending on risk to other children’s welfare or safety). Failure of the child/parent to satisfy the terms of the plan may result in permanent expulsion from the school.



I have read and received a copy of Cross of Glory Nursery School’s Expulsion Policy.

Child’s Name (Please print): \_\_\_\_\_

Parent’s Name (Please print): \_\_\_\_\_

Parent’s Signature: \_\_\_\_\_ Date: \_\_\_\_\_