

THE FAMILY Y CHILDCARE PROGRAM

Mission

The Family YMCA's mission is to build strong kids, strong families, strong communities in spirit, mind, and body. We are a charitable institution where, thanks to the United Way of Northern New Mexico and individual donations, no one is turned away due to inability to pay. The Y's four core values of **caring, honesty, respect, and responsibility** are stressed in all Y programs, including child care. Our child care programs provide high-quality after-school care for elementary-age students.

Philosophy

We strive to provide programs that are sensitive to the individual needs of children and age-appropriate learning experiences that support each child's growth and development. Specifically, our program offers children a base of warmth, security, and continuity provided by caring and qualified staff. Our low staff-to-child ratios allow for an active engagement with all children that fosters a sense of acceptance and a positive self-image. The design of our program permits freedom within set limits established and agreed upon by both staff and children.

Curriculum

The Family Y strives to provide age-appropriate educational opportunities for children through a variety of activities that emphasize a hands-on approach and play as the primary mode of learning. Our program's flexible schedule allows children to choose among a variety of activities including arts and crafts, cooking, active games, sports, science, dramatic play, service-learning projects, puzzles and games, and field trips. The program is designed to provide an opportunity for children to experiment and explore activities and topics that may be new to them and will challenge their social, mental, and physical abilities. Children are encouraged to engage with other children, staff, and guests in order to promote their social emotional development. The Family Y also encourages parents to share their knowledge and skills, and utilizes guests for activities when appropriate.

In keeping with our mandate of building strong kids and families and to maintain safe and comfortable facilities, convicted or registered sex offenders are excluded from membership and program participation at The Family YMCA, and offenders shall not enter onto Y property or loiter in the vicinity of Y programs and activities.

GENERAL INFORMATION

Program Information

The Family YMCA operates after-school programs at Aspen, Barranca and Mountain Elementary Schools in Los Alamos and Chamisa and Piñon Elementary Schools in White Rock. All Los Alamos and White Rock Elementary School children (K through 6th grade) are eligible to attend the after-school program.

The Y's after-school program operates on all days that school is in session for children, including conference days. Camps are offered for certain In-Service days if minimum numbers are met. The programs **DO NOT** operate on **SCHOOL HOLIDAYS** (see Holiday and Camp sections in this handbook).

Programs operate from the end of the school day until 5:45 p.m. All children must be picked up **NO LATER THAN 5:45 p.m.** Any pick-ups after 5:45 p.m. will be assessed a late fee.

Contact Information

Janine Morales, Child Care Director	662-3100
Jocelyn Chapman, Administrative Assistant	662-3100

Staff and Staff Ratios

Each program has a Site Director who meets the qualifications to supply the children with the best care possible. The number of aides who assist each director depends on the number of children enrolled. The Y After-School program strives to maintain a staff/child ratio of 1:12 or better.

Food and Snacks

On Wednesdays, conference days and in-service days, children bring lunch from home to eat during the after-school program. There will be no microwaves available for student use; please do not send lunches that need to be warmed or cooked in a microwave. Children are also discouraged from sharing their food for sanitary and allergy reasons. The Y is unable to collect milk tickets for the P.T.A. milk sale; please send children with an alternative drink. If a child forgets their lunch we will make every attempt to contact parents/guardians to bring food for that child; a \$5 fee is assessed if we provided lunch.

A nutritious afternoon snack is provided for all children. The Y is currently in the process of implementing "The Food and Fun Afterschool Curriculum" for its afternoon snacks. The program was developed by the Prevention Research Center at the Harvard School of Public Health in collaboration with Ys and is based on the latest scientific research and incorporates national guidelines, including the 2005 Dietary Guidelines, 2006 American Heart Association guidelines, and 2006 USDA Food Guide Pyramid: Steps to a Healthier You.

Two snack options are offered; if your child does not like the types of snacks being served, please send

an alternative from home. An alternative snack will be provided to children with food allergies, but the program must have a written prescription/diet order from a physician or a recognized medical authority. Diet orders must be complete and descriptive, and not subject to interpretation by the program staff.

Daily Schedule

Sample Schedule

3:20-3:45 Attendance, Hand-washing, Snack
3:45-4:15 Outside (indoor recess if inclement weather)
4:15-4:45 Wellness (exercise, stretching, endurance)
4:45-5:30 Calendar Activities, Stations, Homework
5:30-5:45 Clean Up

Activities

Organized games, crafts, sports, field trips, Zumbatomics and special presentations are a regular part of all after-school programs. Ample time for free play, 30 minutes of homework, reading, playground activities, and interaction time with friends is also provided. Activities incorporate "Character Counts" and the Y core values of **honesty, caring, respect, and responsibility.**

Parent Involvement

We advocate for excellent, positive relationships between our staff and parents for the benefit of the children we serve. We encourage parents to be involved with the activities provided.. The Y has an "open door" policy that allows parents to ask questions and present ideas that may be of use to the children and staff in the after-school program. We also encourage parents to share their knowledge and skills if they want to make a presentation or coordinate an activity for the program. Please contact the school's Site Director if you wish to share any ideas and/or thoughts, make a presentation, or provide a program activity. Volunteer parents are always welcome to assist in the after-school program. Parents must follow all Y policies, including child protection policies that specify no private one-to-one contact is allowed during the program except with a parent's own child. Volunteers who assist the program on a continuing, on-going basis must complete volunteer paperwork including reference checks and a criminal record background check.

Visitors

Parents/legal guardians listed on the registration form are welcome to observe the programs any time. Others are allowed to observe only with a parent's/guardian's written permission. If an unregistered child is "observing" a program, that child's parents must be present. Visiting children must be under parental control at all times.

Volunteers

In keeping with the Y's commitment to build strong kids, strong families, strong communities, volunteers are always encouraged. Please let us know if you have, or know of anyone who has, special skills to share with the children by contacting your Site Director or the Y Child Care Director.

Dress Code

Staff and students must dress within the policies set forth by the Y and LAPS school administration.

- **Children must dress in a comfortable, but appropriate manner. Clothing that appears to be gang-related or advertises alcohol, drugs, tobacco, sex, or topics that are deemed offensive, distracting and/or inappropriate for school will not be allowed.**
- Children should wear shoes that they can run and play safely in.
- No short shorts, bare midriffs, or spaghetti straps. Pants need to fit above the hips and not be excessively long so as to create a safety hazard. Shorts must be no shorter than 4 inches above the knee. Shirts need at least two-inch wide sleeves and should not reveal backs. Necklines should be no lower than a horizontal hand's width below collarbone.
- Underwear should not be visible.
- **Children should be dressed in appropriately sized clothing that will not compromise the child's privacy in activities such as when sitting on the floor.**
- Children should be prepared for the weather.
- Heelies (shoes with wheels in them) are not permitted.

The after-school program often includes activities that may dirty or stain clothing and children should dress accordingly. In case of a bathroom accident, Y staff will attempt to find an alternative set of clothes for the child by looking in the lost & found. In order to protect children from the embarrassment of having to wear soiled or misfit clothes, some parents may want to keep a change of clothes in their child's backpacks.

Behavior Expectations

Studies show that children thrive when they feel safe. Our philosophy is to create defined boundaries for acceptable behavior and offer continuous, positive, support to reinforce our core values. We believe **children need instruction more than they need criticism.**

Children in the program are expected to conduct themselves in a manner that is cooperative with the group. Efforts are made by Y childcare staff to work within the appropriate social developmental stages for each individual child. A child's consistent refusal to follow directions given to them by the site staff creates an atmosphere that is disruptive to the program and unsafe. If behavior issues arise, childcare staff will follow the steps outlined below:

1. Childcare staff will provide a warning and redirect the child to appropriate behavior.
2. Childcare staff will place the child in a 'time out' for no more than five minutes or will take away a privilege (such as playing with a specific toy).
3. Childcare staff will document the behavior issue, and will require that parents sign the report acknowledging that they have been informed of the problem.
4. After two documented behavior reports, a meeting will be set up with the Site Director, the parents, and the Childcare Director. The purpose of this meeting will be to determine why the child is having difficulty and what efforts might be made by the site staff, parents, and child to find a possible solution.

5. After three documented behavior reports, the child may be disenrolled from the program.

Extenuating behavior or verbal actions that threatens the safety of other children, staff or the child himself may be grounds for immediate dismissal from the program. In this case, the procedure detailed above may be skipped. When staff deem it necessary a child may be withdrawn from the program, without prior warning.

Program and Van / Bus Rules

Rules for all Programs:

1. Follow the Y's core values: be caring, honest, respectful, and responsible at all times.
2. Walk and speak in normal voices when indoors.
3. Keep hands, feet, and hurtful remarks to yourself.
4. Treat all property, the Y's and school's, with respect.
5. Respect and listen to adults and each other.
6. Snacks will be eaten while sitting down.
7. Use playground equipment safely as intended.

Rules for van /bus use:

1. Everyone in the van will use seat belts.
2. Soft voices will be used in the van.
3. Upon arrival at location, children wait at a designated area until all children have gotten out of the van.
4. Only unopened food will be permitted on the van. Any opened food must be consumed before getting on the van.
5. Eating is not allowed in the van.

Transportation

Seat belts are required to be worn by everyone in the Y vans and bus. All Y vans and bus are checked and maintained regularly for safety. All drivers are 21 or older and have clean driving records.

Discipline Policy

Children need instruction more than they need criticism.

- Discipline means training which enables the child to develop self-control and orderly conduct in relationship to peers and adults.
- Discipline shall be clear and understandable to the child, consistent, and explained to the child before and at the time of any disciplinary action.
- Discipline shall include positive guidance, re-direction, and the setting of clear-cut limits, which foster the child's own ability to become self-disciplined.

Our discipline practices are designed to encourage the child to be fair, honest, and caring; to respect property, and to assume personal responsibility and responsibility for others. Positive discipline will include brief, supervised separation from the group (time-outs) or withdrawal of special privileges (for example, losing the privilege to play with a toy if the child is mistreating the toy).

It is our policy to use "time-out" as a last resort and for short intervals. "Time-out" may be necessary after one or more reminders and use of the other positive discipline techniques outlined above.

Separation from the group shall not be done in any humiliating manner and shall be in the open view of the supervising adult(s) for the safety of the child.

The following disciplinary actions are prohibited by the Y and by the New Mexico Licensing Authority:

- Physical punishment of any type
- Withdrawal of food, rest, or bathroom opportunities
- Abusive or profane language
- Unsupervised isolation of the child
- Any other type of punishment that is hazardous to the physical, emotional, or mental health of the child

Harassment

Harassment of and by children and staff is strictly prohibited. Allegations of harassments by children will be dealt with in a manner detailed under **Behavior Expectations**. Allegations of harassment by staff will be dealt with in the same manner as consistent with suspected abuse. Staff will be suspended from work with pay pending and internal investigation. Pending the outcome of an investigation, staff may be dismissed from work or reinstated.

Electronics

Children are not to have electronic toys (Game Boy, PSP, I-Pod, etc.) at the after-school program unless there is a specified activity noted on the monthly calendar i.e.: Show and Tell or Electronics Day. If a child brings an electronic toy to the program, the staff will confiscate the toy and return it to the child's parent at the end of the day. **Please note that children are NEVER allowed to have cell phones at the after-school program.**

Lost or Stolen Items

The Y is not responsible for lost, broken, or stolen items. We encourage children to leave valuables at home. Please be certain to label all clothes and personal items on an inside surface. In response to allegations of children stealing from one another, please understand the Y staff reserves the right to check the contents of the backpacks of any child suspected of having the belongings of another student.

Celebrations

The After School program may include seasonal crafts and celebrations. Parents who do not want their child to participate in these activities must communicate their protocol to the site director to be noted on the child's paperwork.

Birthdays may be celebrated once a month (i.e. "All September Birthdays") with a "special" snack provided by the Y to be shared by all children in the program. A parent also may provide cake, etc. for a child's birthday as long as there is enough for all children in the program.

Holidays

Y after-school programs will not operate on any school holiday. School holidays for the 2011-2012 school year include the following:

Monday, 09/5/11	Labor Day
Monday, 10/10/11	Columbus Day
Wednesday, 11/11/11	Veterans Day
Wednesday - Friday, 11/23-11/25/11	Thanksgiving
Monday-Friday, 12/29-12/30/11	Winter Break
Monday, 01/16/12	Martin Luther King Day
Monday, 02/20/12	Presidents' Day
Monday-Friday, 03/26-03/30/12	Spring Break

**Dates are subject to change.*

Camp Dates

Special camps will be offered on the following dates, provided minimum number requirements are met. Camps will be cancelled if a minimum number of participants are not registered by the close of regular registration. Camps are not part of the regular after-school program and require separate payment and separate registration. Early registration is encouraged as the decision to hold a camp will be made several days in advance. The camp registration process will begin approximately four weeks prior to each camp date. Camp locations will be announced.

Monday-Friday, 12/19-12/23/11	Winter Break Camp
Monday-Friday, 03/26-03/30/12	Spring Break Camp

**Dates are subject to change.*

Comments and Complaints

We strive to provide the best quality child care possible, so we invite any comments or concerns that parents may have. Please address immediate concerns with the Site Director and staff. If you are still not satisfied, or would like more information, please call the Y Child Care Director or Administrative Assistant at 662-3100. All complaints will be investigated immediately.

POLICIES AND PROCEDURES

Registration

Registration is accepted at The Family YMCA on a school-year basis. Registration and liability forms must be completed and signed a minimum of 24 hours in advance before a child can attend any Y program. There is a \$25.00 non-refundable registration fee per child for the school year. This fee is waived only during the registration drive in April when payment for a month will secure your child's place in the program. Registration can be done during operating hours at The Family YMCA, 1450 Iris Street, Los

Alamos. To register, you must complete a registration form that includes a list of at least 3 adults authorized to pick up your child (all authorized persons will be required to show photo ID when picking up the child), a completed parent/child facility liability, parent statement of understanding, and a completed climbing wall liability. **The child is not considered registered and will not be allowed to attend any programs until all registration forms are completed and on file, and initial payment is made.**

Drop-in Registration

Drop-ins will be accommodated if space allows, all registration forms are completed and on file, the registration fee (if applicable) has been paid, and the drop-in fee has been paid in advance. Drop-in days are non-transferable or refundable.

Parents needing drop-in care must first call the Y at 662-3100 to determine if space is available. Advance arrangements may be made beginning at 10 a.m. Friday before for the following week. Parents needing care on short notice may call the Y by 8:00 a.m. the day-of to determine if space is available. If space is available, payment must be made to secure a spot. Parents must pay for drop-ins with cash or check at the Y or over the phone with a credit card.

A field trip permission slip is also required on field trip days, so drop-ins must also complete the required permission slips to allow the child to participate. Parents can get a calendar at the site, at the main Y, or on our website, www.laymca.org.

Regular and Drop-In Designations

Children are registered as "Regulars" or "Drop-ins." "Regulars" are children registered for two to five days per week and billed in advance at a set rate. "Drop-ins" are children who do not come on a regularly scheduled basis. Children registered as "Regulars" may also "Drop-in."

Emergency Contacts

Registration forms for children must include emergency contact information for three separate contacts.

Authorization to Pick Up Children

Parents/Guardians must list a minimum of three persons other than a spouse as authorized to pick up children. Only those designated on the registration form's authorized pickup list will be allowed to pick up children from our program. All authorized persons (including parents or legal guardians) must show photo ID when picking up children. Additions or deletions must be made in writing at the Y.

Withdrawals

If parents need to discontinue enrollment in the program, they must notify the Y office in writing, two weeks in advance, and pay a \$25.00 withdrawal fee. A refund of fees paid may be made after the two weeks notice and the \$25.00 charge are deducted. The Y reserves the right to disenroll any child from the program if:

- Parents do not adhere to the policies outlined in this handbook.
- Parents are consistently late in picking up their child.
- The child presents persistent disciplinary problems. We will make every reasonable effort to work with the parent and child regarding behavior, but the Y reserves the right to disenroll the child without prior notice should the child pose an immediate threat or danger to him/herself or anyone else (children or staff) in the program.
- The child is disruptive to the program.
- There is an accumulation of unpaid monthly charges, including drop-ins, late and/or bookkeeping fees.

Payment

If your child attends on a regular basis, you must pay by Electronic Funds Transfer (EFT). An EFT will automatically take money out of a savings or checking account or charge a credit card (Visa or MasterCard) the first working day of the month to pay for that month’s childcare fees. Parent/Guardians must complete an Electronic Funds Transfer from. **Drop-ins must be paid in advance and in person or by telephone.**

Regular Fees

5x/week.....\$289.00/month/per child
 4x/week.....\$255.00/month/per child
 3x/week.....\$219.00/month/per child
 2x/week.....\$110.00/month/per child
 (No Wednesdays)

Drop-In Rates

Regular Days\$26.00 per day/per child
 Conference Days\$48.00 per day/per child
Drop in days are non-transferable or refundable.

Sibling Discount

Additional children from the same family receive a 5% discount on monthly bills. This discount does not apply to registration fees.

Returned Payment Fees

All returned payments are subject to a \$5.00 processing fee and payments rejected for insufficient funds or a closed account may also be assessed a \$25.00 NSF fee.

Releasing Children

All parents and authorized persons must sign out children when they arrive at the after-school program. All parents and other persons must provide photo identification so that Y staff can verify they are authorized to pick up the child. A walking permission slip must be filled out by the parent/guardian in advance if a child will be signing himself out (in the case that they walk home on their own). Once a child is signed-out by an authorized person, the Y is released from its responsibility. The Y will not release a child to anyone (parent or other) whose judgment appears to be impaired due to the use of alcohol or drugs. In such a case, we will call another authorized person or emergency contact to pick up the child. If the adult takes the child before we are able to call another authorized person, the police will be notified.

Late Pick-up Charges

We understand that time can get away from parents and that unforeseeable circumstances can lead to an inability to pick up children by program's end at 5:45 pm. Please call the Y as soon as possible when this occurs. It is very stressful on a child to be the last one picked up, though we try to minimize this stress through engagement. Also, please be aware that facilities are lent to the Y with time restrictions and that staff also have classes, meetings, families and schedules that are time-dependant. If parents cannot make the 5:45pm pickup deadline, staff will begin to contact parents, and at 5:50 p.m. staff may begin to call emergency contacts. Parents of children picked up between 5:46 to 5:50 p.m. will be charged a late pick-up fee of \$10.00. For children picked up from 5:51-5:55 p.m., parents will be charged \$20.00 and from 5:56-6:00 p.m., \$30.00. Fifteen minute incremental fees will be accessed for additional time after 6:00 p.m. Late pick-up fees will automatically be charged to your EFT within one week of the infraction.

Refunds

Parents should carefully plan their after school needs as fees are not transferable or refundable. Due to extenuating circumstances, such as medical emergencies, exceptions may be made regarding refunds or partial refunds. Please see **Withdrawals** for more information.

The Family Y reserves the right to postpone or cancel a program due to inclement weather or other unforeseen circumstances (including but not limited to evacuation and natural disaster). Programs cancelled due to such will not be issued a refund.

Questions Concerning Accounts

Questions about accounts should be addressed to the Administrative Assistant. The Welcome Center Representatives can only give you the summarized information on your unit screen in the computer system.

Change in Status or Schedule

Any change in a child's registration must be done in writing at the Y and requires two week notice. If a child is dropped from the program, an exit survey must be completed and turned in to the Y. Changes will be accommodated on a space-available basis. Changes could include dropping from the program, changing to or from a drop-in status, or changing the days of attendance. Please keep these changes to a minimum. There is a \$25.00 exit fee for dropping from the program, and a \$15.00 change fee for **every** schedule change.

Financial Aid

The Y believes that all should have access to fun, affordable, healthy programs and we offer assistance to those needing help. Aid is based on income, family size, medical needs, and extenuating circumstances. Financial aid forms are available at the Y's front desk. This aid is available thanks to contributors, including the United Way of Northern New Mexico/Los Alamos. All financial information is kept strictly confidential. Parents who have financial aid must keep their account up to date or risk losing access to the program.

Tax Statements

We do not issue tax statements. Please keep receipts or cancelled checks for your records. The Y will print out your account journal, but individual receipts cost \$25.00. Our tax number is 85-0130054.

Field Trips

Each after-school site takes at least one field trip per month. Field trips include travel outside of Los Alamos, often to Espanola and Santa Fe. Parents must provide written permission for their child to attend each field trip. If parents choose not to have their child attend a field trip, they may transport their child to another after-school site for care - the Y will not transport children to alternative sites. Fees associated with field trips will be paid by the Y. Children are not permitted to bring money for snacks or souvenirs on field trips. Parents are welcome to accompany their child on any field trip as a parent volunteer, but must provide their own transportation to and from the field trip location. Parents are also welcome to pick their child up at a field trip location, but must follow normal sign-out procedures.

Absences and Missing Children

Please call the Y at 662-3100 if your child will not attend the program on a regularly scheduled day. It is for each child's safety that we require parent/guardian notification when your child will not attend on a regularly scheduled day. Absences may only be **called in** for the current week (beginning the Saturday before the Monday) and must be received 45 minutes before school is dismissed on the day of the absence. This includes days when your child is absent from school, when you pick your child up early from school, and when your child will be arriving to the program late. It is imperative that you call in your child's absence in advance to the main Y. If a child does not arrive at a program and notification of an absence has not been called in to the Y, staff will contact the parent, legal guardian or emergency contacts to notify them that the child is missing. Staff will continue a phone search until 6:00 p.m. Upon confirmation with a parent/guardian that the child is missing, the next course of action will be left to the parent. For ongoing absences or a pre-planned vacation, parents must present a written and signed schedule of absence at the Y, and no purple note will be required.

When a child who is regularly schedule to attend the After School program, does not show up, the Y begins a search for the child that includes phoning parents and emergency contacts. In such instances a missing child fee of \$25 per child is assessed. Missing child fees will automatically be charged to your EFT within one week of the infraction. Failure to notify the Y of your child's absence in advance will result in a missing child fee. Notifying site staff, (who may be absent on following days) or the school of your child's absence does not exempt you from the \$25.00 fee. You must call in your child's absence to the main Y, 662-3100.

Parents are responsible for keeping their own and emergency contact information current. If parents cannot be reached, the Y is not responsible for the missing child.

The safety of every child is paramount to the Y. Our ratios require staff to work with groups of children who must be able to take direction and interact with others. Arrangements can be made at a parents expense to accommodate children who cannot work in a group. If a child in attendance at the program is found to be missing, Y staff will make a quick search of the program area. If the child is not found, the parents will be notified and the police may be called. If a child deliberately hides from staff, consistently runs away from the group, or refuses to stay in the group, parents will be notified to pick up the child, and the child may be disenrolled from the program.

Health and Safety

Your child's health and safety are paramount to the Y. A staff member may never be alone with a child in an area or location where they cannot be observed by other staff. All school rules regarding playground equipment apply to the Y after-school program. Please be sure to note any allergies or medical problems in the space provided on the registration form. If no allergies are present, please mark "none" on the registration form. **Also, please be sure to notify the Y of any changes of address or phone numbers, including work numbers, as it is imperative that we be able to contact the parent in case of an emergency.**

Parents will be called if a child appears to have symptoms of illness during the program hours. In such cases, the child will be provided care and comfort until a parent/guardian is able to pick up the child. Your child should not come to the program (or to school) if:

- He/she has a fever or has had one during the previous 24 hours
- He/she is taking an antibiotic and has not been on the antibiotic for 24 hours
- He/she has heavy nasal discharge
- He/she has a constant cough

Medications

Please notify the Site Director if a child is taking medication of any kind. You must complete a written authorization that can be obtained from your Site Director in order for your child to administer medication to him/herself. The Y will not allow a child to take medication without prior written authorization.

Accidents and Injuries

The Site Director will make all decisions relevant to a child's well-being in the event of accidents or injuries. If the Site Director is incapacitated, an assistant will assume this responsibility. The Y Child Care Director, Executive Director, or other Administrative Staff in the building at the time will be called upon, if necessary, to help make decisions.

- If a child is injured at a program, the Site Director will assess the severity, and will decide on a course of action. All program staff are trained in First Aid and CPR.
- If an injury is minor, parents will be informed upon their arrival to pick up the child.
- Parents will be called if a child is in pain or uncomfortable after an injury.
- A severe injury will receive immediate first aid and parents will be contacted.

- If necessary, Emergency Medical Services will be called and the child may be transported to Los Alamos Medical Center.
- An emergency contact may be called if parents can not be reached.

In the event of accidental injury, parents are responsible for all expenses See liability waiver on registration form. **It is vital that you keep the program up-to-date on changes in phone numbers and other important information.**

Snow Policies & Emergency School Closures

If school is cancelled in the morning or at any time throughout the school day, there will be no after-school program. If school remains open until its regular dismissal time but Los Alamos National Laboratory (LANL) is released early, the program will remain open for one hour after LANL's closure. Please make every effort to pick up your child as soon as possible to ensure staff can get home safely.

When there is a two-hour snow delay on a Wednesday, the Y after-school program will proceed as scheduled at 12:00 p.m. **It is the parents' responsibility to transport their child to the school site when there is a two-hour snow delay.** The after-school program will not follow normal procedure for tracking down children who do not arrive at the program. If by 1:00 p.m. no children have arrived at the after-school program, it will be closed for the day. **If school is cancelled on a Wednesday, there will be no after-school program.** Should Los Alamos Public Schools make any last minute changes in their policy that affects the Y, we will make every attempt to notify you. Please keep the Y updated with your contact information.

Los Alamos Public Schools information line is 663-2223 and their website is www.laschools.net.

Confidentiality Policy & Records

Y staff must sign a code of conduct that specifies they will not discuss confidential matters with anyone outside of the Y or with unauthorized employees. Lists of participants, confidential materials, and restricted information will not be removed from the facility or discussed with or shown to anyone under any circumstances without authorization. The Y Code of Conduct also specifies that staff will not gossip in the work place.

Enrollment paperwork specifically states that parents must provide documentation to the Y regarding the legal status of a child if custody is in dispute. Enrollment paperwork and additional notices will be kept at each site and at the Y, and are only available for staff to review. Parents who desire stricter confidentiality on any specific matter must request special actions from the Child Care Director, who will inform site directors of new procedures and arrangements.

Suspected Child Abuse and Neglect

The Y is mandated by state law to report any suspected cases of child abuse or neglect to the appropriate authorities for investigation. If abuse is reported to staff, or probable cause for abuse is discerned (child comes to the program with "mysterious" bruises or says anything to indicate any type of

abuse), staff will immediately notify an appropriate administrator. The program director (or administrator) will then review the incident with the executive director. This review cannot in any way deter the reporting of child abuse by the mandated reporters. The Y will file a report in accordance with New Mexico child abuse reporting requirements and will cooperate to the extent of the law with any legal authority involved. The parents or legal guardian of the child(ren) involved in the alleged incident will be promptly notified in accordance with directions of the relevant New Mexico agency.

In the event the reported incident(s) involve staff, the executive director will, without exception, suspend the staff member(s) from the Y. Reinstatement of the staff member will occur only after all allegations have been cleared to the satisfaction of the program director (or administrator) and executive director.

“Every person, private citizen or professional, in New Mexico who has reason to believe that a child under 18 has been abused is mandated by law to report the suspected abuse. Failure to do so is a crime. No person, regardless of his or her relationship with the child or family, is immune from reporting suspected abuse. A person making a report in good faith is immune from both civil and criminal liability.”
Stop Child Abuse/Neglect booklet by Human Services Department, Santa Fe, NM.

GUIDANCE POLICY

1. Provide a Safe Environment for Children

- a) Check the room and playground to ensure that all equipment is in safe, usable condition before children are allowed use. Make certain there are no unsafe objects.
- b) All staff members are trained in First Aid and CPR, and emergency procedures.
- c) Keep room and play areas clear of clutter that could cause accidents.
- d) Develop rules specifically designed to provide the safest environment at each site and clearly present these rules to children.

2. Help Children Relax, Have Fun, and Enjoy Friends

- a) Provide recreational activities that are interesting and fun for children.
- b) Provide an environment with several activity centers so children can choose an activity that interests them.
- c) Provide enough time for activities to be completed so children are not rushed.
- d) Provide enough free time for children to play without pressure -- they have been in school all day and need supervised relaxation time.

3. Help Children Develop Skills, Form Friendships, and Develop New Hobbies

- a) Present new games, crafts or activities several times each week.
- b) Provide opportunities for children to share their hobbies with others.
- c) Encourage children to work together on projects and activities to help develop new friendships.
- d) Make certain no children who want to participate in an activity are excluded.

4. Help Children Experience Accomplishment and Build a Sense of Self Worth

- a) Try to praise each child each day for something, no matter how trivial.

- b) Provide games and activities suited to proper age groups that children can complete and gain a sense of accomplishment.
- c) Talk to each child individually so they know you care and they feel like an individual.
- d) Try not to generalize. For example, do not punish all the children for the actions of one.

5. Strengthen Family Relationships

- a) Try to plan activities which include family participation.
- b) Be aware of changes or problems with any family situation and provide emotional support for the child and parents when needed.
- c) Offer financial aid and payment plans to help alleviate family pressures due to financial problems.

6. Help the Individual Child's Physical, Social, Emotional, and Intellectual Developmental Needs

- a) Provide activities each week that incorporate the use of large motor skills.
- b) Use grouping for activities so that each child is interacting with different children.
- c) Make certain that at least one staff member interacts with each child daily.
- d) Provide intellectually challenging activities.

EMERGENCY AND EVACUATION PROCEDURES

Actions for Parents

Keep your child's registration form updated at the Y's main office to be disseminated to the correct site. Discuss the following plans with your children and counsel them to stay calm in emergencies. Y front desk staff will be briefed as soon as possible on emergency procedures in order to inform parents. If the situation dictates, parents should wait at the Y gymnasium for further information and instructions. When parents are able to pick up their child they will be required to present identification.

Actions at Site

Staff will maintain possession of registration paperwork and attendance sheets in all situations. Each site has emergency provision kits with food, water, blankets along and first aid kits.

Evacuation from School

Evacuation may be necessary if events such as fire, gas leak, chemical spill, bomb threat, etc. render the school unsafe. An Incident Commander may change the location according to the situation. All personnel and students will leave the building by the safest route to their assigned area, which is practiced in fire drills, to await further instruction. Students will re-enter the building when the incident is remedied. Rallying site details for each school follow:

Aspen: Primary staging area is the soccer field; secondary staging area is the Baptist Church on Diamond Drive.

Barranca: Primary staging area is the tennis courts east of the school and the swimming pool; secondary staging area is the play lot on the west side of the school.

Chamisa: Primary staging location is the west playground; secondary staging is the parking lot of St. Joseph's church.

Mountain: Primary staging area is the teacher parking lot west of North Road; secondary staging area is Urban Park Pavilion.

Piñon: Primary staging area is east playground (primary lot); secondary staging area is Rocketship Park across from Smith's Food and Drug Center.

Lock-down at School

Lock-down scenarios include events such as a wild animal or armed person on or near the campus or a hostile situation. Students will be accounted for and secured in locked areas. No one will be allowed in or out. Staff cell phones must be set to silent mode. There will be no exceptions until the area is cleared by the Incident Commander and/or the police. Staff will be unable to release students until an "all clear" signal has been given. Lock-down procedures for all sites:

Proceed immediately to nearest classroom.

Quickly do a visual sweep of hall/area in immediate vicinity.

Bring students from immediate vicinity into room.

Lock all doors – pull outside door shut.

Turn off lights/close windows & curtains.

Everyone on the floor away from windows & curtains.

Duck and cover Inside (use a desk or piece of furniture as a shield):

Drop to knees with back to window

Make body as small as possible

Bury face in arms

Keep eyes closed and ears covered

Duck and cover Outside (try to get behind a solid object):

Lie prone, with face away from source of event

Cover head, face, and as much skin surface as possible

Keep eyes closed and ears covered

Account for student and staff and record attendance on drill form.

Wait for further instructions, remain quiet, and wait for the "all clear".

Shelter-In-Place at School

Possible scenarios include tornado, flood, blizzard, windstorm, and environmental concerns such as chemical and radiological releases. Shelter-in-place locations at all sites are in the schools' gymnasiums.

Thank you for your support as we continue with our mission of building strong kids,

strong families, strong communities.
We look forward to serving your child care needs.