



GNAG's Kinder Quest-4-Fun Afterschool Program JK /SK

PROGRAM STATEMENT IMPLEMENTATION POLICY

The Glebe Neighbourhood Activities Group (GNAG) works to enrich our community by delivering recreational, cultural and social activities and services.

We believe...

- In creative and innovative programming, activities and events that keep up with trends and demographic changes.
- In the inclusion of all in safe and supportive surroundings.
- In the importance of having a rich recreational environment within the community.
- In serving the community with compassion, caring and commitment through a hands-on approach.
- In engaging highly competent, experienced and friendly staff alongside dedicated volunteers.
- Community is stronger when its members care for each other, participate and contribute, share their skills and talents and celebrate together.

GNAG's Kinder Q4 program provides an enriching and educational experience that promotes inclusivity and cooperation in a fun and safe environment, while focusing on the types of environments, experiences, and interactions, which bring out the best in children, their families, and the educators. Learning through play is the cornerstone of our philosophy, and by demonstrating their interests and developmental needs through child-led activities; it allows children to be active and capable participants in the program content itself. Through observation and reflection, our educators are better prepared to create an environment that entices the curiosity of the children and fosters a lifelong love of learning.

The program and curriculum are guided by “*How Does Learning Happen? Ontario’s Pedagogy for the Early Years*” (2014) and the ELECT (Early Learning For Every Child Today) framework. Children have the opportunity to express themselves in a comfortable environment, allowing them to have an active role in the program plan through the discovery of varying interests and developing abilities. Through observation, the educators are able to create a program plan that is reflective of their interests and developmentally appropriate, while continuing to challenge them in an emotionally positive environment that encourages self-help skills.

Staff, students and volunteers are supported and engaged in putting these goals and approaches into practice through opportunities for continuous professional learning, team and centre meetings, ongoing mentoring, performance review and self-reflection.

All staff, students and volunteers will review the program statement and the program statement implementation policy, and at least annually thereafter, to understand the expectations outlined for the implementation of the approach(es) used at the GNAG's Kinders Q4 program. Staff, students and volunteers new to the GNAG are provided with an orientation with the opportunity to observe the program and to be mentored by an experienced staff member(s) by working closely with them on a daily basis. Ongoing evaluation and feedback is provided to support each staff, student and volunteer’s understanding and adherence in implementing the program statement.

In order to support positive interactions and relationships between children, families, staff and the community, it is important to understand and be aware of prohibited practices.

The following **prohibited practices** are **never permitted** at the Early Learning Centre:

- a. Corporal punishment of a child (which may include but is not limited to, hitting, spanking, slapping, pinching);

- b. Physical restraint of children (which may include but is not limited to confining to a high chair, car seat for discipline or in lieu of supervision, unless for the purposes described in the regulation (to prevent self-harm, harm to others and only until risk of harm/injury is no longer imminent));
- c. Locking the exits for the purpose of confining a child, or confining the area or room without adult supervision, unless such confinement occurs during an emergency;
- d. Use of harsh, degrading, measures or threats or derogatory language directed at or used in the presence of a child that would humiliate, scare or frighten a child or undermine self-respect, dignity, or self-worth;
- e. Depriving a 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.

Measures for Dealing with Contraventions

Contraventions observed or reported will be discussed in detail with the staff, student or volunteer. Failure to comply with the ELC policies and procedures could result in:

For Students and Volunteers:

- 1) Verbal warning
- 2) Termination of placement

For Staff:

- 1) Verbal warning
- 2) Written warning (with direction from Human Resources)
- 3) Dismissal