

Pittsburgh Chinese Church Oakland Children Management Guidelines

Adopted 5/13/04

It is the goal our church to provide an environment where the children can learn and play in love and understanding. Proper care and management of the children during church activities is a joint and cooperative effort between the parents and the church coworkers. Parents are expected to take an active role in their children's learning by interacting with their teachers on a regular basis and monitoring their learning.

Each child will be treated with respect and his/her feelings at all times will be considered. They will be guided and encouraged without the use of intimidation, fear or force.

This positive method of discipline does not include the following and makes these methods unacceptable at our church. Refraining from these methods of discipline is also in compliance with the law.

1. No child shall be subjected to any form of corporal punishment or physical restraint by the coworkers of the church. As a general rule, physical contact with a child should be minimized during the disciplinary process.
 - a. No child shall be handled roughly in any way including shaking, pushing, shoving, pinching, kicking or spanking.
 - b. No child shall be physically restrained unless his/her actions will result in immediate harm to the child or others, or church facilities.
2. No child shall be purposefully placed alone in a room unsupervised.
3. No discipline shall be of a psychological nature such as humiliation by derogatory or sarcastic remarks about the child or his/her family, harsh or profane language or actual or implied threats of physical punishment.
4. Food, clothing, rest or toilet privileges shall in no way be withheld from a child for the purpose of discipline.
5. Denial of access to a child's parent(s) should not ever be used as a means of discipline.
6. The following steps will be taken in inappropriate behavior. Inappropriate behavior is defined as an uncooperative or harmful behavior to oneself or others. (Examples: being disruptive, blatant disregard for others, biting, hitting, screaming, etc.)
 - a. Inappropriate behavior will initially be handled by verbal correction (reminding child of limits) and redirection to a more appropriate activity or behavior.
 - b. If inappropriate behavior continues, the child will be removed from the situation. He/she may be asked to sit in "time out" (a chair away from the

group activity within the room) or beside the teacher if appropriate. When the child is ready, he/she will be allowed to return to the group or activity and the coworker in charge will be very aware to praise desirable behavior.

- c. For repeated offenses, the coworker in charge may request "Time out" for the child to sit with the Children's Ministry Coordinator or Pastor (same gender as child) in a separate room.
- d. When a child is asked to sit in "time-out" for the third time in one day, or if he/she repeatedly refuses to obey orders, the coworker in charge may request at least one parent to be present with the child at all times throughout the church service. The child will be under the supervision of the parent until a resolution can be reached between the parent, Children's Ministry Coordinator, and Pastor.
- e. Repeated offenses will be carefully evaluated by the teachers and Children's Ministry Coordinator.
 - i. Changes at the church will be made if possible to correct the problem.
 - ii. Parent/teacher (or coworker) conference will be called to ensure a consistent effort in dealing with the problem.
- f. If a child's behavior continues to be such that his/her safety is in danger and/or the rights of others are not respected, thus making him/her unfit to take part in church activities, the Children's Ministry Coordinator or Pastor will request the parent(s) to refrain from bringing the child to church activities. The Children's Ministry Coordinator and Pastor shall determine the length of absence in consultation with the child's parent(s).