



FOR YOUTH DEVELOPMENT®
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GROW LEARN THRIVE

2016-2017

**Before & Afterschool
Program Family Guide
NORWELL**



**EMILSON YMCA
75 Mill Street
Hanover, MA 02339
781-829-8585 x8262
jfarrell@ssymca.org**



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Dear Before/Afterschool Family,

Thank you for enrolling your child in the EMILSON YMCA Before/Afterschool program for the 2016-2017 school year! Your child is set to start on the date you specified on your enrollment packet unless you have been contacted prior to that date.

IMPORTANT: Please send in a note to your child's teacher on their first day stating the days they will be attending our program. I will also be contacting the school regarding your child's enrollment. Please be sure to review the 2016-2017 Before & Afterschool Program Family Guide. We often edit the Family Guide annually so the contents are important part to a successful new school year. Please don't forget to sign the signature page at the back! All forms can be mailed back prior to the first day of school or returned on your child's first day at our program.

If you have questions on billing and payments, please contact our Laurie Fournier at 781-264-9444.

I would like to thank you for choosing EMILSON YMCA where we are committed to strengthening our communities by nurturing the potential of kids, promoting healthy living, and fostering a sense of social responsibility. I look forward to an enriching partnership with you and your family!

Sincerely,

Jamie Farrell
Director of Afterschool Programs
781-829-8585 x8262
jfarrell@ssymca.org



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Section 1: General Information:

Statement Of Purpose

The EMILSON YMCA offers a quality Before and Afterschool Program that takes place in a safe, supportive environment that fosters the physical, cognitive, social, and emotional growth of each child. We strive to support the family unit and provide developmentally appropriate enrichment programs that encourage not just learning, but also the love of learning. We believe children are happy and secure when they have opportunities to succeed. Our before/after school programs are offered during the school year to provide a safe and nurturing environment where children are provided opportunities to explore materials, engage in physical activities, and enhance social skills through positive interactions with peers and EMILSON YMCA staff. Self-confident children think of learning as fun and search for information and solutions to problems. We believe in positive methods of child guidance/discipline. Our staff establishes age-appropriate, reasonable yet consistent limits to help children function in their world. We strive to strengthen each child's own cultural identity while reinforcing respect and acceptance for others who may be different. The EMILSON YMCA Before and Afterschool Program will do our best to provide your child with a program to suit his/her needs and a physical environment in which he/she can feel both secure and free to grow.

Mission Statement

The South Shore YMCA is a not-for-profit association of individuals dedicated to improving the quality of life for all through programs that promote healthy spirit, mind, and body. Rooted in Christian tradition and values, the South Shore YMCA seeks to serve all people, regardless of age, gender, cultural heritage, political belief, religion, marital status, national origin, disabilities, sexual orientation, or economic circumstances. Our programs and services strive to strengthen the family, guide the youth of today, and meet the ever changing needs of our community. The South Shore YMCA embraces the Y's three areas of focus to serve the ever changing community: Youth Development, Healthy Living, and Social Responsibility.

This Family Guide has been developed in an effort to explain Before and Afterschool Care policies and answer commonly asked questions. We encourage families to share ideas about program's procedures and about planning for the needs of their children. We encourage families to get involved in the EMILSON YMCA community and would like to welcome you to our Before and Afterschool Program this school year!

Enrollment Procedures

The following items are required to enroll your child in the South Shore YMCA Before/Afterschool Program:

- A completed registration packet & recent photograph

- First week's tuition deposit + \$60.00 (\$90 for more than one child) registration fee, non-refundable

Prior to returning registration packet, please ensure that all fields are completed with information, signatures, and dates. If any paperwork is required as stated in registration packet (IEP's, custody agreements, etc.) please return them with the completed registration packet.

Introduction

The EMILSON YMCA before & afterschool program allows children to be supervised by professional staff while enjoying social, physical, and cultural interactions with their peers.

The EMILSON YMCA strives to provide a quality childcare program that is affordable, safe, and accessible to the greatest number of families possible; in an effort to strengthen them as well as our community. Each Before/After School Program Site is a supportive environment in which the child has the freedom to be creative and grow into a happy, healthy individual. The curriculum is a robust mix of activities that build social/emotional skills such as empathy, impulse control and conflict resolution while enhancing skills that promote health and well-being for all. Activities are structured to create a safe, nurturing, and challenging environment that encompass developmentally appropriate practices, establish foundations for future growth, and engage children in exciting, self-chosen activities. Some of these activities include homework assistance, arts & crafts, active group games, and individual time to explore. Nutritious snacks are provided daily. Please be sure to send your child with a lunch on an early release day.

Our Program Sites

William G. Vinal Elementary School
102 Old Oaken Bucket Rd.
Norwell, MA 02061

Before School Program: We are located primarily in the school cafeteria and also use the gymnasium on a daily basis. When you arrive at the Vinal School, you may enter at the main door and take an immediate left into the cafeteria. Drop-off **begins at 7:00am** and you can drop-off anytime after that. If the group is in another location, there will be a sign on the door to inform you where they are. The daily schedule for the morning includes: quiet games/homework time, gym, and group activities back in the cafeteria until dismissal. The children are dismissed directly to class at school start time. Staff do not escort children to class unless requested by the child's parent/guardian.

After School Program: Children come straight from class at dismissal to get checked in at the cafeteria. We ask that you please inform the school of the days that your child is registered for the Afterschool Program to avoid any confusion. We are located primarily in the cafeteria, and also use the gymnasium on a daily basis, and weather permitting, use the playground and other outdoor areas. There is a daily schedule that includes the following: snack (provided by the Y), homework time/quiet games, physical activities, arts and crafts activities, free time, and then pick up. You may pick your child up at any time **before 6:00pm**. When you arrive at the Vinal School, you may enter at the main door and take an immediate left into the cafeteria. If the group is in another location, there will be a sign on the front door to inform you where they are. Staff will check a **photo ID** to make sure that the children are leaving with an

authorized person, so please have ID ready. **NOTE:** If your child is absent on a day they are registered for, please call the site phone number (857) 939-8285 and leave a message to inform the staff.

Grace Farrar Cole Elementary School
81 High Street
Norwell, MA 02061

Before School Program: We are located primarily in the school Community Room and also use the gymnasium on a daily basis. When you arrive at the Cole School, please drive around the back and park at the back door. Our staff will let you in that door and lead you to the Community Room. Drop-off **begins at 7:00am** and you can drop-off any time after that. The daily schedule for the morning includes: quiet games/homework time, gym, and group activities back in the cafeteria until dismissal. The children are dismissed directly to class. Staff do not escort children to class unless requested by the child's parent/guardian.

After School Program: Children come straight from class at dismissal to get checked in at the Community Room. We ask that you please inform the school of the days that your child is registered for the Afterschool Program to avoid any confusion. We are located primarily in the school Community Room, and also use the gymnasium on a daily basis, and weather permitting, use the playground and other outdoor areas. There is a daily schedule that includes the following: snack (provided by the Y), homework time/quiet games, physical activities, arts and crafts activities, free time, and then pick up. You may pick your child up at any time **before 6:00pm**. When you arrive at the Cole School, please drive around the back and park at the back door. Our staff will let you in that door and lead you to the Community Room. If the group is in another location, there will be a sign on the door or written on the white board to inform you of where they are. Staff will check a **photo ID** to make sure that the children are leaving with an authorized person, so please have ID ready. **NOTE:** If your child is absent on a day they are registered for, please call the site phone number (781)-956-8175 and leave a message to inform the staff.

South Shore Charter Public School
100 Longwater Circle
Norwell, MA 02061

After School Program: Children come straight from class at dismissal to get checked in at the Great Room. We ask that you please inform the school of the days that your child is registered for the Afterschool Program to avoid any confusion. We are located primarily in a classroom in Level 1, and also use the Great Room for gym activities, and weather permitting, use the playground. There is a daily schedule that includes the following: snack (provided by the Y), homework time/quiet games, physical activities, arts and crafts activities, free time, and then pick up. You may pick your child up at any time **before 6:00pm**. When you arrive at the South Shore Charter School, you may park in the parking lot behind the school. To access the building, you need to press the button on the buzzer to get buzzed in. Once in the building take an immediate left and our classroom is down that hallway on the right. Staff will check a **photo ID** to make sure that the children are leaving with an authorized person, so please have ID ready. **NOTE:** If your child is absent on a day they are registered for, please call the site phone number (781)-956-6140 and leave a message to inform the staff.

The Staff

We believe that the success of our program lies in the quality of our staff. Each member of our staff is carefully selected based on his or her experience, education, character, talents, and interpersonal skills. All of our staff have met strictly enforced state standards and meets all EEC (the Department of Early Education and Care) requirements. Each staff member has completed 3 reference checks as well as EEC CORI, SORI, DCF, and fingerprinting background checks. The EMILSON YMCA also provides comprehensive trainings for staff such as Child Abuse Prevention and Reporting, First Aid, CPR, and Emergency Procedures, as well as ongoing professional development with a focus on school age enrichment and development. All staff members are MA mandated reporters and must, by law, report suspected child abuse or neglect to the Department of Children and Families.

Volunteers

The EMILSON YMCA has many volunteers who are vital to the success of our programs. The Before and Afterschool Program may engage volunteers during the school year. These volunteers include students from local high schools, colleges, and EMILSON YMCA members who provide assistance to the staff at the program. All volunteers participate in comprehensive trainings, orientation, CORI/SORI checks, application processed including background reference checks, as well as an interview with the Volunteer Director, Afterschool Director, and Site Coordinator prior to volunteering in our before/afterschool program. Volunteers are always under the direct visual supervision of a qualified Group Leader and/or Site Coordinator and are never permitted to be alone with children.

Our Volunteer Director gives clear expectations to all staff for partnering with volunteers. They provide support for recognition and evaluation of each volunteers work here at the Y.

Volunteering Opportunities

Families are always welcome and encouraged to volunteer at our program sites or at events that are being held in the YMCA. All volunteers will be asked to fill out a volunteer application, CORI/SORI, and have references checked. You will also be asked to complete a New Employee/Volunteer Orientation. Some events families may enjoy or be interested in volunteering include: family nights, open houses, Annual Support Campaign Events (phone-a-thon, TREK, Golf Tournament, & more), the end of the year celebration, and many other fun events and activities! Please see the Director of Afterschool programs for more information.

Supervision of Children

Children are always under the direct supervision of the Before/After School Program staff. A designated Site Coordinator supervises all aspects of each program site. Attendance is taken upon arrival and regularly throughout the day using face counts, where staff members visually identify each child prior to counting them. Children are accompanied by a staff person and sent in threes (known as the rule of three) whenever they have to leave the group for any reason. Staff members are to make sure the restroom is not occupied by suspicious or unknown individuals before allowing children to use the facilities. Staff members will stand in the doorway of

classroom to restroom while children are using the restroom. This policy allows privacy for the children and protection for the staff members (i.e. not being alone with a child).

Cultural Differences

The Before and After School Program welcomes all families and celebrates the many cultures represented in our Y community. As staff we encourage open discussions with families to find more about the each child's family and culture so we can have a better understanding of the cultural differences and traditions. We feel by maintaining open communication and educating ourselves this often helps to build towards mutually agreeable practices and procedures that will benefit our program as well as assist with building a strong bond with each individual family in our program. The Y is committed to embracing & celebrating all cultures and incorporating their celebrations within the curriculum planning- we invite you to be part of the process by sharing your families' culture with us!

Parent Information, Rights and Responsibilities

The Before/Afterschool Program welcomes and encourages families to visit the program sites unannounced (open door policy) at any time their child is at the program. We encourage families to participate in Family Nights, Open Houses, volunteering opportunities, in-house trainings, & daily communication. Progress reports will be distributed annually and parents will be given the opportunity to schedule a conference with their child's Site Coordinator and Director; however we encourage you to consult with the Site Coordinator or Director whenever any concerns arise regarding your child. This will give you and the staff an opportunity to discuss your child's progress. The Director and/or program staff will be sure to bring any special problems or significant development concerns to the families' attention as soon as they arise.

We encourage families to get involved in your child's learning and development; we also value your input and suggestions. All suggestions can be forwarded to the Afterschool Director to allow for parental input in the development of YMCA Afterschool policies. Please be part of the learning process; we believe parents and families are the most significant role models in your child's life.

Before and After School Program Schedule

Before School Programs

Children attending the Cole or Vinal Before School Program may be dropped off at the designated location starting at 7:00am. Children **must** be signed in by their parent or guardian. All children will be checked in by the EMILSON YMCA staff verifying that they have arrived safely. Children will have the opportunity to participate in the following activities: arts & crafts, gym games, team building, and homework assistance. Children will then be dismissed to the school.

Afterschool Programs

Children attending the Cole or Vinal Afterschool Program will walk from their classrooms to the designated area at the time of dismissal. Children attending the South Shore Charter Afterschool Program will walk to the meeting hallway at the time of dismissal where an EMILSON YMCA staff member will be waiting. All children will be checked in with the staff verifying that they have arrived safely. All children can be picked up and signed out any time before 6:00pm. Please have a **photo ID** ready when picking up. Children will have the opportunity to participate in the following

structured activities: arts & crafts, literacy, science, math, history, team building, sports, dance, & computer.

- All activities take into consideration the developmental age and needs of the children.
- Our program allows for and fosters development of independence and responsibility as children grow older by encouraging decision-making.
- Children can choose which activities they would like to participate in.
- We will make every effort to incorporate the use of recyclable materials from the EMILSON YMCA or children's homes for our activities.
- Gym activities will utilize both indoor and outdoor space. We will teach skills, sportsmanship, and "create your own" game activities.
- Children are encouraged to help design, select, and plan activities for their group.
- Children are served a snack daily provided by the EMILSON YMCA.
- Each day there will be a 30-45 minute period for homework.
- Program activities will promote the physical, intellectual, emotional and social well being and growth of the children, while meeting the needs for recreational, cultural enrichment, understanding diversity and allowing individual choice.
- Our three main areas of focus are **Youth Development, Healthy Living, and Social Responsibility** while promoting the YMCA's four core character development values of **Caring, Honesty, Respect, and Responsibility**.

Homework Time

The Before and Afterschool Program staff will provide an opportunity for your child to participate in homework and other quiet activities that may require the least amount of distraction such as reading, board games, and coloring. Please note however the staff's role is to provide guidance and supervision for your child within the framework of a school age program. We will encourage your child to complete homework but it is the family's responsibility to be accountable of all required homework assignments. Please inform before and afterschool staff of any special instructions or issues related to your child's homework routine. Please let us know if you wish to have your child complete homework at home. Children will be provided with other quiet activities to do during group homework time.

Outdoor Activities

In accordance with licensing regulations, outdoor play activities are scheduled every day, weather permitting. During program hours, the children have access to the gymnasium and the outdoor playgrounds/fields. Please dress your child in weather appropriate clothes. Children should wear casual play clothes for their comfort. No open toe shoes or flip flops. Children should always have extra clothes in their backpack: shirt, socks, pants/shorts, underwear, and sweatshirt. You may also send sunscreen and please discuss with a staff member if you wish for your child to apply it before going outside.

Physical Activity

The Afterschool Program ensures that all children within the program will get a minimum of 30 minutes of physical activity each day. Children will participate in a mix of moderate and vigorous activity, as well as bone and muscle strengthening activities. Moderate and vigorous activity may include walking, dancing, jumping, as well as competitive games such as basketball and soccer. Bone and muscle

strengthening activities may include climbing, running, jumping jacks, or exercise bands. Gross motor activity is schedule each day either in the gymnasium and/or outside. Children will spend time running, jumping, climbing in various areas including onsite playgrounds.

Screen Time

Screen time and digital devices will be limited to homework or activities that actively engage children in movement or education. Our program encourages children to develop long lasting social and emotional skills such as relationship building and this can't be accomplished with children using electronics throughout the day. We ask that you assist us in ensuring that children leave all electronics such as iPods, tablets, and cell phones at home. We understand there may be instances where children need to use computers for homework. In cases such as these, we will limit screen time for any child within the program to 30 minutes maximum per day.

Progress Reports

Written progress reports will be prepared annually on the progress of each child in the program. These reports will address the child's growth and development within the parameters of the program's statement of purpose. Staff will offer each parent/guardian a conference to discuss the content of the report, and a copy of the report will given to the family.

Hours of Operation

	<u>Before School</u>	<u>After School</u>	<u>Early Release Days</u>
Cole	7:00-8:55am	3:15-6:00pm	12:15-6:00pm
Vinal	7:00-8:55am	3:15-6:00pm	12:15-6:00pm
SS Charter		2:55-6:00pm	11:55-6:00pm

*We are open from 8:00am-6:00pm on holidays, snow days, and during school vacation programs (separate registration required).

Licensing Agency

All EMILSON YMCA Before and Afterschool Programs are licensed by the Department of Early Education and Care (EEC) and are mandated to uphold all the policies, rules, and regulations pertaining to afterschool licensing.

The Department of Early Education and Care
1250 Hancock Street, Suite 120-S
Quincy, MA 02169
(617) 472-2881

Organizational Contacts

South Shore YMCA – Emilson Branch Afterschool Program Contacts:

Jamie Farrell
Director of Afterschool Programs
781-829-8585 x8262
jfarrell@ssymca.org

Laureen Browning
Vice President of Youth Development
781-826-7910 or 781-771-0458
lbrowning@ssymca.org

Kristine Swan
Associate Director of Youth Development
617-479-8500 x4720
kswan@ssymca.org

Dan Berry
Executive Director – Emilson YMCA
781-829-8585 x8223
dberry@ssymca.org

Membership Benefits

The EMILSON YMCA will waive the \$150 joiner fee to all full-time After School families when you sign up for a **Household Membership only**. Should a family who receives a household membership have a balance on their account; their membership will be placed on a non-active status until the balance is paid.

Section 2: Payment Options and Information

Enrollment Procedures

The Emilson YMCA strives to make enrollment seamless for families. Our enrollment process is designed to allow you time to visit, ask questions, and communicate any concerns you may have heading into the school year.

The Before and Afterschool Program accepts children in grades kindergarten through sixth. Once you have made the decision to enroll your child in our program, the enrollment packet must be filled out completely and must include a picture of your child. Please return your completed enrollment packet with first week's tuition along with a non-refundable \$60 registration fee (\$90 max if more than one child.) Your registration cannot be processed without all information completed and all fees paid in full. Enrollment into the program is a commitment to that Before/After School slot while enrolled. There is a 2-3 day wait period between receipt of all paperwork and fees and your child's first day. Feel free to call or email to confirm your child's start date with Director of Afterschool Programs, Jamie Farrell at (781) 829-8585 x8262 or jfarrell@ssymca.org.

2017-2018 Emilson YMCA Afterschool weekly Tuition Schedule rates are based on a school year calendar through the last day of school. The last week's tuition may be adjusted by the South Shore YMCA due to public school winter cancelations.

Tuition payment is made for the January Professional Development so we may provide the best in educator trainings, staff development to support & retain experienced talented teachers whose guidance is invaluable to children. Professional development opportunities allow us to invest in our staff, keep them current with the ever changing trends in child development. **Tuition payment is also made for closed holidays; no-show days, family vacations, and days closed /delayed openings due to inclement weather, or closure emergencies and or other delays.**

Tuition Rates

BEFORE SCHOOL PROGRAM – Held at each elementary school
7am until the start of school

5 days/week	\$57/week
4 days/week	\$46/week
3 days/week	\$34/week
2 days/week	\$23/week
1 day/week	\$12/week

AFTER SCHOOL PROGRAM – Held at each elementary school
From school dismissal until 6pm.

5 days/week	\$113/week
4 days/week	\$91/week
3 days/week	\$68/week
2 days/week	\$47/week
1 day/week	\$23/week

*The South Shore YMCA is a charity.
Dollars raised through charitable gifts to our Change a Life Fund ensure financial assistance and accessibility to programs and services for all.*

Early Release Days

On school early release days, our program will run on site from the time school is released until 6:00pm. A bagged lunch will need to be sent with your child on these days. There is an additional charge of \$10.00 for an early release day that falls on a day your child normally attends the program. If your child attends the early release but does not normally attend on that day, the charge is \$33.00.

Scheduling

Our staffing patterns at the Before and Afterschool Programs are based on staff to student ratios; therefore we are not able to modify which days your child attends on a weekly basis. All scheduled days selected must stay consistent every week. For example if your child is signed up for Monday, Tuesday, and Thursday each week, they will be expected on those 3 days only. You may request to change what days your child attends by completing a Change Form located at the sites or you may contact the Afterschool Director for this form. These requests are sent to the Afterschool Director for review. Determination of approval will be based on availability and will be confirmed by the Director. Please note there is a required two weeks’ notice to drop days from your child’s schedule or withdraw from the program.

Late Payment Policy

Weekly tuition payments are due the Friday prior to the week of care. If your payment is more than 5 days late, you will receive a letter of termination for your child the following Monday, unless an agreement has been made with the Child Care Administrator regarding termination or payment has been received. Your child will not be able to return to the Before/Afterschool Program the following Monday. Payments can be dropped off to the Emilson YMCA or mailed to South Shore YMCA, 91

Longwater Circle, Suite 100, Norwell, MA 02061, Attn: Child Care Department. Payments will not be accepted at your child's school. No child's account may have more than one week's tuition outstanding at any time. Three notices within a year will result in a termination of services and/or scholarship. All billing questions may be referred to Laurie Fournier at 781-264-9444.

Financial Assistance

The South Shore YMCA strives to serve the entire community. Financial Assistance is available and is awarded based on the need demonstrated by household income and/or extenuating circumstances. Applications are available at the Emilson Y or at ssymca.org. Monies used to fund Financial Assistance are made possible through charitable donations to our Annual Campaign. Please inquire about volunteering for this year's campaign!

Vouchers

State issued child care vouchers are accepted. You may be required to pay your parent fee for the first week when you register. Please note that if you are absent more than thirty days in a six month period or more than three consecutive unexplained absences, you may be at risk of losing your voucher. Parent fees are due the Friday prior to the week of care.

Automatic Payment Deduction

For the convenience of our families, tuition payment through Automatic Payment Deduction is provided by our billing department. Upon enrollment, families are provided with the authorization form to complete for weekly Automatic Payment Deduction of tuition payments. Tuition is withdrawn weekly on Friday for payment of the upcoming week's tuition.

Termination for Non-Payment

Non-payment of fees is sufficient cause for termination from the Before/After School Program. Upon receiving a termination letter, the South Shore YMCA reserves the right to suspend services until the balance is paid in full including tuition for the following week. If services are terminated permanently for non-payment, the South Shore YMCA will pursue collection for the full amount due. A family with an outstanding balance will not be permitted to register or participate in any other South Shore YMCA programs, including Summer Day Camp. Consistent late or non-payment will result in the loss of your financial assistance, may compromise your child care voucher, and will affect the decision to renew in the future.

Withdrawal Policy

If for any reason you decide to withdraw your child from the Before/Afterschool Program, two weeks' written notice must be provided to and approved by the Director (change forms are available from your Site Coordinator or Director), and full tuition payment is expected up until the last date specified on the change form. If payment is not issued for the full time of your child's enrollment, including the 2 weeks' notice, the South Shore YMCA Afterschool Program reserves the right to incur the payment that is owed through your bank draft/ credit card on file until the balance is paid off in full.

Return Check Policy

A charge of \$20.00 and the original payment must be made by money order.

Pick-up Policy and Late Pickup Penalty

The Afterschool Program closes promptly at 6:00 pm. Any pick-up occurring after 6:00pm will incur a late fee of \$1.00 per minute, per child. The late fee will be added to the following tuition payment. Please be sure to allow enough time to greet your child, program staff, and gather their belongings so you will be departing the program by 6:00pm.

To ensure safety and security of every child, please note the following:

- Anyone who is picking up your child must be on the Emergency Contacts/Authorized Pick-Up List or the child will not be released to them.
- Staff will check photo ID to ensure individual is on pick-up list. Without a photo ID the child will not be released to individual.
- Please be sure your Emergency Contacts/Authorized Pick-Up List is up-to-date. If there are changes to be made, please contact director.
- No one under eighteen years of age will be allowed to pick-up your child without written consent from parent/guardian.
- Should an emergency arise and you need to have someone who is not on the Emergency Contacts/Authorized Pick-Up List come to the program to pick-up your child you must follow these steps:
 - Contact the Afterschool Director
 - Provide permission in writing with the individual's name, address, phone number, and verbal permission on your child's next day.
 - Individual **must have photo ID available** for staff to check that matches information provided over phone.
- If the parent or guardian does not pick up the child by 6:00pm, the staff will attempt to notify the emergency contacts. If all attempts to notify the family, guardian, and emergency contacts fail, the local authorities and DCF will be notified one hour later at 7:00pm. No child will be left unattended.
- If an authorized person arrives at the program to pick-up a child and the staff have any reason to question the ability of that person to function in a responsible manner (i.e. due to the influence of alcohol or drugs, or apparent emotional instability), therefore, placing the child at risk, the following procedures will be followed:
 - A Emilson YMCA Director will be called into the program to assist in the evaluation of the situation.
 - It will be determined whether the child will be released to the adult or another person from the emergency contacts will be contacted to pick up the child.
 - If no other adult from the pick-up list can be reached, the police will be called in to evaluate the situation. The Department of Children and Families will be notified and a written report will be filed. The Department of Early Education and Care will be contacted via phone.

Please note that if late pick-up should occur more than twice a month, it will be assumed that our Afterschool Program does not meet the needs of the family. The

family will be given a two-week notice and we will attempt to assist them in finding a new program.

2017/2018 Registration

All families will have to re-register their child for the Before/Afterschool Program prior to the new school year starting. All families will be asked to complete a new registration packet, pay the required registration fee of \$60.00, and first week tuition deposit in order to secure a slot for the following school year.

Non Discrimination/Equal Opportunity Policy

It is the policy of the South Shore YMCA to comply with all existing statutes regarding equal opportunity and non-discrimination. We hire new employees and admit children to our program without regard to race, color, religion, gender, age, cultural heritage, marital status, veteran status, sexual orientation, disability, or any other basis prohibited by statute.

Payments and Records

If you have any questions or concerns about your account or history of payments, please contact Laurie Fournier at 781-264-9444. It is important that all receipts are saved to help verify payments. A year-end summary may, upon request, be obtained.

Section 3: Policies

Child Guidance Policy

The South Shore YMCA Afterschool Program believes that all children should experience success. We strive for program sites that provide children with opportunities to explore their environment within consistent, age-appropriate limits. We ensure that policies and procedures regarding child guidance promote the recognition of the individual and diverse developmental needs of each child.

Our policies and procedures for behavior management of children are directed to the goal of maximizing the growth and development of the children and for protecting the group and individuals within it. Our child guidance techniques are used in a consistent reasonable and appropriate way based on an understanding of the individual needs and development of each child. By using the following child guidance techniques, we strive to minimize inappropriate behavior while creating a positive and nurturing environment for all of the children in our care.

- Setting reasonable, positive expectations and opportunities to become more independent, so the children feel good about themselves.
- Offering choices and providing children an opportunity to verbalize their feelings.
- Firm, reasonable limits and rules will be explained to children in an age-appropriate manner using clear, easy to understand words.
- Using redirection to offer alternatives to children when undesirable behavior is displayed.
- Using verbal intervention, we will talk with the child about his/her inappropriate behavior and give suggestions on how to deal with the situation more appropriately.
- We will help the child understand the logical consequences of his/her actions, which will encourage self-control through understanding.

- If a child is acting out by hurting themselves or others, we may separate the child and assist them to an area in the room where he/she can be supervised at all times until the child feels he/she can rejoin the group.
- If a child persists with particularly challenging behavior, the leadership staff and the family will discuss appropriate management techniques and resources in the community.
- Children shall participate in the establishment of rules and limits appropriate to their age.

The South Shore YMCA Before/Afterschool Program Strictly Prohibits:

- Corporal punishment, including spanking of children.
- Subjecting children to cruel or severe punishment such as humiliation, verbal or physical abuse, neglect, or abusive treatment.
- Depriving children of meals or snacks.
- Force feeding children.
- Disciplining a child for soiling, wetting, or not using the toilet; or forcing a child to remain in soiled clothing or forcing a child to remain on the toilet, or using any other unusual or excessive practices for toileting

Staff will incorporate the following Child Guidance Techniques:

- Will have the children participate in the establishment of rules, policies and procedures from their program site.
- We will reinforce positive behavior by recognizing children’s positive actions.
- Will model appropriate behavior by what the adults say, expect, and do.
- Will redirect children away from negative actions and toward positive activities by interrupting a child’s negative behavior and steering the child toward an acceptable substitute activity.
- Will teach children new skills and encourage them to discuss and resolve their conflicts on their own or with the adult’s assistance, when necessary, rather than imposing an adult’s solution on them.
- Staff will encourage children to express their feelings in words and to resolve problems peacefully.
- Will work in close partnership with family to address children’s difficulties at home and at the program. Developing shared understanding to foster consistency between home and school.
- Will observe and record children’s behaviors.
- Will access specialized support services if a child’s behavior continues to be harmful to themselves or others. We will refer the family, with written family permission, for mental health counseling or other specialized services that can help address the child’s behavior problems.
- Will develop behavioral and safety plans for children that require them. Ensuring that program staff is aware of all safety plans.
- Will train staff on what methods of appropriate interventions are allowed in the program. Policies and procedures will be developed to support program staff in the use of any approved interventions.

Termination and Suspension

When inappropriate behavior continues after all child guidance techniques have been implemented, the Before/Afterschool Program will use the following progressive procedures:

- We will observe and record inappropriate behavior.
- We will then ask parents to participate in an immediate conference where we will discuss observations and goals.
- The Afterschool Director may suggest outside community resources to parents and we will work with these resources for further guidance in responding to the child's behavior.
- If the inappropriate behavior persists, the South Shore YMCA may request termination of enrollment. Parents will be notified in writing (see below) at a meeting if possible, including the reasons for termination. A copy of this letter will be kept in the child's records. The Afterschool Director will inform parents of the availability of information and referral for other services through the Community Care for Kids Child Care Resource Agency.

Although we strive to meet the needs of every child there are circumstances where a child cannot function in our environment. If certain aggressive behavior causes a significant risk or harm to the health and safety of other children and/or staff, the Afterschool Program may terminate the enrollment, without notice, of any child whose behavior creates a significant risk of harm to the other children and/or staff.

Other Conditions for Termination

- Failure by parent/guardian to pay weekly tuition.
- Unresolved disagreement to policies or procedures stated in the Afterschool Family Guide
- Failure to notify program of child's absence or early dismissal
- When a child is physically and/or verbally abusive to children or staff.
- When a parent/guardian is physically or verbally abusive and /or threatening to staff or children.
- Consistent late pick-up (after 6:00pm).

Transitions

Whenever children are preparing to transition to a new after school program or transitioning into the South Shore YMCA Before/Afterschool Program, the Afterschool Director will collaborate and share information (with parent release in place) as well as assist the child with the transition in a manner consistent with the child's ability to understand.

Confidentiality, Distribution & Transfer of Records

Information contained in a child's record shall be privileged and confidential. The records will not be distributed or released to anyone without the written consent of the child's family. The family shall upon request have access to the child's records at reasonable times. The family will provide the center with a list of individuals who may view and discuss the child's progress in the program. They shall have the right to add information, comments, data or any other relevant materials to the child's record; as well as amend any information contained in the child's record. Children's records are located in the Director's office. When the child is no longer in care, upon written request of the family(s), the YMCA shall transfer the child's records to the family(s), or any other person the parent(s) identifies. The YMCA will not charge any fee for copies of any information contained in the child's record. There is a three day waiting period for all copies.

Children with Differing Abilities

The South Shore YMCA Before/Afterschool Program ensures that policies and procedures promote the recognition of the individual and diverse developmental needs of each child. Our program is designed to be inclusive of all children, including those with identified disabilities, special learning, and developmental needs.

Upon enrollment the Director and family will discuss the child's differing abilities and accommodations needed to be successful in the program. The accommodations must be reasonable and would not cause an undue burden to the program: (1) the nature and cost of the accommodations needed to provide care for the child at the program (2) the ability to secure funding or services from other resources (3) the overall financial resources of the center (4) the number of persons employed by the center (5) the effect on expenses and resources, or the impact otherwise of action upon the program (6) whether the required accommodations alters the fundamental nature of the program.

Family members and staff are involved in implementing any Individualized Education Plans (IEP's). Close communication with the family is essential to providing quality care. If the child has already been evaluated by his/her school system, we will work with them to implement the IEP that they develop. Families are required to submit to us their child's most recent IEP, and keep us updated on progress. If we feel a child should be evaluated so that they can get extra help early on, we will make recommendations and provide resources to the family.

Absence

When your child is going to be absent from Before/After School it is mandatory that you contact us before 7:00am (before school) or before 10:00am (after school). If your child is absent more than one day, our staff may call you to ensure safety of the child and family.

When reporting an absence please call/leave a message at:

Cole: 781-956-8175
Vinal: 857-939-8285
South Shore Charter: 781-956-6140

Sick Days/Family Vacations

There is no tuition credit for any days when your child does not attend the program for family vacations, personal conflicts, or illness during scheduled school time and you are still obligated to pay your regular fee. You will not be billed for school vacation weeks (December, February, and April) if your child does not attend our vacation programs. You will not receive reimbursement if a school holiday falls on a day that your child is scheduled to attend our program.

Vacation Programs

During school vacation days/weeks, the EMILSON YMCA runs a daily program from 8:00am to 6:00pm held at the EMILSON YMCA. We are dedicated to filling your child's day with new experiences and a chance to meet new friends. These days and weeks will include arts & crafts projects, recreational games, theme based activities, swim time, and much more! School vacation programs require a separate registration packet and fee. Registration packets are available approximately one month prior to

vacation starting and can be found at your child's program site or on our website ssymca.org under the Childcare tab. The cost is a flat \$50 a day regardless of what time your child is dropped off/picked up.

School Vacation Schedule 2016-2017

December 27th 2016-December 30th 2016

February 20th 2017-February 24th 2017

April 17th 2017-April 21st 2017

Afterschool Holiday Schedule

There will be no school age programs on the following days:

- Thanksgiving Day - Thursday, November 24th, 2016
- Day after Thanksgiving - Friday, November 25th, 2016
- Christmas Day (observed) – Monday, December 26th, 2016
- New Year's Day (observed) – Monday, January 2nd, 2017
- Martin Luther King, Jr. Day – Monday, January 16th, 2017 (staff professional development day)
- Memorial Day - Monday, May 29, 2017

On the following days we will offer a full day program at the EMILSON YMCA from 8:00am to 6:00pm. The cost is \$50.00 and will require a separate enrollment form available on our website, SSYMCA.ORG, two weeks prior to date.

- Columbus Day – Monday, October 10th, 2016
- Election Day – Tuesday, November 8th, 2016
- Veteran's Day – Friday, November 11, 2016
- Good Friday – Friday, April 14th, 2017

****Please note that you are obligated to pay for holidays in your weekly fee when the schools are closed and for all days that the schools are closed due to inclement weather or other emergencies.***

Babysitting Policy

Before and Afterschool staff are prohibited from babysitting, visiting, transporting, or attending any birthday parties when a child is enrolled in the program, unless there is a preexisting relationship. Staff is committed to upholding this EMILSON YMCA policy for the safety of all.

Toys/Items from Home

Children are not permitted to bring any toys, electronics, stuffed animals, or money from home. The EMILSON YMCA Before and After School program is not responsible for any lost, broken, or stolen items brought from home or school.

Before/After School staff members are instructed to hold onto any of these items and return them to the parent at the end of the day. If a child has been asked to keep their personal items at home on more than one occasion it will be considered a behavioral issue which will be addressed at the Site Coordinator's discretion.

Section 4: Procedures Regarding Health and Safety

Health Care Policy Is Posted At All Sites

Notification of Injury

The EMILSON YMCA shall inform parents immediately of any injury, which requires emergency care beyond minor first aid and shall inform parents in writing of any first aid (via injury / illness report) administered to their child within 24 hours of the incident. If a child hits their head during the day, the families will be notified immediately.

Illness

We recognize the problems of parents who have a sick child and must go to work, however, the safety and health of all the children in our programs is our main concern. Parents must arrange for alternate care for the days when their child cannot attend due to illness. Children cannot attend the Afterschool Program if they did not attend school that day. If it is the opinion of the staff that your child is sick, we will call you to pick-up your child. Please make arrangements for your child to be picked up as soon as possible. The following criteria will be considered in determining if your child must go home:

- Fever of 100 degrees or more
- Inflammation and/or discharge of the eyes
- Vomiting
- More than one incidence of diarrhea
- Communicable disease
- Unknown rash

If your child was sent home due to illness, he/she cannot return to the Before/Afterschool Program until he/she has been free from symptoms for 24 hours. This is to allow your child ample time to recover and stop the spread of illness to the other children.

It is your responsibility to notify the center if your child has or has symptoms of a communicable disease, such as: measles, mumps, chicken pox, head lice, etc. A child may be readmitted without a statement from a physician only if the child has been absent for a period of time equal to the longest incubation period of the disease as specified by the Department of Health and Social Services. On occasion, if the health concern persists, the After School Director may request that a child be seen by a physician prior to returning to the center.

Plan for Mildly Ill Children

Children who are mildly ill may remain in the Before/Afterschool Program if they are not contagious (refer to Plan for Infectious Disease below) and they can participate in the daily program.

If a child's condition worsens or, if it is determined that the child poses a threat to the health of the other children, or if the child cannot be cared for by the program staff, the Afterschool Director will contact the child's family. The family will be asked to pick up the child. The child will be cared for in a quiet area until someone arrives to pick them up.

Any toys, blankets, or mats used by an ill child will be cleaned and disinfected before being used by other children.

Plan for Managing Infectious Disease

Staff will take extra special precautions when children who are ill are diagnosed at the Before/Afterschool Program and when children who are mildly ill remain at the Before/Afterschool Program. Children who exhibit symptoms of the following types of infectious diseases, such as gastro-intestinal, respiratory, and skin or direct contact infections, may be sent home from the Before/Afterschool Program if it is determined that any of the following exist:

- The illness prevents the child from participating in the program activities or from resting comfortably
- The illness results in greater care needed than the staff can provide without compromising the health and safety of the other children
- The child has any of the following conditions: fever, unusual lethargy, irritability, persistent crying, difficult breathing, or other signs of serious illness
- Diarrhea twice; vomiting two or more times in the previous 24 hours at home or once at the program
- Mouth sores, unless the physician states that the child is non-infectious
- Rash with a fever or behavior change until the physician has determined that the illness is not a communicable disease
- Purulent conjunctivitis (defined as pink or red conjunctiva with white or yellow discharge, often with matted eyelids) until examined by a physician and approved for re-admission, with or without treatment
- Tuberculosis, until the child is non-infectious
- Impetigo, until 24 hours after treatment has started or all the sores are covered
- Head lice, free of all nits or scabies and free of all mites
- Strep infection, until 24 hours after treatment and the child has been without fever for 24 hours
- Many types of hepatitis are caused by viruses. The symptoms are so alike that blood tests are needed to tell them apart. In the U.S. the most common types of hepatitis are A, B, and C. Types B and C are spread through blood and other body fluids. Type A, is spread through contaminated food and water or stool (feces). Fact sheets are available from the state Department of Public health. state.ma.us/dph
- Chicken pox, until last blister has healed over

A child who has been excluded from child care may return with a note after being evaluated by a physician, physician's assistant, or nurse practitioner, and it has been determined that he/she is considered to pose no serious health risk to him/her or to the other children. Nevertheless, the program may make the final decision concerning the inclusion or exclusion of the child.

If a child has already been admitted to the Before/Afterschool Program and shows signs of illness (for example: a fever equal to or greater than 100 degrees, a rash, reduced activity level, diarrhea, etc.), he/she will be offered a mat or other comfortable spot in which to lie down in a comfortable area. If the child manifests any of the symptoms requiring exclusion (as listed above) or it is determined that it is in

the best interests of the child that he/she be taken home, his/her family will be contacted immediately and asked to pick the child up as soon as possible.

When a communicable disease has been introduced into the Before/Afterschool Program, families will be notified immediately and in writing by the staff. Whenever possible, information regarding the communicable disease shall be made available to the families. The Afterschool Director shall consult the Health Care Consultant and Child Care Health Manual for such information. DPH must be contacted when there is a reportable communicable disease in your program.

The Before/Afterschool Program requires that a child's physical and immunizations are on record with the child's school (childhood lead screening must be documented, and it is not considered an immunization). No child will be admitted into the program unless required documentation is on file with the school.

The Massachusetts Immunization Program provides free childhood vaccines. The toll free telephone number is 1-888 658-2850.

Plan for Meeting Individual Children's Specific Health Needs

During enrollment, families will be asked to record any known allergies in the registration packet. Due to licensing requirements and to keep all children healthy, allergies and other important medical information will be posted at each site with a cover sheet. Allergies list will be updated as necessary such as when new children enroll or unknown allergies become known.

All staff will be kept informed by the Afterschool Director so that children can be protected from exposure to foods, chemicals, pets, or other materials to which they are allergic.

For a child with specific food allergies, the families will need to inform the director of substitutions for lunch and snack.

The names of children with allergies that may be life threatening (i.e. bee stings) will be posted in conspicuous locations with specific instructions if an occurrence were to happen. The Afterschool Director will be responsible for making sure that staff receives appropriate training (i.e. EPI Pen) to handle emergency allergic reactions.

Individual Health Care Plans

If a child has a chronic medical condition which has been diagnosed by a licensed health care practitioner an Individual Health Care Plan must be in place. This plan will describe the chronic condition, its symptoms, and any medical treatment that may be necessary while the child is enrolled at the Before/Afterschool Program. The Individual Health Care Plan must also note the potential side effects of that treatment and the potential consequences to the child's health if treatment is not administered. Families must have the form completed signed and dated by a licensed health practitioner. This form must be returned to the Director.

Plan for Administration of Medication

Prescription Medication

- Prescription medication must be brought to the program by the family in its original container and include the child's name, the name of the medication, the dosage, the number of times per day and the number of days the medication is to be administered.
- The family and MD must complete the Medication Consent Form (also located on ssymca.org) before the medication can be administered and families must give the first dose.
- The Afterschool Program will not administer any medication contrary to the directions on the label and Medication Consent Form unless authorized by written order of the child's physician.

Non-prescription Medication

- Non-prescription medication will be given only with written consent from the child's physician. The Afterschool Program will accept a signed statement from the physician listing the medication(s), the dosage, and criteria for its administration. This statement will be valid for one year from the date that it was signed.
- Along with the written consent of the physician, the Afterschool Program will also need written family authorization. The family must fill out the Authorization for Medication form, which allows the Afterschool Program to administer the nonprescription medication in accordance with the written order of the physician. The statement will be valid for one year from the date it was signed.
- The Afterschool Program will make every attempt to contact the family prior to the child receiving the non-prescription medication unless the child needs medication urgently or when contacting the family will delay appropriate care unreasonably.

All Medications

- The first dosage must be administered by the family at home in case of an allergic reaction.
- All medications must be given to the Director directly by the family.
- All medications that are considered controlled substances must be locked and kept out of reach of children.
- The Director or Site Coordinator who are medication certified will be responsible for the administration of medication following the 5 Rights of Medication.
- The program will maintain a written record of the administration of any medication which will include the child's name, the time and date of each administration, the dosage, and the name of the staff person administering the medication. This completed record will become part of the child's file.
- All unused medication will be returned to the family.

Plan for Injury Prevention

To prevent injuries, the following guidelines will be followed:

- To prevent injury and to ensure a safe environment, the Site Coordinators who open each site are responsible upon arrival each day for monitoring the environment and for the removal of any hazards. Any needed repairs or unsafe conditions should be reported to the Afterschool Director. The Site Coordinator

will monitor any outdoor playgrounds and remove any hazards prior to any children using the space.

- No smoking or firearms will be allowed on the premises.
- Toxic substances, sharp objects, matches, and other hazardous objects will be stored out of the reach of children.
- An injury report for any incident which requires first aid or emergency care will be maintained in the child's file. The injury report includes the name of the child, date, time, location of accident or injury, description of injury, how it occurred, name(s) of witnesses, name(s) of person(s) who administered first aid and first aid required. Program staff should use the Accident/Injury Report Form to record the above information. Staff should submit the completed form to the Site Coordinator for review.
- Once the Site Coordinator has reviewed the Accident/Injury Report form and has signed it, it should be given to the family. The family must review it, sign it, and be given a copy.
- The incident will be logged in the Injury Log and the report placed in the child's file.
- Only staff that have an up-to-date First Aid certification will be allowed to administer first aid no matter how minor the injury.

Assessing Injuries to Children

When a child is injured, the Before/Afterschool Program needs to fully assess the child's injury and make sure they are following the proper first aid procedures. In addition to following proper first aid procedures the staff members are to do the following to ensure the child's safety: ask the child questions, observe to make sure the child is okay, monitor the child throughout the day, and continue to assess the child's injury to make sure what was first observed and treated is still the appropriate course of action.

If at any time a staff member believes the child's life may be at risk, or there is a risk of permanent injury, the staff are to call 911 and seek the Afterschool Director for immediate medical treatment.

After first aid is administered and the child is calm, the Director or staff member will survey the scene and gather the following information:

- What was the child doing?
- What equipment was involved?
- Was another child involved?
- Were any hazards involved?
- Were there any witness's? What did they see?

Procedures that program follows:

- Complete Accident/Injury reports.
- Provide timely, full, and accurate verbal notification to families regarding injuries.
- No staff member will perform First Aid/CPR without having up-to-date certification.
- Regularly review program's health care policy with staff members.
- Staff members will share all pertinent information with Director and any other staff taking over care when injury arises.
- Staff will share the child's status with the family at pick up time.

- Children’s medical information is complete and accessible to staff at all times.

Procedures to follow in urgent emergency medical situations:

- Administer First Aid/CPR to the child as deemed necessary based on the nature of the emergency.
- Call 911 immediately.
- After EMS or emergency medical services have been contacted, call the child’s legal guardian.
- Take child’s medical information and emergency contacts to doctors’ office or emergency room.

First Aid and Transportation to the Hospital

In case of emergency, the following procedures will be followed:

- In the case of an emergency or illness (such as a seizure, a serious fall, or serious cut), a staff member will begin administration of emergency first aid while remaining staff members take other children to another area or room. All staff will respond in a calm and reasonable manner.
- Other staff members will be alerted to send for assistance, be it the Afterschool Director or Designated Administrator.
- The Director or Site Coordinator will contact the family to come pick up the child or, if response time is a factor, to have the family meet the child and Director at the emergency room of the hospital utilized in emergencies.
- In the event a situation arises that is life threatening an ambulance will be called immediately. The family will be called to meet the child and Director at the hospital. The child's file will be taken, including permission forms and pertinent insurance information if the program has it.
- The program will never transport a child in a car. An ambulance will always be called for emergencies (life threatening). With non-life threatening emergencies the family will be contacted and they can decide if they want to bring child to hospital/doctors.
- If the family comes to pick up the child and needs assistance, the Director will accompany the family with calling ambulance/or presence in car. The Director will not drive.
- When families cannot be reached, those listed as emergency contacts will be called as a further attempt to reach families. In the event a family cannot be reached immediately, a designated staff member will continue to attempt to reach families. If necessary, the child will be transported to the hospital by ambulance and the child's EEC file will be taken, including permission forms.

Please note: The program immediately reports to the Department of Early Education and Care any injury or illness which requires hospitalization or emergency medical treatment during hours of operation.

Hand Washing

Hand washing is required by all staff, volunteers, and children. Hand washing reduces the risk of transmission of infectious diseases to themselves and others. Staff members and those who are developmentally able to learn personal hygiene are taught hand washing procedures and are periodically monitored. Staff will assist children with hand washing as needed to successfully complete the task. Children wash either independently or with assistance.

When to wash hands:

- On arrival for the day
- After using the restroom
- After handling body fluids (ex. blowing or wiping nose, coughing on hand, touching any mucus, blood, or vomit)
- Before lunch and snack, before preparing or serving food, or after handling any raw food that requires cooking (ex. meat, eggs, or poultry)
- After handling pets, other animals, or any materials such as sand, dirt, or surfaces that might be contaminated by contact with animals

Adults should also wash their hands when:

- Before and after administering medication
- After handling garbage or cleaning
-

Proper Hand Washing Procedure:

- Check to make sure a paper towel is available.
- Turn on water to a comfortable temperature
- Use liquid/foam soap and running water
- Rubbing hands vigorously for at least 10 seconds, including back of hands, wrists, between fingers, under and around any jewelry, and under fingernails
- Rinse well under running water until free of soap and dirt. Hold hands so that water flows from wrist to fingertips.
- Drying hands with a paper towel, a single-towel, or a dryer (avoid touching faucet with just washed hands)
- Use paper towel to turn off faucet then discard paper towel

Emergency Phone Numbers

The Before/Afterschool Program must be notified of any changes in address, workplace, or home telephone numbers. It is important that families list someone other than themselves. This person must be someone who lives in the area and can be contacted in case of emergencies. Upon pick-up the contact must provide a valid photo ID. It is the parent's responsibility to keep all information up to date. Please check regularly and notify Director of any necessary changes. All changes must be documented with parent/guardian initials & date of change.

South Shore YMCA's "No Nit Policy"

Our No Nit Policy encourages each family to do its part at home with routine screening, early detection, accurate identification, and thorough removal of lice and nits. Establishing consistent guidelines and educating the public about procedures in advance of outbreaks helps minimize inappropriate responses.

Early intervention provides the needed assurance for those who have successfully eliminated an infestation that everything possible is being done to prevent new outbreaks when children return to groups where close contact is inevitable. Repeated exposures to pesticide products put children at risk. Chemical treatments may also be dangerous for children with certain pre-existing medical conditions and/or medication regimens. Families with pregnant or nursing mothers should be given advance notice that early detection with manual removal of lice and nits can serve as a safe

alternative to pesticide lice treatment products. Manual removal is the safe alternative and necessary component to any head lice treatment regimen. "There are no safe or natural pesticides that have been scientifically proven to be 100% effective against head lice, nits, or nit glue. Reliance on head lice treatment products that are ineffective promotes repeated use of potentially harmful chemicals and contributes to ongoing infestations, outbreaks, and resistant strains of head lice." (Headlice.org)

Temporary Dismissal of Children with Head Lice and/or Nits

The South Shore YMCA Afterschool Program must take all reasonable measures to help ensure that infested children do not join the group setting. It is more than fair to expect that children that are free of lice will be safeguarded while children with lice will be cared for with sensitivity. Monitoring with enforcement through scheduled and announced group screenings encourages parental compliance and promotes community cooperation and individual accountability.

Advantages of the No Nit Policy

- Prevents continuing infestations caused by the surviving and hatching of nits.
- Maximizes the opportunity to eliminate repeated chemical treatments aimed at killing head lice that hatch from remaining viable nits.
- Eliminates confusion - Were these eggs here before or do they represent a new infestation?
- Contributes to improved standards of personal hygiene and self-esteem, protecting children from ridicule and rejection.
- Enhances uninterrupted class time for the majority of the children and prevents lost days at work that can be costly for parents.

While absence from school or child care is a loss of educational opportunity and an inconvenience to working parents, readmitting an infested child is not the solution. Our No Nit Policy for head lice must consider not only the infested child, but also his or her peers who have already been successfully deloused or who have not yet been infested. All this considered our No Nit Policy remains a sensible approach that sets the standard to serve and protect all the children in the group.

Emergency Evacuation Transportation

The YMCA Before/Afterschool Program takes the chance of any emergency situation very seriously. Site specific evacuation plans are posted at the site, and practice drills are done throughout the year. After every drill the Site Coordinator and Afterschool Director discuss the success of the drill and ways to improve the outcome.

The South Shore YMCA policy strictly prohibits transporting children from the program site in employee vehicles due to insurance and liability concerns. In the event of a major catastrophic incident in or around the vicinity of the program, children will be walked on foot to the nearest designated safety zone. Families will be called as soon as it is possible. Staff will stay with the group until they are all released to a parent/guardian or any person on the authorized pick-up list.

South Shore YMCA Emergency Evacuation

- Emergency Evacuation Plan will be posted at all exits

- During an emergency evacuation the Site Coordinator will be responsible for taking the attendance information and for leading the children out of the building.
- Group Leaders and other staff will assist in the evacuation and check for stragglers.
- The Site Coordinator will make a visual inspection of each space and close each door before exiting the building.
- All staff & children, once evacuated, will meet at the designated meeting space and wait for the go ahead by the Site Coordinator before reentering the building.
- The program will maintain a daily attendance list that is current. Parents are responsible for signing children out of the program.
- The attendance list/emergency contacts will be in each site's first aid backpack and readily accessible in case of an emergency evacuation.
- The Site Coordinator will be responsible for taking the master attendance list and is responsible for accounting for all of the children in attendance once they are safely out of the building.
- Emergency evacuation drills are conducted once a month (following EEC regulations) at different times of the program day as determined by the Site Coordinator.
- Children and staff should practice using different evacuation routes so that the children and staff will be familiar with them.
- The Site Coordinator will maintain documentation of the date, time, and effectiveness of each drill in the Fire Drill Log.
- This documentation will be maintained for five years.

Section 5: Plan for Referral Services

The Emilson YMCA Before/Afterschool Program shall use the following procedures for referring parents to appropriate social, mental health, educational, and medical services should the program staff feel that an assessment for such additional services would benefit the child. Whenever any staff member is concerned about a child's development or behavior and feel that further evaluation should be done, they will report it to the Afterschool Director, who will complete an observation report, and review the child's record prior to making a referral. The Director will maintain a list of current referral resources in the community for children in need of social, mental health, educational, or medical services. This list shall include the contact person for Chapter 766 and Public School referrals.

Referral Meeting

The Afterschool Director will schedule a meeting with the family to notify them of the program's concern and prepares a current list of possible referral resources. At the meeting, the Director will provide to the parent a written statement including the reason for recommending a referral for additional services, a brief summary of the staff observations related to the referral, and any efforts the program may have made to accommodate the child's needs. The Director will offer assistance to the child's parents in making the referral. Families should be encouraged to call or request in writing an evaluation. If parents need extra support, the Afterschool Program may, with written parental consent, contact the referral agency for them.

Follow-Up to the Referral

The Afterschool Director will, with parental permission via release of information form, contact the agency or service provider who evaluated the child for consultation and assistance in meeting the child's needs at the program. If it is determined that the child is not in need of services from this agency, or is ineligible to receive services, the Site Coordinator will then monitor the child's progress at the program site to determine if another referral is necessary.

Referrals

Medical Services

Pediatrician- South Shore Pediatrics/Healthcare South: 781-826-2131
Norwell Pediatric Dentistry: 781-659-7442

Counseling

Family- Dr. Barbara J. Green 781-749-9227 ext. 3
South Bay Mental Health- 1-800-244-4691

Education and Special Needs

Early Intervention-

Cohasset, Hingham, Hull, Norwell, Scituate, Weymouth

First Early Intervention

574 Main St.

South Weymouth, MA 02190

781-331-2533

Hanover, Hanson, Pembroke, Halifax, Plymouth

Kennedy-Donovan Center EIP

64 Industrial Park

Plymouth, MA 02360

508-747-2012

Abington, Rockland, Whitman

Brockton Early Childhood Intervention Program

801 Pleasant St.

Brockton, MA 02301

508-586-9855

Special Education:

Norwell Public Schools: Kelly Strauss, Early Childhood Special Education Liaison, kelly.strauss@norwellschools.org, 781-659-8800

Scituate Public Schools Judy Norton, Early Childhood Coordinator, 781-545-8759 x322

Social Services and Tuition Assistance:

- Women Infant and Children (WIC); Janet Costa, 508-747-4933
- South Shore YMCA Financial Assistance: Jane Fallon, 781-829-8585 x8308
- Community Care for Kids: 617-471-6473 <http://communitycareforkids.net>
- Self Help Inc.: 508-599-1666 cpc@selfhelpinc.org
- Parental Stress Hotline: 1-800-632-8188
- Department of Children and Families (DCF): 781-794-4400 Braintree, (508) 732-6200 Plymouth

Mandated Reporting

All SOUTH SHORE YMCA staff fall under the MA guidelines of Mandated Reporting and are mandated by law to report all incidents of suspected abuse and/or neglect of children under the age of 18 to the Department of Children and Families (DCF) via 51A Report. According to MA General Laws to Protect Children Section 51A-F no staff will ever be discriminated or retaliated against for making a report of suspected abuse. All staff will report to their supervisor any indication of or warning signs concerning abuse and or neglect involving a child, inappropriate behavior by a staff member/volunteer AND any instances of staff violating this Code of Conduct and Child Protection Policy. SOUTH SHORE YMCA staff who identify concerning behavior or a violation of policy by a fellow staff person must report the event to their supervisor or next /lateral chain of command and /or to the VP of Human Resources immediately.

Overview of Reporting Procedure

1. Any form of child abuse (a child who is harmed or threatened with physical or emotional harm by the acts or lack of action /deliberately or through negligence or inability/of a caretaker) including physical, emotional, sexual or neglect if suspected, is to be reported to your supervisor immediately.
2. At that time both you and your supervisor (or next/lateral in chain of command) will report the abuse or neglect to the MA Department of Children and Families (DCF).
3. The Vice President of Youth Development or designee and Afterschool Director in consultation with DCF may jointly decide if, when, and/or how the parents/guardians should be advised that the SOUTH SHORE YMCA has filed a 51A report.
4. Once the suspected abuse or neglect has been orally reported to DCF, a written report (51A) must be submitted within 48 hours. Please note that any mandated reporter who fails to make the required reports may be fined up to \$5000 and /or 2 1/2 years in jail. (Chapter 119 sections 51A-E).
5. If the alleged abuse involves a SOUTH SHORE YMCA staff or volunteer, they will immediately be suspended from work and will remain suspended until a full investigation is completed. Reinstatement of a staff or volunteer will occur only after all allegations have been cleared to the satisfaction of SOUTH SHORE YMCA CEO Paul Gorman.
6. Parents and/or guardians will be immediately informed of any allegations of abuse or neglect involving their children while in the care and custody of the Quincy Afterschool Program. The Department of Early Education and Care will be immediately notified.

DCF Area Office Directory: 9am- 5pm

Plymouth 508-732-6200
Braintree 781-794-4400

After 5pm weekends/holiday:

Child-At-Risk-Hotline 1-800-792-5200
DCF Website: www.mass.gov/dcf

Children's Advocacy Center of Norfolk County:

www.mass.gov/da/norfolk/CAC/index.html

Section 6: Additional Information

Daily Communication

Your child will be spending many hours each week in our care. We hope you will communicate daily to keep us informed about the small, but important, changes that can affect your child's ongoing success in our program. We encourage you to consult with the Group Leaders and Site Coordinator whenever any concerns arise regarding your child's behavior and progress. Feel free to talk to the Director of Afterschool Programs, Jamie Farrell, or the Site Coordinator with suggestions on program development. We value your input and believe parents and families are the most significant role models in your child's life. Our goal is to develop an ongoing partnership and bond with your family!

All families are responsible for the information provided in all information sent home. Posted notices as well as letters to families inform you of special days, upcoming events, and reminders. This information is important to the success of the program.

Issues of Concern/Grievance

Issues, problems, and questions relating to the South Shore YMCA Before/Afterschool Program should always be discussed with the staff, Site Coordinator, or Afterschool Director. If you feel an issue cannot be resolved at the program level, you may contact Kristine Swan, Associate Director of Youth Development, at (617) 479-8500 EXT 4720. Please note all staff work closely together to ensure open communication with the families we serve.

Tuition or billing questions may be addressed with Laurie Fournier at 781-264-9447.



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

**EMILSON YMCA Before and Afterschool Care
SNOW DAY POLICY
Norwell**

CLOSINGS

If school is cancelled due to inclement weather, as long as weather conditions allow, the EMILSON YMCA Before and Afterschool Program will run a full day (8am-6pm) snow day program at the EMILSON YMCA. If you want your child to attend the snow day program please call Jamie Farrell at 781-829-8585 x8262 before 9am to reserve a slot. Please note slots are limited. Please be sure to pack a lunch for your child and send a bathing suit and towel as the children will have an opportunity to swim. During the day, children will have the opportunity to play gym games, create crafts, go swimming, and have fun with friends.

*If the YMCA is closed due to extreme weather conditions, we will not run a program. For building closings, updates, and special announcements, please call 781-829-8585 or check our website ssymca.org.

DELAYS

If the opening of school is delayed due to snow conditions, as long as weather conditions allow, the Before School program will start the same amount of time that school was delayed (e.g. If school was delayed two hours, the Before School program would start at 9am as opposed to 7am.) The After School program will run as scheduled.

EARLY RELEASE DAYS DUE TO WEATHER CONDITIONS

If school is released early due to weather conditions, the After School programs WILL NOT run on that day.

If school runs until regular dismissal time, but Norwell administration cancels all after school programs due to inclement weather, the YMCA After School program may remain open, but we ask that you try to pick up your child as soon as possible to ensure the safety of all families and our staff.

Please note if the school/EMILSON YMCA feels that the conditions are unsafe and we cannot run the Before/Afterschool Program, an announcement will be posted on our website, ssymca.org, and we will do our best to notify you via email.

BILLING

If your child attends the program held at the EMILSON YMCA on a snow day, you will be billed:

- An additional \$27 if your child regularly attends After School on that day
- An additional \$15 if your child regularly attends both Before and After School on that day

- An additional \$38 if your child regularly attends Before School on that day.
- \$50 if your child does not regularly attend on that day.

Please note in reference to our Family Guide, *You are obligated to pay your regular fee for all days that the schools are closed due to inclement weather or other emergencies.*

If you have any billing questions, please contact Laurie Fournier at 781-264-9444.

EMILSON YMCA Afterschool Program Philosophy

We believe in the value of human diversity and the fair treatment of all people. It must be our number one goal to provide the kind of environment and the kind of influences that encourage all children to become, creative, independent, responsible, fully functioning, self-directed adults who can make decisions for themselves. Secondly, as adults we must strive to continue learning growing in our relationships with others so that we may nurture a peaceful environment and surround the children with understanding, warmth, and giving.

Our values and beliefs about children are deeply rooted in the history of the YMCA.

- We believe All children have the right to feel good about themselves and it is the responsibility of all staff to nurture the child's self-esteem.
- We believe That all our educational and guidance decisions for children must be based on our knowledge of child development.
- We believe Each person is a unique individual and has their own needs. Each person has a right to meet this need in their own way and in their own time. However, one of the responsibilities of having rights is recognizing and respecting the rights of others.
- We believe Everyone is entitled to feeling, "good and bad", as well as the trial and error process that goes with feelings. It is important for people to understand these rather than deny them.
- We believe In appreciating and supporting the close ties between the child and family and that children are best understood in the context of their family, culture, and society.
- We believe Creativity, self-expression and curiosity are expressions of individuality and should be encouraged to develop in all people.
- We believe In helping children and adults achieve their full potential in the contexts of relationships that are based on caring, honesty, respect, and responsibility.
- We believe Each child and family is due the respect for personal privacy demanded by professional ethics.

Cultivating Potential

At the Y, strengthening communities is our cause. Strong communities don't just happen; they are the result of steady leadership and stewardship of strong values. We make a difference by focusing on three key areas: **Youth Development**; nurturing the potential of children, **Healthy Living**; improving the nation's health and well-being and fostering a sense of **Social Responsibility**; giving back to our neighbors.

The early years are those of greatest growth, and the time to lay the foundation for educational and lifelong success. Parents, grandparents, teachers and your child's extended community nurture your child and build trust. You are your child's first and most important teacher!

We look forward to partnering with you to support future enrichment opportunities, and the education, health & happiness of your child and family.

Thank you for choosing the South Shore YMCA Before & Afterschool Programs where children engage in endless opportunities to learn, grow and thrive!

All the best,

Jamie Farrell
Director of Afterschool Programs
Emilson YMCA
781-829-8585 x8262
jfarrell@ssymca.org





**FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

Signature Page

I have received and understand the 2016 – 2017 Before and Afterschool Program Family Guide.

Your Child's Name

Parent/Guardian Signature

Date

***** Please return this page to the Director of Afterschool Programs or Site Coordinator *****