Termination & Suspension Policy

Creative World will take every opportunity to avoid termination and or suspension when a child is demonstrating challenging behavior by providing an opportunity for the parents to meet with the director to discuss options other than termination/suspension. Parents will be offered referrals for evaluation, diagnostic or therapeutic services. Creative World will also pursue options for the staff to be included in consultations and training sessions that would benefit the child.

The director and the parents will work together to develop a plan for behavioral intervention that would be consistent between the home and the center.

The last measure for any child that would include terminated or suspended from Creative World, the following may occur: These are guidelines but are not limited to:

1. Health and safety of the child at the center cannot be assured.
2. The health and safety of other children in the center is at risk because of said child.
3. The parent's fail to maintain his/her financial obligations and agreements with the center.
4. The parent's choice because of moving, financial consideration, dissatisfaction with the program, or the program does not meet the needs of the child.
5. If Center Director feels the child's developmental needs are not being met at the center.
6. Any abuse or unprofessional treatment of the center staff.
7. Failure to follow any policies or procedures set forth by the company such as: failure to obtain recommended services for the child, lack of proper and updated forms including enrollment and medical as required by EEC.

The parents are always notified of concerns both verbally and at meetings. Written documentation will be kept in child's file including referral recommendations, suggestions and any other options considered. The child's teacher will log and document activities and action taken. Every effort is made to help resolve the issues and a reasonable time is agreed upon while the parent seeks resources recommended by the center. If termination/suspension becomes necessary, the parent will receive written notification and one weeks' notice. This policy will not be in violation of any ADA requirements. The child will be prepared for the termination/suspension in a manner consistent with his/her ability.

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Parent Signature Date