



173 Patchen Road South Burlington, VT 05403
administrator@tcsvt.org

phone:(802)862-2772
fax: (802)862-7011

2011-2012 Parent Handbook



ClipArtOf.com ClipArtOf.com ClipArtOf.com ClipArtOf.com

Table of Contents

INTRODUCTION

Introduction	1
Philosophy	1
Licensing & Accreditation	1-2

YOUR CHILD

Typical Daily Schedule	2
What to bring	2
Sharing	2
What to Wear	2-3
Drop off and Pick up	3
Tuition and Fees	3
Scholarship	3
School Schedule / Snow Days	4
Field Trips	4
Discipline	4-5
Independence in Toileting	5
Birthdays	5
Visits	5
Cultural / Religious Diversity	5
Animal Policy	5
Accidents and Emergencies	5

PARENTS

Parent Helping	6-7
Missed Parent Responsibilities	8
Parent/Teacher Communication	8
The School Administration	8-9
Parent Committees	9-10
Suspected Abuse & Neglect Policy	11
Nondiscrimination Policy	11
Confidentiality of Records	11
Freedom of Access	11
Health Policies	11-15

APPENDICES

Snack Guidelines	16
Scholarship Policy	17-19
Complaint and Conflict Resolution	20-21

Introduction

Since 1970 The Children's School has been operating as a Parent Cooperative Preschool offering the Greater Burlington community a high quality developmental program designed to recognize and meet the individual needs of children ages 3-5. Over the past three decades the school has been housed in several locations in the Burlington area including the Unitarian Church, Flynn Avenue where for a time we were a registered Montessori School, and All Saints Episcopal Church. After several years of searching for a permanent home, our current building on Patchen Rd. in South Burlington was purchased and renovated in 1993. In 2000 we received NAEYC accreditation. In 2004 we were able to enter into a partnership with four school districts in Chittenden County (Burlington, So. Burlington, Winooski and Chittenden South). This partnership has provided grant money through the Vermont Education Department to offer better staff benefits, scholarships and program enhancements. Throughout these changes, The Children's School has remained a parent cooperative in every sense of the word: it is an educational program that is defined, managed and supported by the parents. It offers parents a unique opportunity to play an active role in determining the nature and quality of the schooling their children receive.

Philosophy- Learning Through Play

The Children's School strives to create a preschool based on play, nurturing care and respect for all people. In this atmosphere children are supported in their endeavors to pose questions, seek solutions, develop friendships and explore their creative and intellectual abilities. The classroom provides a myriad of opportunities for children to expand on their current knowledge through painting, drawing, playing, writing, moving to music, working with sand, building with blocks, reading and listening to stories, recreating life experience through dramatic play and experiencing math and science. Materials are chosen which promote open-ended exploration and continue to challenge children over time. Our classroom is designed to encourage participation through self-directed small group activities at learning centers, complemented by teacher-directed large group activities such as meeting time, music and circle games.

The *emergent curriculum* at TCS grows out of the belief that children are capable of making appropriate choices and decisions based on their own interests. Teachers respond to students' interests and plan activities that facilitate learning through self-directed exploration. The freedom to make competent choices each day empowers children to believe in their abilities to learn and thrive in the classroom. We believe that nurturing a child's curiosity is of primary importance in the early years and provides the foundation for a life-long enthusiasm for learning.

Licensing and Accreditation

The State of Vermont Child Care Services Division licenses The Children's School.

Licensure ensures that our program complies with regulation requirements related to the health, safety and welfare of the children enrolled in the program. State of Vermont Early Childhood Program Licensure Regulations can be viewed on the web at: <http://www.state.vt.us/srs/childcare/license.htm>.

The Children's School has received a Four Star Rating through the Vermont STARS program (Step Ahead Recognition System). Stars recognizes the accomplishments of registered and licensed programs for achievements above and beyond what is required by state regulations for licensed and registered child care programs.

In 2000 the Children's School received NAEYC (National Association for the Education of Young Children) Accreditation. NAEYC-accredited programs have demonstrated a commitment to providing a high quality program for young children and their families. Our program engaged in an extensive self-study based on the Academy's *Criteria for High Quality Early Childhood Program*. This self-study was verified during a site visit to the program by a team of trained volunteer validators. The validated self-study, including the program's responses to the validation visit, was *reviewed* by a 3-member national commission composed of recognized

experts in child care and early childhood education, *judged* to be in substantial compliance with the Academy's Criteria, and *granted accreditation* for a three-year period. The Children's School was reaccredited for five more years in 2003 and again in 2008 for another five years. For more information about NAEYC visit their website at: <http://www.naeyc.org>.

YOUR CHILD AND THE SCHOOL

Typical Daily Schedule...

8:00–8:30	Children Arrive
9:15	Meeting and Music
9:30	Snack
9:50	Free Choice and Activities
11:00	Story
11:15	Outdoor Play
12:00	Pick Up from Morning Program
12:05	Story & Lunch
1:15	Story
1:30-2:30	Rest
2:45-3:00	Clean-up from rest and Afternoon Snack
3:00-5:30	Free play, organized activity and/or project
5:30	Pick-up from Full Day Program

What to Bring...

Please send an extra set of clothing (including underwear) to school with your child for the first day. We will provide a box for the clothes to be kept in while they are here. These clothes should be replaced to reflect the changing seasons, including an extra hat and mittens during winter months. Please check periodically to be sure that the extra clothes still fit your child. Be sure to label all items with your child's name.

A special blanket, stuffed animal, or other transitional object is welcome provided it does not disrupt or dominate your child's interactions and compromise the school experience. Toys unrelated to a current curriculum themes (i.e. war toys, action figures, Barbies...) should be left at home. Also, please do not have your child bring candy, gum or money to school.

Sharing...

Homemade projects, books, nature treasures and special items of interest are welcome. We will place them on our sharing shelf. During free choice time children will have the opportunity to share their items. Explain to your child that what is brought to school can be lost or damaged.

What to Wear...

Please dress children in washable play clothes suited to the weather. The children will use a variety of art materials and cooking ingredients. We play outside during all seasons and children will need boots, raincoats or mud suits, snow gear and hats. Label all outerwear and shoes with your child's name.

Each child must wear sneakers, shoes or hard soled slippers in the classroom. During the winter months when boots are worn outdoors, please bring slippers or sneakers to wear indoors. This footwear should be labeled and stored in the child's cubby.

Drop Off and Pick Up....

We have an open drop off period between 8am and 8:30am. Please park in the parking lot or along the curb abutting the property. *DO NOT park in the entrance gate area*- it blocks the visibility of walkers. Do not leave vehicles running or young children unattended in your vehicle while picking up or dropping off your child. Please do not turn around in the condominium driveways. When you first arrive, bring your child(ren) into the school; sign in on the attendance sheet and check in with a teacher. Likewise, sign out and tell the teacher before you leave with your child. When entering or exiting, always latch the gate to our play yard.

School begins at 8:30 AM. Please arrive no later than 8:30. Being late can be very emotional for your child and disruptive to the program. At the end of the day, we ask that you pick your child up on time. Please plan on arriving at least 10 minutes prior to your pickup time to allow transition time to collect belongings, check in with teachers, etc. If you are late for a scheduled pick up (12:00 or 5:30), you will be charged \$5.00 for each 5 minutes that you are late.

If you are delayed unexpectedly, please call the school.

Children will be released only to those persons specified on the registration form. Any other person coming to pick up your child must have prior written permission from the parent. This written authorization must be given to the teachers/school by the parent. People picking up children other than parents may be required to show identification.

Phone the school in advance if your child will be absent.

Tuition and Fees...

The current tuition and fees schedule is available in The Children's School information packet. A non-refundable tuition payment is due with your signed Enrollment Contract. Monthly payments are due on the first day of the month. A \$10 fee is assessed if tuition is not paid by the fifth day of the month and a \$25.00 fee will be assessed after the 10th day overdue. A \$25.00 fee is charged for a bounced check. Please remit all payments via the Office Managers mailbox located above the parents' mailboxes. Whenever a tuition installment has not been paid by the end of the month, the child will not be permitted to attend school until the tuition has been brought current or unless a specific payment plan has been worked out with the Office Manager, or, if necessary, The Children's School Board of Directors. In the event of withdrawal during the school year, the full tuition will remain due and owing. In the event that the family wishes to make any changes in this contract, a written petition must be presented to The Children's School Board of Directors for review.

Scholarships/Financial Aid...

The Children's School recognizes that tuition costs can present a financial strain. A limited number of partial scholarships are available to assist families in need. The Children's School offers two types of scholarships: a general needs scholarship and an emergency scholarship. Scholarship funds are not strictly for tuition, funds may be requested for activity fees or extra services throughout the year. Scholarships are based on need and The Children's School uses state income guidelines in determining eligibility.

In the appendices of this handbook, you will find the guidelines for applying for a scholarship. If you are interested, please contact the office manager. All financial aid information is kept confidential.

Child Care Services Division of the Department of Social and Rehabilitation Services Mission Statement:

The mission of the Child Care Services Division is to assure a statewide system that promotes and supports safe, accessible, quality child care for Vermont families.

For application information please see the Office Manager or Chittenden County residents should contact:

VT SRS Child Care Services, Burlington District
Child Care Resource
181 Commerce St
Williston VT 05495
Phone: 802-863-3367 or 1-800-339-3367 (in Vermont only)
Fax: 802-863-4202
E-Mail: chldcare@together.net
Website: <http://www.vtchildcare.org>

School Schedule/Snow Days....

TCS generally follows the South Burlington School District calendar with respect to vacations, holiday closings, teacher workdays, and the closing of school due to inclement weather. Tune in to local radio and television stations for weather related announcements. If the South Burlington Schools announce closure then we will be closed as well. In the event TCS decides to close and the rest of the South Burlington schools are not closed the teachers will call families to notify them of the closure.

Field Trips

Field trips will be announced via the bulletin board or memos. Signed parent permission is required to be on file for children to attend field trips.

Parents are asked to drive whenever possible. Parents who transport children other than their own must sign an "Insurance Verification for Field Trip Drivers" found on the parent consent form in the admissions packet. Vermont State Law requires that all children under 8 years of age use an approved car seat and those children 8 years and older and accompanying adults must wear seat belts. Please leave your child's labeled car seat on the front porch on field trip days. No child will be seated in a front passenger seat.

Discipline...

Children acquire social and problem solving skills through practice just as they acquire other skills. To create a safe and harmonious learning environment, we rely on the following techniques:

- **Prevention:** TCS's purposeful layout and well equipped classroom is tailored to the developmental level of the children, thereby minimizing any frustration and safety hazards. Children who are engaged in creating and exploring are more likely to demonstrate desirable behavior, and to regroup quickly when challenges occur.
- **Positive Redirection:** Adults emphasize and help children to see what children can do in difficult situations- use a resource cooperatively or alternatively, take turns, choose another venue, etc.
- **Modeling:** Teachers and parents use respectful, polite and appropriate communication and behavior.
- **Limit Setting:** Children are told in a positive tone what they can/should do. Rules are discussed and explained and are applied consistently.

- Problem Solving: At TCS we strive for respectful expression and open-minded listening to each other's feelings and ideas. We encourage children to resolve conflicts among themselves. Teachers are present to support their efforts as needed.
- If children are having difficulty working out a problem or misunderstanding while you are helping in the classroom please ask a teacher to assist in resolving the issue.

Independence in Toileting...

It is the policy of The Children's School that all children be fully potty trained before attending the program. Obviously the occasional accident is to be expected and will be dealt with in a sympathetic manner by the teachers.

Birthdays....

The birthday child is given special recognition during snack time. Some parents choose to parent help on that day and contribute a special treat (must be packaged and nut/sesame free) to mark the occasion. It has become a tradition at The Children's School for parents to donate a book to the library inscribed with the child's name. This book is read on the child's birthday. If you would like title suggestions, the teachers have a wish list. If you plan a private birthday party for your child, please distribute invitations away from the school (i.e. via the mail) unless all of the children are invited. If you are unable to parent help on your child's birthday but would still like to provide a special snack please contact whoever is scheduled to parent help on that day.

Our building is available to host birthday parties for TCS children only. If you are interested in having your child's birthday party at the school, it must be done during non-school hours and coordinated with the cleaners. We also request a donation of \$100 for use of the space. Please talk to the School Administrator if you would like more information about this.

Visits...

Parents/Guardians are welcome to come and observe their children at anytime. Any accompanying younger siblings require constant parental supervision. Visitors such as prospective Children's School parents and community members are also welcome to spend time at TCS; these visits must be arranged in advance with the teachers and are subject to teacher's approval. We do limit the number of visitors on any given day so that the program remains child-centered.

Cultural/Religious Diversity...

TCS is a non-sectarian school. In the spirit of encouraging children to value their own cultural traditions and respect those of others, families are encouraged to share their culture through stories, food, projects, music and discussions.

Animal Policy...

You must check with the teachers before bringing any animal to school. TCS follows strict guidelines regarding animals on school grounds: all dogs must be leashed, all animals requiring rabies shots must have proof of shots, and all other animals must be in a container. The health and safety of the children comes first.

Accidents and Emergencies...

Parents are required to sign an authorization form which allows teachers or Parent Helpers to accompany their child to an appropriate hospital in the case of an emergency, and authorizes attending hospital staff to admit and administer treatment to the child in the absence of a parent.

PARENTS AND THE SCHOOL

The role of parents at TCS is a vital one. Parents are involved in all aspects of the school including administration, maintenance, finance and curriculum. TCS is a growing place; its progress evolves from year to year and benefits greatly from parent input. There is much work to be done, calling for a wide range of talents. Parents participate in these ways:

- Parent Helping in the classroom five to eight times a year, and providing healthy group snack on those days.
- Maintaining the school's safe and attractive physical environment by contributing 4 hours of labor each fall and again in the spring for a total of 8 environment hours.
- Serving on one of the school committees.
- Attending two Corporation Meetings; held in the fall and in the spring to elect Board members, approve the next year's budget, receive updates from teachers and committees, etc.
- Participate in fundraising events such as the silent auction.
- Optional: Serving on the Board of Directors which oversees the operation of the school.

Parent Helping...

Each morning session a parent/guardian serves as the "parent helper." Parent helping not only assists the staff and school as a whole; it is a great opportunity for parents to observe the program, the staff, their child and their child's peers.

Parents are responsible for scheduling themselves for five to eight Parent Helping mornings, distributed roughly once every six weeks over the year. Mark your dates on the large schedule calendar. No changes can be made to the parent helping schedule within 14 days of the date, unless a trade is agreed upon. If you cannot work on a scheduled day, you are responsible for finding a parent substitute. Most parents are agreeable to arranging a switch, especially when approached in advance. See the office manager if you are in a bind. The office will calculate parent helping days and periodically give you a tally. If you have not parent helped at least 50% by January 15th you will be assessed the daily fee of \$50 per day for each day not completed under that 50% requirement. If you have not parent helped at least 75% of your required days by April 1st you will be assessed the daily fee of \$50 per day for each day not completed under that 75% requirement.

Parents attend a Parent Orientation Workshop in September that provides specific guidelines regarding your role and responsibilities. Some general guidelines to prepare you for parent helping:

- The parent helper joins teachers in encouraging each child's independence in all areas (dressing, snack time, work in centers, toileting, etc.). Please keep this in mind in all phases of the day's experience.
- The parent helper provides snack. TCS encourages healthy eating habits. Every school year we determine the "NUT FREE" policy depending on whether or not we have children enrolled with nut allergies. If we need to be nut free, no food products containing nuts or nut oils of any kind should be brought into school. For the 2011-2012 school year we will be a **NUT FREE** school. Food containing nuts may not be brought for snacks OR lunches. Food that comes from home for sharing among the children must be either whole fruits or commercially prepared packaged foods in factory-sealed containers. Examples of healthy snacks include pasteurized 100% fruit juice or cider, fruit, vegetables, cheese, low/no sugar breads and crackers (prepackaged to verify contents for children with allergies). An expanded list of nutritious snack choices is in the appendix.

Snack Set Up

- ✓ Check attendance to see how many children there are.
 - ✓ Ask your snack helpers to wash their hands. Adults must wash hands also.
 - ✓ Snack helpers set up cups and napkins.
 - ✓ Fill measuring pitchers half way with juice or water. Put one container on each of the red tables and two containers on the blue table.
 - ✓ Parent places snack size serving on napkins. Children may have a second serving of juice but are limited to one serving of food.
 - ✓ Parent cleans up after snack – clean tables with prepared bleach mixture, sweep the floor and wash serving dishes, cups, and plates.
-
- The parent helper arrives at 8:00am and is expected to stay until 12:00/1:00pm. If your child stays for lunch, you as the parent helper must stay until 1pm as well. Parents are welcome to bring lunch for themselves and their child(ren). Upon arrival, the parent consults with the teachers about the day's activities and centers, and any special duties.
 - Parent helpers act as teacher assistants. Their focus at all times should be interacting with the children, preparing and cleaning up for snack, and/or supervising activities to ensure a safe environment. Some reminders are:
 - ✓ Place yourself where you can see the entire room. Do not turn your back on a child or a group of children.
 - ✓ If you must leave an area you are supervising, ask another adult to cover for you. Do not leave a room unattended.
 - ✓ Please review our discipline policy (page 5). Some techniques we use are redirection, modeling, and problem solving. It is best to defer to a teacher if a difficult situation arises or you are uneasy about any conflict or problem.
 - ✓ We encourage independence in all areas (toileting, dressing, snack time, working in centers, etc.)
 - ✓ Play that is appropriate at home may not be suitable in the classroom. Parent helpers should not engage in wrestling or rough play with children.
 - One week prior to your parent-helping day, the teachers will put a reminder in your mailbox. Check off one of the options (1. Do your own project—check with the teachers ahead of time, 2. Lead a project that the teachers give you, or 3. Supervise an area) and return the form to the teachers' box.
 - Leave siblings at home on your parent-helping day. This is a time to be with your preschool child and your duties will require your full attention. If you need help finding a babysitter, please refer to the roster of parents with small children and try to arrange a trade.
 - If you have questions about anything that happens in the classroom (activities, teaching techniques, incidents, etc.) please speak directly with a teacher immediately
 - What you see and hear about children, their families and their development is **CONFIDENTIAL**. Please do not discuss these issues with anyone but the teachers.
 - Parent helpers may lead a project of their own design (check it out with the teachers in advance) or one planned by the teachers. In the past, parent led projects have included sewing bean bags, baking pretzels, making books, potato prints, playing music, and doing simple science experiments

Missed Parent Responsibilities...

If a family chooses not participate in Fall and Spring Environment Days (four hours each) or is unable to arrange to another project (each family is expected to contribute a total of 8 environment hours throughout the year), the family can opt out for \$30 per hour unfulfilled. If a family is unable to complete their required number of "Parent Helping Days", they can opt out for \$50 each day. These fees are designed to cover a substitute's pay. A running total for both of these commitments will be kept by the office and reported to you periodically. If 50% of your required Parent Helping days or 50% of your required environment hours have not been accomplished or scheduled by January 15th your account will be charged the difference between the 50% required and the amount unfulfilled. If 75% of your required Parent Helping days or 75% of your required environment hours have not been accomplished or scheduled by April 1st your account will be charged the difference between the 75% required and the amount unfulfilled. These charges are refundable once the required hours are completed.

Parent-Teacher Communication...

Communication is the key to partnership between parents and teachers at The Children's School. Teachers want to know about the Children's thoughts; interests and activities outside of school and parents want to know about their child's life during school hours. To facilitate this exchange of information we use the following strategies:

- Each family has a **mailbox** in the cubby area. Whenever you come into school, check your mailbox for notes, announcements, artwork and newsletters.
- Updates concerning curriculum themes, teacher's wish list and filed trips are posted on the large **bulletin board** next to the clock. Board meeting minutes and information about local opportunities for children's activities and parent education are posted on the **parent information board** next to the door. Highlights of each day's program are posted on the **white board**. Teachers also write a **daily log**, which is stored near the sign in/attendance sheets and is available for everyone to read.
- Teachers send home a **weekly update** via email to keep you in touch with what's going on in the classroom.
- **The Children's School Newsletter** gives teacher and board updates, descriptions of events and articles of interest.
- Teachers are usually available for **brief discussions** and feedback at drop off and pick up, and are happy to schedule a longer meeting if needed. In addition, formal **Parent-Teacher Conferences** are held in the fall and spring. At these conferences the teachers will share their observations and insights regarding each child's growth and development, and welcome parent in-put. Parent's reasonable requests for additional conference(s) shall be honored within seven days.
- Recent projects and activities are shared through **art displays** and **photographic panels** in the classrooms.

The Children's School Administration...

TCS was incorporated in June 1970 as a non-profit corporation in the State of Vermont. Copies of the Articles of Incorporation and the By-Laws are kept in the school files. The school has a Board of Directors consisting of a President, Vice President, Treasurer, Secretary and Chairpersons of 7 committees. Board Members are elected annually for a one-year term. Board Meetings are held once a month. All parents are invited to attend and submit items for discussion.

The Board of Directors is responsible for the sound and smooth operation of the school including but not limited to the following areas:

- Hiring all teachers and staff
- Defining duties of teachers and staff
- Evaluating the program and staff annually
- Defining parent participation requirements

- Electing new Board members annually with advice of members
- Setting tuition and fees
- Overseeing member families' commitment to the school

(The executive positions, along with chairpersons of each committee, make up the Board of Directors.)

EXECUTIVE POSITIONS:

PRESIDENT	The President presides at all meetings of the Corporation and the Board of Directors. He or she is actively involved in the management of the business of the Corporation and sees that all orders and resolutions of the Board of Directors are carried out. The President serves as an ex-officio member of all standing committees and will collect a report from each committee chairperson and board member to be passed on to the next person holding these positions. The President stays informed of the preschool's legal responsibilities and liabilities.
VICE-PRESIDENT	The Vice-President generally supports the President by serving as his/her substitute when needed, as well as providing leadership and directional support to the committees and school. During the incapacity of the President, the Vice-President shall perform the duties of the President. A good candidate for this position is someone with TCS experience, dependable, analytical, and able to work cooperatively with others.
TREASURER	The Treasurer of the Board oversees all of the finances for the Corporation, working closely with the school administrator. He or she makes monthly reports to the board about the finances of the Corporation. In the spring, he or she will present a proposed budget for approval to the Corporation for the coming school year. The treasurer serves as a liaison between the preschool and state/federal financial regulating agencies (Unemployment compensation, Dept. of Taxes-Business taxes: tax-exempt status, Internal Revenue Service. The treasurer will also make recommendations regarding salary adjustments and staff bonuses, and/or other financial contractual changes (such as health care benefits).
SECRETARY	The duties of the Board Secretary include keeping minutes of all Corporation and Board of Director meetings and distributing the minutes to all board members, parents, and staff. The Secretary will post the meeting minutes on the parent bulletin board no later than two weeks after the meeting. The Secretary is also responsible for correspondence of the Board including advance notice of all Board and Corporation meetings. The secretary will find a substitute to record minutes should he/she be absent for a board/corporation meeting.

COMMITTEE POSITIONS:

Environment (2-3 families)	The entire school community is responsible for the upkeep and maintenance of the building and grounds. This job requires close coordination with the school administrator regarding the needs of the school. This committee is responsible for coordinating contractor services, responding to building emergencies, organizing routine tasks (lawn mowing, cleaning, and furnace filter changing) and running the scheduled community-wide environment days. The committee also carries responsibility for our green initiative including waste reduction, composting, gardening, etc. This includes continued follow-through with our certification process to become an eco-healthy childcare center. This committee is responsible for purchasing (with the school budget) supplies for the school, including cleaning supplies, household items, and teaching supplies. The list of needed supplies must be checked weekly, and regular communication with the teaching staff and administrator about their needs is essential.
Human Resources (3 families)	The HR chair acts as a liaison between the Board of Directors and the teachers. His or her primary duty is to keep open communication between the Board and the staff. To facilitate this communication and ensure that the teachers' needs are heard, the chair should hold regular meetings with the staff. The chair conducts program evaluations through parent surveys, coordinates teacher evaluations (of each other), communicates changes in benefits and salary, coordinates contracts, and follows up on required continuing education. The chair has primary responsibility to advertise for, interview, and hire new staff as needed, identify substitute teachers, and maintain personnel policies, job descriptions, etc. The chair also oversees two committee members: <ul style="list-style-type: none"> ○ Substitute coordinator and program enrichment: This committee member has a two-part job working with our teachers. This person is responsible for coordinating substitutes for teacher

	<p>absences or parent-helpers, and also serves as the teachers' resource for integrating enrichment opportunities/school visitors to coordinate with the current theme/unit.</p> <ul style="list-style-type: none"> ○ One committee member will be responsible for coordinating Teacher Appreciation week (in May), by establishing the theme, and managing the events/gifts, as well as coordinating school-wide teacher gifts at the end of the year. This person is also responsible for coordinating the Scholastic book orders.
Public Relations/Marketing (2-3 families)	<p>The primary objective for this committee is to promote and enhance the perception of the school and its offerings within the greater community and in turn to impact and influence overall enrollment. The Chair is responsible for maintaining an annual advertising budget (paid placements) and other grassroots efforts (e.g. flyers), proactively seeking favorable editorial coverage in local media outlets, maintaining and encouraging consistent use of the school's branding, and interfacing and providing counsel with other school committee chairs where appropriate. The committee members are responsible for:</p> <ul style="list-style-type: none"> ○ Webmaster: maintains content, maintenance and online promotional activities and outlets, e.g. Facebook ○ Newsletter: collects content contributions and designs a school newsletter/blog as well as a biannual paper newsletter for distribution to families and alumni. Maintains alumni mailing list for fundraising efforts and drafts and distributes annual alumni donation letter.
Enrollment/Registrar (1-2 families)	<p>The Enrollment chair is responsible for ensuring that enrollment is full. This committee is responsible for coordinating the Open House, contacting prospective parents, arranging visits and follow-ups. Availability to return phone calls and give tours is essential, along with strong communication skills. All committee members are responsible for conducting tours at times acceptable to the teachers. The chairperson is responsible for tracking enrollment, meeting current enrollment/tuition goals, and working with the Treasurer/budget committee to set enrollment targets for the following year. The chair coordinates advertisement with the PR/Marketing chair, and works closely with the office administrator to enroll families.</p> <p>This committee also manages the Kids Day booth and parade coordination (in May each year). This includes the booth set-up and break-down, signing up families to run the booth, identifying our school's approach to the parade theme, and coordinating family participation in the parade.</p>
Social/Special Event (1-2 families)	<p>The Social/Special Event committee coordinates food, setup and cleanup for events. The school social events are essential to developing our sense of community each year, offering the chance to meet, socialize, and relax with fellow parents and children. The committee chair is responsible for overseeing the organization and promotion of these social events, especially the out-of-school community events, i.e. Halloween Party, ice skating, swimming, potlucks.</p>
Grant/(Small Fundraisers) (1-2 families)	<p>The Chairperson for this committee will serve as the school grantwriter. The primary duty for 2010-2011 will be to begin updating our school's NAEYC materials as we approach our 5-year NAEYC reaccreditation.</p> <p>Depending on the number of families, this committee will also house our small fundraising position, responsible for running our fall bulb sale and additional small fundraisers as determined during the year.</p>
Spring Fling (5-8 families)	<p>This committee organizes our traditional major fundraiser and social event, the Spring Fling Silent Auction, held each spring. This event supports the school's scholarship fund. This committee will meet regularly, but will have the most active work in late winter/early spring. The chairperson for this committee should be detail-oriented and comfortable with delegation. The co-chair is ideally a person with at least one future year at the school who can provide consistency from year to year in the event-planning.</p> <p>Committee responsibilities include:</p> <ul style="list-style-type: none"> ○ Event location, Food & Beverage contracts ○ Donation solicitation ○ Donation pickup ○ Event Marketing/Ticket Sales

There are typically three preschool teachers who work together on curriculum development and plan classroom activities.

A part time Administrator maintains fiscal and enrollment records, keeps abreast of compliance regarding licensing requirements, and provides administrative support to parents and teachers. Please keep the Office

Manager informed of changes in address, home/work/cell phone numbers, email addresses, emergency contacts or your child's allergies.

Suspected Child Abuse and Neglect Policy...

As professional child care provider, we are mandated by the State of Vermont to report any suspicions of child abuse or neglect. Staff is directed to report all suspicions immediately to the President of the Board. Once the President has been notified, the staff person must contact the Department of Social and Rehabilitative Services (SRS) at the number posted by the school's phone and make the report of abuse or neglect. Parents will be notified of any such calls made by The Children's School staff unless we have reason to believe that the parent is responsible for the abuse or neglect. All phone reports must be followed by a written report using TCS Abuse and/or Neglect Reporting Form. The staff member who made the report, the President, and the parent of the child should keep copies of the form.

If a teacher suspects that the welfare of the child is in immediate danger i.e. riding with an intoxicated adult driver, the teacher must act accordingly to ensure the safety and well being of the child. This might result in calling the emergency contact person or law enforcement officials. If you have concern about the complaint procedures regarding the welfare of children, please contact the Social Services Division in Burlington at 863-7370.

Nondiscrimination Statement/ Anti-Harassment Policy...

The Children's School is open to all children and does not discriminate in its administration or hiring policies. TCS is committed to providing all students and staff with a safe, supportive school environment. It is the policy of TCS to oppose and prohibit unlawful harassment based on race, color, creed, religion, national origin, marital status, sex, sexual orientation, or disability. The Children's School Board shall act to investigate all complaints of harassment and to take appropriate action against any member of the school community who is found to have violated this policy. Complaints shall be brought to the attention of any Board Member. The President, upon notification, shall notify the Vermont Human Rights Commission and the Federal Department of Education's Office of Civil Rights.

Confidentiality of Records...

Information contained in a child's record shall be confidential. The Children's School shall not distribute or release information in a child's record to anyone not directly related to implementing the program plan for the child without written consent of the parent(s)/guardian(s). The child's parent(s)/guardian(s) shall, upon request, have access to the child's record at reasonable times. In no event shall such access be denied or delayed more than two business days after the initial request has been made.

Freedom of Access...

Parents shall have access to the facility, their child and the staff during the time that their child is present.

Health Policy...

The Children's School attempts to assure a healthy environment for all. This is best accomplished through prevention of the spread of germs. We practice extensive hand washing and sanitary toileting procedures. Parents are encouraged to continue these habits at home. The school is disinfected and cleaned on a daily basis.

Children in group settings invariably become ill. Maintaining a healthy environment may mean excluding a sick child from school. The attached table outlines expectations of staff and parents in the case of many childhood illnesses. These expectations are based on the State of Vermont Day Care and Licensing Regulations as well as information provided by the State Health Dept., area physicians and the Center for Disease Control. Two general expectations not outlined on the attached table are that children will be kept from school until they

have been on an anti-biotic treatment for 24 hours and/or they have been free of fever (see definition on attached chart) for 24 hours.

If a child becomes ill while at school, s/he will be isolated where the teacher or an assistant can be in contact. The parents or the emergency contact listed on the admissions forms will be called. When called to pick up a sick child, parents are expected to do so immediately. When an ill child's condition requires authorization of a medical professional to return to school (as defined in the attached chart), the attached form or a medical professional's note may be used. Additional forms are available at the school.

TCS will not administer medication (prescription or other) without a written order from the child's physician. All medication to be administered must be supplied in the labeled container in which it was purchased, and be accompanied by written instructions and signed parental and physician authorization. Ask your pharmacist for two bottles with prescription labels, one for home and one for school. Please bring a dropper or medication spoon if needed. Hand the medication directly to the teachers—DO NOT store it in your child's lunch box or cubby. TCS will assume no responsibility for complications, which might arise due to the administration of such medication.

If your child has been exposed to a contagious condition such as head lice, conjunctivitis, chicken pox or strep throat, please notify the staff as soon as possible. We'll send a note to other families letting them know that this condition may exist so that they can watch for symptoms.

The purpose of this health policy is to provide guidance when confronted by illness. All parents in a program must work as partners with each other and the staff to assure the healthiest possible environment for all. Remember, it serves no purpose to knowingly expose children and staff to such illness when such exposure is avoidable.

The State of Vermont requires TCS to maintain written, up to date immunization records on all children. The State allows us to waive this immunization requirement upon receipt of a letter stating the reasons for your choice. This written request must be filed with the Office Manager with your admissions forms. All medical and immunization records must be completed by a physician and submitted by the parents **before** the child enters school. Parents must identify special needs, allergies, medications, etc. on the admissions forms.

Parents are expected to keep sick children home based on the attached information. Staff may ask that you consult with a medical professional before making a decision about including or excluding a child from school. In addition to the physical symptoms, we must consider the needs of the child. No matter what the diagnosis, if a child feels miserable, clingy or demands extensive one-on-one attention, s/he will probably be better off at home or alone with another care giver. Parents are expected to respect the staff member's opinion regarding whether the child's condition warrants exclusion from the program.

Health Policy

Symptoms/ Illness	Parent Action	School Action
Bacterial Meningitis*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Campylobacter*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Chicken Pox*	Remove the child from school until all pox are scabbed over (about 1 wk.) and a medical professional indicates it is safe for the child to return to school	Notify other families of exposure.
Colds or Flu	Remove child from school if disposition warrants or if symptoms are too severe to reasonably control. Watch for development of new or more severe symptoms.	
Diarrhea (3 loose stools beyond what the child normally has in a 24 hrs or loose stools persisting more than 48 hrs.)	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	Notify Health Dept. and other families if cause is found to be Shigella, Campylobacter, Salmonella, or Giardia.
Difficulty Breathing	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Diphtheria*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept. and notify other families of exposure.
Fever (Temp over 101 Dgrees rectally or 100 degrees orally)	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Giardia*	Remove child from school until medical professional indicates it is safe to return.	Notify Health Dept., notify other families of exposure
Hepatitis A*	Remove child from school until medical professional indicates it is safe to return.	Notify Health Dept., notify other families of exposure
Impetigo*	Remove child from school until medical professional indicates it is safe to return.	Notify Health Dept., notify other families of exposure
Jaundice (yellowing of the skin and/ or white part of the eye)	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Lice	Remove child from school until after appropriate treatment is completed. No nits can be present. Remove and wash all personal belongings brought to school in very hot water and dryer.	Treat school environment and equipment, notify other families of exposure, and possibly check children for infestation.

Symptom/Illness	Parent Action	School Action
Measles*	Remove child from school until medical professional indicates it is safe to return	Notify Health Dept., notify other families of exposure
Mumps*	Remove child from school until medical professional indicates it is safe to return.	Notify Health Dept., notify other families of exposure
Persistent Abdominal Pain	Remove child from school until symptom-free for 24 hours	
Persistent Crying	Remove child from school until symptom-free for 24 hours	
Pertussis* (Whooping Cough)	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Pinworm Infection	Remove child from school until medical professional indicates safe to return.	Notify other families of exposure.
Polio*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Rash with Fever or behavior change	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Ringworm Infection	Remove child from school until 24 hrs after treatment initiated. Remove and wash all belongings brought to school in very hot water and dryer.	Notify other families of exposure.
Rubella* (German Measles)	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Runny Nose	Remove child from school if disposition warrants or if discharge is too severe to reasonably manage.	Consider chronic conditions in determining inclusion/exclusion.
Salmonella*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept., notify other families of exposure.
Scabies	Remove child from school until 24 hrs after treatment is initiated. Remove and wash all personal belongings brought to school in very hot water and dryer.	Treat school environment and equipment, notify other families of exposure, and possibly check children for infestation.
Severe Coughing (child gets red or blue in the face and/or produces whooping or croup noises)	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Shingella*	Remove child from school until medical professional indicates safe to return.	Notify Health Dept. and notify other families of exposure.

Symptom/Illness	Parent Action	School Action
Streptococcal infection (Any such infection incl. strep throat and scarlet fever)	Remove child from school until medical professional indicates safe to return or on antibiotics and free of fever for 24 hrs.	Notify Health Dept. and notify other families of exposure.
Tuberculosis* (active)	Remove child from school until medical professional indicates safe to return.	Notify Health Dept. and notify other families of exposure.
Unusual irritability	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Unusual Lethargy	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	
Vomiting (2 or more episodes within the previous 24 hours)	Remove child from school until symptom-free for 24 hrs or medical professional indicates safe to return	

***Symptoms and Illnesses marked with an asterisk require the approval of a medical professional for the child to return to school. When your child has been diagnosed with one of these illnesses, you must complete and return the authorization form (at the end of this Handbook) BEFORE your child may return to school.**

Allergies:

It is imperative to notify The Children's School of any allergies your child may have. The children's allergies are posted on the wall in the snack room as well as on the refrigerator to ensure your children's health and safety.

Smoking:

The Children's School has a NO SMOKING policy. There shall be no smoking in the school building, on the school grounds, or within view of the children at anytime.

APPENDICES

Snack Guidelines....

Healthy snacks consist of at least 2 food groups and should be as low in fat and sugar as possible.

(Children who are restricted from either cow's milk or fruit juice will be offered water or a suitable alternative provided by either the school or the child's family.)

Nut-Free Snack Ideas:

Packaged Snack Food & Cheese

Pirate Booty
General Mills Cereal: Rice, Corn or
Wheat Chex, Cheerios (not honey nut)
Cubed Mild Cheese
String Cheese
Nabisco Triscuits
Nabisco Honey-Maid Graham Crackers
Nabisco Barnum Animal Crackers
Pepperidge Farm Cheddar Gold Fish
Annie's Cheddar Bunnies
Cheddar Quakes
Honey Maid Graham Cracker
Nabisco Wheat Thins
Rudi's Organic Bread w/ Cascadian Farms
Organic or Polaner's 100% fruit spread
Green Mountain Gringo Tortilla Strips
(with guacamole or other dip)
Manischewitz Matzo
Kashi TLC Country Cheddar Crackers
Plain Bagels (check label) & Cream Cheese
Kellogg's Nutri-grain bars
Cedar's Whole Wheat Pita Bread
Cascadian Farms Purely O's
Kashi Heart to Heart cereal
Hain Popped Corn Mini cakes (plain or butter)

Fruits and Vegetables

Bananas
Apples
Pears
Clementines
Celery sticks and cream cheese
Red Peppers or Cucumbers
& Annie's Ranch Dip
Sun Maid Raisins
Mangos
Oranges
Cantaloupe
Watermelon
Honey Dew Melon

Beverage

Milk
100% Juice: Apple
Orange, Grape - no
sugar added
Pasteurized Cider

- Important: Due to continued changes in manufactured packing & processing, please read the ingredient list to ensure that it does not contain any of the following: peanuts/nuts, peanut/nut oil, peanut/nut flour, or any of the following statements, "may contain traces of peanuts/nuts" or "manufactured in a facility that also processes peanuts and or other nuts".
- Many parents have raised concerns about providing low fat, low sugar, non trans-fat healthy snacks for our children. This list contains both organic and conventional items and we appreciate your support in keeping our school safe and free from peanuts/nuts.

Please Help us add to this list!

**THE CHILDREN'S SCHOOL
SCHOLARSHIP POLICY**

Approved March 11, 2010

I) Scholarship Committee: Composition and Membership

A committee composed of up to two current parents, usually members of the enrollment committee, and either the Administrator or a board member, will make scholarship decisions. This committee shall be called the "Scholarship Committee". A Chairperson is to be unanimously agreed upon by the members of the committee. Families applying for scholarships may not serve on the committee. Committee members who intend to apply for a scholarship must resign from the committee before application review.

II) Confidentiality

Information provided on the application is strictly confidential, including applicant's names. All applicants and supporting data will be destroyed on an annual basis, after an annual summary has been written. No names or personal data are to be included in this summary. The existence and status of the fund itself is public knowledge.

III) Fundraising Goals

The scholarship fund is funded with the Spring Fling fundraiser annually. The fundraising goal for the Scholarship Fund is the equivalent of one MWF morning program tuition. If the fundraising goal is not met or other financial circumstances present themselves then the amount budgeted for scholarship funds will be less than the fundraising goal.

IV) Emergency Reserve Provision

10% of the fund is to be set aside for emergency scholarship purposes. This reserve is to be used to help families who are having problems meeting tuition requirements due to unexpected family financial situations. Application for these funds should be made to the scholarship committee. All requests for scholarship funds are to be accompanied by a letter of explanation. The scholarship committee shall respond, in writing, within ten days.

V) Notice

Information regarding scholarship funds availability shall be provided via various school information including brochures, information packets and applications and admissions materials.

VI) Application and Assignment

Scholarship application deadlines shall be announced in the school's general application materials. All scholarship applications need to be submitted to the TCS office by the published date. Later applications will not be accepted, with two exceptions: 1) a family that enrolls after the deadline may make an application provided there are still unallocated funds, and 2) emergency scholarship applications.

Monies will be assigned on the basis of need following a formal application process. Applicants must complete the application for SRS financial assistance. If the family is eligible for SRS assistance, application must be made to SRS first. If a family is not eligible for SRS assistance, they may still be eligible for scholarship assistance from The Children's School. For example, SRS guidelines indicate that if one parent is a stay at home parent the family is ineligible for SRS assistance. That family may be eligible for assistance from The

Children's School. The family should complete the SRS application and include it with the documents submitted to The Children's School. In every case, a completed copy of the SRS application must be included with The Children's School application. Incomplete applications are not eligible for consideration.

Level of need may be determined by a formula, using the current SRS Daycare subsidy guidelines as a reference. A copy of the current SRS income guidelines is attached to this policy and will also be kept on file in The Children's School Office and made available to all parents.

VII) Scholarship Limits

Scholarships may not exceed 33% of the applicant's total annual tuition.

VIII) Determination for Distribution

Determination for distribution will be made prior to contracts being distributed. Scholarship application deadlines shall be announced in the school's general application materials. All Scholarship funds are awarded at first pass. If a family who has been awarded funds decides to leave, their award is reserved for future scholarship applicants. If new applicants do not present themselves it is to the discretion of the scholarship committee to award more to those already awarded or maintain the funds for other emergencies

Distribution of scholarship funds shall be made once annually, upon receipt of the signed contract and acceptance of the awarded amount.

IX) Provision if Requests Exceed Available Funds

If requests exceed available funds, scholarships will be distributed proportionally (according to the SRS Table) as follows:

$X = \text{Total Monies to be allocated at time of review}$

3 applicants fall on SRS table at A%, B% and C% income levels

A's scholarship = $A\%(X) / A+B+C$

B's scholarship = $B\%(X) / A+B+C$

C's scholarship = $C\%(X) / A+B+C$

X) Increase in Family Income

If a recipient's income changes, the committee shall review the statement of continued need and make changes in grant amounts accordingly.

XI) Unallocated Funds

If funds remain in the scholarship fund after awards are made they are available for new applicants. Funds may also be allocated by the Board to be used for other school emergency or capital improvement needs. Unassigned monies will be carried forward into the next year's scholarship fund. Information as to the status of the scholarship fund shall be made available to parents upon request.

XII) Other Uses for Scholarship Funds

Scholarship funds do not need to be used strictly for tuition. Money may be requested for various fees throughout the year. All requests for scholarship funds are to be accompanied by a letter of explanation for the request. The scholarship committee will provide a written response within 10 days of the request.

XIII) Annual Summary

The Chairperson of the scholarship committee is responsible for writing a summary of the year's scholarship activity by the end of each school year. No names or personal information are to be included in this summary. This information is to be kept in the Scholarship file for the benefit of future Scholarship Committees.

Once the annual summary has been written, all applications and supporting data are to be destroyed, except information regarding returning families who will be applying for scholarships in the next year.

THE CHILDREN'S SCHOOL

COMPLAINT AND CONFLICT RESOLUTION POLICY

Revised and Approved February 7, 2002

I) **Statement of Intent**

The Children's School strives to be democratically operated. Parent input is both welcomed and encouraged. General suggestions regarding staffing, hours of operation, choice of toys, books and equipment, tuition, etc., should be submitted through the suggestion box located near the parent mailboxes or presented to the Board at its monthly meeting. Notify the Board President if you would like issues to be placed on the agenda to be discussed at the next scheduled board or corporation meeting.

In every community individuals come into conflict with one each other. When conflict arises, we encourage direct communication between the individuals involved. If direct communication breaks down then the problem shall be brought to the board for mediation. Please follow the steps below if you are involved in a conflict which has not been resolved through direct communication.

II) **Step I: Initial Complaint or Concerns about your Child, Staff Members, or the Program**

If a parent or a staff member has a concern about a child, they should first speak directly to the person or member of the staff with which they have the complaint. If this is not possible, or if the complaint is about the program, they should speak with one or both of the Head Teachers. Staff members should speak to one another or to the board president. If the complaint is with a Parent Helper, the issue should be brought up with one or both of the Head Teachers. If the complaint is with a member of the board, the issue should be addressed with the President of the Board or any other Board officer. If the complaint is with the president, complaints should be addressed with the Vice President or another officer. If the complaint is with a Board officer, the complaint should be addressed with the President. If the subject is likely to take some time or is of a confidential nature, please make an appointment with the appropriate person(s) (as noted above) to discuss the matter. If, after they have left the school for the day, parents or staff members are concerned about their child, the children of the school in general or an incident that has occurred at school, they should call the office to speak with one of the head teachers or contact a member of the Board.

III) **Step II: Dissatisfaction with Step I**

If the parents or staff member feel that their concerns have not been met after speaking directly with the appropriate staff or board member, the complainant has the choice of two courses of action. First, the complaint can either be put in writing and submitted to the president of the board of directors or, alternatively, submitted for mediation. The process for both Written complaints and mediation are described below:

Written Complaints:

The president will acknowledge receipt of the complaint in writing and it will be reviewed by a sub-committee appointed by the board within 5 days of acknowledgement. If they wish, the parent or staff member may address the members of the sub-committee to discuss the complaint. The course of action determined by the sub-committee will be communicated in writing to the parties in question within 5 days of their meeting.

Mediation:

- 1) One or both parties shall request a meeting with the personnel chair and/or board president to discuss the area of concern and determine if a mediation meeting is needed.
- 2) If necessary, the individuals, personnel chair and/or board president, and perhaps an additional listener and/or note-taker will meet to discuss the situation. The goals of the personnel chair and/or board president at this meeting shall be:
 - A) To help the individuals discuss their thoughts clearly and hear each other's point of view.
 - B) To facilitate a resolution.
- 3) Resolution may require more than one meeting, but at the end of each meeting there should be agreement that there has been forward movement on both sides.
- 4) If the personnel chair and/or the board president feel that there is not progress after one or more meetings, he or she may discuss this with the individuals and may recommend that the issue be presented before the board for consideration.
- 5) After the resolution, the personnel chair and/or the board president shall follow up with the parties involved.

IV) Step III: Dissatisfaction with Internal Complaints Procedure and Very Serious Complaints

If the parents or staff member are dissatisfied with the outcome of the internal proceedings and/or if the complaint is of a very serious nature, the complainant should contact The State of Vermont Child Care Consumer Care Line at 1-800-540-7942.