



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# West Suburban YMCA Out-of-School Time Program

276 Church St.  
Newton, Ma 02458  
617-244-6050

## Family Handbook 2020-2021

Refer to COVID-19 Addendum for revised policy and procedure



*Updated September 2020*

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This handbook is designed to help you become familiar with our program and to explain our program policies and procedures.

## **I. OVERVIEW OF THE OUT OF SCHOOL TIME PROGRAM**

### **a.) Our Mission Statement**

The West Suburban YMCA, a charitable non-profit organization, strengthens the foundations of our community by supporting youth development, healthy living, and social responsibility for all. The West Suburban YMCA, founded in 1877 in Newton Corner, is among the oldest YMCA's in the United States.

Our staff and volunteers deliver on our cause to strengthen community. Whether we are building confidence in kids, encouraging someone to achieve a health goal, or bringing people from different backgrounds together to improve neighborhoods, every connection made contributes to a better "us." Working together for good is who we are.

When you join the Y you belong to a place where:

- Parents find a safe, positive environment for children to learn values, social skills, and behaviors.
- Families come together to have fun and spend quality time with each other
- Adults connect with friends, pursue interests and learn how to live healthier
- Communities thrive because neighbors support each other and give back
- We all build relationships that further our sense of belonging and purpose

Our promise to you, as you walk in the door, is to find "your fit" with the activities, facilities and programs that we offer. We offer the resources and the flexibility to help you, your family and the community to be healthier, happier and more connected.

### **b.) Program Philosophy and Purpose**

We believe that children learn and grow best within the context of their family, cultural background and community, and in a setting that is safe, comfortable, and active. Our environment is inspiring where children can learn, play and grow while developing self-esteem, social emotional, cognitive, physical, artistic and creative development. Children are encouraged to help create their own niche within the Out of School Time program community. Emphasis is placed on the four core values of the YMCA: Caring, Honesty, Respect and Responsibility. Staff, children and parents are expected to model the Y's core values of caring, honesty, respect and responsibility ensuring that everyone puts their best selves forward every day. Our commitment is to make a difference in the lives of every child and family who choose the Y. The Y's assurance of high quality includes:

- Learning experiences that are engaging and developmentally appropriate
- Focus on social emotional growth
- Active play and physical fitness combined with nutrition education
- Emphasis on self-confidence, self-esteem and leadership, while encouraging independence.
- Experienced, well trained teaching staff
- Warm, positive interactions between educators and children
- Parent involvement



The major objective of the YMCA is to strengthen and support family life. Our program is an ideal way to accomplish this objective. All those involved play a role in the process of care and development. The YMCA does not intend to become a substitute parent. Parents, caregivers, children and other family members all play an important and vital role in caring for and facilitating the development of your child and in strengthening and supporting your family.

**c.) Objective of the Out-of-School Time Program**

The YMCA Out of School Time program is committed to serving a wide variety of families without regard to race, creed, religion, cultural heritage, political beliefs, national origin, family lifestyle, sexual orientation, disability, marital status or financial ability.

1. Provide a loving, caring, enthusiastic, creative, safe atmosphere for all children.
2. Provide a safe space where children can play, learn and develop relationships.
3. Develop a proactive behavior management model by providing stimulating program activities and recognizing positive behaviors and choices.
4. Provide an effective balance of active and creative after school activities with time for relaxation and also support for distance learning during the school day.
5. Develop a quality out of school program with a well-planned curriculum which includes the following components:
  - a. Distance learning support
  - b. Active Games and Sports
  - c. Creative Activities
  - d. Community Service
  - e. Nutrition and Fitness

We are committed to nurturing individual differences and the growth of the whole child.

Our philosophy is a developmental one. In order to meet individual needs and to give equal emphasis to all aspects of development, our program is structured to provide access to materials which help each child develop to his/her highest potential. Opportunities are presented which encourage the child to make decisions and to take responsibility.

Positive peer interaction, cooperation, development of self-respect, self-control, and friendships based on mutual caring and respect are some of our main goals for the development of each child's social competence.

Each child's emotional needs are of great concern to us. Our staff realize the importance of consistency, security, warmth and love and try to foster this kind of atmosphere in order that each child can develop his/her emotional capabilities. The development of healthy self-esteem, independence and self-regulation are among our primary emotional goals.

We know that children learn best by exploring their environment, by being exposed to a variety of "hands on" experiences, and by being allowed to figure out their world through trial and error. Our staff understands their responsibility to set limits, to maintain safety and to act as role models who generate love, respect, understanding and generosity. Staff communicates to the children their expectations regarding values, acceptable social behaviors and respect for the environment.



The West Suburban YMA Out-of-School Time program shall not discriminate in providing service to children and their families on the basis of race, religion, cultural heritage, political beliefs, national origin, disability, toileting status, marital status, or sexual orientations.

### **BUILDING CHARACTER...ONE CHILD AT A TIME**

The YMCA is committed to incorporating character development as the foundation of everything we do. By instilling in our children, the importance of values such as *Caring, Honesty, Respect and Responsibility*, we are providing them with the tools and self-esteem necessary to make healthy decisions in life.

*The Department of Early Education and Care requests that the YMCA share its obligations to parents as outlined in State regulations related to early education and afterschool programming:*

#### **d.) Availability of EEC Regulations:**

The Center maintains copies of CMR 102 7.00, Standards for the Licensure or Approval of Group Day Care and School Age Child Care Programs, on the premises, and makes them available to any person upon request. If parents have questions about any of the regulations, a copy may be requested from the Preschool and Family Services Director.

All Early Childhood Education Programs are licensed by the Massachusetts Department of Early Education and Care (EEC) and are mandated to uphold all rules, regulations and policies set by EEC. Information regarding programs regulatory compliance history can be obtained from the Department of Early Education and Care.

### **Metro Boston**

1250 Hancock Street, Suite 605  
North Quincy, MA 02169  
Phone: (617) 472-2881  
Fax: (617) 472-2722

## **II. CHILDREN'S RIGHTS AND RESPONSIBILITIES**

### **a.) Children's Rights:**

Children are treated with care, respect and honesty at all times; enjoy an environment that is safe and free of hazards; have the opportunity to express their feelings and be heard in an appropriate manner whether they are happy, angry, frustrated or excited. No child shall be subjected to any abuse, neglect or corporal punishment including but not limited to: any type of physical hitting inflicted in any manner upon the body, punishments which subject a child to verbal abuse, ridicule or humiliation, denial of rest or bathroom facilities, punishment for soiling, wetting or not using the toilet or any punishment related to eating or not eating food.

### **b.) Child Guidance:**



Exhibiting and teaching respect is the foundation of the YMCA's Child Guidance Policy. Children are encouraged to show respect for each other and each other's property and the Y facility in the interest of every child's safety and the security of the group.

The Out-of-School Time staff employs positive strategies and tactics that are consistent, age-appropriate, and respect the individuality of every child. These include:

- Establishing predictable daily routines;
- Helping children learn social, communication and emotional skills in place of challenging behaviors.
- Intervening quickly when children are physically aggressive with one another and teaching them alternatives for conflict resolution.
- Allowing children to help set rules and procedure for interactions with each other so they better understand the why behind policies that are in place.
- Encouraging children to be part of the solution in problem solving.

If a child displays negative behaviors (throwing toys, hitting children, etc.) a staff person will talk to the child about making better choices. If the child repeats the behavior, the teacher may ask the child to make a different choice, possibly in a different area of the classroom.

The staff will never use any form of physical or verbal abuse, punishment or humiliation; nor deny a child meal, drinks, outdoor time or the use of bathroom facilities.

A staff person may supportively hold a child in the rare case of an emergency where a dangerous threat to the child, or others near the child, exists. Staff may hold the child long enough to remove the child from the situation. All staff provides a positive and consistent guidance to children based on their individual needs and development

**c.) Restricted Methods of Child Guidance:**

- No spanking or other corporal punishment.
- No cruel, unusual, or severe punishment, humiliation, verbal or physical abuse, neglect, abusive treatment.
- No denial of meals or snacks, drink, rest, or bathroom facilities as punishment.
- No force feeding.
- No punishment 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 other excessive practices of toileting.
- No punishment related to eating or not eating food.
- No excessive time outs; time out may not exceed one minute for each year of the child's age and must take place within an educator's view.
- No deprivation of outdoor time.
- No confinement to a chair, or any other piece of equipment for an extended period of time in lieu of supervision.

**d.) Staff Responsibilities for Child Guidance:**



One of the many roles of the staff is to introduce children to a social environment and to guide them in understanding appropriate behaviors. The following guidelines are used:

- All educators in the Out-of-School Time program serve as role models.
- Staff will handle inappropriate behaviors in a calm, clear and consistent manner which is based on the development level of the child.
- All behavior concerns will be logged in a behavior log.
- Parents will be kept informed of their child's behavior and progress.

**e.) Children's Responsibility:**

Children of all ages are expected to model the Y's core values of caring, honesty, respect and responsibility, ensuring that everyone puts their best selves forward every day. This includes (but is not limited to): understanding the consequences of their actions; sharing; controlling their anger; participating in activities; wearing seatbelts while in a Y vehicle and respecting and following the Y's rules and policies.

### III. ENROLLMENT PROCEDURES AND REGISTRATION

**a.) Registration and Admission:**

Enrollment is ongoing until the program is full. For a child to enroll in the Out-of-School Time Program they need to:

- Attend Kindergarten through 8<sup>th</sup> grade
- Have a current West Suburban YMCA Youth or Family membership and maintain throughout enrollment in the program
- Complete Out-of-School Time registration/enrollment packet
- Non-Refundable \$200 deposit payment, all of it will go towards their first month
- Submit a current physical dated no later than 12 months from enrollment. (physical must remain current at all times while child is enrolled)
- Submit a copy of your child's current immunizations
- **If your child has an allergy or chronic illness an Individual Health Care Form is required before your child can start in the program.**

Please note that this documentation is required by the Department of Early Education and Care through the State of Massachusetts and your child may not start the program until the documentation is obtained.

Enrollment in our program is open to all; we do not discriminate based on race, color, national origin, marital status, cultural heritage, sexual orientation, religion, political beliefs or disability.

Financial assistance opportunities are available and can be applied for on a confidential basis. We also accept Massachusetts EEC Vouchers.

**b.) Registration/Enrollment Packet:**





The following forms are included in the registration/enrollment packet. It is very important that they be completed in detail for they provide the staff with valuable information about your child. These forms must be updated annually or whenever circumstances change. Please remember to let us know immediately whenever there are changes with your information. Children will not be considered enrolled in the program unless all paperwork and deposit are received. **Forms included in the registration/enrollment packet are:**

- Registration Form
- Child File Enrollment Form
- Emergency Contacts and Pick-Up Authorization
- Developmental History
- Authorization and Consent Form
- Child's Medical Form (or physical and immunizations dated within one-year)
- Individual Health Care Plan (applicable if your child has an allergy or chronic illness, etc.)
- Medication Consent Form (needed for any medication your child will take while in program)

**c.) Billing Policies:**

The Y's attention to quality care for every child includes an equal responsibility by parents/guardians to uphold the fee schedule agreed upon during Registration.

The Y's financial guidelines include:

- Rates are charged Weekly and are not reduced for weeks containing holidays; closures due to inclement weather; or when a child is absent or suspended (there are no refunds or credits).
- For the 2020-2021 school year, parents will be charged the Monday the week before starting on September 14<sup>th</sup> and going through to the second to last week of the school year. The WSYMCA reserves the right to suspend any child if payment is more than thirty days late. Parents will be notified by a "hand delivered" letter if tuition payment is late. Parents have until the 25<sup>th</sup> of the month from this hand delivered letter to pay or child will not be allowed to attend program for the following month. Child(ren) will be welcome to participate in the program when balance is paid in full and if space is available. Please be aware that if your child is suspended from the program, his/her space will become available to other children on the waitlist.
- Any additional charges included but not limited to, late pick-ups, extra days of care, will be added to the following months bill.
- Participants need to have a current West Suburban YMCA Youth or Family Membership, which must remain current while enrolled in the program. When withdrawing from the OST Program, families are responsible for cancelling their Youth or Family Membership at the Welcome Center Desk.
- Parents using vouchers must keep them current. If your voucher expires your weekly fee will be reassessed and parents will be responsible for the full payment of the new fee.
- Parents must notify the Y two weeks in advance if they are withdrawing a child from the program, otherwise they will be liable for payment.

**d.) Registration or Schedule Changes:**



Any changes in registration/enrollment information should be updated immediately with the Out of School Time Director —especially changes to cell phone, home or workplace numbers, emails, home addresses, emergency contacts or medical information.

When changing a child’s schedule, a parent/guardian must fill out a “Change of Schedule Form” and submit it to the Out of School Time Director, who will then submit it to the registrar. **You must provide a two-week notice for any changes related to child’s schedule including adding days (based on availability), dropping days, or cancelling program.** *Accommodation will be made space permitting for anyone wishing to add days.*

#### **e.) Termination or Suspension of Service:**

Unfortunately, there are circumstances that necessitate the suspension or termination of program services. If a child behaves in a way that jeopardizes the safety, health and well-being of him/herself, another child or staff member, the Y reserves the right to suspend or terminate program service immediately. In less severe circumstances, the Y will provide a two-week advance notice if staff believe that it in the best interest of all for a child to discontinue participation in a program. Possible reasons for suspension/termination from the program include:

- Inappropriate behavior considered harmful to your child, staff, or others
- Inappropriate parent behavior toward a child, staff or other parent(s)
- Chronic absenteeism
- Chronic tardiness of parent at pick-up
- Overdue fees

The Y staff will first attempt all appropriate methods of positive child guidance and/or progressive methods of discipline before resorting to suspension or termination. The Out of School Time Director and/or the Preschool and Family Services Director may recommend additional supportive services or make a referral for services when deemed appropriate. All incidents and subsequent actions will be documented in the child’s file. If a child is suspended or terminated after exhausting all avenues for sustaining enrollment, the Out of School Time Director and/or the Preschool and Family Services Director will provide the parent/guardian with all relevant information, including the circumstances under which a child may return, if applicable. In all cases, the final disciplinary decision is made in consultation with the Out of School Time Director, the Preschool & Family Services Director and/or the Director of Operations.

## **IV. PROGRAM POLICIES AND PROCEDURES**

#### **a.) Hours of Operation:**

The Out-of-School Time program opens 7:45 a.m. for drop off and closes promptly at 5:00 p.m. All children need to be picked up by an authorized person no later than 5:00 p.m. Children enrolled in the program picked up later than 5:00 p.m. will be assessed a late fee.

Children enrolled in the program will be dropped off and picked up from the program by a parent/guardian or authorized person designated in the child’s file.



The Out of School Time program also offers vacation camps during Newton Public School Closings such as winter vacation. These are subject to change based on whether they can be safely run.

**b.) Late Pick-Up Policy:**

As employee's schedules revolve around program closing times, it is expected that children will be picked-up no later than the posted program closing time of 5:00 p.m. Recognizing that there may be unintended delays, parents must call the Program with an expected arrival time and/or alternative pick up plan. Late Pick-ups are assessed a late fee of \$10 for any portion of being 10 minutes late per child and \$1.00 per minute/per child after 10 minutes. The late fee will be added to your monthly tuition bill for the following month. If a parent is 2 hours late after closing and contact cannot be made with a parent or emergency contact, the staff will notify the Department of Children and families (DCF) Emergency Unit, and follow the instructions provided by DCF. Chronic lateness could result in suspension or termination from the program, as determined by the OST Director and Director of Preschool and Family Services.

**c.) Attendance:**

If a child is going to be absent from the program, the parent/guardian must notify the Out of School Time Director. Program fees are required for all days your child is registered to attend the Out-of-School Time program. Rates are charged monthly and are not reduced for weeks containing holidays, closures due to inclement weather, or when a child is absent or suspended (there are no refunds or credits).

**d.) Transportation:**

Due to changes in the Out-of-School Time Program's operating hours transportation will not be provided to families this year. Children will be dropped off and picked up by a parent/guardian or another authorized person.

**e.) Staff:**

Staff are selected carefully based on their experience, education, talents, and interpersonal skills. Staff training is continuous, timely, and comprehensive on topics that include Academic Instruction, Curriculum Development, Bullying Prevention, Awareness of Child Abuse and Neglect, Child Safety and Protection; Family Engagement and strategies to promote children's social and emotional growth.

Criminal and Sexual (CORI/SORI) background checks are run on all staff and all staff are required to have current certificates in First Aid and CPR.

**f.) Curriculum:**

The Out-of-School Time program encourages all children to participate in activities which promote the child's social, emotional, cognitive, physical, artistic and creative development. During the school day children will be expected to follow their individual schedule as outlined by their school. After school hours children will participate in more traditional after school activities. The activities are designed to meet the needs for recreation, cultural enrichment, group and individual time, homework assistance, community service, physical fitness and creative expression. All activities are designed to be developmentally



appropriate for the children enrolled in the program. Our programs utilize both the indoor facilities (OST rooms, Recreation Center, auditorium) and outdoor facilities (track, field, and playground). The program focuses on the development of independence and responsibility in children by encouraging opportunities for decision making.

**g.) Sample daily schedule:**

7:45am-8:15am Drop-off	2:00pm-3:00pm Social Distance Learning
8:15am-8:30am Prepare for Distance learning	3:00pm-3:30pm Snack
8:30am-12:30pm Social Distance Learning	3:30pm-4:30pm enrichment/physical activities/clubs
12:30pm-2:00pm Lunch and Recess	4:30pm-5:00pm Pick-up

**h.) Swim, Sports, Creative Arts, and Fitness Lessons:**

Children enrolled in the OST program can sign up for swim, sports, creative arts, and fitness lessons and staff will escort them to and from their lesson. Parents must inform the OST staff in writing of any classes their child are registered for.

**i.) Pick Up Authorization:**

A Pick-Up Authorization Form, identifying individuals who are allowed to pick-up a child from our program, must be on file for every child registered in the Out-of-School Time program (it is a requirement of enrollment). If a child will be picked up by anyone other than a previously designated individual, the Program must be notified in writing of the change. No child, under any circumstances, will be allowed to leave the premises without an authorized person. **Unfamiliar authorized individuals who pick up are required to show identification.** Authorized individuals must be 16 years of age or older. If staff have a concern that an authorized person, including a parent/guardian, is under the influence of alcohol or drugs, staff will contact another authorized person for pick up. Incidents of this type may be reported to the Department of Children and families (DCF).

**j.) Toys from Home/Electronics:**

It is not recommended that children bring toys from home or electronics (cellphone, iPod, iPad, tablet) that are not required for Distance Learning to the Out-of-School Time Program. The day's activities are full and engaging, and there are many items for recreational play and learning in our classrooms. The YMCA is not responsible for lost or broken toy/items that a child brings from home.

**k.) Inclement Weather Policy:**

In the event of inclement weather (hurricane, snow, etc.), we will make every effort to remain open during our regularly scheduled hours. However, if the safety of our staff or our members is in question, we may close the building and/or cancel programs. Please call the front desk or check the YMCA website for updates on hours of operation and if we are open during inclement weather.

**l.) Scheduled Program Closures:**



Yom Kippur (September)  
Columbus Day (October)  
Veterans Day (November)  
Thanksgiving Day (November)  
Day After Thanksgiving Day (November)  
Christmas Day (December)  
New Year's Day (January)  
Martin Luther King Day (January)  
Presidents' Day (February)  
Patriot's Day (April)  
Memorial Day (May)

### **m.) Fundraising:**

The YMCA is charitable organization and does a variety of fundraising activities and events throughout the year. We encourage all families to participate. Thank you in advance for your support.

### **n.) HEPA Standards: Healthy Eating and Physical Activity:**

The Y is expanding its longtime commitment to children and youth by adopting a set of Healthy Eating and Physical Activity standards. The standards we are adopting will build a healthier future for our nation's children by providing healthy environments rich in opportunities for healthy eating and physical activity. Specifically, these standards are:

- Establish a minimum of expected physical activity for children of different ages enrolled in our programs;
- Define food and beverages offerings, including designating water as the primary beverage during snack times and offering fruits and vegetables as snack options;
- Limit the amount of screen time (use of computers, watching TV or videos)
- Commit Y's to conducting parent education to encourage healthy behaviors at home.

The Y serves food and beverages that promote lifelong health and prevent chronic disease. These include minimally processed foods made with whole grains and heart healthy fats and oils and without added sugars or Trans fats; fruits and vegetables and beverages made without added sugars. Nutrition education is included in our curriculum for all ages, and we create an environment that encourages children to choose healthy foods. Water is available throughout the day.

### **o.) Snack:**

We provide each child with an afternoon snack and ask families to provide a morning snack. We provide a wholesome and nutritious snack which is HEPA compliant, meaning there are two food groups represented one of which is always a fruit or vegetable. Water is always available for children throughout the day. Parents are welcome to provide an additional snack from home, but all snacks and food must be **NUT FREE**.

### **p.) Lunch:**

This year we are pleased to offer a free lunch program for children participating in our program. However, parents may provide a lunch for their child if they choose. All items must be **NUT FREE**. Children's lunch including snacks are required to be healthy. Sugary



drinks and snacks are prohibited. Please refrain from sending soda, candy and fried snacks like chips. See below list.

- Pasta
- Soup
- Pizza
- Cereal
- Sandwich
- Vegetables cut up
- Fruit
- Yogurt
- Applesauce
- Cheese sticks
- Hummus
- Bagel
- Quesadilla
- Pasta Salad
- Cheese and Crackers

If your child has food allergies, please notify the Out of School Time Director at the time of enrollment and signify this on the appropriate space on the child's registration/enrollment packet. We will make every effort to satisfy the special needs of all children. The staff require all children to sit at a table while eating.

In an effort to meet the standards for a healthy nation of children we request that you send your child a healthy lunch. The program is unable to refrigerate, or heat children's lunches so please include ice pack if needed and use a thermos to keep food warm. Children are not allowed to use the vending machines during program hours. We do not allow children or parents to order food and have it delivered.

## V. PARENT RIGHTS AND RESPONSIBILITIES

### a.) Children's Records:

Information in a child's record is privileged and confidential, meaning that the Y will not release information contained in the record to anyone not directly related to implementing the program plan for the child without the written consent of parent/guardian. If a parent/guardian requests access to the child's record or specific information contained within the file, the Y will provide requested information within two (2) business days of the initial request. The YMCA follows the Department of Early Education and Care guidelines governing access to, duplication and dissemination of such information. The Y also documents to whom and for what reason information in the record was released. This documentation is available to parent/guardian and program staff responsible for record keeping. A nominal fee may be charged for copies. *Authorized representatives from the MA Department of Early Education & Care, Department of Public Health and the Department of Children & Families have the right to review all records for regulatory or intervention purposes.*

### b.) Special Accommodations:

The Y will consider special accommodation requests to meet the specific needs of a child, including change or modification in the child's participation in regular activities. Identification of special equipment, materials, ramps or aids will be reviewed and discussed as well. It is the goal of the Y to work with each family in an effort to serve every child; however, if such accommodation creates an undue burden on the program, the parent/guardian will be notified in writing regarding the Y's inability to serve the child and the reasons for the decision. Parents have the right to contact the Department of Early Education and Care to review any such decision.



### **c.) Referral Services:**

Through the Y's connections with the Department of Children and Families (DCF) and the Department of Early Education and Care (EEC), we are linked to information and services regarding social, mental health, educational and medical services for families. The Director of Preschool and Family Services maintains this referral information. When needed, the Y provides to parents/guardians a document detailing the reasons that referral services are being recommended for a child. This will include observations related to the child and the efforts made by the Y Program to accommodate the child's needs. The Y requires written parental/guardian consent before a referral is made, so it is important for all to work together. The program maintains a written record of any referrals, including conferences with parents and any results or actions discussed.

### **d.) Parent Engagement:**

The Y encourages parent/guardian participation and feedback, unfortunately due to COVID-19 we are unable to have parents visit the program until further notice. Individual conferences can be arranged by appointment. If you have a specific concern, question, program suggestion, etc., please contact the Out of School Time Director.

### **e.) Incident Reports:**

If a child exhibits a pattern of negative behavior, staff may ask a parent to sign off on an incident report. The primary purpose of incident reports is designed to be a tool for communication between families and staff. In the event that 3 or more behavioral incident reports have been sent home or the staff feels the child's behavior threatens his/her safety or the safety of others, the Out of School Time Director may ask the parent/guardian to meet to discuss how to help that child be successful in the classroom.

The Out of School Time program reserves the right to suspend or dismiss a child for unsafe behavior with or without advanced notice to the family, depending on the severity of the behavior.

Should a pattern of negative behavior occur, the Out of School Time Director may do any of the following to avoid the child being suspended or terminated from the program:

- Provide an opportunity to meet with the parents to discuss other options other than suspension or termination
- Offer a list of referrals to parent/guardian for an evaluation, diagnostic or therapeutic services.
- Pursue options for a supportive service to the program
- Develop a plan for behavioral intervention at home and in the program.

## **VI. YMCA CHILD PROTECTION POLICY**

The West Suburban YMCA reviews all prospective staff, members and guests through the Massachusetts Registry of Sex offenders and prohibits membership or access to our Y's for individuals who are classified as offenders. In addition, fingerprinting is required of all staff who works regularly with children in Y Programs.

### **a.) Child Abuse Awareness and Prevention:**



Education and awareness are central to the Y's commitment to keeping children safe. The following strategies are consistently adhered to in our afterschool program for the protection of children, educators and volunteers:

- All educators, branch staff and volunteers participate in mandatory annual trainings to help identify the signs of potential child abuse (physical and sexual), between adults and children and among children. Policies are in place to avoid situations where children may become vulnerable.
- Communication is open and honest among educators, parents and children. Children are encouraged to speak up in any situation where they may feel uncomfortable, regardless of the reason. Parents are encouraged to share behaviors that are out of the ordinary.
- Providing children with affection is important to their emotional and social growth, but there are boundaries and staff recognizes every child's need for personal space. Side hugging, pats on the back and high-fives are all acceptable ways for staff to show warmth and encouragement. At no time will the following disciplinary techniques be tolerated: physical punishment, striking, biting, kicking, squeezing, shaming, withholding bathroom privileges, confining children in locked rooms, verbal or emotional abuse.
- Parents may visit, unannounced, any program in which their child is enrolled. At this time parents and other visitors are not allowed in program areas due to EEC regulations in response to COVID-19.
- Y policy further prohibits educator/child interaction outside of a Y program (i.e. babysitting, Facebook friendships, texting or phone calls.)

**b.) Reporting Suspected Cases of Child Abuse (Commonly referred to as filing a 51A):**

All YMCA staff are required under Massachusetts General Laws Chapter 119, Section 51 A, to report incidents of possible neglect or abuse—physical, sexual and psychological—to the Massachusetts Department of Children and Families (DCF). This is not discretionary. Educators will file a 51A whenever they have reasonable cause to believe that a child has been harmed by anyone, including non-family members. In the most grievous instances, the matter may be referred directly to the police or consult with the District Attorney. In the event of an accusation or suspicion of child abuse, the following protocol is activated:

1. The staff person will notify the Out of School Time Director and/or the Preschool and Family Services Director who will review the incident with the Director of Operations. The Branch Executive Director is also notified. All pertinent information is collected and assessed.
2. Once all pertinent information is secured, the Out of School Time Director and/or the Preschool and Family Services Director will notify the Department of Children and Families (DCF) Protective Services Unit. A written 51A Report must be filed within 48 hours of the incident. If a YMCA staff person or other staff has been named in the 51A Report, the Department of Early Education and Care; Department of Public Health or another appropriate regulatory agency will be notified.
3. If a staff person, other staff or volunteer is implicated, without exception, the individual will be removed from direct care responsibilities immediately, and will stay removed until all investigating authorities have completed their review. A





positive finding will result in immediate termination. Reinstatement of an accused staff member or volunteer will occur only after investigation is complete and allegations are cleared and dismissed to the satisfaction of the Out of School Time Director and/or the Preschool and Family Services Director and the Director of Operations.

4. No YMCA administrator or director has the authority to supersede the protocol for reporting.
5. The parents or legal guardians of the child(ren) involved in an alleged incident will be notified in accordance with the directions set forth by DCF.
6. Information maintained in the handling of all 51A filings is considered confidential and privileged.

## VII. HEALTH CARE POLICY

The following processes safeguard children and staff from spreading communicable illnesses. The protection of every child's health and wellness is a priority; therefore; though some of these restrictions may be inconvenient, they have been proven to be effective in containing the transmission of common childhood ailments. The full health care policy is available upon request.

### a.) Children should remain home:

If he/she is listless, unusually irritable, complains of aches, pale or flushed. In particular, the child should not attend programming with any of the following symptoms:

- Earache
- Fever over 100 Degrees
- Sore Throat
- Stomachache
- Diarrhea/Vomiting
- Contagious Rash
- Head Lice
- Chicken Pox, Whooping Cough, Conjunctivitis, Impetigo.... any condition deemed contagious

It is the parent/guardian's responsibility to notify the Y if a child has and/or has been exposed to a communicable condition. Conversely, the Y will notify all parents if a child in the program has been reported to have a contagious illness. Notices will include information on symptoms and general information on the contagion.

### b.) Children may attend programming with:

- Earaches, Strep Throat, Conjunctivitis provided they have been on medication for 24 hours
- Colds, provided they have been fever-free for 24 hours
- Hay Fever and other non-contagious conditions

### c.) Children will be sent home:

If a child is unable to keep up with the pace of activities due to an illness that is evident or developed during program hours. Parents or an authorized release person will be expected to pick up the child as soon as possible.

### d.) Preventative Health Procedures:



Described below are the infection control measures to prevent the spread of communicable disease. We follow exclusion policies for serious illnesses, contagious diseases and reportable diseases in conformance with the regulations and recommendations set by the Division of Communicable Disease Control, The Department of Public Health. Procedures shall include the notification of all parents in accordance with the Department of Public Health's recommendation.

1. **Illness:** All children within a school or child care program are continuously exposed to each other's germs. Parents are asked not to send their child to the program if he or she is sick or contagious. If a child becomes ill during the program hours (fever, vomiting, diarrhea etc.) the parents or emergency contacts will be called immediately to come and pick up the ill child. The child will not be able to return to the program until they are fever and symptom free for 24 hours.
2. **Handwashing and Personal Hygiene:** Transmission of infection in a child care setting can be dramatically reduced by frequent and proper washing of hands. Staff and children are encouraged to follow the method recommended by the Massachusetts Department of Public Health. Wash your hands with soap and warm running water for 20 seconds (long enough to sing the ABC song) and wipe your hands with a paper towel, then use that paper towel to turn off the faucets. Children are required to wash their hands before eating, after using the rest room, when entering or exiting a program area, and arrival to the program.

#### **e.) Corona Virus Health Care Policy Update**

In addition to the policies set forth above, the Out-of-School Time program will also adhere to all EEC, Board of Health, and CDC guidelines in response to the Corona Virus Pandemic. These guidelines include daily screenings of staff and children before entering the program. This will be done with a daily attestation listing that the person entering the program space does not exhibit any of the listed possible symptoms of COVID-19 and have not been exposed to anyone experiencing those in the past 24 hours. The staff will also closely monitor children for symptoms throughout the day and if children are found to be experiencing them, they will be sent home to stay until the child is symptom free for 24 hours.

#### ***Allergies must be disclosed in advance***

Any food, drug or environmental allergies **must be disclosed** in the Allergies section of a child's registration/enrollment information. This information will be placed on a master list and posted in food preparation and distribution areas, the Youth and Teen Director's office and in the classroom. All staff will be informed. The Y does not serve or allow products containing nuts in its programs as an overall precaution.

#### **f.) Dispensing Medication:**

Prescription medication is administered pending a written order from the child's physician and with written prior parent authorization. As part of a child's record, an Individual Health



Care Plan (IHCP) must be completed and signed by a child's physician and parent/guardian if the child has a chronic medical condition that requires daily medication.

The YMCA keeps a written record of the administration of any medication and follows a protocol called the *5 Rights of Medication*: the right child; medication; the date, time and route. Every time a prescription medicine is administered by staff, detailed information on the dosage is logged and kept in the child's file. All medications are stored under proper conditions for sanitation, preservation, security and safety. Unused medications will be returned to the parent/guardian. Parents will be notified in advance of any dispensation of non-prescription medicine. All pertinent information regarding the dosage, date and time will be recorded and retained in a child's file.

## VIII. EMERGENCY PROCEDURES

A child that is seriously injured at the YMCA will be transported to the nearest emergency medical facility by ambulance. Parents will be notified immediately. A staff member accompanies the child with emergency forms and stays with the child until parent/guardian arrives. If a parent/guardian cannot be reached, the emergency contact on file will be notified. If a child is seriously injured while on a field trip, the same protocol is followed. Parent/Guardian receives all written documentation related to the injury within 24 hours.

### a.) **Fire Emergency and Evacuation Procedures:**

Emergency evacuation procedures are posted conspicuously throughout the YMCA facility. Staff are orientated with their location and procedure. Practice emergency evacuation drills are held every month with the staff and children, using different exit routes. The date and time of the drill and the effectiveness of the drill are documented in the evacuation log located in the Youth and Teen Director's office. The Out-of-School Time program meets on the sidewalk/grass area down by Church St. unless instructed otherwise by proper authorities.

### b.) **Cleaning, Sanitizing and Disinfecting:**

Daily cleaning and sanitizing are best practices followed at the Out-of-School Time program. In our efforts to ensure children's health and well-being our routine includes the washing, sanitizing and disinfecting of all surfaces, including floors, toilets, sinks and faucets and tables on a daily basis. The disinfectant used is either a self-made bleach solution or a commercially prepared disinfectant that has been approved by the Environmental protection Agency (EPA). All cleaning supplies are stored in secured places and out of the reach of children.

## XV. Corona Virus Updates for OST 2020-2021

### a.) **Face Coverings:**

All staff and participants will be required to wear an appropriate face covering at all times indoors and when social distance cannot be maintained outdoors. An appropriate face covering can include a disposable or reusable mask which fits snugly over the nose and mouth and is secured behind the ears or head, or a buff which covers the nose and mouth.

### b.) **Cohorts:**



All children will be assigned to one cohort which they will be part of each day, staff and children will remain the same throughout the day. Each cohort will have their own classroom space which will belong to only that group. Cohorts will not interact with each other during the day in order to limit the amount of exposure each child has to others.

**c.) Health Attestations:**

Each participant and staff will be required to fill out a health attestation each day before being let into the program. Any child experiencing symptoms listed on the form or who have come in contact with someone who is experiencing those symptoms will not be admitted to the program until they have been symptom free for 24 hours or received a negative test result for COVID-19, as determined by the Out-of-School Time Director or Preschool and Family Services Director.

**d.) COVID-19 Testing Statement**

If by federal, state or local regulation, edict, order, or related authority, a child in my/our care is required or recommended to be tested for COVID-19 and/or is required or instructed to isolate or quarantine due to reasons related to COVID-19, the child will not be allowed to return to the YMCA until such time as a test result of a negative finding is provided to the YMCA or the isolation or quarantine period has elapsed (or both, where applicable). Individualized instructions to isolate or quarantine are issued by medical providers and/or local or state officials and I/we, guardians of the child, hereby affirm that I/we will follow those instructions. Guardians are advised that their child's return to the program is based upon guidance and requirements established by government entities including the local board of health and the MA Department of Public Health. If the guardian(s) of the child refuse(s) to follow necessary COVID-19 safety protocol (in the absence of a reasonable accommodation or other compelling reason, as approved by the YMCA), the child shall immediately be dismissed from the YMCA program.