

## **Behavior Management Policy Overview**

### **Legal Reference:**

R 400.11113 Behavior Management

- (1) A camp shall have and follow a written camper behavior management policy.
- (2) A camp shall include in the policy method for the positive behavior management of campers.
- (3) A camp shall include in the policy a statement that a camper shall not be deprived of food or sleep; shall not be placed alone without staff supervision observation, and interaction; or shall not be subjected to hazing, ridicule, threat, corporal punishment, excessive physical exercise, or excessive restraint.
- (4) A camp shall furnish a copy of the policy to all staff members.

### **Technical Assistance:**

A camper behavior management policy is required so that campers, their guardians, and staff alike understand the clear behavioral expectations and responsibilities as well as procedures for prevention of and response to misbehavior. It is commonly understood that behavior is an expression or communication of thought or feeling. Pre-camp and in-service training time must be used to instruct the staff on the continuum of behavior management from prevention through response to misbehavior. The written behavior management policy must include proactive (preventative) positive behavior management methods as well as statements prohibiting unacceptable behavior management methods such as depriving campers of food or sleep, placing alone without staff supervision, observation, and interaction; or shall not be subjected to hazing, ridicule, threat, corporal punishment, excessive physical exercise, or excessive restraint.

The behavior management policy should include acceptable methods for staff to implement when responding to misbehavior. Positive behavior management techniques include an increased focus on the developmental needs of campers, improved staff supervision and training, teaching conflict resolution and emotional regulation within the camp environment. The Behavior Management Policy must be up-to-date and contain accurate information.

### **Consultation:**

There are many methods to achieve the goal of positive behavior at Camp. There is a continuum of positive behavior support resources from prevention to intervention.

Positive behavior management includes preventive methods such as:

- Planning a program schedule and developing activities that are engaging and developmentally age appropriate.

- Hiring staff who understand and follow the positive behavior management plan with supervision, positive relationships with campers and early response to problems.
- Staff routinely meet, discuss, and problem solve as a group in the development of prevention strategies.
- Making investments in the campsite including activity arrangement, type, and equipment.
- Teaching campers: self-awareness, self-management, responsible decision-making, social awareness, and relationship skills (CASEL.org) These social emotional skills are broken down further into teaching how to seek camp staff for help with problem solving, using pro-social skills to work together, identifying feelings of anger or frustration, and making good choices.

With focused attention on the early prevention measures, the likelihood for problem behavior is reduced. However, at times camper misbehavior occurs and needs to be addressed.

**Sample:**

SAMPLE 1: Behavior Management Policy

**Behavior Management Policy**

Preventative Methods/Positive Behavior Support Methods

- A. DISCUSS WITH CAMPERS THE BASIC GROUND RULES of camp and why they are important, as well the consequences.
- B. SET CABIN RULES TOGETHER. If possible, let children set their own and agree to them as a group, using your judgment as to acceptable behavior. Let them learn to be responsible for themselves. In most cases, they can set their own consequences as well and take responsibility for that, too. You may want to write a contract with groups who are having difficulty and need some guidance.
- C. IF **SAFETY** IS AN ISSUE, do not haggle! State the rule and the behavior that is wrong and stop it immediately!!!

Responsive Methods/When misbehavior occurs

TO APPLY CONSEQUENCES:

- BE CONSISTENT AND UNIFORM WITH ALL CAMPERS
- CHECK WITH YOUR SUPERVISOR FIRST

- BE SURE TO FOLLOW THROUGH

**DO NOT:**

- \* **DEPRIVE ANY CHILD OF FOOD or SLEEP**
- \* **PLACE A CAMPER ALONE WITHOUT STAFF SUPERVISION, OBSERVATION, AND INTERACTION**
- \* **SUBJECT A CAMPER TO: HAZING, RIDICULE, THREAT, CORPORAL PUNISHMENT, EXCESSIVE PHYSICAL EXERCISE, OR EXCESSIVE RESTRAINT.**

KEEP THE CAMP DIRECTOR INFORMED OF ALL DISCIPLINARY ACTION!

**A. STEPS TO STOPPING A NEGATIVE BEHAVIOR**

1. Stop activity and using a stern look and firm voice, let them know the behavior is wrong.
2. If behavior is repeated, stop activity. Pull those/the person involved aside and put the responsibility on them to change their behavior by:
  - identifying the bad behavior
  - stating the broken rule
  - stating the consequences
  - issuing last warning
3. If behavior persists, do not hesitate. Carry through your warning.
4. If child refuses to adhere to the stated rules after warnings and consequences have been issued, get another counselor or your supervisor.
5. Normally, at this point, the matter has been taken care of. On the rare occasion that the camper persists; your supervisor will take care of this one. This is unusual situation calling for more individual attention than a counselor has available.

**B. ACCEPTABLE CONSEQUENCES OF RULE BREAKING INCLUDE:**

1. Quiet time
2. Restriction from activity
3. Restriction to the campsite
4. Clean appropriate designated facility
5. Conference with Director
6. Conference with parent/guardian

**C. ADMINISTRATIVE STAFF WILL MAKE PERIODIC EVALUATIONS** of the program, staff members, and camper groups to ensure that the camp environment is not contributing to behavior problems.

**ADHERENCE TO BEHAVIOR MANAGEMENT POLICY**

I have received and read the Behavior Management policy and understand it fully and agree to adhere to the policy as stated.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_