**Family Handbook**

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**Primm ABC Child Care Center & Preschool**

4455 S. Brandon Street

Seattle, WA. 98118-2340

(206) 723-2038

Email: [Primmabc@Outlook.com](mailto:Primmabc@Outlook.com)

www.primmabccenter.net



**Primm ABC Child Care Center and Preschool**

**WELCOME**

Dear Family,

As we celebrate our 51st year of service to the families of Seattle and the surrounding communities, we appreciate your trust in allowing us to educate and care for your child(ren). We are looking forward to a great year with you.

We welcome our new families to Primm and hope that our package of school orientation information will help you become a part of our community.

We are excited to offer programs to all of our children that will teach them the skills to be successful in school and in life.

Thank you for choosing the **Primm ABC Program**. We look forward to providing your child(ren) with a caring and enriching environment.

Sincerely,

Sandra Nelson

Director

(206) 723-2038 - Office

(206) 723-1532 – Direct Line

(206) 251-7870 - Cell

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About Us

**AN OVERVIEW**

Primm ABC Child Care Center (Primm) was organized through the foresight of Reverend and Mrs. Edward N. Smith, Jr. and members of Primm Tabernacle African Methodist Episcopal (A.M.E.) Church. Friends of Primm and the Holy Trinity Church of Mercer Island, Washington also assisted in this effort.

It was organized to further the emotional, intellectual and physical development of children from a variety of races and cultures through educational, social and cultural programs and services. Primm was also organized to further the economic development of the African American community. Primm provides quality care that supports working families; in particular, the single parent heads of household.

Primm provides children with the environment and resources they need to build a positive self-image, help them understand the cultural tradition into which they were born and appreciate the diverse environment in which they live.

All activities in our program encourage a healthy self-concept and respect for individuality, family identity, and cultural background while avoiding sex-role stereotyping. We believe that children develop continuously through a series of stages at their own individual paces. They learn through self-directed interactions within an environment of concrete sensory experiences. For this reason, our curriculum includes teacher initiated (structured) activities, free play, (child selected), large and small muscle activities, and time for children to interact with each other and teacher.

We believe that parents are the single most important influence in a child’s life. The more involved the parents are in our program (at whatever level they are available and comfortable), and the more frequent the communication between parents and teachers, the greater will the child’s opportunity be for development.

We seek to provide a multi-cultural center, not just at holiday time, but also in the home center, at circle time, on field trips, and in every other area of our program.

Primm, which has been in operation since October 1970, is a non-profit corporation. Primm has operated other sites at the Martin Luther King Jr. and Dearborn Park Elementary Schools with a Before and After School Program only.

Primm was accredited by the National Association for the Education of Young Children (NAEYC) in 1994. We now participate in the Washington State Early Achievers Program.

Primm provides preschool services through the State’s Early Childhood Education & Assistance Program (ECEAP) and Seattle Preschool Program (SPP) for eligible three- and four-year-olds.

Primm is licensed by the Department of Children, Youth and Families and meets the minimum licensing requirements as required by Washington State law as updated on August 1, 2019.

## Philosophy

Our guiding philosophy is one of love, warmth and respect for the rights and needs of each other and is one in which the needs of the children must always come first. Discipline is based on positive reinforcement and adult modeling of acceptable behavior. We also encourage the children to be the best they can be.

## Mission

To provide learning experiences through meaningful play based on the child’s individual needs, interest and abilities that will build foundations for future academic skills.

## Mission

## To provide quality care for the child, assist in meeting the needs of the community, and provide a setting where people of the community can work together for a common interest.

## Certification

## Because we are committed to providing high-quality care to your children, we have enrolled in Washington’s Early Achievers. What is Early Achievers? Early Achievers is Washington’s Quality Rating and Improvement System. It will provide Primm ABC Center staff with free continuing education, coaching, cash incentives and needs based grants, access to higher education scholarships for teachers.

## We have obtained a rating of Level 3+ which is considered high quality.  We are now working on our Level 4 rating.

## Definition of Family

In this handbook we refer to family as a parent, legal guardian, sponsor or anyone else who provides for the well-being, best-interest and responsibility of the child in our care.

## Hours of Operation

Child care services are provided from 7:00 AM to 6:00 PM Monday through Friday.

School age care will also be conducted at these times.

## Holidays

We are closed for certain holidays:

January

New Year’s Day

Rev. Dr. Martin Luther King Day

February

Presidents’ Day

May

Memorial Day

June

Juneteenth Day

July

Independence Day

September

Labor Day

November

Veteran’s Day

Thanksgiving Day

Native American Heritage Day

December

Christmas Eve (1/2 day)

Christmas Day

New Year Eve (1/2 day)

The Center will be closed the week before the Labor Day Holiday for in-service training of staff. During the Fall Planning week, parents are expected to find other care for their child.

Depending on the enrollment, the Center may close during the week between Christmas and New Year’s.

There will be early closings at 4:00 PM on the last Friday of each month for Staff Meetings.

## Admission & Enrollment

All admission and enrollment forms must be completed, and registration fee and first tuition payment paid prior to your child’s first day of attendance.

A registration fee of $50.00 is due at the time of enrollment. This fee is non-refundable.

Based on the availability and openings, our facility admits children from 1 year to 9 years of age.

Our process for introducing children to our program is having their first day at the Center a short one with a parent staying at school with them. We suggest that you begin by looking around the classroom with your child. Then find a comfortable place and remain there while your child explores the environment.

**When to Leave:**

When you and the teacher decide your child is ready for you to leave (probably on the second day) let your child know you are leaving and when you will be back. Many children cry when left for the first couple of days, but eventually go on to have a great day.

## Inclusion

**Primm ABC Child Care** believes that children of all ability levels are entitled to the same opportunities for participation, acceptance and belonging in child care. We will make every reasonable accommodation to encourage full and active participation of all children in our program based on his/her individual capabilities and needs.

A special needs child who, due to a physical, social, emotional, cognitive, or behavioral challenge, would require adaptation of the center’s standard program or care in order to accommodate the child will require Primm to talk with the parent regarding the accommodations. Each case will be evaluated for being the best fit for child and center.

If your child has an identified special need, all medical or behavioral documentation must be received by the program for evaluation before the child starts.

## Non-Discrimination/Anti-Bias Policy

At **Primm ABC Child Care Center** equal educational opportunities are available for all children, without regard to race, color, creed, national origin, gender identity, age, ethnicity, religion, disability, or parent/provider political beliefs, marital status, sexual orientation, special needs, or any other consideration made unlawful by federal, state or local laws. Educational programs are designed to meet the varying needs of all students. We follow federal, state and local laws prohibiting discrimination in employment practices, client services or care of children.

**Primm** actively challenges prejudices such as racism, sexism, ageism, ableism, and all other discrimination using values-based principles and methodology in support of respecting and embracing differences and acting against bias and unfairness. Our teaching requires critical thinking and problem solving by both children and adults to reach these 4 goals: self-awareness, confidence, family pride and positive social identities.

## Family Activities

Each family is a child’s first teacher. We value families as partners in the growth and development of children in our program. We encourage parents and other family members to be involved in the program, visit children’s classrooms, participate in events, and provide feedback on the program. We offer a variety of ways in which families can participate in helping us establish and reach our program goals.

Please see the list of Family Activities at the end of this booklet.

## Confidentiality

Unless we receive your written consent, information regarding your child will not be released with the exception of that required by our regulatory and partnering agencies. All records concerning children at our program are confidential.

## Staff Qualifications

Our teachers are hired in compliance with the state requirements and qualifications as a base minimum. Typical staff certifications are as follows:

|  |  |  |
| --- | --- | --- |
| **Position Title** | **Education/Certification** | **Experience** |
| **Center Director** | State Certificate (47 ECE credits) | 2 years |
| **Program Supervisor** | State Certificate (47 ECE credits) | 1 year |
| **Lead ECEAP/SPP Teacher** | Associate Degree in Early Childhood Education or higher | 1 year |
| **Lead Toddler Teacher** | Short Certificate (20 ECE credits) | 1 year |
| **Assistant Teacher** | Initial Certificate (12 ECE credits) | N/A |
| **Family Support Spec** | Associate Degree or higher with 30 college credits in field related to job responsibilities | N/A |
| **Aide** | High School Diploma | N/A |
| **Cook** | N/A | N/A |

Our staff participate in orientation and ongoing training in the areas of child growth and development, healthy and safe environments, developmentally appropriate practices, guidance, family relationships, cultural and individual diversity, and professionalism. All teachers receive training in First Aid, CPR, Bloodborne Pathogens and child abuse prevention. Staff are required to have a Food Handler’s permit and a Washington State Background check.

We hire staff who have the understanding, ability, physical health, emotional stability, good judgment and personality to meet the physical, intellectual, mental, emotional and social needs of our children.

Continued Professional Development training hours are recorded in the Managed Education and Registry Information Tool (MERIT). Our supplementary staff, which includes a nutritionist/cook, allows us to have sufficient classroom supervision during the early morning, late afternoon, teacher planning, meeting times, teacher illness and vacations.

We strongly discourage families from entering into employment arrangements with staff (i.e. babysitting). Any arrangement between families and our caregivers outside the programs and services we offer is a private matter, not connected or sanctioned by **Primm ABC Child Care Center**.

## Child to Staff Ratios

Children are supervised at all times. All caregivers receive scheduled breaks which reduce fatigue and help to ensure alertness. Supervision includes the following examples:

(a) Scanning the environment looking and listening for both verbal and nonverbal cues to anticipate problems and plan accordingly;

(b) Visibly checking children on many occasions with little time in between;

(c) Positioning him or herself to supervise all areas accessible to children;

(d) Attending to children and being aware of what children are doing at all times;

(e) Being available and able to promptly assist or redirect a child as necessary; and

(f) Considering the following when deciding whether increased supervision is needed:

(i) Ages of children;

(ii) Individual differences and abilities of children;

(iii) Layout of the indoor and outdoor licensed space and play area;

(iv) The risk associated with the activities children are engaged in; and

(v) Any nearby hazards including those in the licensed or unlicensed space.

We maintain the following standards for child to staff ratios:

|  |  |  |
| --- | --- | --- |
| **Age** | **Child to Staff** | **Maximum Group Size** |
|  |  |  |
| 13-23 months | 5 to 1 | 8 |
| 24-35 months | 14 to 2 | 14 |
| 3 to 5 year-olds | 10 to 1 | 20 |
| 5 to 9 year-olds | 15 to 1 | 20 |

## Back-up Child Care and Consistent Care

It is necessary that you have access to an alternate child care arrangement. You may need care if our teachers are ill, during our scheduled closures, inclement weather, contagious disease outbreak or emergencies such as no electricity. If there is an emergency or reason that our facility needs to be closed, you will be notified as soon as possible so that you can make other arrangements. It is always your responsibility to find backup childcare. For a child care referral, please call:

Child Care Aware of Washington

(206) 329-5544 or 1-800-446-1114

## Communication & Family Partnership

**Daily Communications.** Daily notes from center staff will keep you informed about your child’s activities and experiences at the center. Notes will be placed into the ProCare mobile app or your child’s cubby at the end of the day.

**Bulletin Boards.** Located throughout the center, bulletin boards provide center news, upcoming events, faculty changes, holiday closing dates, announcements, etc.

**Newsletters.** Quarterly newsletters provide center news, events, announcements, etc. These newsletters are available on the website or at the sign-in/sign-out desk for your taking.

**Email.** We encourage you to provide an email address that you use regularly so that we may send you announcements, event invitations, newsletters and general updates.

**Parent Resource Area.** Our parent resource area provides a learning environment for parents to share opinions, ideas and experiences and increase their understanding of learning and development.

**Family Visits.** Family participation is encouraged. Visit our classrooms, volunteer, come along on a field trip, or eat a meal with your child. Signing in is required for the safety and protection of our children. Each visitor must wear a visitor’s badge while on premises and sign-out upon leaving.

**Family Night.** Family nights are scheduled on a regular basis. These nights include snacks, drinks and fun filled age-appropriate activities for families. Family Nights allow families and children time to share, learn, and have fun. Families have an opportunity to be a part of their child’s learning experience and connect with other families.

**Parent Meetings.** Meetings are held periodically to keep parents informed of Center activities and to get parent input into policy decisions. Typically, the first meeting in the fall is for all parents, with subsequent meetings held as needed.

**Parent-Teacher Conferences**. Scheduling of Parent Conferences takes place in several ways. First, we have regularly scheduled parent conferences at least one a year, for all children in our program (usually in the spring). Secondly, a parent may request a conference at any time. You may wish to discuss your child’s progress or situation, either with your child’s teacher, the Director, or both. Third, a staff member may ask for a parent conference if she/he thinks a situation deserves more discussion than the daily routine allows.

## Open Door Policy – This policy is waived during the COVID pandemic

We are delighted to have family members participate in our program. Parents/Guardians are welcome to visit the program any time during regular program hours.

Open Door Policy does not mean the doors will be unlocked. For the safety and protection of the children, external doors will be kept locked at all times.

Our team will always do their best to speak with parents/guardians. Since staff days are devoted to caring for children, it is usually not feasible to have a long discussion during regular program hours. If a situation requires a longer discussion, kindly arrange for an appointment.

## Publicity

Unless the family indicates that they want their child to participate, we will not use pictures and names of children for publicity.

# Curricula & Learning

## Learning Environment

We provide a rich learning environment with curricula that are developmentally appropriate to the specific ages in each classroom. We have a flexible day routine that allows children to advance at their own pace. We strongly believe that learning happens through play. Learning and exploring are hands-on and are facilitated through interest areas. Our program is designed to enhance children’s development in the following areas: creativity, self-expression, decision-making, problem-solving, responsibility, independence, and reasoning. We encourage openness to that which is different from us, and the ability to work and play with others.

Our teachers are assigned to specific classrooms to work with the enrolled children during our preschool hours of 9:00 am to 3:00 pm daily with a goal of building long-term, trusting relationships.

## Curricula & Assessment

**Primm ABC Child Care Center** uses the Creative Curriculum. As part of this curriculum, we gather information about each child’s developmental abilities and evaluate progress so we can modify and adjust what we are doing in our classroom so as to deliver the best individualized instruction for each child. This evaluation is communicated to families periodically during the school year using various formal and informal tools, forms, and resources.

For information about your child’s day, please see copies of daily schedules and lessons plans posted in each classroom.

## Developmental Screening

**Primm ABC Child Care Center** provides a family-centered developmental screening tool at the beginning of the school year. The Ages and Stages Questionnaire (ASQ) is highly reliable and valid, looking at developmental strengths and needs. The screening tool incorporates parents’ expert knowledge about their children.

Families are asked to administer this screening at enrollment and the start of each school year. The goals for screening are:

* Partnering with families as experts of their children
* Identifying children’s interests and needs
* Describing the developmental progress and learning of children
* Improving curriculum and adapting teaching practices and environment
* Identify a need for further assessment

***Ongoing Developmental Assessment***

**Primm ABC Child Care Center** uses the Teaching Strategies Gold. To coincide with curriculum-based assessment(s), we monitor each child’s achievement of developmental milestones, share observations with parents/guardians, and provide resource information as needed for further screenings, evaluations, and early intervention and treatment. The developmental screening process is a collaborative one, involving parents/guardians and done in conjunction with the child’s primary care provider and health, education, and early intervention consultants. Developmental screening is conducted with written consent from the child’s parent/guardian(s).

## Outings and Field Trips

Weather permitting; we conduct 30 – 45 minutes of supervised outdoor play and/or walking trips around the neighborhood two times a day for all children. Children are accounted for at all times. A permission statement for participation in walking trips is included in the enrollment package.

From time to time, there will be supervised field trips, and we encourage you to join your child on the trip. *Permission Slips* for each trip must be signed by the child’s family.

For field trips, please dress your child appropriately for the season. Walking shoes are a must. Sandals and flip-flops are not appropriate for walking and make it difficult for your child.

The safety of children and staff will be guarded in all activities of child care programs. Proper restraint systems (seat belts) and the correct use of them are critically important during travel to/from the child care program as well as during field trips.

## Transitions

Your child’s transition in child care should be a positive and exciting learning adventure. We will work with you and your child to ensure the smoothest possible transition occurs as new routines and new people are introduced.

### Transition from home to center

Prior to your child’s first day, you will have an opportunity to tour the center, meet with your child’s peers and teachers, and communicate any anticipated concerns. At this time please share the best communication methods that the teacher may use to reach you.

### Transition between learning programs

Children are transitioned to the next program based on age, developmental readiness, state licensing requirements, and space availability. During the transition, current and future teachers will meet with you to propose a plan to introduce your child into the new program.

### Transition to elementary school

Transition activities such as a field trip to a local elementary school, creating a mural of special friends and special times at our center will be part of your child’s education at our center. We will provide you with information on local schools, what to expect, and ideas on how to talk to your child about going to elementary school.

### Transition for before/after school care

Children who are of school age may continue with before/after school care at our center. The center will provide staff to ensure that your child arrives at the bus stop for pick up (before school) and drop off (after school) in a timely manner. The Supplemental Enrollment Form must be completed and on file with the center in order to be eligible for this service.

## Electronic Media

Our normal daily routine does not include electronic media (television/TV, video, DVD) viewing and computer use but from time-to-time, we may use a television show without advertisements as a teaching aid and discussion stimulator. All Electronic Media will be screened prior to use and will consist of non-violent and high-quality educational material. Our focus is to provide your child a positive experience with increased understanding of the world. Electronic Media will be offered only as a free choice, used to meet a developmental goal, and limited to no more than 30 minutes per week per child.

Washington State rules prohibit any screen time for children under two. This includes TV, videos and computers.

## Multiculturalism

Multiculturalism is vital for all children because it sets social goals and promotes respect for all people and the environment we inhabit. We utilize books, music, games, and a wide range of activities as aids to teach our children respect for our world and the diversity of life upon it.

## Celebrations

Our holiday policy encourages an enhanced understanding of and respect for different cultures and beliefs of children, families, staff and community.

## Rest Time

Infants sleep according to their own schedule and are put to sleep on their backs. Caregivers/teachers directly observe infants by sight and sound at all times and check on sleeping infants every

After lunch, all children less than 5 years of age, participate in a quiet rest time. Children are not required to sleep and may be given quiet activities.

School age children, although not required, shall be provided an opportunity for a regular rest period if the child desires. For children who do not want to rest, a space and time for quiet play will be made available.

## Toilet Training

The most important factor in making the toilet learning experience successful and as low-stress as possible is a family/teacher partnership that supports the child. Research indicates that children cannot successfully learn how to use the toilet until they are physically, psychologically, and emotionally ready. Many pediatricians say that most children under 24 months of age are not physically capable of regulating bladder and bowel muscles. Most positive toilet training occurs only after children show signs of physical control or awareness of their bodily functions and when they demonstrate an interest or curiosity in the process. We are committed to working with you to make sure that toilet learning is carried out in a manner that is consistent with your child’s physical and emotional abilities and your family’s concerns.

# Guidance

## General Procedure

**Primm ABC Child Care Center** is committed to each student’s success in learning within a caring, responsive, and safe environment that is free of discrimination, violence, and bullying. Our center works to ensure that all students have the opportunity and support to develop to their fullest potential and share a personal and meaningful bond with people in the school community.

Thoughtful direction and planning ahead are used to prevent problems and encourage appropriate behavior. Communicating consistent, clear rules and involving children in problem solving help children develop their ability to become self-disciplined. We encourage children to be fair, to be respectful of other people, of property, and to learn to understand the results of their actions.

**Discipline Policy**

We have created a discipline policy that reflects our philosophy of positive guidance with children. **Primm ABC Child Care Center** does not expel children from our program. All young children are developing the social skills that enable them to play cooperatively with other children and to function as part of a group. Often when children “misbehave”, it is because they haven’t yet learned the skills to negotiate, to ask for what they need or to join in play with others, without grabbing, pushing or hitting. Children are still learning cause and effect regarding how their behavior may impact others.

If a child is demonstrating that they are over-stimulated, or are endangering themselves, others or equipment, they will be helped to calm down, be redirected, or asked to engage in a relaxing activity. These instances are used as a time for the child to re-group. They are never used to isolate, shame or punish a child. Ensuring the positive self-esteem of children is at the core of our approach. We know that when children have strong positive attachments to their teachers and friends they are more likely to behave in prosocial ways. Our goal is to help children learn the skills to live respectfully in the community where they feel secure to speak up on behalf of themselves and others. If a child is unable to gain control and requires more individualized attention than can be given within child to staff ratios, we may need to contact a parent. We work together with teaching teams and specialists as needed to meet the needs of all children in our care. All reasonable attempts will be made to help children be a successful part of classroom activities.

Our goals for children during conflicts are that they:

• Calm themselves down enough to negotiate,

• Find words for their feelings, needs, and wants,

• Listen to others’ feelings, needs, and wants,

• Develop and agree to a mutually satisfying solution and

• Continue to play together, or feel friendly and understanding

In some situations, we may find that we need extra support to help meet a child’s needs. When these situations happen, we will work with the family to take the following steps:

## 1. Meet to share information and ideas for helping the child to thrive and be successful in the classroom.

2. After sharing initial observations, teachers and families both will experiment with strategies at school and at home based on children’s strengths, interests and challenges. These may include reviewing and revising the home and/or classroom environment, including expectations, transitions or sleep and meal routines. Families and teachers will select activities and goals to support the child and commit to putting them in place and sharing results.

3***.*** Find and share local resources and contact information that might provide support.

4. Offer to work in partnership with outside professionals if appropriate.

5. If necessary, and only as a last resort, we may require dis-enrollment and offer to help find a setting that better meets the child’s needs. We do all of the above while staying rooted in the relationship we have with the family and our care and compassion for the child.

## Challenging Behavior

Children are guided to treat each other and adults with self control and kindness.

Each student at **Primm ABC Child Care Center** has a right to:

* Learn in a safe and friendly place
* Be treated with respect
* Receive the help and support of caring adults

When a child becomes verbally or physically aggressive, we intervene immediately to protect all of the children. Our usual approach to helping children with challenging behaviors is to show them how to solve problems using appropriate interactions. When discipline is necessary, it is clear, consistent and understandable to the child. We maintain a zero tolerance to bullying. If you have any concerns about this at any time, please report it to the Director of the Center.

## Notification of Behavioral Issues to Families

If a child’s behavior/circumstance is of concern, communication will begin with the parents as the first step to understanding the child’s individual needs and challenges. We will work together to evaluate these needs in the context of our program.

On rare occasions, a child’s behavior may warrant the need to find a more suitable setting for care. Examples of such instances include:

* A child appears to be a danger to others.
* Continued care could be harmful to, or not in the best interest of the child as determined by a medical, psychological, or social service personnel.
* Undue burden on our resources and finances for the child’s accommodations for success and participation.

Physical restraint is not used or permitted for discipline. There are rare instances when we need to ensure a child’s safety or that of others and we may restrain a child by gently holding her or him only for as long as is necessary for control of the situation.

## Disenrollment Policy

Pursuant to WAC 110-300-0486 & 0340, prior to disenrollment of a child due to behavior, we will provide the following support:

1. We will have a parent or guardian meeting weekly or sooner, as needed.
2. We will review the Discipline Policy with the parents or guardians
3. We will record the incidents that led up to the need to disenroll, including the date, time, staff involved, and details of the incidents
4. We will give the parents or guardians a copy of the steps that were taken to avoid disenrollment.
5. We will give the parents or guardians a description of the environmental change, staff change and other reasonable modifications that were made.
6. We will have a behavior plan developed with the parents. A copy of this plan will be given to all teachers, support staff and parents or guardians.
7. We will give the parents or guardians referral information to community-based programs/settings and/or public school districts.

DCYF will be notified of the disenrollment.

# Tuition and Fees

## Important Notice

All payment and fee processing will be completed by the Administrative office. It will be in charge of collecting tuition and other fees and contacting families regarding payment issues. If you have a question or concern regarding a payment or fee, please contact us..

## Tuition Rates

See our Fee Schedule for our rates.

Families contract for a specific weekly schedule as indicated on the *Enrollment Agreement* Form. Payment for this contracted schedule is required every week year-round whether or not your child attends; this enables us to pay teachers a stable salary every week all year. No credits are given for sick or vacation days, holidays, staff training closure or closure due to inclement weather.

## Tuition Deposit

A Tuition Deposit of $50 is required at the time registration is confirmed. This deposit is applied to the last two weeks of care provided a two-week written notice is given. If a two-week written notice is not given when a child has withdrawn from the program, the family will be billed for two weeks of care, which may come out of their deposit**.**

## Payment

Payment is always due in advance with no deduction for any absences, holidays, or closures due to inclement weather, power outages, or other situations beyond our control. Payment is due monthly by the fifth (5th) day.

## Methods of Payment

Several methods of payment are available for families’ convenience. Families can pay by cash, check, money order, automatic electronic funds transfer or credit card. To set up automatic, reoccurring payments, please contact the Administrative Office.

Late payments can pose serious problems for our programs and as a result, the business does not have the latitude to allow families to accrue a balance equal to more than one month of tuition. **Late payments will result in the imposition of late payment fees. Failure to pay child care payments will result in child care services being terminated.**

If payment is not received on the day that it is due, a late fee of $25 will be added to your next tuition payment for each day that it is late. Repeated late payments will result in your family being required to set up automatic payments or credit card payments.

Any payments made will be applied to the oldest charges and late fees may still apply if the account is not paid in full by the next tuition due date.

If payment is more than 60 business days past due, we may attempt to recover payment in small claims court and/or your account may be sent to a 3rd party collections agency. You will be responsible for all expenses associated with these actions including all court and attorney fees.

## Returned Checks/Rejected Transaction Charges

All returned checks or rejected ACH (automatic debits) or credit card transactions will be charged a fee of $35. This charge may be collected electronically. Two or more returned checks or rejected transactions will result in your account being placed on “cash only” status.

## Late Pick-up Fees

Late pick-up is not a normal program option and will only be considered as an exceptional occurrence. Late fees of $10.00 will accrue from 6:00 PM to 6:05 PM and then a $1.00 per minute will be assessed upon arrival**. Repeated late pick up may result in child care services being terminated.**

## Other Fees

* From time-to-time there will be additional fees associated with special activities or field trips. These fees are due prior to the event, activity or trip.

## Credits & No Credits

* **Families contract for a specific weekly schedule** as completed on the Registration Form. Payment for this contracted schedule is required every month year-round whether or not your child attends; this enables us to pay teachers a stable salary all year. No credits are given for sick or vacation days, holidays, staff training closure or closure due to inclement weather, infectious disease (except as noted below), or weather-related or environmental issues.
* **Weather-related or Environmental Disaster or Pandemic** – in the event of a serious crisis during which we are prohibited from operating, families shall pay 50% for the next 2 weeks. Payment of your Tuition allows us to retain staff, pay operating expenses, and hold open your child’s spot for when we are safely able to reopen.
* **Credit may be given for Serious Illness/Injury** – In the unfortunate event of extenuating circumstances such as your child is hospitalized, absent due to a serious contagious disease or serious illness or injury, credit may be issued. A written doctor’s note is required to receive a credit.

# Attendance & Withdrawal

## Absence

If your child is going to be absent or arrive after 9:00 AM, please call us at (206) 723-2038 . We will be concerned about your child if we do not hear from you.

If a school age child will not be attending before or after school care, please notify us at (206) 723-2038.

## Vacation

Vacation days only apply if your child is normally scheduled to attend on those days. Each child is given 10 vacation days each calendar year.

## Withdrawal

A written notice, 2 weeks in advance, is required by the center when a child is being withdrawn. Failure to notify will result in forfeiture of your two-week deposit.

## Transfer of Records

Whether transitioning to the next program setting or to a new classroom, your child’s records will be transferred internally.

If your child is transitioning to a new school, a written request from you with instructions to where the records should be sent is required.

## Closing Due to Extreme Weather

Should severe weather or other conditions (i.e., snow, storms, floods, tornadoes, hurricanes, earthquakes, blizzards, loss of power, loss of water) prevent us from opening on time or at all, notification to the families will be announced on local radio and television stations. Primm ABC Child Care Center follows the closure schedule of the Seattle Public Schools.

If it becomes necessary to close early, we will contact you or your emergency contacts as soon as possible. Your child’s early pick-up is your responsibility to arrange.

# Drop-off and Pick-up

## General Procedure

We open at 6:30 AM. Please do not drop-off your child prior to the opening. Parents are expected to accompany their children and sign them in.

We close at 6:00 PM. Please allow enough time to arrive, sign your child out, and leave by closing time.

## Cell Phone Usage

The times you spend in the center dropping off and picking up your child are the primary windows of time we have to communicate with you about your child. In order to make the best use of these opportunities, as well as to be attentive to your child and other children, we ask that you NOT use your cell phone at any time while visiting the center.

## Authorized & Unauthorized Pick-up

Your child will only be released to you or those persons you have listed as Emergency and Release Contacts. If you want a person who is not identified as an Emergency and Release Contact to pick-up your child, you must notify us in advance, in writing. Your child will not be released without prior written authorization. The person picking up your child will be required to show a picture ID as verification. Please notify your pick-up person of our policy.

In order to safeguard your child we will need copies of any court ordered custody agreements. Without a custody agreement, we are not able to prevent the release of your child to a parent.

If a child has not been picked up after closing and we have not heard from you, attempts will be made to contact you, and the contacts listed as Emergency and Release Contacts. Provisions will be made for someone to stay with your child as long as possible, but if after 1 hour we have not been able to reach you or a person listed as an Emergency and Release Contact, we will call the local child protective services agency.

## Right to Refuse Child Release

We may refuse to release children if we have reasonable cause to suspect that any person picking up a child is under the influence of drugs or alcohol, or is physically or emotionally impaired in any way that may endanger the child. To protect your child, we may request that another adult listed as an Emergency and Release Contact pick-up the child or we may call the police to prevent potential harm to your child. Reoccurring situations may result in the release of your child from the program.

# Personal Belongings

## What to Bring

* **Toddlers**: sippy cap, six diapers and at least two changes of clothes per day. All bottles must be labeled and dated.
* **Older Toddlers**: at least two changes of clothes or more per day if going through the toilet training program and six diapers.
* **Preschoolers:** at least one change of clothes, socks and shoes.
* **Kindergarteners:** at least one change of clothes, socks and shoes.
* **After School Care Children:** books for homework, appropriate play clothes

Please label all items brought from home with your child’s name (i.e., clothes, bottles, diapers, pacifiers, crib sheet, blanket, etc.) to prevent items from becoming misplaced or lost. We are not responsible for lost or damaged items. Sheets and soiled clothing will be sent home on an as-needed basis for laundering and return to the center.

## Cubbies

Upon enrollment each child will be assigned a “cubby.” Cubbies are labeled with your child’s name. Please check your child’s cubby on a daily basis for items that need to be taken home.

## Lost & Found

You can look for lost items and bring found items to the Lost-and-found Box located at the front entrance. Please note that we are not responsible for lost personal property.

## Toys from Home

We request that you do not allow your child to bring toys from home into the center unless they are part of a show-and-tell activity.

# Nutrition

## Foods Brought from Home

Food brought fromhome is permitted under the following conditions:

* Perishable food to be shared with other children must be store-bought and in its original package.
* Baked goods may be made at home if they are fully cooked, do not require refrigeration and were made with freshly purchased ingredients. A list of ingredients is required, and there must be enough food for all children.
* Foods should be labeled with the child’s name, date, and type of food.
* Children will not be allowed to share food provided by the child’s family unless the food is intended for sharing with all of the children.
* Leftover food will be discarded except for foods that do not require refrigeration and/or come in a commercially-wrapped package that was never opened.

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| **Good Lunch Box Suggestions for a Balanced, Nutritional Lunch.** | |
| Bean & cheese dip  Tortilla chips (crackers)  Tropical fruit salad  Broccoli  Milk | Chicken strips  Whole Wheat Roll  Orange wedges  Broccoli  Milk |
| Cheese quiche  Fresh fruit cup  Broccoli  Milk | Whole Wheat Macaroni &  Tuna Salad  Green Beans  Carrots  Milk |

## Food Prepared for or at the Center

Food prepared for or at the center will be properly planned, prepared and portioned according to the Child and Adult Care Food Program (<http://www.fns.usda.gov/cnd/care/>) and the state requirements for food service.

## Food Allergies

If your child has a food allergy, you must notify us in writing so that we can make appropriate substitutions. The written notification should list appropriate food substitutions and must be updated at least annually.

Food allergies can be life threatening and each child with a food allergy should have an action plan for emergency care completed by the family physician.

## Meal Time – On hold during COVID

At meal time the dining table is set with plates and flatware, and the food is placed in small bowls from which the children can help themselves. Everyone sits at the same table. Children are encouraged to serve themselves from food passed around each table. Good table manners are modeled and encouraged. Monthly menus are posted for viewing by parents/caregivers.

A caregiver who is trained in first-aid for choking is present at all meals.

## Children 12 Months and Older

* No child shall go more than 4 hours without a meal or snack being provided.
* Children are encouraged to self-feed to the extent that they have the skills. Children are encouraged, but not forced to eat a variety of foods.
* Round, firm foods that pose a choking hazard for children less than 4 years of age are not permitted. These foods include: hot dogs, whole grapes, peanuts, popcorn, thickly spread peanut butter and hard candy.

## School Aged Participants

* Before and after school child care participants will be offered a light snack at each session. These snacks are not a meal. If your child will be arriving before 9:00 AM, arrangements can be made to serve your child breakfast. Otherwise, please make sure your child has had breakfast before arriving at child care and is supplied with an adequate lunch if required for school.

# Health

## Immunizations

Immunizations are required according to the current schedule recommended by the U.S. Public Health Services and the American Academy of Pediatrics, [www.aap.org](http://www.aap.org). Every September, we check with the public health department or the American Academy of Pediatrics for updates of the recommended immunization schedule. Our state regulations regarding attendance of children who are not immunized due to religious or medical reasons are followed. Unimmunized children are excluded during outbreaks of vaccine preventable illness as directed by the state health department.

All caregivers, teachers, and staff are required to be current with all immunizations routinely recommended for adults by the Advisory Committee on Immunization Practices (ACIP) of the Centers for Disease Control and Prevention (CDC).

## Physicals

Routine physicals are required according to the current recommendations of the American Academy of Pediatrics, [www.aap.org](http://www.aap.org). A copy of your child’s physical should be received before but must be received no later than days after your child begins the program. Families are responsible for assuring that their child’s physicals are kept up-to-date and that a copy of the results of the child’s health assessment is given to the program.

## Illness

We understand that it is difficult for a family member to leave or miss work, but to protect other children; you may not bring a sick child to the center. The center has the right to refuse a child who appears ill. You will be called and asked to retrieve your child if your child exhibits any of the following symptoms. This is not an all-inclusive list. We will try to keep your child comfortable but he/she will be excluded from all activities until you arrive.

* Illness that prevents your child from participating in activities.
* Illness that results in greater need for care than we can provide.
* Illness that poses a risk of spread of harmful diseases to others.
* Fever (100°F or higher under the arm, 101°F or higher in the mouth, 102°F or higher in the ear) accompanied by other symptoms.
* Diarrhea – stools with blood or mucus, and/or uncontrolled, unformed stools that cannot be contained in a diaper/underwear or toilet.
* Vomiting – green or bloody, and/or more than 2 times during the previous 24 hours.
* Mouth sores caused by drooling.
* Rash with fever, unless a physician has determined it is not a communicable disease.
* Pink or red conjunctiva with white or yellow eye discharge, until on antibiotics for 24 hours.
* Impetigo, until 24 hours after treatment.
* Strep throat, until 24 hours after treatment.
* Head lice, until treatment and all nits are removed.
* Scabies, until 24 hours after treatment.
* Chickenpox, until all lesions have dried and crusted.
* Pertussis (Whooping Cough), until 5 days of antibiotics.
* Hepatitis A virus, until one week after immune globulin has been administered.
* Tuberculosis, until a health professional indicates the child is not infectious.
* Rubella, until 6 days after the rash appears.
* Mumps, until 5 days after onset of parotid gland swelling.
* Measles, until 4 days after onset of rash.
* Has a physician or other health professionals written order that child be separated from other children.

Children who have been ill may return when:

* They are free of fever, vomiting and diarrhea for 24 hours.
* They have been treated with an antibiotic for 24 hours.
* They are able to participate comfortably in all usual activities.
* They are free of open, oozing skin conditions and drooling (not related to teething) unless:
  + The child’s physician signs a note stating that the child’s condition is not contagious, and;
  + The involved areas can be covered by a bandage without seepage or drainage through the bandage.
* If a child had a reportable communicable disease, a physician’s note stating that the child is no longer contagious and may return to our care is required.

## Allergy Prevention

Families are expected to notify us regarding children’s food and environmental allergies. Families of children with diagnosed allergies are required to provide us a letterdetailing the child’s symptoms, reactions, treatments and care. A list of the children’s allergies will be posted in the main area and kitchen. We are trained to familiarize ourselves and consult the list to avoid the potential of exposing children to substances to which they have known allergies.

## Medications

(A) Our center does not administer prescription or over the counter medication to children.

(B) All medications should be handed to a staff member with specific written instructions for administration. Medications should never be left in the child’s cubby or with the child to administer on their own. Our staff will ensure that the medication is recorded along with the directions and proceed to dispense the medication as directed.

* **Prescription medications** require a note signed by the family and a written order from the child’s physician. The label on the medication meets this requirement. The medication must include your child’s name, dosage, current date, frequency, and the name and phone number of the physician. All medications must be in the original container (you may request pharmacies to fill your prescription in two labeled bottles). Please specify the dosage and time(s) to be administered for each medication.
* **Non-prescription medications** require written permission and instructions signed by the child’s primary care physician. The written permission must include your child’s name, dosage, current date, frequency, and all medications must be in the original container. Non-prescription medication should not be administered for more than a 3-day period unless a written order by the physician is received.

(C) **Non-prescription topical ointments** (e.g., diaper cream or teething gel), sunscreen and insect repellant require a note signed by the family, specifying frequency and dosage to be administered as well as the length of time the authorization is valid which cannot exceed 12 months.

## Communicable Diseases

When an enrolled child or an employee of the center has a (suspected) reportable disease, it is our legal responsibility to notify the local Board of Health or Department of Public Health. We will take care to notify families about exposure so children can receive preventive treatments. Included among the reportable illnesses are the following:

* Bacterial Meningitis
* Botulism
* Chicken Pox
* COVID-19
* Diphtheria
* Heamophilus Influenza (invasive)
* Measles (including suspect)
* Meningoccocal Infection (invasive)
* Poliomyelitis (including suspect)
* Rabies (human only)
* Rubella Congenital and Non-congenital (including suspect)
* Tetanus (including suspect)
* H1N1 Virus
* Any cluster/outbreak of illness
* Tuberculosis

# Safety

## Clothing

Please dress your child in practical clothing that allows for freedom of movement and is appropriate for the weather. Your child will be involved in a variety of activities including: painting, outdoor play, sand, weather, and other sensory activities. Our playground is used as an extension of the center, and daily programs are conducted outside whenever weather permits.

One particular aspect of concern is the risk associated with children’s clothing that may become entangled with climbing or sliding equipment that could lead to choking or other serious harm. All drawstrings from children’s clothes should be removed as a precaution.

Sandals and flip-flops are not appropriate for center play and make it difficult for your child to participate in some activities.

## Extreme Weather and Outdoor Play

Outdoor play will not occur if the outside temperature is greater than 100 °F or less than 20 °F degrees. Additionally, outdoor play will be cancelled if the air quality rating is considered an emergency.

## Communal Water-Play

Communal, unsupervised water play is prohibited. Supervised children are permitted to engage in water-play. Precautions are taken to ensure that communal water-play does not spread communicable infectious disease.

## Injuries

Safety is a major concern in child care and so daily safety inspections are completed inside and outside the center area in order to prevent injuries. First aid will be administered by a trained caregiver in the event that your child sustains a minor injury (e.g., scraped knee). You will receive an incident report outlining the incident and course of action taken. If the injury produces any type of swelling or needs medical attention, you will be contacted immediately. Each classroom is equipped with a first aid kit meeting the state regulations.

In the event of a serious medical emergency, the child will be taken to the hospital immediately by ambulance, while we will try to contact you or an emergency contact.

## Biting

Biting is a normal stage of development that is common among infants and toddlers – and sometimes even among preschoolers. It is something that most young children will try at least once.

When biting happens, our response will be to care for and help the child who was bitten and to help the biter learn a more appropriate behavior. Our focus will not be on punishment for biting, but on effective behaviors that address the specific reason for biting.

Noteswill be written to the family of the child who was bitten and the biter’s family. We will work together with the families of each to keep them informed and to develop strategies for change.

## Respectful Behavior

All children and families will be treated with respect and dignity. In return, we expect the same from all of our families. We will not tolerate hostile or aggressive behavior. If this occurs, we reserve the right to ask you to control your behavior or to remove your children from our care.

## Smoking

The poisons in secondhand smoke are especially harmful to infants and young children’s developing bodies, therefore the indoor and outdoor center environment and vehicles used by the center are non-smoking areas at all times. The use of tobacco in any form is prohibited on the center’s premises.

## Prohibited Substances

The use of alcohol or illegal drugs is prohibited on the center’s premises. Possession of illegal substances or unauthorized potentially toxic substances is prohibited.

Any adult who appears to be inebriated, intoxicated, or otherwise under the influence of mind-altering or polluting substances is required to leave the premises immediately.

## Dangerous Weapons

A dangerous weapon is a gun, knife, razor, or any other object, which by the manner it is used or intended to be used, is capable of inflicting bodily harm. Families, children, staff or guests (other than law enforcement officers) possessing a dangerous weapon will not be permitted onto the premises.

In cases that clearly involve a gun, or any other weapon on our premises, the police will be called and the individual(s) involved will be immediately removed from the premises. This policy applies to visible or concealed weapons.

## Child Custody

Without a court document, both parents/guardians have equal rights to custody. We are legally bound to respect the wishes of the parent/guardian with legal custody based on a certified copy of the most recent court order, active restraining order, or court-ordered visitation schedule. We will not accept the responsibility of deciding which parent/guardian has legal custody where there is no court documentation.

## Suspected Child Abuse

We are required by law to report all observations of child abuse or neglect cases to the appropriate state authorities if we have reasonable cause to believe or suspect a child is suffering from abuse or neglect or is in danger of abuse or neglect, no matter where the abuse might have occurred. The child protective service agency will determine appropriate action and may conduct an investigation. It then becomes the role of the agency to determine if the report is substantiated and to work with the family to ensure the child’s needs are met. Our center will cooperate fully with any investigation and will maintain confidentiality concerning any report of child abuse or neglect.

# Emergencies

## Lost or Missing Child

In the unlikely event that a child becomes lost or separated from a group, all available staff will search for the child. If the child is not located within 30 minutes, the family and the police will be notified.

## Fire Safety

Our center is fully equipped with fire alarms, sprinkler system, emergency lights and backup power.

Our fire evacuation plan is reviewed with the children and staff on a monthly basis.

## Emergency Transportation

In the event your child needs to be transported due to a medical emergency, if no other authorized person can be contacted and the need for transportation is essential, an ambulance will be called for transportation. A proper escort will accompany and remain with the child until a family member or emergency contact arrives.

# Center Policies

Our center policies not included in this handbook are reviewed annually and updated as needed. They are available for review upon request to the center director.

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Family Handbook Acknowledgement

Please sign this acknowledgement, detach it from the handbook, and return it to the center prior to enrollment.

This handbook may be updated from time-to-time, and notice will be provided as updates are implemented.

Thank you for your acknowledging the policies and procedures we have established for the safety and welfare of all children in our care. We look forward to getting to know you and your family.

I have received the **Primm ABC Child Care Center Family Handbook**, and I have reviewed the family handbook with a member of the **Primm ABC Child Care Center** staff. It is my responsibility to understand and familiarize myself the Family Handbook and to ask center management for clarification of any policy, procedure or information contained in the **Primm ABC Child Care Center Family Handbook** that I do not understand.

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| --- | --- | --- |
|  |  |  |
| Recipient Signature |  | Date |
|  |  |  |
|  |  |  |
| Center Staff Signature |  | Date |

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# Family Activities

We offer a variety of ways for families to participate in the growth and improvement of our program. We encourage families to take an active role.

**Family Events:** We have several events throughout the year that bring our entire community together. Watch for the announcements!

* Open House
* Back to School Night
* Family Math Night
* Holiday Gathering
* Book Swap
* Fall Festival
* Annual Family Picnic

**Classroom Activities:** Enjoy and help your child’s class with these special activities.

* Share a meal with your child
* Chaperone field trips
* Read to children at arrival or pickup
* Volunteer in the classroom
* Donate requested items
* Serve as a parent representative
* Welcome new families
* Contribute to class Pot Luck Meal
* Family Teacher conferences

**Family/Parent Workshops:** Our menu of family workshops changes annually. Below is a list of workshops we typically offer. We try to offer these in the early evening or on Saturdays. See the monthly calendar for scheduled topics. We welcome requests for workshop topics.

* Positive Guidance and Loving Discipline
* Toilet Training
* Safety in the Home
* Child Proofing Your Home
* Brain Development
* Nutrition and Exercise for Small Bodies
* Supporting Your Child in Times of Stress
* Food Allergies
* How to Prepare for a Conference
* Warning Signs for Developmental Delays
* Value of Reading to Your Child
* Everyday Math