

92 FSS/FSFY
Fairchild AFB



School Age Care (SAC)
Parent Handbook

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Purpose: The purpose of the Fairchild AFB School Age Care program is to provide developmentally appropriate childcare to eligible DoD personnel, that is aligned with our Mission, Philosophy, and Goals.

Mission Statement: To assist DoD military and civilian personnel in balancing the competing demands of accomplishment of the DoD mission and family life by managing and delivering a system of quality, available, and affordable programs and services for eligible children and youth birth through 18 years of age.

Philosophy: It is our philosophy that School Age care should provide safe, enriching, supervised environments for children and youth during out of school time. Individual interests, experiences, abilities and needs guide the programming. Children have the right to be heard, listened to and influence decisions. We promote experiences and opportunities that enhance rather than duplicate the school day. Our programs maintain an atmosphere that encourages flexibility and allows for freedom of choice within appropriate guidelines. We strive to reinforce family values and emphasize the uniqueness of each child by promoting positive attitudes and validating self-worth.

Goals: Personal Development – supporting positive self-concept, fostering independence and life skills, encouraging responsibility; Social Development – establishing friendships, learning social skills, gaining social support, developing a sense of community and teamwork; Physical Development – building physical and recreational skills, appreciating the ability to rest and relax; Cognitive Development – advancing success in school, exploring new ideas and facts.

We incorporate Air Force, Boys & Girls Clubs of America, and 4-H partnerships into our daily activities and interactions. We implement positive guidance, mentorship, and leadership techniques to provide children and youth the opportunity to develop positive relationships, strong self-esteem, life skills, and experience and embrace diversity and community connections.

It is our goal to regularly assess the program and establish methods to improve the program quality, ability to meet the mission, and ability to meet child, youth and family needs when necessary. We maintain quality assessment and improvement teams throughout the year comprised of program personnel, community members, and parents. We maintain national accreditation through Council on Accreditation and maintain licensure through Department of Defense annual unannounced inspections.

SAC Key Personnel:

Youth Programs Director: John Smith
SAC Coordinator: Vacant
Training & Curriculum Specialist: Nancy Keeton
LEAD Child & Youth Program Assistant: Teresa Jensen
Youth Sports Director: Ryan Frost

Additional YP Personnel:

Assistant Youth Programs Director: Angela Newsome
Teen Center Coordinator: Vacant

Accrediting Services: Fairchild AFB School Age Care Program is accredited through the Council on Accreditation (CoA), an independent agency. The program has been accredited from CoA since 2010, one of the first Air Force Bases to go through this new process. The program was re-accredited in 2014 and is current through 2018. Each year the program submits reports to maintain accreditation and we will begin the preparations for accreditation began again in 2017.

Family Rights and Responsibilities:

Families enrolled in the SAC have the following rights:

- To safe and supervised care
- To fair and equal treatment
- To non-discrimination on the basis of race, ethnicity, national origin, gender, age, or disability
- To information about their child(ren) enrolled in the program
- To be involved in the program
- To express grievances

Families enrolled in the SAC have the following responsibilities:

- Remaining informed about program policies and procedures
- Communicating with their child(ren)'s primary group leader in a timely manner
- Using the appropriate methods of expressing grievances
- Keeping the program informed of ways they need their child's need met
- Honoring their contract with the program

Children and youth in the program have the following rights:

- To express their feelings
- To fair and equal treatment
- To not be discriminated against
- To not be bullied or teased
- To see their culture, traditions, ideas, and interests reflected in the program
- To express unfair treatment

Children and youth in the program have the following responsibilities:

- Using the locator system correctly
- Using the mission/bathroom pass system correctly
- Knowing and following program rules
- Communicating their needs

Grievances: School-Age-Care Program families and children have the right to express grievances or concerns. It is the program's policy that families and children have the right to be treated in a non-discriminatory manner and without fear of retaliation or punitive measures when expressing grievances. SAC patrons, children and youth, and program personnel are to follow these procedures for expressing grievances with the program. All persons involved in the grievances process are to conduct themselves in a professional and private manner. All parties have the right to exclude themselves from grievances discussions if they feel unsafe or that there is a violation of confidentiality or professionalism. All grievances and concerns should be presented and attempted to be resolved at the lowest level possible. Honest and open communication is the key to resolving most conflicts.

Parents and guardians of children enrolled in the School-Age-Care Program may initiate a grievance at any time by speaking directly or submitting their issue in writing to the SAC Coordinator.

1st Level - Discuss your concerns or grievances with the SAC Coordinator for a prompt resolution.

2nd Level - If grievance is unresolved at 1st level; you are encouraged to address your concern with the YP Director. The YP Director shall meet with parents within two business days when notification of a grievance is received to seek prompt resolution.

3rd Level – If grievance is unresolved at 2nd level; it will be brought to the attention of the Airman & Family Services (A&FS) Flight Chief. The A&FS Flight Chief will examine the facts to mediate a positive resolution within five business days of the grievance.

The Fairchild AFB Chain of Command or the Inspector General's Office are also available to military and DoD civilian sponsors.

Children and youth enrolled in School-Age-Care Program may initiate a grievance at any time by speaking directly to a teacher or the SA Coordinator (informal grievance); or by submitting their issue in writing (formal grievance).

1st Level - Discuss your concern with the individual if possible. Honest and open communication will often resolve an issue without getting others involved.

2nd Level – If grievance is unresolved at 1st level; you are encouraged to address your concern with the SAC Coordinator who may request additional information if necessary to reach a decision. The SAC Coordinator shall meet with youth within two business days, when a grievance is initiated. The SAC Coordinator will obtain the facts, and seek prompt resolution.

3rd Level – If grievance is unresolved at 2nd level; it will be brought to the attention of the YP Director. The YP Director will investigate the facts to mediate a positive resolution within five business days of submission of the grievance.

Program Eligibility: Family members of full-time employed, active duty, and DOD civilians assigned to Fairchild AFB are eligible for care in the SAC. NAF employees are considered DoD civilians. Full-time is defined as 5 hours or more per day for at least 4 days per week, or 20 hours per week. A parent is considered a full-time student if they are enrolled for a minimum of 12 semester hours during the school year and 6 semester hours during the summer or the equivalent quarter hours. A copy of current class schedule will be required to verify program eligibility. Only 5% of childcare spaces may be reserved for volunteers. A copy of current class schedule will be required to verify program eligibility.

Priorities for care are established by the Department of Defense and are based on a variety of factors including the employment status of the Sponsor, active duty status, marital status, and employment/student status of the spouse. If care is not available at the time a Request For Care is made, families will be placed on the waiting list. The waiting list for the SAC is maintained on the Military Child Care.com website (See Below).

Military Child Care.com (MCC) & Request For Care (RFC) Process: Fairchild AFB enrollment begins with the Request For Care (RFC) process on Military Child Care.com (MCC). All families needing care are required to create an account on MCC, & complete an online RFC form to initiate the process. Once the RFC has been submitted, SAC staff will review the RFC and determine if and when a placement can be offered. All offers of care will occur through the MCC website. It is imperative that families have established a valid email address and phone number that can be consistently monitored by more than one person so that offers for care are received and responded to in a timely manner. When space is available for offering care, an enrollment packet will need to be completed and submitted (See Enrollment Section below). After reviewing the enrollment packet, the SAC may determine that additional information is required from the parent and family prior to offering care. Delays in providing this information will delay the offer for care.

Enrollment: Enrollment in the SAC includes: AF Form 1181, DD Form 2652, USDA Enrollment Form, Parent Contract, verification of total family income. Failure by families to maintain current and complete documents may result in denial of care until forms are brought up-to-date.

An AF Form 357 is required for children of active duty single and dual military families. Families must provide a copy of the form as proof that the plan has been initiated if it is in progress. The form must be updated annually. The completed form must be on file within 30 days of enrollment.

Children with Special Needs, to include dietary restrictions and allergies, are required to have the program's Medical Advisor complete a *Recommendation for Care* form. Once completed forms are submitted, an Inclusion Action Team (IAT) will review the forms. This process is a mandatory requirement of the Air Force and the Department of Defense and will occur prior to an offer for care is made through the MCC website. Enrollment into the program may be delayed while the recommendations are reviewed and/or accomplished.

Enrollment Termination: In certain circumstances, it may be necessary to terminate care if a family of higher priority is on the waiting list and space is not available for lower priority families. Once a waiting list is established and there are higher priority families (either single, dual military or dual employed parents) on the list, a non-working spouse with a child in the program will be asked to show proof that they are actively seeking employment in order to continue receiving care. Within 5 days of the spouse's new employment, a pay statement must be provided to the program. If a spouse cannot show proof of employment or actively seeking employment, a letter of termination will be issued. Enrollment will be terminated after a 90-day grace period.

Orientation: Each family and child will receive an orientation to the program prior to starting in the program. Orientation will include a program tour, explanation of program rules and expectations, daily schedule, introduction to key staff and personnel, and to answer questions and concerns. Orientations can be scheduled with the front desk clerks and are subject to manager availability. Children must be present during the orientation and there is a mandatory briefing by the YP Director.

Hours of Operations: The SAC program is open from 0630-1800, Monday through Friday. There will be no credit or refunds given for illness, family days, inclement weather, disciplinary suspensions, federal holidays or any days parents choose not to bring their child to the program. Credit will be given for circumstances only as determined by the Squadron Commander. The SAC will be closed on all Federal holidays.

Program Care Options: There are many options of care for families. During the school year, families may select Before School Only Care, After School Only Care, or Before & After School Care. The program also offers full day Camp Programs when school is not in session, such as Winter, Spring, and Summer breaks. Daily drop-in care is available on a space available basis. Drop-in care may not be reserved more than 24 hours in advance. Fees are available for all care options at the Front Desk. During base-wide exercises, the need for extended care will be evaluated and the determination will be made by the Squadron Commander. Additional fees may be assessed for any extra hours of care received during base exercises.

Inclement Weather: The SAC Program follows any announcement regarding inclement weather made by the Medical Lake School District and Fairchild AFB. The program will offer extended care during any school delays and closures as they apply to the district. Additional fees will be assessed. In the event that there is a delayed

reporting notice issued by the base commander due to inclement weather, the SAC will open 1 hour prior to the announced reporting time. For example, if there is a 2 hour delayed reporting, the SAC will open at 0730 as opposed to 0630. The program will not offer care during base closures as indicated by the command. **Late Starts:** An hourly fee will be charged for every additional hour after 9:00 am Monday – Thursday, and after 1000 on Fridays during the school year. **Snow days:** The full day rate will be added onto your weekly fees for each full day out. Youth that arrive after 1:00 pm will not be charged the full day rate if the Front Desk is notified of the late arrival NLT 9:00 am that morning. In the event that the base commander issues an early release due to inclement weather, parents are required to pick up their children within 2 hours, or immediately upon release from duty, whichever comes first. Parents who work off base are still required to follow base closure, delayed reporting, and early release procedures as they relate to childcare. It is recommended that these parents identify alternate care options and/or an adult who is authorized to pick-up your child(ren) in the event of an early release or closure.

Fees and Payments: The Military Child Care Act of 1989 (Public Law 1809, Section 1504) requires the Department of Defense (DoD) established uniform fees for childcare based upon Total Family Income (TFI). Parents enrolling their child in contract care are required to bring a copy of the sponsor's Leave and Earnings Statement (LES) and a copy of their spouse's pay statement (if applicable) to verify TFI. All income must be verified whether taxable or not. TFI is defined as all earned income such as wages, salary deferrals, quarters allowance and subsistence allowances, retirement or other pension income. Quarter allowances are defined as the Basic Allowance for Housing type II (BAHII) and Basic Allowance for Subsistence (BAS) received by military personnel. In dual military families the senior member's information is taken into consideration when configuring the BAH fee whether living on or off base. For households in which unmarried couples or pairs are living as a family, the total household income of the family unit will be used to determine TFI.

An Application for Department of Defense Fees, DD Form 2652, is required to determine which fee category will be charged. Families who do not present an LES and/or pay stub to verify total family income by the date first weekly payment is due will be defaulted to the highest fee category. A Fee Chart, based on TFI, is established by the DOD and used to determine a family's weekly fee for childcare. New fee structures are completed by the DOD annually, typically released in mid-September, and all household TFI's are re-calculated at this time. Copies of the fee charts can be obtained from the front desk at any time.

All fees are due in advance of care received. Weekly fees are due the Friday before the week that care is utilized and no later than the COB (5:30pm) on the Monday of the week of care. If the first day of the week is a holiday, payment will be due the following day. Cash, personal checks, Visa or MasterCard are accepted as forms of payment. Payments must be made in person. Auto payments and phone payments are not available. Checks must contain the following information: name, address, assigned unit, duty phone, home phone, and DoD identification number. Families whose fees become delinquent by over two weeks will be refused service until all fees are brought up-to-date and paid in full. If fees are not brought up-to-date within seven days, the child's slot in the program will be forfeited and/or filled by a patron on the waiting list. The SAC will attempt to work with families experiencing financial hardship; however the SAC cannot waive or reduce fees for childcare. Families experiencing financial hardships can make an appointment with the YP Director or a manager to discuss payments.

Fee categories for individual families may be adjusted only once annually except in the event of financial hardship. In these instances, families may submit a request to the Mission Support Commander through the Airman and Family Services Flight Chief to have their fee category adjusted.

Daily Care Limit: The weekly, full day child care fee entitles families to no more than 50 hours of care per week. There will be added fees for each child left in care over 50 hours on any given week. Fees will be assessed for every

hour after 50 hours, starting at 50 hours and 5 minutes. Care of children beyond 10 hours per day is not authorized except as directed by the Mission Support Group Commander. Parents routinely needing to exceed the 10-hour rule may apply for a waiver by submitting a letter from their first shirt/commander to the program coordinator. The Airman and Family Services Flight Chief will review the waiver request and forward it to the Mission Support Group Commander for final approval. Parents with waivers on file will still be charged should they exceed the contracted 50 hours of care per week. Approved waivers must be submitted every 6 months for renewal.

Excused Absences: Parents are required to contact the SAC at 247-5601 to notify program staff if their child will not be in attendance. Parents should also keep program staff informed of any extracurricular activities their child is participating in that may interfere with their attendance in the program. Program staff will contact parents if a child has not arrived in the program and is not listed as excused.

Withdrawal: The weekly fee must be paid in full for each week regardless whether the child attends the program. Families wishing to withdraw from the program must submit a written two-week notice to the program. Families who withdraw their child without a two-week notice will be financially responsible for the two weeks.

Child Supervision: Parents are asked to review the Base Child Supervision Policy. Children should never be left unattended in POV's in the Youth Center parking lot. Additionally, parents should never leave a running car unattended in the Youth Center parking lot.

Child Accountability: Child accountability and safety are our number one priority and this requires specific action by everyone, including parents, staff, and children. The following policies are required in order to maintain 100% accountability for every child:

Signing In/Out: Families must designate on the AF Form 1181 those adults authorized to sign their child into and out of the program. The person(s) listed on AF Form 1181 must be able to present proper identification upon request. The AF Form 1930 must be signed by an authorized individual each day as the child enters and and/or leaves the program. Children/Siblings under 14 years of age will not be authorized to sign children in/out of the program. Children 9 years and older may arrive and/or depart from the program and sign themselves in/out with written permission on file from the parent(s). Children responsible for signing themselves in/out of the program will lose this privilege if unable to complete the daily AF Form 1930 as required. Families are asked to contact the SAC when someone other than a parent or guardian is picking a child up. The AF Form 1930s will be located at the Parent Communication Centers across from the front desk. At times AF Form 1930s will be with the homeroom (group leader) assigned to that form.

For before School Care: When children are dropped off at school their homeroom group leader will sign them out of the program when they get off the bus or the Youth Programs vans at the school.

For After School Care: When children board the bus or the Youth Programs Vans at the school, the child's homeroom group leader will sign them into the program.

All group leaders will use a Name-to-Face recognition.

Locator Policy: The School-Age-Program has a system in place to ensure staff know the whereabouts of children at all times. Below are the guidelines for the locator system. Please review the guidelines with your children so that everyone understands the importance of the system.

- Children receive a magnet with their name on it. The color of their nametag magnet also matches their homeroom group's color.
- Each child has a colored star on their nametag magnet that correlates with their age. Green stars are 6 years old, blue stars are 7 years old, gold stars are 8 years old, and red stars are 9 and older.
- Each homeroom has a board where the children's nametag magnets are placed when the child is either not signed into the program or they are with their homeroom group.
- There are also locator boards for each classroom. These boards are located on the counter in front of the kitchen.
- If a classroom is open and available as a choice, the locator board for that classroom will be on the counter. Boards are labeled with the classroom's name.
- Each classroom locator board has spaces divided to show the number of children that can enter that room.
- Breakfast/Snack is considered a room choice when the kitchen is open for those meals.

When children arrive at the program daily, they will:

- Locate their nametag magnet on their homeroom board.
- Go to the classroom choice boards and place their name on the classroom board of their choice.
- Each time a child changes classrooms, they will need to return to the choice boards and move their name magnet to the new room they've chosen.
- When a child leaves the program for the day, their name magnet will need to be returned to their homeroom board.

Additional important information:

- A child's first choice may not always be available, but each child must select a room that is available.
- Children are not allowed to remain in the hallway waiting for spaces to become available.
- Children whose name magnet becomes lost or worn out need to speak with their homeroom group leader for a replacement magnet.
- Name magnets should not go home with the child.

Because accountability and supervision are critical areas of concern for our program, we need full support from children, staff, and families to ensure the system works properly. Freedom to move independently throughout the program requires responsibility on the part of the child. It is important that children follow the safety rules at all times.

Additionally, children may only be in the hallway of the program when they are changing their room, they are with a parent or authorized adult, or if they have a bathroom/mission pass. Passes can be received from a group leader. This policy is in place to ensure that the classroom staff knows where all the children are during the program hours.

The SAC maintains constant supervision of the children enrolled in our program. Parents are required to inform the front desk and the classroom teachers when your child will be out of the program. The SAC will call parents whose child is unaccounted from school pick up to ensure the child is safe and accounted

for. A supervisor or first sergeant may be contacted should the program be unable to make contact with a parent/guardian or emergency contact. Should a child not be accounted for while signed into the SAC, security forces and the parent/guardian will be notified.

Illness/Disease: The program will not accept children into care who are exhibiting signs of illness to include: fever, diarrhea, vomiting, rash with fever or behavioral changes, active tuberculosis, impetigo, streptococcal pharyngitis, head lice, scabies, chickenpox, rubella, pertussis, mumps, measles, hepatitis A, and other illness identified by a doctor or the base Medical Advisor requiring exclusion. Families cannot bring children to the program if they are exhibiting signs of a contagious disease. Parents are asked to contact the program if their child has a contagious illness so that we can inform other parents of their child's exposure. Children who become ill while in the program will be removed from the classroom until a parent/guardian picks them up. This would include fever of 101 degrees, diarrhea, or vomiting that occurs two or more times within two hours or if the child does not feel well enough to participate in activities.

The child must be picked up within one hour from the time the parent is called. The SAC will contact a family's Emergency Contact and/or Sponsor's Supervisor if the child remains in the program for two hours after the initial contact. The Supervisor on Duty will discuss the signs and symptoms of illness with the parent. Procedures for returning to the program will also be discussed. A copy of the "Illness and Exclusion from the Programs" form will be given to the parent. Parents of children having contact with known communicable diseases will be notified via posted notifications.

Medications: Medications can be administered in the program with proper documentation. Regardless of whether the medication is over-the-counter or prescription, it must have a prescription label. Children may not keep prescription or over-the-counter medications on their person or their cubbies. All medications must be kept at the front desk and administered by task-certified staff members. Parents must complete an AF Form 1055 and initial the form daily, indicating when medications are to be administered. Medications will not be administered if the AF Form 1055 has not been initialed for that day.

"As needed" and emergency medication must be initialed once a year by the parent/guardian. If it is necessary to use them, the program will contact the parent by phone and receive confirmation to administer the medication. Medications must arrive to the Youth Center in the original container. All medications must have the following information on the prescription label: name of physician, date filled, prescription number (except for meds from the ER), child's name, dosage amount and frequency, ending date (ex: use for 10 days or until completed). Prescriptions must be current within 10 days of the date filled. Please label all items clearly with child's first and last names.

Drug, Alcohol, Tobacco Policy: Smoking and the use of tobacco is not permitted within 50 feet of an Air Force youth facility. Air Force Youth Programs are drug, tobacco, and alcohol free environments. This includes the School-Age-Care Program and any and all playgrounds, fields, and outdoor areas used by the program as well as during any program sponsored field trips and special events.

Field Trips: Parents will be notified of any field trips requiring parent/guardian permission in advance. Parents are required to sign a field trip permission form if their child is attending a field trip with the SAC. Children without permission will not be able to attend. Field trips are a free choice activity allowing youth to choose which field trips they wish to attend. In the event of a program-wide field trip, all children are required to attend; any child without permission must be picked up prior to the departure time by a parent, guardian, or emergency contact. The program staff will make reasonable attempts to contact a parent in advance to obtain permission. The SAC will not provide

care for children in the center when there is a program-wide field trip. If a parent/guardian chooses not to allow their child to attend a program-wide field trip, or arrives after the scheduled departure for the field trip, it is the parent/guardian's responsibility to arrange for alternate care. Childcare fees will not be pro-rated or refunded in the event that a parent must make alternate care arrangements when not participating in a program-wide field trip.

Transportation: Program staff will transport children using the program bus and/or passenger van(s) to and from school and field trip locations. All children must wear seat belts and/or use booster seats correctly at any time they are being transported in Youth Center vehicles that have these safety devices. Children are required to stay seated in the vehicles at all times until given permission from an adult to stand and get off the vehicle.

When weather permits, program personnel will transport children and youth to and from on-base field trips destination by walking. Parents are responsible for providing their child with weather appropriate clothing in the event that children walk.

Meals: Children will be served balanced and healthy meals following strict USDA guidelines. During the school year breakfast and snack will be provided. Breakfast hours are 7:00am -8:00am (Monday – Thursday and 7:30-9:00am on Friday. Snack is available from 3:30pm-4:15pm. During a full day of care breakfast, lunch, and snack will be provided. Meals are provided during the following times Breakfast 8:30am-9:30am, lunch 11:30am-12:00pm, and snacks 2:15pm-3:15pm. Hours and menus are posted on the entrance to the kitchen and changes may occur due to program modifications or non-availability of items. Meals will not be available outside of meal times. All children will be served meals according to the menu unless a physician's statement has been provided indicating dietary restrictions, appropriate substitutions and length of special diet. Alternative food items will be served for children with special dietary requirements as certified by a medical professional. Foods from home, fast food restaurants, etc. are not permitted in the program. Parents who wish to take their child to lunch must ensure all food is finished before the child can re-enter the program. Families are encouraged to attend meals with their child, however, please notify the center of your intentions so that we can ensure adequate quantities of food are available.

Personal Items: Personal items including toys, money, and valuables are not to be brought to the SAC. Mark all personal items-including jackets, towels, goggles, etc-clearly with permanent ink. Children are required to keep all personal items in their cubby and/or backpack unless the item is being worn, such as a hat, gloves, or coat. The program has a lost and found for missing items. The lost and found will be emptied periodically; notices will be made to parents in advance. The School-Age-Care Program cannot be held accountable for lost or stolen money or personal item. Each child's cubby will be labeled with their name at all times. Please note: some children who attend only Before or After School Care may share a cubbie with another child that is only enrolled ½ day.

Behavior Expectations: Each individual classroom posts expectations for children's behavior within the classroom. Parents are encouraged to get to know classroom expectations so that they may be reinforced at home. Children and youth will also receive direct consequences for behavior in the program. Children may lose privileges in the program such as removal from activities, the freedom to choose the classroom they play in, or loss of field trip privileges for inappropriate behavior.

Accidents/Injuries: The SAC utilizes a variety of methods of communication when a child is injured in the program. Parents will receive written notification of a child's injury on an AF Form 1187, Youth Flight Accident Report. Form will be available for signature at the Front Desk. Parents are asked to sign reports in a timely manner to acknowledge they have been notified of the injury. Program staff will contact parents by phone to notify them of any injuries to child's head, face, or injury that might involve sprain, fracture, or broken bone. Emergency personnel will be contacted for any life threatening injury or an injury that requires immediate first aid attention that

the program is unable to provide.

Dress Code: For safety reasons children are not permitted to wear open-toe sandal type shoes, flip flops, or slippers to the program. Children go outside regularly and participate in messy activities. A change of clothing is also recommended and may be kept in a child's cubby. Label all items with first and last name. Parents of children wearing clothing deemed inappropriate may be called to bring a change of clothing for their child. Inappropriate clothing includes, but is not limited to: shorts/skirts that are too short, tube tops, spaghetti strapped tops or dresses (spaghetti straps are considered anything that's less than one inch in width), clothing with excessive holes, shirts with inappropriate or profane advertisements or writing. Parents should provide children with a swimsuit and towel for water play and swimming field trips. Parents wanting their child to play on program bicycles and scooters will need to provide appropriate safety gear to be kept in their child's cubby. Helmets are required for all children on bicycles and scooters. Parents should label gear with a permanent marker. Children will not be permitted to share safety gear. Parents are expected to provide their children with appropriate weather apparel to include, but not limited to, coats, gloves, hats, and boots. Parents are welcome to send snowsuits with their children during all day care in winter months.

Guidance: Program staff will work closely with parents to monitor behavior. This will include day-to-day interactions, written reports, informal and formal conferences. Parents of children exhibiting unsafe, harmful or disruptive behaviors may be called and asked to remove the child from the program. Repeated behaviors or those that jeopardize the safety of the child, other children, or staff can result in the child being temporarily suspended or removed from the program permanently. If a child has been suspended from the program, parents are responsible for finding alternate care during that time.

Program staff utilizes conflict resolution skills with children in the program. Children are encouraged to solve their own conflicts and are taught strategies to help them resolve their issues. Parents are asked to encourage their children to work through conflicts.

In certain circumstances it may be necessary for a child to be placed on a Behavior Support Plan (BSP). The objective of the BSP is to assist Child & Youth Programs (CYP) personnel in developing individualized supports to promote pro-social behaviors and effective communication. A BSP is developed by a team of individuals who are invested in the child's life, including families, CYP personnel, therapist, teachers, etc. The team collaborates in developing, implementing, and monitoring the BSP.

Suspension & Termination of Enrollment: In certain circumstances it may be necessary to suspend or terminate care child due to behavior issues. In most cases, a suspension or termination will occur after several steps have occurred to develop more acceptable behavior from a child and the parents will have been involved in or had knowledge of each of these steps. However, there are potential situations in which a child may be suspended for a portion of a day or longer based on the severity of the child's behavior. This includes, but is not limited to, situations in which the child poses a significant safety or health risk to themselves, other children, or staff or the child is a flight risk. In the event that a child has to be suspended for any duration, the parents will be notified and will be required to pick the child up immediately, but no later than 1 hour after receiving the notification. Parents will be informed of the reason for the suspension and the length of the suspension. Long term suspensions (more than 24 hours) will be coordinated through the AFS Flight Chief. In extreme circumstances child care may need to be terminated. In the event of a termination, the process will be coordinated through the AFS Flight Chief and the FSS Commander and the MSG Commander as necessary.

Special Needs: The SAC supports children and families with Special Needs. Services include inclusion and

participation in all activities. Activity plans can be modified to meet children's needs and ability levels. The SAC has an Inclusion Action Team (IAT) which regularly reviews special needs requirements and determines the best methods for ensuring youth are successful in the program. The IAT includes members from the community such as the School Liaison officer and Exceptional Family Member Program Coordinator, the Airmen and Family Services Flight Chief, and the Med Group Pediatrics Advisor. The SAC will also work closely with the Medical Lake School District to ensure that children on IEP's are receiving consistent care and assistance. In the event that a pediatrician recommends a reduced ratio group for a special needs child, that request is required by regulation to be forwarded to HQAF to review prior to enrollment.

Family Involvement: There are a number of different ways for parents and families to become involved in the program. Families are encouraged to participate in classroom and program activities. Parents may join their child for breakfast, lunch, and/or snack in the program at any time. RSVP's are appreciated to guarantee enough food is on hand. Parents may also become involved through the SAC parent group, which meets quarterly. Dates and times are posted on the Program Information bulletin board. Parents may volunteer in their child's classroom and/or for any program field trip at any time. In addition, the SAC offers special parent events periodically throughout the year. Past events have included paint nights, cooking activities, fitness challenges, and game nights.

Parent Communication: Parents will find there are many ways to communicate with program personnel. Each child in the program will be assigned a homeroom group leader, who will be responsible for keeping parents informed about program announcements and concerns regarding their child and their behavior. Parents may also speak directly to their child's group leader, SAC Coordinator, and/or Training and Curriculum Specialist regarding their child's behavior, program questions, concerns, or suggestions.

The program utilizes quarterly newsletters to inform parents of program announcements and special events. Each classroom also maintains a Parent Bulletin Board with program announcements, classroom activities, and other information of importance. A Program Parent Bulletin Board will keep parents informed on menus, community events, parent group announcements, and other important information. Daily interactions of importance to parents will be documented using Observation Report forms. Families and/or program staff and managers can request conferences to discuss a child's behavior at any time during the year.

Emergency Preparedness: Fairchild AFB is in an area that does not experience much "extreme" weather (e.g., tornados or hurricanes). On average, there is about 50 inches of snow or less each season. It is rare for the base to close so parents should be prepared to dress their child appropriately including clothing for outdoor play. Should the base be closed, the SAC will be closed. For delayed reporting and early releases, please see the section on **Inclement Weather** listed on page 6 of this handbook. Each month, the SAC participates in a fire drill which is observed by Fairchild's Fire Department. Information about the results of the drills are posted on the parent board across from the front desk. Should the SAC have to evacuate for a fire, children will be evacuated to their designated areas at least 75 feet from the building. All evacuation maps are posted in each classroom near the primary evacuation door. During a fire drill, parents may not enter the building and/or pick sign their children out until the fire department representative has cleared all people to re-enter the building.

The SAC has developed shelter-in-place plans. There is one designated safe room within our facility. Yellow signs identifying the location are posted for staff and parents. Should you be inside the program during an exercise or real-world event, you will be asked to shelter-in-place with the rest of the program.

The SAC has developed active shooter contingency plans. In the rare event the SAC facility must be closed, children will be evacuated to the Base Fitness Center, alternate evacuation locations include the Airmen and Family Readiness Center or Outdoor Recreation. The SAC will notify each family of the situation, identify where the children are located and inform whether immediate pick-up is necessary.

Please be aware that exercise and real-time event often cause plans to be modified or rapidly enacted upon. The SAC will ensure the safety and well-being of the children first and foremost. Our program will do its best to notify parents of the situation as quickly as possible but there may be situations where immediate notification is not possible.

Child Abuse Prevention: Any case of suspected maltreatment, to include child abuse and neglect, of a child by a parent or staff member will be reported immediately to the appropriate agency and/or office. All program personnel are mandated reports of child abuse and neglect. The program uses closed circuit television as well as extensive background checks of all personnel and volunteers to protect children enrolled in the program. Unauthorized persons will not be granted access to the program and/or children without staff escort. Please contact Family Advocacy at (509) 247-2687 or Department of Defense Child Abuse and Safety Violation Hotline at 1-877-790-1197 to report any concerns.

Programming: Programs and activities in the SAC are guided by AFI34-144 *Child & Youth Programs* and the most recent *Air Force Youth Programs and School Age Care Inspection Criteria*. Core programming requirements include: Character & Leadership development, Education and Career development, The Arts, Informal Youth Sports & Fitness, and Health & Life Skills, & STEM. In addition, the SAC is a partner with Boys & Girls Clubs of America (BGCA) and 4-H which allows the program to offer activity curriculum provided by these agencies. All children must enroll in 4-H upon enrolling into the SAC. This free partnership allows participation in these activities as well as having children's artwork and projects to be submitted into fairs and receive awards for their hard work. Parents who would like more information on BGCA and 4-H programming should speak with the SAC Coordinator or Training and Curriculum Specialist.

Weekly curriculum plans are posted in each classroom at the beginning of the week. Developmentally appropriate and engaging activities are planned for each activity area. Parents and children are encouraged to suggest activity ideas, volunteer to lead or teach activities, or contribute to activities in any way possible.

Homework Assistance: During the school year, the program is dedicated to providing children and youth assistance with homework, school assignments, and test preparation. Parents are encouraged to speak with their child's homeroom group leader to discuss personalized ways the program can meet their child's needs. Staff members encourage children to work toward education goals in fun and supportive ways. Staff will gladly remind children of homework expectations but will not limit or deny children's choice to participate in other activities prior to completing homework.

Daily Schedule: Daily schedules for Before & After School and Camp sessions will be posted in each classroom. Parents can request the most current copy of the daily schedule from the Front Desk at any time.

CCTV: Closed Circuit Television (CCTV): The CDC/SAC/Teen Center uses a CCTV surveillance system and recordings may be made regarding the program's daily activities. In the spirit of openness and transparency, parents/guardians may come to the program to view their child/youth participating in events in real-time on the CCTV monitor. Once CCTV recordings are made, the recording becomes an official Government record. Requests by parents/guardians for viewing a CCTV recording may be made to the program's Director. The Director will set up a time to view with the parent/guardian as soon as the system has the capabilities and staffing allows. Requests for copies of the CCTV recordings should be submitted to Fairchild's Freedom of Information Act (FOIA) office.

Community Resources:

<u>Name</u>	<u>Unit</u>	<u>Ph. Number</u>
Ms. Janna Keller	Airman & Family Services Chief	247-5307
Capt Gibson	ADAPT (Drug and Alcohol)	247-2731
Mr. Dayton (Liason- Mental Health Services)	Resiliency	247-2731
Mr. Chris Marble	92nd A&FRC Chief	247-2246
Mr. John Gahagan	Fitness Center	247-3948
Mr. Steve McMullen	SLO	247-5748
Mrs Becki Juarez	EFMP Specialist	247-2246
Mr. Will Saultes	HAWC	247-5590
Ms. Dana Childers	Housing/Balfour Beatty	244-6500
Ms. Georgia Allen	Balfour Beatty/Community Center	315-9143
Ms. Jessica Bradshaw	SAPR (Sexual Assault)	247-7272
Ms. Keirsten Hess/Brianna Tottenhoff	American Red Cross	326-3330 x202
Ms. Ruth Sunde	Family Advocacy	247-2687
SMSgt Farley	EO (Equal Opportunity)	247-2555
Major Shawn Bishop	HC (Chapel)	247-2264