

MONITORING PLACEMENT RESOURCES: POSITIVE DISCIPLINE

Policy No.: 4.11

Effective Date: March 2007

Date Revised: June 30, 2011, March 28, 2018

Policy Cross References: Intervention Services Policy and Procedures Manual

Legislative References:

PURPOSE: To outline the Department's expectations regarding positive discipline practices with children and youth in the care and custody of a manager.

POLICY:

1. Positive discipline practices used in a foster home or respite home shall be age and developmentally appropriate and must comply with the procedures outlined in this policy.
2. Physical guidance practices may be required and used by foster parents as necessary (e.g. to physically guide or escort a child away from danger or to escort a child to non-exclusionary time out.)
3. Physical discipline shall not be used with a child or youth in the care and custody of a manager.
4. Physical restraint shall only be used as a **last resort** under two specific circumstances:
 - a) To protect a child/youth from serious self-injury;
 - b) To prevent others from serious physical harm.
5. Physical restraint shall only be used by a foster parent:
 - a) who has received the **2 day** Nonviolent Crisis Prevention Intervention® training which includes instruction on the use of physical restraint,
 - b) who has current Nonviolent Crisis Prevention Intervention® certification; and
 - c) where such intervention has been approved by the Regional Manager of Intervention Services (RMIS) and is part of a Behavioral Support Plan (BSP) developed by a Behavior Management Specialist (BMS).

PROCEDURES:

Foster Homes

1. The goal of placing a child or youth with a foster family is to provide a safe, nurturing environment where they are able to experience physical and emotional growth because they feel safe and secure. The social worker must explain to foster parents that physical discipline/punishment is **not permitted**. The use of physical discipline or corporal punishment increases a child/youth's feelings of fear and avoidance and violates a child or youth's right to feel safe and secure.
2. It is important for foster parents to understand that a child or youth who is removed from their family have often experienced trauma and inconsistencies in their lives which can make it difficult for them to understand or accept rules and expectations. This coupled with behaviors associated with feelings of loss and anger at being separated from their family can make discipline a challenge. If foster parents are uncertain about the best strategies for approaching discipline when a child/youth is placed in their home, the social worker shall connect them with the appropriate resources and/or supports.
3. If foster parents have not completed *PRIDE* as part of the approval process, the social worker shall provide them with a copy of session 6 (Meeting Developmental Needs-Discipline) from the Foster/Adopt PRIDEbook.

Acceptable Forms of Positive Discipline

4. The following are examples of **acceptable** forms of positive discipline and skill teaching strategies:
 - a) positive reinforcement and praise, use of rewards (e.g. sticker charts, token charts, points charts etc.) for positive behaviors;
 - b) modeling;
 - c) prompting;
 - d) ignoring selected maladaptive behavior while reinforcing adaptive behavior;
 - e) establishing routines and limits;
 - f) establishing clear expectations with consistent follow through;
 - g) redirection/distraction;
 - h) withholding or granting privileges for reasonable timeframes;
 - i) grounding;
 - j) age appropriate, non-exclusionary time out;
 - k) logical consequences which are directly related to the behavior;
 - l) negotiating, choices;
 - m) removing the child/youth from the situation;
 - n) exclusionary time out; only as directed by a BMS.

Non- acceptable Forms of Discipline

5. The following are examples of **non-acceptable** forms of discipline:
 - a) deliberately harsh or degrading responses that could result in the humiliation of a child/youth or the undermining of a child/youth's self-respect;
 - b) verbal or physical threats or intimidation;
 - c) punching, shaking, shoving, or other forms of aggressive physical assault;
 - d) requiring that a child/youth maintain an uncomfortable position (e.g. prolonged sitting or standing);
 - e) forced repetition of physical movements;
 - f) forced feeding;
 - g) ignoring and/or failure to provide for the child/youth's basic needs (e.g. not permitting a child to use the washroom);
 - h) placing or keeping a child in a closed or locked room;
 - i) threatening the removal of a child/youth in care from the foster home as a form of behavioral control;
 - j) ignoring the child/youth (i.e. instead of ignoring the behavior);
 - k) extensive and prolonged withholding of emotional response or stimulation after the undesirable behavior of the child/youth has stopped;
 - l) threatening to withhold or withholding family visits; or
 - m) any action which infringes upon the basic rights of a child/youth to care, protection, safety, and security.

The Use of Physical Restraint

6. Social workers shall advise foster parents that the use of physical restraint shall only be used by a foster parent with current certification that has been received from the 2 day Nonviolent Crisis Prevention Intervention® training and where such intervention has been approved by the Regional Manager of Intervention Services (RMIS) as part of a Behavioral Support Plan (BSP) developed by a Behavior Management Specialist (BMS).
7. Social workers shall advise foster parents that the use of an approved physical restraint shall only be used as last resort under two specific circumstances: to protect a child or youth from serious self-injury; or to prevent others from serious physical harm; and under the requirements as outlined above.
8. If a foster parent uses an approved physical restraint procedure, they must notify a social worker as soon as possible following the incident and a written report documenting the incident must be submitted to the social worker within one (1) day.
9. A copy of the written report shall also be forwarded to the BMS. The BMS shall review and analyze the incident report received from the foster parent as part of the BMS's ongoing role in behavior monitoring, and to ensure the safe use of physical restraint'
10. The report must include:

- a) a description of possible antecedents;
 - b) a description of the behavior;
 - c) a description of the consequences or intervention used, including a description of the type of restraint used;
 - d) efforts made to resolve the issue, up to and including the final stage
 - e) the decision to implement physical restraint; and
 - f) a description of the restraint used.
11. The social worker must also compile a written report on the incident. Both the foster parent's report and the social worker's report must be submitted to supervisor within one (1) day of the incident. This report shall also be copied and forwarded to the BMS.

Residential Placements

12. Social workers shall advise Service Providers to refer to the **Standards and Procedures Manual for Staffed Residential Placement Resources** for direction regarding standards for *Discipline and Managing Behavior, Crisis Intervention and Physical Restraint*.

EXCEPTIONS TO POLICY: None

RELEVANT DOCUMENTS:

- **Intervention Services Policy and Procedures Manual**