

NESD Head Start POLICIES AND PROCEDURES

Expulsion and Suspension

SUBJECT: Policies regarding expulsion and suspension in response to children's behavior

PERFORMANCE OBJECTIVE: Expulsion and/or Suspension will not be used in response to children's behavior unless all other interventions are unsuccessful, and the behaviors become a serious safety threat to the child or other enrolled children.

OPERATIONAL PROCEDURE

1. Staff, consultants, contractors, and volunteers will implement positive strategies to support children's well-being and prevent and address challenging behavior. These can include, but are not limited to: Conscious Discipline, CPI, trauma-informed care strategies, strategies included in CLASS, recommendations from behavior specialists and therapists.
2. Limitations on suspension:
 - a. The NESD Head Start Program prohibits and/or severely limits the use of suspension due to a child's behavior. Such suspensions may only be temporary in nature.
 - b. A temporary suspension must be used only as a last resort in extraordinary circumstances where there is a serious safety threat that cannot be reduced or eliminated by the provision of reasonable modifications.
 - c. Before the NESD Head Start Program determines whether a temporary suspension is necessary, the NESD Head Start Program will engage with a mental health consultant, collaborate with the parents, and utilize appropriate community resources – such as behavior coaches, psychologists, other appropriate specialists, or other resources – as needed, to determine no other reasonable option is appropriate.
 - d. If a temporary suspension is deemed necessary, the NESD Head Start Program will help the child return to full participation in all program activities as quickly as possible while ensuring child safety by: (i) Continuing to engage with the parents and a mental health consultant, and continuing to utilize appropriate community resources; (ii) Developing a written plan to document the action and supports needed; (iii) Providing services that include home visits; and, (iv) Determining whether a referral to a local agency responsible for implementing IDEA is appropriate
3. Prohibition on expulsion:
 - a. The NESD Head Start Program will not expel or unenroll a child from Head Start because of a child's behavior.
 - b. When a child exhibits persistent and serious challenging behaviors, the NESD Head Start Program will explore all possible steps and document all steps taken to address such problems and facilitate the child's safe participation in the program. Such steps must include, at a minimum, engaging a mental health consultant, considering the appropriateness of providing appropriate services and supports under section 504 of the Rehabilitation Act to ensure that the child who satisfies the definition of disability in 29 U.S.C. 705(9)(b)14 of the Rehabilitation Act is not excluded from the program on the basis of disability, and consulting with the parents and the child's teacher and: (i) If the child has an individualized family service plan (IFSP) or individualized education program (IEP), the program will consult with the agency responsible for the IFSP or IEP to ensure the child receives the needed support services; or, (ii) If the child does not have an IFSP or IEP, the program will collaborate, with parental consent, with the local agency responsible for implementing IDEA19 to determine the child's eligibility for services.
 - c. If, after the NESD Head Start Program has explored all possible steps and documented all steps taken as described above, the program, in consultation with the parents, the child's teacher, the agency responsible for implementing IDEA (if applicable), and the mental health consultant, determines that the child's continued enrollment presents a continued serious safety threat to the child or other enrolled children and determines the program is not the most appropriate placement for the child, the program must work with such entities to directly facilitate the transition of the child to a more appropriate placement.
4. Staff will be trained in the Expulsion and Suspension Policy/Procedure as part of their on-boarding and review of all Policies/Procedures.

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Policy Council Approval Date:	Governing Board Approval Date:	