



# Parent Handbook

Policy and Procedures for  
Eagles' Nest Early Learning Center

Revised 3/3/2022



## **Mission Statement**

We are a community supported, non-profit childcare center whose services are designed to foster early, quality education for children by providing a nurturing, positive environment of love to develop self-awareness and confidence while parents are either working, in school, or in training. Eagles' Nest Early Learning Center does not discriminate on the basis of income level, race/ethnicity, mental or physical handicap, sexual orientation, or religious preference in its hiring practices or in its admission of children or families to its childcare facility.

## **Philosophy**

- Allow every child to grow through the process of childhood in their own unique way.
- Enhance the development of self-awareness, self-esteem, and self-confidence.
- Nurture trust through consistency and security with simple guidelines.
- Work closely with parent to meet the social, emotional, physical, and cognitive needs of each child.
- Surround each child with a happy positive, environment of love and many learning opportunities.

## **General Information**

### **Location:**

Eagles' Nest Early Learning Center

10655 Hwy 119

Black Hawk, CO 80422

Phone: 303-582-0895

Fax: 303-582-0887

**Director:** Salina Gomez

Email: [salinag@eaglesnestelc.org](mailto:salinag@eaglesnestelc.org)

**Days:** Monday - Thursday

**Hours of operation:** 7:30a – 5:00p

**Parking:** Park diagonally after circling the building following the one-way arrow (counter clockwise). The safest way for all our vehicles to enter and exit the parking lot is everyone moving in the same direction.

**Ages:** 8 weeks – 5 years 11 months

### Eagles' Nest Early Learning Center Ratios:

We run smaller ratios than the required by Colorado Department of Human Services (Child Care Centers/Less than 24 Hours Care, 7.702.7.702.55.A.9) and NAEYC Ratio Standards.

- The Infant Room ratio is 1 teacher to 3 infants
- The Toddler Room I ratio is 1 teacher to 3 toddlers
- The Toddler Room II ratio is 1 teacher to 5 toddlers
- The Preschool Room ratio is 1 teacher to 7 preschoolers

### We will not be open following dates:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day after Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Year's Eve

\*If your child normally attends on a day that is a **holiday closure you are still responsible for paying** for that day. The Center overhead costs and salaries still need to be paid.

Sign In / Out: Parents must accompany their children into the classroom and make sure the teacher is aware of the child's presence. Children may not be left at the front door or in the hallway. All children must be signed in and out in the book located at the front desk. The center cannot be responsible for a child not signed in or out.

## **Enrollment, Special Needs, and Screening**

### Admission Criteria:

- All the registration paperwork must be completed prior to the first day of attendance. We will also need a copy of your child current immunization record and a current health authorization form from your doctor's office. These records must be on file while your child attends the center as required by Colorado Department of Human Services (Child Care Centers/Less than 24 Hours Care, 7.702.101)
- The child and parents must visit the center to meet his/her teacher prior to the first day of attendance as required by Colorado Department of Human Services (Child Care Centers/Less than 24 Hours Care, 7.702.61)
- The first week's tuition must be prepaid, with prepayment received before services are rendered. The non-refundable registration fee must be paid before the first day of attendance.

**Trial Period:** Each child will be enrolled on a trial basis, allowing both parents and the center to determine if the center is able to meet the child's needs. It is the policy of the Eagles' Nest Early Learning Center to enroll children without regard to race, creed, sex, handicap, or national origin.

**Children with Disabilities and Those with Access, Special, and Functional Needs:** Eagles' Nest Early Learning Center will offer the appropriate services for children with special need in compliance with the American with Disabilities Act (See Attached Document) as required by Colorado Department of Human Services (Child Care Centers/Less than 24 Hours Care, 7.702.41.C) whenever it is possible, without causing undue financial burdens or other considerations which may make difficulty for the Center to accommodate.

Communication is the key aspect to successfully support a child with special needs. The parents, teachers and specialists who work with the child with a disability are all equally involved in sharing information, communicating their needs, and listening to each other.

A child with special needs should be assessed by an Early Intervention Team, comprised of the Center director, parents, primary physician, health care professionals, and the Center nurse consultant. The evaluation will determine services which will benefit the child and the method by which the services will be provided. The director will assist the families with a referral (if necessary) and connect families with the appropriate services.

At the initial meeting, the director will meet with the parents/guardians to discuss the child's disability/special needs. Every child with a disability who attends Eagles' Nest and receives special education and related services must have an Individualized Education Program (IEP), and an Individualized Family Service Plan (IFSP). These documents will be uniquely designed for each specific student.

Staff will communicate with the parents and the Center's Nurse Consultant to give the child the best care possible with the intention of improving educational results for that child.

The staff will also work with parents on what the child would need in case of an emergency. All children with disabilities will be included with the best to our abilities, lesson plans and activities will be modified so all children will be included.

#### **Vision, Hearing, and Dental Screening Services:**

Eagles' Nest Early Learning Center will offer screening services for children 2 and up on a yearly basis. Parent permission and release forms will be distributed to families prior to screening date. If a child has raised a concern for vision or hearing the parents will be contacted by the servicer and Eagles' Nest Director to discuss the results and make an action plan.

### **Scheduling**

**Scheduling:** Schedule/Tuition plan option must be selected at the time of enrollment. Any changes in permanent schedules must be approved. If your schedule goes from part-time full-time, approval will be subject to space available.

**Absences:** Please notify us by phone if your child is ill, especially if the illness is communicable. We need to post a notice for communicable illness (confidentially is respected) to notify the parents of all children who may have been exposed. Please note that you are still responsible for paying tuition for the day(s) of the absence. Absences cannot be traded for different unscheduled days. Any

unexpected absence for a period of two weeks without payment will result in your child being dropped from our enrollment. To re-enroll there must be space available, all past debits to Eagles' Nest Learning Center must be brought current, and a new registration fee will be charged.

### **Financial Information**

Non- Refundable Registration Fee: An annual non-refundable child/family registration fee will be assessed when a child/family enrolls in the center. Families with more than one child enrolled will have a reduced registration rate fee for each child after the first. A new registration fee will be charged to re-enroll a child who previously left the center.

Tuition Rates: Current tuition rates for full-time, part-time, and drop-in care are available in the office.

Payments Due: All payments are due on Monday each week (before services are provided). If full payment has not been received by Thursday at 6pm, you will be charged a late payment fee of 10% on the total balance due.

Regular Payment: Because we are a non-profit center, we must count on current income for operation. Therefore, we must expect fees to be paid regularly. Delinquency in payment of tuition fees will result in your child's release from childcare service.

- If the balance due is not paid by the last business day of the current week, the child/children will not be allowed to return to Eagles' Nest on/after the first business day of the following week.
- For the child/children to return to Eagles' Nest, the past due balance must be paid and payment for the following week must be made one week in advance.
- All payments for child/children enrolled must continue to be made one week in advance.
- If the child/children are not currently attending Eagles' Nest, any balance over 30 days past due will go to a collection agency immediately. To keep fees as low as possible, we rely on regular payment for each child as long as he/she is enrolled. Your regular fee is expected by Monday even when your child is absent due to illness, vacation, a holiday that falls on a weekday, unforeseen closure, or any reason. If all families were given considerations for these absences, we would be unable to meet our financial obligations. Our operating expenses continue even when your child is absent.

Vacation (available to Full-Time attendees only): After your child has attended the center for a full consecutive year you will receive one week (5 days) of vacation credit per child. Vacation credit cannot be carried from one year to the next. Vacation credit cannot be used before the anniversary date on which it accrues. Please let the office know when you would like to use it. It will not be applied without your direction to do so. To be eligible for this benefit your account must be paid in full.

Late Pick-Up Fee:

- The Center closes promptly at 5:00 p.m. daily and does not offer after hours care. The late fee rate is \$2.00 per minute for every minute after 5:00 p.m. that the child remains at the center. This rate is assessed per child. If you are scheduled for a half-day, the late fee of \$2.00/minute begins when your half-day is scheduled to end. This charge will increase up to the full day rate.

This fee can possibly be avoided by calling someone on your child's pick-up list to come for your child as soon as you suspect you will be late. If a child is not picked up, and the center is not contacted by the parent, the classroom teacher will notify each person on the authorized pick-up list until someone contacted can pick-up the child. When guardians and those authorized on the list cannot be reached and it is past 6:00pm, the police department and child protective services must be contacted. It is our hope that the center would be contacted in an emergency that prevents a parent from promptly picking up a child to avoid the last step.

**Parents who are consistently late may be asked to withdraw their child(ren) from the center.**

Method of Payment: A weekly or monthly payment in advance will be arranged at the time of enrollment. Payment may be made by online payment, cash (exact change please), check, or money order. Payments should be deposited in the designated locked box outside of the office. Please do not leave payments on a desk to get lost. There will be a fee for any returned checks. Three returned checks will require that payments be made online, in cash, or by money order.

Withdrawal: The center must be given a two-week notice, in writing, if a child will be withdrawn from the center. Tuition charges will be assessed for the full amount of the child's normal schedule for those two weeks.

Significant Changes: The parent/guardian will be informed in writing of any significant changes in services, staff members, policies, or procedures within 48 hours. The director is available to discuss all grievances. Parents also have direct access to the Board of Directors.

Additional Late Fees: If a parent is notified to pick up a child due to illness or an emergency closing, the child must be picked up within one hour. If the child is not picked up within the hour, a \$5.00 per quarter hour fee will be assessed.

Sign-In/Out Fee: To ensure the safety of each child and compliance with child-care licensing regulations, parents are required to sign their child in and out daily. Please make each person on your child's pick-up list aware of this. Each time a child is not signed in or out a \$5.00 sign in/out fee will be assessed.

Returned Checks: There will be a fee for any returned checks. Three returned checks will require that payments be made online, in cash, or by money order.

## **Breastfeeding Friendly Child Care Family Policy**

### **Supportive Environment**

1. We provide an atmosphere that welcomes breastfeeding families. We support mothers who continue to breastfeed their infants/children as they return and continue to work.
2. We have a private, designated space (other than the bathroom) for mothers to breastfeed their children. If a space is not available, a portable divider/partition will be made available. We welcome mothers to breastfeed in the classroom as well.
3. We maintain a breastfeeding supportive environment through posting and providing culturally appropriate breastfeeding support materials (e.g. pictures, posters, etc.), not including those produced or supplied by commercial entities and/or manufactures of infant formula.
4. We “check in” with mothers for feedback and ways to continue providing support. -
5. Staff communicates the infant’s changing schedule (i.e., feeding, napping, etc.) so a mother can adjust her schedule for pumping and/or visiting to feed her infant.

### **Initial Contact**

1. We discuss breastfeeding support with all potential new families and share this policy and breastfeeding resources with them.
2. We work with parents prior to their first day in childcare to transition the infant to bottle or cup feedings.

### **Feeding and Handling Milk**

1. Staff follows storage and handling of breast milk as defined by Colorado Department of Human Services regulations and Colorado Rules and Regulations Governing the Health and Sanitation of Child Care Facilities.
2. We discuss with all families how expressed milk is handled at our center/home.
3. Freezer space is available for milk storage.
4. Staff informs families on written procedures on the proper way to label and handle breast milk.
5. Staff coordinates with parents about the quantity of milk remaining in containers to avoid waste.
6. Staff fills bottles with less breast milk than necessary for a feeding. Staff will have additional breastmilk available to add to the bottle as needed.
7. We develop a sustainable feeding plan with each family including feeding infants on demand as we observe hunger cues and coordinating the last feeding of the day to meet the mother’s feeding needs (either to feed or await mother’s feeding).
8. Infants are fed by the same caregiver as often as possible. All caregivers hold infants when feeding them.

### **Staff Training**

1. Staff receive training at a minimum of once a year on feeding breast milk, breastfeeding policy, and supporting exclusive breastfeeding.



2. Staff is monitored for compliance with breastfeeding policy and standards.
3. Families have the right to request information about the content of breastfeeding training for staff.
4. This policy is reviewed annually and updated to incorporate new evidence-based research and practices.

### **Visitor / Volunteers**

All visitors are required to show identification and must sign in and out on the guest sign in / out sheet. Visitors will not be included in the staff count for ratio. Eagles' Nest Early Learning Center encourages volunteers in the classroom. Volunteers are asked to follow the classroom rules and routines and to consult with the teachers. Any volunteer working more than 90 hours a year must complete a C.B.I criminal records check and a Central registry review. A record of the dates and hours worked as a volunteer must be maintained by the center.

### **Weather**

The center will make every effort to remain open during inclement weather. In the event of situations involving severe ice or snow, it may be necessary to close the center for safety reasons. The center will attempt to reach everyone via the One Call Now notification system. Channel 9 will also be alerted when possible. When the Gilpin School is closed due to weather, Eagles' Nest will also be closed. On days that Gilpin School does not normally operate (i.e. Fridays, summer days, breaks, etc.) Eagles' Nest will call the Sheriff's Department to confirm whether travel is permissible. Parents are still responsible for paying tuition when the center is closed due to weather.

Hot Weather: When the weather is a high temperature the children will only be outside for short period of time. The teachers will make sure that water is always available to all children.

Blizzards: If blizzard conditions exist to the degree that parents cannot pick up their children, the center will continue operation until conditions make pick up possible.

### **Conflict Resolution**

Our emphasis on problem solving and conflict resolution supports our anti-bias goal, where children come and listen to and respect each other's hopes, needs, and ideas. Children are gently guided to realize the effects of their actions upon one another. They are taught to be respectful of one another and are encouraged to seek out solutions to problems with each other.

We do not use corporal punishment of any kind, nor do we use time-out procedures. Teachers use redirection approaches, role-modeling, and problem-solving discussions. Children will be gently removed from an area if they are being dangerous with their bodies and cannot stop themselves. The immediate goal and objective of the teacher is to help the child self-regulate and regain control, moving

towards conflict-resolution. This will encourage children, guide them, and help them feel good about themselves, teaching them how to think for themselves.

*The center reserves the right to dismiss any child due to circumstances that indicate the child's needs can no longer be met. This will occur only after parents and staff have attempted through consultation and creative solutions to support positive behavior with the child at home and school and continue to have difficulties.*

## **Identifying Where Children Are and Releasing to Children to Parent/ Adult**

Procedure for Identifying where Children are at all times: Eagles' Nest Early Learning Center is committed to children's safety and has the following procedure for identifying where children are at all times. Accurate attendance records and sign in sheets are maintained and utilized to determine who is in attendance at the center at any given time. It is absolutely necessary that children are signed in by a parent/guardian. Furthermore, teachers are responsible for knowing where children in their care are at all times. This is guaranteed by giving teachers a primary group of children to be accountable for.

Supervision: The parent/adult dropping off or picking up a child is responsible for supervising the child until the child is signed in and acknowledged by a staff member. Children may at no time be unsupervised in the center or on the center grounds. Classroom staff will be responsible for supervising children from the time they are signed in until the child is signed out. Throughout the day, staff will do head counts and attendance checks. Children are never left unsupervised throughout the day. After signing out a child, the parent is again responsible for supervision (including the hallways and parking lot while on center grounds). If someone not recognized by the staff comes to pick up your child, identification will be checked before releasing a child. All persons sent to pick up children must already be listed on the authorized pick-up list. Additions to this list must be received in writing. Parents may give permission over the telephone if emergency circumstances require it. Children will not be released to any individual who has not been authorized by a parent.

## **Emergencies and Drills**

Lost Child: In the unlikely event that a child is lost, the classroom teacher will contact the director or designated person in charge to assist in locating the child. If any child has been lost from the center the local authorities and parents will be notified immediately.

Accident and Emergency Procedures: There will always be staff members present who hold First Aid and Infant and Child CPR cards. These employees handle the everyday bumps and bruises that occur. Parents are notified when they pick up their child of any minor incidents and are required to sign an injury report that has been prepared by the teacher. For accidents that are not life threatening, but require medical attention, the center will immediately notify a parent. If parents cannot be reached, designated persons on your emergency notification card will be notified. If the

center cannot reach any of the emergency sources, the child's physician will be contacted, and appropriate actions taken. Should a life-threatening accident occur, the center will call 911 emergency personnel immediately. After emergency assistance has been requested, the parent will be notified of the situation. If necessary, the child will be transported by ambulance to the closest hospital, Lutheran Medical Center, unless otherwise stated in your child's file. The center maintains a parental consent form that gives permission for medical care in an emergency.

#### Evacuation Procedure:

1. All staff must give children proper direction on exiting the facility.
2. All activities must stop immediately at the sound of the alarm, and everyone will proceed to the classroom door.
3. The staff on duty in the room will lead children out of the facility to the designated area.
4. The staff on duty in the room will check bathrooms, closets, and hallways to assure that all children have exited. Windows and doors will be closed on the way out.
5. One staff member in each room will bring the attendance and emergency contact records to the designated area.
6. In case of fire, the alarm system or a staff member will notify the fire department.
7. When the building cannot be reentered, children will be taken to the Gilpin School during the school year.
8. Parents will be notified by phone in an emergency.
9. No one will reenter the building unless given permission by the fire department or proper authority.
10. The director or director sub will complete the evacuation log at the end of each drill.
11. The local fire Marshall will be invited to observe a drill annually and teach staff the use of fire extinguishers.
12. In the event of a power failure, the emergency lighting system will come on automatically.
13. In the event of a tornado, children will proceed to the inside bathrooms and hallways with their bodies in the tornado position. (Crouched against wall, arms covering heads).
14. Staff will remain calm and speak to children in a reassuring manner.

Fire/ Tornado Drills: We conduct monthly fire drills to practice evacuation with the children. Routine fire inspections are conducted by the fire department. Fire extinguishers and smoke detectors are routinely inspected for proper operation and the fire alarm system is monitored and tested daily. Attendance and sign-in sheets are kept ensuring that children are not left behind when moving from one area to another. Tornado drills are practiced on a regular basis.

### **Meals and Snacks**

Meals/Snacks: Healthy breakfasts, lunches, and snacks are provided daily at no extra charge. Please do not bring food from home. Weekly menus are posted in the lobby and in each classroom. Breakfast is served from 8:00am to 8:30am and will not be served to children arriving at the center after 8:30am. If you would like your child to be served breakfast, you will need to arrive before 8:30am.

Family-Style Dining: Teachers sit and dine "family style" with children/youth in every classroom. Family style dining promotes expanded language and cognition skills, builds fine motor skills and

models appropriate eating habits while fostering social interactions. Most importantly, family style dining promotes a feeling of unity and acceptance that is essential to emotional development. It is developmentally age appropriate for children to participate in cleaning and setting tables and assisting with clean-up after meals with teacher assistance when needed.

Special Dietary Request: Children with food allergies or needing special diets must have a signed note from the child's physician. These special diets may require that some foods be brought from home.

Bottles: Each infant must bring enough clean bottles to cover each feeding for one day. At the time of feeding, our staff will prepare each bottle. Our staff will rinse (not wash) the bottles and send them home each evening. The parent will be responsible to bring back clean bottles each day. We cannot store pre-made formula or defrosted breast milk overnight. The center will provide a milk-based formula, baby food and iron fortified infant cereal. Please let your teacher know when your infant is ready to start solid foods. Once an infant is eating table foods, he/she will eat from our regular weekly menus. Please provide your child's caregiver with a list of foods your child has tried at home. Due to center policy, only children in the infant room will be allowed to bring a bottle from home. Infants should never come with a bottle containing medication. We are not allowed to dispense medicine by mixing it with food or drink. Medicine can only be dispensed with a doctor's note.

## **In the Classroom**

Accommodations for Foreign Language-Speaking Families: In the event a family enrolling in Eagles' Nest speaks a foreign language, an interpreter will be made available to aid in the process of enrollment and classroom needs.

Transition Policy: Effortless transitions are important for your child, to ensure a successful and enjoyable experience here at Eagles' Nest. This includes the initial transition from home to school, transitioning from one classroom to the next, and ultimately, transitioning from the Preschool classroom to kindergarten. Each procedure is clearly presented for parents and resources are also available for further information regarding transitioning.

Transitioning for Home to School: To welcome families to Eagles' Nest, we have included documents which will aid in the transitioning from home to school. Your child's favorite blanket, nickname, and other unique information will allow the teacher to connect with your child and build a foundation for relationship. Visits prior to your child's first day of attendance are welcomed to help your child experience a smooth transition, and a variety of other suggestions and practices that aid both you and your child enjoy a successful start here at Eagles' Nest will be available for your reference.

Transitioning from Room to Room: As your child grows and matures, he or she will transition from one classroom to another. You will be notified in advance when this process is to begin and will be kept informed of the progress. Depending on the classroom, a different process is implemented such as using a gradual approach of one to two weeks to ease your child into their next classroom to ensure that they thrive in their new environment. It typically begins with your child and their

primary teacher visiting the new room and engaging in various activities. They slowly introduce new classmates, teachers, and allow your child to acclimate to the new surroundings. When the teacher feels your child is comfortable and confident, the transition is complete. If your child is overwhelmed at any time with the new environment, the teacher will return your child to the original classroom and will try again the next day. Eagles' Nest implements continuity of care to keep children and teachers together for more than 2 years. This practice is in place for the Toddler and Preschool classrooms.

We strive to make these transitions as stress-free as possible for both you and your child. Both classrooms work together to devise a visitation schedule for your child so that they will not be a stranger when they officially move.

Transition from Preschool to Kindergarten: Enrollment dates for kindergarten will be announced as they are made know to our administration and teachers are trained to guide you and your child through this process to ensure a successful experience for all. Eagles' Nest has resources for you in the transition of your child from Eagles' Nest to Kindergarten.

Clothing/Belongings: Dress your child for active play. If your child wears sandals or cowboy boots, please bring a pair of tennis shoes to wear on the playground. Children experiment with various types of arts and crafts and some paints and markers labeled "washable" do not come out with laundering. We suggest you dress your child in comfortable clothes that are durable. Children will be assigned a cubby for their own belongings. **Please label all removable items and extra clothing with your child's name.** Send winter boots, mittens, snowsuits and hats when winter weather begins. Extras may be left in your child's cubby. Please provide a hat when the weather is hot. Provide at least one extra set of clothing (including underwear and socks) for your child's cubby. Provide an adequate supply of diapers and wipes for your child's daily use.

Naps: Each afternoon there is a scheduled naptime for the children. The center provides sheets. Your child may bring a favorite blanket (small, crib size) and/or 1 small nap time snuggle toy. Please send them to the center with your child's name on each item. Familiar items make nap time more comfortable. Personal blankets will be sent home every two weeks for laundering.

Toys: Please leave toys at home, with the exception of a nap time snuggle item, or Show-and Tell item. Often toys get lost or broken and this can lead to unnecessary trauma for a child.

Money: Children should not bring money in their personal belongings to the center.

Sunscreen: Children should arrive with their morning application of sunscreen done by their parents. There is a check-off in the Sign-in book for parents to verify the morning application. Staff verifies this and appreciates your help as this adds valuable classroom time in the mornings. Staff will reapply sunscreen as needed. To reapply sunscreen to children's exposed skin prior to outside play, the center must have written authorization for applying the sunscreen from parents on file. Children over 4 years of age may apply sunscreen to themselves under direct supervision of a staff member. Sunscreen must be labeled with the child's first and last name.

Mailbox: Upon a child's enrollment, parents are assigned a mailbox in the child's classroom. Important information for parents from the center is placed in each box, which should be checked regularly.

Procedure for Caring for Children Who Arrive Late and Their Class is Away from the Center: In the rare occurrence that a child arrives late, and their class is away from the center, parents will need to make arrangements for their child to meet up with their class.

Biting Policy: In the center, children are never left unsupervised, and staff are constantly alert to prevent biting incidents. Staff members use redirection (to prevent the incident before or as it is about to occur), a prepared environment, and age-appropriate equipment as prevention strategies. Biting can happen when children of different ages and developmental stages come together. It is often a way for a child with limited verbal skills to express feelings, either in an affectionate way or an aggressive way. Biting can be frightening for both children. If a biting incident should occur, the parents of both children will be notified at the time of pick-up and will need to sign the injury report. Attention will be given to the bitten child first. The other child will be redirected to something that is acceptable to bite (like a teething ring or clean wet wash cloth) and told, "Biting hurts, teeth are not for biting." in a calm, firm manner.

Television, Computer and Video Viewing: Children will be engaged in interesting learning activities appropriate for their age and those activities will normally exclude the viewing of television and videos. The use of media will be permitted only with the written approval of a child's parent or guardian, including appropriate time limits. These activities will not contain violence or inappropriate content. Parents or guardians will be asked to sign a permission form authorizing your child to watch a video prior to doing so. All children will be provided an alternative activity once they lose interest in the media activity.

Walks & Field Trips: For short walks around the center, we have a one-time permission slip for parents to complete. Whenever a class is not in the room or on the adjacent playground, a note will be posted on the classroom door that describes the route taken, where the group is, when they left, and when they expect to return. Children must be preschool age or older to participate in field trips other than walking excursions. Parents will receive information prior to each field trip that requires transportation and will be asked to sign a permission slip allowing their child to attend the field trip. The name of the driver, method, itinerary, and destination will be posted for any field trip.

Policy on Diapering and Potty Learning: Please provide an adequate supply of diapers and wipes for your child. Cloth diapers are not allowed. Toilet training for children under 18 months of age must be approved by the parent or guardian and put in writing. Soiled/wet diapers and clothing will be changed promptly and be replaced with clean diapers and clothing whenever necessary. Children will be changed using the "Stop Disease Method of Changing Diapers". Parents are encouraged to dress children in clothing that they can learn to easily remove. Please avoid overalls, belts, suspenders, and other types of clothing that might make potty learning difficult for young children.

Parent-Teacher Conferences: There will be two formal conferences with parents per year. Parents or teachers may arrange for additional meetings by contacting the other, as needed throughout the year. There will also be a transition conference when your child is getting ready to move to the next classroom. Informal inquiry is encouraged on a regular basis.

Policy on Children's Safety when riding in a Vehicle

- Eagles' Nest Early Learning Center is responsible for any children that it transports.
- We will obtain written permission from parents/guardians for any transportation of children during our hours. The name of the driver, route, itinerary, a roster, and destination will be posted for any field trip. Attendance will be verified each time children board or exit the vehicle.
- We will always meet ratios in the vehicles.
- Children will be secured in an individual restraint according to applicable state law and specific vehicle safety recommendations. Children will not occupy the front seat of a vehicle. Transportation arrangements must be by agreement between the center and parent/guardian.
- Children will remain seated always.
- Children will be loaded and unloaded out of the path of moving vehicles.
- Children will not be allowed to stand or sit on the floor of a moving vehicle and their arms, legs, and heads will always remain inside the vehicle.
- Children will not be left unattended in the vehicle.
- A first aid kit must be in each vehicle children are transported in.
- Emergency information must be kept in each vehicle children are transported in.

#### Garden Practices:

Eagles' Nest implemented a garden program in 2018. This program allows students to interact, learn, and experiment with growing a garden. Each classroom has their own garden that they tend to everyday of the growing season. The teachers work with the students in the classroom during spring to start seeds and learn about plant life. Once their seeds are sprouted and ready to transplant the children participate in planting their seedlings and continue to observe and care for their plants. All the children in the class get to taste and eat their produce and herbs that are grown from the garden.

Eagles' Nest is always accepting donations for garden supplies, seeds, and volunteers to help with the classroom gardens. Please see your child's teacher or Director with any questions or donation materials.

#### GoFarm CSA:

Eagles' Nest participates in a CSA food share every year. GoFarm kindly works with Eagles' Nest to provide discounted local organic produce to the school. We utilize the fresh fruits and vegetables in our meal program. The cook incorporates the food share produce for our breakfasts and lunches everyday during the length of the program. Information is distributed to families in the spring with sign up information. If you are interested in participating in this wonderful program Eagles' Nest will pick up and provide each family with their food share during morning drop off.

## **Medication / Illness**

**Medication:** In compliance with the Nurse Practice Act, prescriptive and non-prescriptive medication for ears, eyes, all oral medication, medication of lacerations or severe burns, and individual special medical procedures can be administered only on written order or prescription from a physician to the child's parent(s) or guardian(s), or to the center, with knowledge and written consent of the parent(s) or guardian(s). Medications may only be administered by staff members trained with a current Medication Administration course. Medication must be kept in the original container. Prescriptive medicine containers must bear the original pharmacy label that shows the prescription number, name of medication, date filled, physician's name, child's first and last name, and directions for dosage. Medication must be signed in on a medication log by the parent or guardian for the staff to administer. Medication must be stored in a locked box in the classroom. It cannot remain in a child's backpack or cubby. When no longer needed, medication will be returned to parent or guardian or destroyed according to center policy and procedures. In compliance with Section 12-38-132, C.R.S., of the "Nurse Practice Act."

**Medical Forms:** At time of admission the center must have a current medical statement and immunization report on file for each child. Medical statements must be updated according to the following schedule: Infants - every two months/two-year health plan form required. Children ages 2-5 years - annual physical statement. Kindergarten and older- every three years. Immunization reports must be updated as your child receives immunizations.

**Infection Control:** Regular consultations are held with our Nurse Consultant. The Executive Director will report certain communicable diseases to the health department and post notice for parents as required by law. Additional services are provided by the consulting nurse on an as needed basis.

**If Your Child Becomes Ill During the Day:** A child with any of the following symptoms: a fever of 100 degrees or more, diarrhea, vomiting, or contagious symptoms or illness must be sent home. The child must stay home the entire next day. If your child becomes ill during the day, he/she is immediately separated from the other children and a parent or other authorized person is notified. It is expected that the ill child will be picked up as soon as possible. If the ill child is not picked up within one hour of notification, the late fee will be assessed. Please refer to the 'How sick is too sick' handout that you received with the registration packet.

## **Filing A Complaint**

Complaints Concerning Suspected Licensing Violations

Call (303) 866-5958 or write The Division of Child Care, CO Dept. of Human Services, 1575 Sherman St., Denver, CO 80203-1714

## **Child Abuse**

Childcare providers are required by law to report suspected child abuse. If child abuse is suspected, the center director will be notified and will report to the appropriate authorities at Gilpin County Human Services (303)582-5444. If at any time a parent/guardian suspects child abuse, he/she has the right to report this to the appropriate authorities.



# **THE AMERICANS WITH DISABILITIES ACT**

The Americans with Disabilities Act (ADA) gives civil rights protection to individuals with disabilities similar to those provided to individuals on the basis of race, color, sex, national origin, age and religion. It guarantees equal opportunity for individuals with disabilities in public accommodations, employment, transportation, state and local government services and telecommunications. According to Title III of the ADA, child care center and family child care homes are public accommodations and must comply with this law. The ADA went into effect in January 1992. The ADA mandates that equal access be given to all children with disabilities in child care programs and that children with disabilities be fully integrated into the regular activities. The law not only covers the facility where child care is offered, but also features which are needed to access the facility such as sidewalks, doors and bathrooms. However, child care providers are not expected to do the impossible. Child care programs are required to make “readily achievable accommodations” for all children with disabilities. “Readily achievable” is defined as being “able to accomplish easily and without much difficulty or expense.” Programs are not required to make changes that would create an undue burden, which is most simply defined as creating significantly difficult or expense, or increasing safety or crime considerations.” For the purposes of the ADA, a disability is a “physical or mental impairment that substantially limits one or more major life activities.” Short term or temporary illnesses or conditions do not qualify. Child care programs are required to make a specific assessment about whether it can meet the individual needs of the child without fundamentally changing the program. The ADA generally does not require centers to hire additional staff or provide constant one-to-one supervision of a child with a disability.

**Revised 07/01/2021**