

PHILOSOPHY OF IMMANUEL LUTHERAN CHILD CARE

We believe each child is a unique, creation of God. It is our goal to meet the individual needs of each child to the best of our ability. Activities will be age-appropriate and developmentally acceptable enabling children to grow at their own pace.

We believe in providing an environment that is child-oriented, Christ-centered, safe, and clean. Immanuel strives to provide a curriculum to benefit the whole child: spiritually, physically, socially, emotionally, and intellectually. Classrooms are arranged to offer challenging play and learning choices at a range of developmental levels. Activities allow children the opportunity to explore, to experience and to succeed.

We believe in positive discipline embraced in Christian love. We establish consistent, age-appropriate limits that encourage self-control and self-discipline. We expect that children will behave in a way acceptable to our Lord. Realizing that we are all sinful and temptation may overcome us, necessary discipline will be positive guidance to problem solving and a successful, fair resolution. This is accomplished through the use of the 1,2,3 Magic model of discipline.

We recognize parents as the primary educator in the child's life. Immanuel Child Care strives to create and maintain a positive relationship with the parents. We see ourselves as partners with parents so as to benefit the children placed in our care. Daily communication and frequent visits are encouraged.

PURPOSE OF IMMANUEL LUTHERAN CHILD CARE

Our Lord said, "Let the little children come unto Me." He welcomed young children and delighted in their unconditional love, admiration, and faith.

Immanuel Lutheran Child Care, in following with the Great Commission of making disciples of all, was established to carry on the ministry our Lord began. Through a Christ-centered, child-oriented environment, our purpose is to glorify God by equipping children and assisting families to prepare them to witness by their words and actions as they continue to grow in faith and knowledge of God and His creation.

Immanuel Lutheran Child Care maintains the standards set by the State of Wisconsin and promotes quality childcare programs, well-trained professional staff, and family values.

ADMISSION

Immanuel Lutheran Child Care is open Monday-Friday 6:30 AM to 6:00 PM year-round to children from the ages of 6 weeks to 12.

To enroll a child, a parent/guardian must fill out an application form and submit the registration fee. This fee will be non-refundable. It is an annual fee that is paid every January (or June 1st for summer only). Parents who enroll their child on or before November 31st will be expected to pay the registration fee again in January for the following year. A meeting with the center director will be set up prior to acceptance.

Upon acceptance, the following forms must be completed and returned prior to the child's first day of attendance:

- * Completed physical form—all children must have a complete medical exam not more than 6 months prior to or 3 months after admittance to the program.
- * Current immunization form.
- * Emergency contact information.
- * Enrollment form.
- * Parental agreement.
- * Schedule Form.
- * Intake form (for children under two years).

All information and records given to Immanuel Lutheran Child Care are considered confidential and will not be released or disclosed without written request from the child's parent or guardian.

Each child under 1st grade must have a complete change of clothes labeled with their name to leave at the center. Parents are asked periodically to check the clothing to assure that it fits and is appropriate to the season. Children 5 and younger are also asked to bring in a blanket for the child to use during rest time. The center will supply a crib/cot sheet for each child and will wash the blanket and sheet on a weekly basis.

ABSENCES/SCHEDULE CHANGES

Upon enrollment, all families will fill out the schedule form. These will be the days/times that we plan for your child to attend. You will be held accountable for paying for these days/times. We are reserving a place for your child and our costs remain fixed even when your child is absent. Any change in this original schedule must be given to the director in writing by Monday of the week prior to the change. This includes, but is not limited to, vacations, addition of days and/or permanent schedule changes. Please see the current rate sheet for further information.

DRESS CODE

It is important that your child wear comfortable yet washable clothes. Gym shoes are best for the kind of play that the children will do. Open-toed sandals are not permitted due to safety concerns. Dress your child in clothes that they can easily manage at bathroom times. Pants or shorts with elastic waists are easiest for young children. Teachers are always available to help; however, we really encourage the children to develop independence.

Any clothing with pictures or lettering advertising tobacco, alcohol, drugs, rap or rock groups, or displaying vulgarity or suggestive writing/pictures may not be worn at any time. This is to the discretion of the child care staff. All shirts worn must cover the child's entire mid-riff at all times. Pants must also fit properly at the waist.

TERMINATION

Parent Termination

- *Parents shall notify the center at least two weeks prior to the child's last day.
- * Failure to provide two weeks notice may result in the forfeiture of two weeks tuition.

Center and Parent Mutual Termination Agreements

*If the center and the parent mutually agree that continued enrollment is inappropriate, the family will be released from the obligations that come with enrollment at Immanuel Lutheran Child Care.

Center Termination

Immanuel Lutheran Child Care reserves the right to terminate enrollment of any child for the following reasons:

- * The needs of the child cannot be met by the program.
- * Failures on the parent's behalf to fulfill their obligations as a partner in the child care such as, but not limited to:
 - Failure to pay fees.
 - Failure to submit required forms.
 - Failure to observe program rules/parent handbook and thereby endangering others.

FINANCIAL POLICY

Tuition rates for Immanuel Lutheran Child Care are set to offer parents quality care at competitive rates and to meet the financial needs of the program. The tuition rates will be reviewed annually and are subject to change.

Payments are made weekly for services anticipated to be used the current week. Statements are prepared and available for pickup on Monday afternoon. Fees are due by the following Monday morning. Payments are to be put in the locked box located by the parent table. Invoices not paid by Monday will be assessed a late fee of \$10.00 each week until the invoice is paid in full. Families with an outstanding balance of \$250.00 or more may forfeit their spot until the balance is paid in full. We reserve the right to suspend care until the balance is paid in full or a payment plan is arranged.

Field trips may be taken throughout the year. Parents will be made aware of the trip and the cost in advance. The parent may decide if they would like their child to participate. The parent is then responsible for prompt payment of the field trip costs.

Parents dropping their children off before opening at 6:30 AM or picking up their children after the closing time of 6:00 PM will be assessed a \$1.00 per child, per minute late fee.

Notification must be given by Monday of the week prior for extra services needed or scheduled absence. If your child is ill and will not attend childcare, please notify the childcare within 2 hours of your child's scheduled start time. Messages may be left on the voice mail. Failure to notify the childcare will result in a full charge for the day missed. This fee will be listed on the rate sheet. Please see the current rate sheet for further information.

There will be a \$25.00 fee for each returned check.

There is an annual registration fee due upon enrollment to the childcare. This fee is non-refundable.

NUTRITION

Immanuel Lutheran Child Care provides children with nutritious, well-balanced snacks, milk and juice. Hot lunches are available through Immanuel Lutheran School. Lunch tickets will need to be purchased for any days your child will use the hot lunch program. This is a separate fee. Further information can be obtained from the director in the fall of each year.

During the summer session and no school days, lunches are the responsibility of the family.

Bag lunches must meet the nutritional requirements set by the Department of Health and Human Services. Each lunch **MUST** contain:

- * One source of protein: meats, poultry, fish, peanut butter, cheese or eggs
- * Grain product: bread, rolls or cereal
- * 2 vegetables **OR** 1 vegetable and 1 fruit, **OR** 2 fruits
- * Milk

Additional guidelines are available from the director.

Snacks are served at mid-morning and immediately after school. Snacks are healthy and meet Department of Health and Human Services requirements. They will contain foods from two food groups, one often being milk. A weekly snack menu will be posted on the parent board.

Parents are welcomed and encouraged to join their children for lunch at anytime. Ask your child's teacher for lunch times and to reserve your lunch.

Parents of infants will need to supply their own formula and baby food. All bottles should be brought to the child care each day pre-mixed. All bottles must be dated for the day of their use. The bottles should also be marked with the child's name or initials. New bottles must be brought on a daily basis. Extra jars of baby food may be kept at the center for your child providing they have not been opened or used. Any unused portions of food/formula must be sent home and not re-served.

REST TIME

All children who are under 5 are encouraged to rest. After approximately 25-30 minutes of resting, those children not asleep will be engaged in quiet activities so as not to wake children who are sleeping.

Children are asked to bring a blanket or stuffed animal to make rest time more comfortable. These items should be labeled with the child's name and will be washed on a weekly basis.

An information brochure will be given to parents to educate them more on Sudden Infant Death Syndrome or SIDS. Here at the center, all infants will be put down to sleep on their backs only, unless there is a signed medical release from the child's physician. Infants sleep in cribs that meet the safety standards of the State of Wisconsin. Only blankets (up to 2) will be allowed in the crib with infants.

PICTURES

On occasion, pictures will be taken of the children as they participate in activities related to the child care. These pictures may be used in publicity to the public and/or congregation. If a parent does not want their child's picture taken, please advise the director in writing.

PETS

The child care does not have any animals on premises. If at any time this changes, parents will be notified in writing.

SEVERE CONDITIONS CAUSING BUILDING CLOSURE

It is our intent for Immanuel Child Care to remain open whenever possible. However, some severe conditions may force the childcare to close. These may include, but are not limited to:

- Loss of heat resulting in an inside temperature below 67 degrees F
- Severe winter weather (especially when outdoors temperature reaches -30 degrees)
- Loss of water and/or plumbing facilities
- Loss of electricity
- Severe physical damage to the building

In the event of a closure, notification will be given to WTMJ radio and television. If the closing needs to occur during the day, parents will be notified to make arrangements to pick up their child. If parents cannot be reached, the child's emergency contacts will then be notified.

HOLIDAYS

The childcare will be closed on the following days:

New Year's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Friday After Thanksgiving
Christmas Eve Day
Christmas Day

Immanuel reserves the right to close the Child Care due to low enrollment during the holidays. Immanuel reserves the right to close early for religious ceremonies. In such instances, notification will be given prior to the date of early closing. If a holiday falls on a weekend, the Friday before, or the Monday following, will be considered the holiday for closure purposes. Parents will be given a calendar at the beginning of the year with closure dates listed for the entire year.

PARENT COMMUNICATION AND INVOLVEMENT

As parents, it is important to keep current with what is happening during the times that your child is in our care. Whenever possible, we encourage parents to involve themselves through open houses, classroom parties and visits, ect. We want to make this the best environment for both you and your child and we can do this if we work together.

Please check your family folder on a daily basis, as well as your child's cubby. A monthly newsletter is distributed at the beginning of each month. The newsletter contains information about upcoming events with Immanuel Lutheran Church, School and Child Care. Daily sheets will be written out for any child under the age of 2, noting changing and feeding times, amounts and other activities that took place with your child each day.

Please feel free to speak with your child's teacher on a daily basis as to how your child is doing each day. We believe that open communication between the teachers and parents will help us keep as much continuity to your child's life as possible.

EDUCATION PROGRAM

The educational experiences of early childhood should build a broad foundation for future formal education. The early childhood classroom should provide a Christ-centered, child-oriented atmosphere that provides opportunity to grow and learn gradually and naturally in all areas: spiritual, intellectual, physical, social and emotional. The center assumes the view that young children learn through playing, imitating, and experimenting with their knowledge of the world around them.

The organization of the program will therefore be based upon an integrated, thematic approach. Teachers will choose themes that have meaning and are of interest to the children. These themes will incorporate all disciplines and give the children many experiences and opportunities for growth.

This type of educational experience not only addresses learning in the present, but also helps develop the child as a life-long pursuer of knowledge. A positive relationship between home and the center will be vital to the success of the child's learning.

At Immanuel Lutheran Child Care, the children will have the opportunity to begin to discover their own self and the world God created, solve problems and experiment with possible solutions, take on responsibilities, and grow in their relationship with God. We follow the teachings of the LCMS faith.

Weekly Bible stories will be shared with the children as they grow in their faith. These stories will be the basis of the religion curriculum and will follow the church year. Children will also take part in weekly chapel services conducted by the pastors and teaching faculty. Chapel services will be held on Wednesdays during the school year.

****Note: See attached curriculum for more information

DISCIPLINE

Discipline at Immanuel Lutheran Child Care is designed to help children:

- *Lead a God-pleasing life
- * Learn and exercise self-control
- * Choose between alternatives
- * Identify feelings
- * Develop an understanding and respect for the feelings of others

Our goal in the family of Christ is to share our love of the Lord with others in our actions as well as in our words. We do this by treating others with respect and kindness. We also understand that all of us are sinful and that temptation can overcome us. At these times it shall be the responsibility of the parent or teacher to remind and encourage the type of behavior that is acceptable to our Lord.

Discipline is fair, consistent, objective, and respectful. Positive guidance and redirection will be used. Whenever possible, logical and natural consequences will guide decisions. Teachers will redirect students in a more appropriate direction. Discipline will be done in a spirit of Christian love. The Child Care also follows the discipline model of 1,2,3, Magic. Information on this can be obtained from the director.

When positive discipline and guidance are not effective, a parent/teacher conference will be held with the director to determine the need for further intervention. Teachers will communicate with you regarding any behavior concerns on a regular basis.

If a child has difficulty with unacceptable behavior or is uncooperative, he/she may be temporarily removed from the group for a "quiet time". If disruptive behavior continues, parents will be contacted and the child will be sent home for the day.

MEDICATION

Children requiring medication while at the childcare shall be identified by the parents to the director, who shall assume authority for giving the medicine. If the director is unable to give the medicine, he/she will authorize the lead teacher to do so. No medication shall be given without a medication consent form filled out and signed by the parent/guardian. All medications must be in the original container and labeled with the child's name, name of medicine, dosage, and directions for administering. All medications shall be kept inaccessible to children.

When medication is given, the director will fill out the required information on the medication authorization form and in the center's medical log. All medication forms will be kept in the child's cumulative file.

At no time may a staff person give any medication to a child without pre-authorization and consent forms signed by the parent/guardian. This includes, but is not limited to, aspirin, cough drops or cough medicine.

HEALTH POLICY

Immanuel Lutheran Child Care is not set up to care for sick children. If a child becomes ill during the course of the day, parents will be notified immediately to pick up their child. Sick children with a fever or vomiting will be isolated from the other children until a parent/guardian is able to pick them up. Children need to be picked up within one hour of the phone call made to parents. If parents do not pick up within an hour, persons on the child's emergency form will be contacted to pick up the child.

KEEP YOUR CHILD HOME IF HE/SHE HAS:

- * An axillary/oral temperature of 100 degrees or higher.
- * Conjunctivitis, an eye infection commonly referred to as "pink eye". The eye is generally red with some burning. A thick yellow substance is secreted.
- * Rashes that you cannot identify or that haven't been diagnosed by a doctor.
- * Impetigo, a red pimply skin condition. When the blister breaks, the surface is raw and weeping. The rash is usually present in moist areas such as creases of the neck, groin, underarm, face or hands.
- * Ear infections where draining from the ear exists.
- * Diarrhea--2 watery bowel movements within an hour time period that look significantly different than normal.
- * Vomiting.
- * Severe cold with fever, sneezing and runny nose.
- * A contagious disease such as measles, mumps, chicken pox or roseola.
- * Throat infections, either undiagnosed or without antibiotic treatment within 24 hours.
- * An apparent illness with or without symptoms. For example, he/she looks or acts different than usual. The child may look unusually pale, be irritable, tired, or show lack of interest.

For the protection of all the children and workers, children showing any of the previous symptoms will not be allowed to remain in the center.

Children may be readmitted after being free of symptoms for 24 hours. Children ill from a communicable disease must have signed doctor's release to be readmitted.

EMERGENCIES/ACCIDENTS

Parents will be notified of all accidents or injuries and procedures followed as soon as possible after an emergency. A written report will be filed on all accidents and injuries sustained while your child is in our care. The report will be completed by the staff person in charge of your child at the time the incident occurred and signed by the director. A record of the accident/injury will be kept in the center's files and in the medical log. The center's staff will follow appropriate first aid procedures to care for any minor injuries when they occur.

If it becomes necessary to transport an injured child to a medical facility, transportation will be by emergency medical services. The director, or lead teacher in the event of the director's absence will accompany the child. The child will be taken to Elmbrook Hospital or Children's Hospital, depending on the severity of the injury.

EMERGENCY EVACUATION

Fire drills will be practiced monthly. Children will be instructed to walk quietly out the south doors outside, where we will gather on the softball field.

Tornado drills will be practiced monthly during the months of April to October. Children will be instructed to walk quietly to the boy's locker room, kneel facing the wall and cover their heads.

TRANSPORTATION

It is the sole responsibility of the family to provide transportation to and from the Child Care.

During field trips, a reputable bus company will provide transportation. Fees will be charged to cover transportation costs for field trips and a permission slip will need to be signed.

TOYS FROM HOME

Children are welcome to bring toys from home. Exceptions to this are any toys of destruction (i.e.-weapons, GI Joe) and/or trading cards. We also discourage any type of electronics such as game boys/cd players. Exceptions to this may be made during the summer months for school age children only. Please speak with the director for further information. Each item should be labeled with the child's name or initials to avoid ownership confusion. Each family should discuss with their child the responsibilities involved in bringing a toy from home, as well as the possibilities of what could happen to the toy. The child care is not responsible for toys brought in from home.

AFTER SCHOOL PROGRAM

Our after school program allows school age children an opportunity to socialize, as well as receive help on homework. Directly after school, all children receive a snack and some large motor time. A supervised homework time in which children may do homework or read follows. Staff members plan activities daily in which the children may take part in if they so choose. The rest of the afternoon provides time for social interaction.

PARKING LOT REGULATIONS

For the safety of your children, the following regulations have been established for ALL families picking up children at Immanuel Lutheran School and Child Care:

Cars are **NOT** allowed to drive or park in the lower lot whenever children are present. Also, when school is in session at Immanuel Lutheran, please make sure that you follow the following procedure during 7:30am-8:15am and 2:30pm-3:15pm:

Park your car in the upper lot to escort your children into the building. Children going directly to school may be dropped off in the lower lot, but the driver is not to leave the car. An adult **MUST** accompany children going to childcare into the center.

ARRIVAL/PICKUP

Parents are required to bring their child to his/her classroom. **NO** child is permitted to enter or exit the building without an adult.

When each family enrolls at Immanuel Childcare, they will be given a code. This code allows them to check their child in and out via the computer system. These times are recorded and used for the weekly billing. Please make sure that you sign your child in and out each day. The staff also keeps a paper record of each child's attendance.

Children will not be released to anyone the staff is unfamiliar with or whose name does not appear on the Enrollment Form, unless the parents have given written permission to the child care staff. At pick up times, the staff will ask to see photo identification in order to verify the individual's identity. Please inform the staff when someone else will be picking up your child.

OUTDOOR PLAY

Immanuel Child Care has an outdoor playground area. There are also other outdoor facilities available. Strollers are available to take children outside who are unable to walk. As we explore the world God gave us and the wonderful things our growing bodies can do, outside time is very important. Weather permitting, children will go outside each day at least once. Please send appropriate clothing with your child. In the event of extreme heat or cold, the children will stay inside. This may be, but not limited to, temperatures above 90 degrees, wind chills of 0 or below for children age 2 and above or wind chills of 20 or below for children under 2.

During snow season, please send boots, hats, mittens and snow pants daily. These items should be labeled with the child's name and kept in a large plastic bag. This prevents items from becoming lost.

*****Any additions and/or corrections needed to be made to the handbook will be brought to the attention of the parents at that time.

BITING POLICY

Biting occasionally happens in child care settings. Biting is a common developmental behavior for children ages 18 to 26 months of age, and sometimes in an older child. When your child bites, or has been bitten by another child, there is a high emotional response. The feelings of anger, frustration and guilt are overwhelming. There are several reasons a child may bite.

These reasons include:

- Young children explore by placing objects in their mouths. Sometimes children “accidentally” bite others in the process.
- Young children do not have verbal skills to express themselves.
- Biting often results from frustration.
- Child may be teething.
- Child may be hungry or tired.
- Territorial. The child is protecting his/her play space.
- Defensive. A child grabs for another’s toy.
- Stress. Occasionally a child responds to stress by biting. Causes of stress may be due to a move, new sibling or other family change.

Here at Immanuel we have many ways to discourage biting. They include:

- Teaching children to use their words.
- Planned activities that allow children to release frustration.
- Age appropriate toys are available that stimulate and decrease frustration and/or boredom.
- Providing biting substitutes such as teethers.
- Teaching children the rules for sharing. Constantly praise cooperative behavior.
- Constant supervision.

When a biting does occur, the biting child is calmly removed and given “quiet time”. Statements such as “You don’t bite. It hurts”, or “Biting is not allowed. It hurts people” are used. The bitten child is consoled and the bite is quickly cleaned. Ice is placed on the bite to decrease the likelihood of swelling or bruising. The child who has bitten is “shadowed” to help us understand what may be causing the child to bite so that further incidents can be prevented.

If a child does bite another three times in a day, parents will be notified and the child will be sent home. A parent/teacher/director conference will then be arranged to discuss further ways to prevent the child from biting. If biting cannot be controlled, then the child may be terminated from the center.

OUR CURRICULUM BASE

Immanuel Lutheran Childcare offers a Christ-centered learning facility that provides daily care for children. The director, working together with the teachers, creates daily lessons from weekly and monthly themes. A variety of resources are used for curriculum development including, but not limited to, early childhood books, children's literature, magazines, resource books, the library and the Internet.

Daily activities are planned which promote language development, math, verbal, listening, and social skills. Things such as numbers, letters, colors and shapes are introduced one at a time as each child is ready. Games, worksheets and craft activities are some of the things used to reinforce number and letter recognition, letter sounds, ordering and sequencing. Weekly activities provide the children with teacher-selected games and structured lessons to encourage the children to think, reason, plan, build, share, take turns and use their imagination.

Play is an important part of the curriculum. Through play children can learn and develop many skills. Immanuel Lutheran Childcare uses play-based learning through the use of learning centers. Children play in many stages of growth, such as:

- Independent play—involves only one child
- Parallel play—involves playing next to each other, perhaps sharing a toy but is still playing separate
- Cooperative play—involves working together and organizing roles and settings.
- Cooperative, coordinated play—is more advanced and involves more planning and complex settings and roles

In play, children can learn to see other children's point of view, along with becoming more empathetic and caring. Play is a way for children to understand customs and rules in their own culture, and to appreciate those of others. Play also helps children in the areas of language, muscle coordination and problem solving.

Themes used throughout the year, such as dental health, seasons, communication and many others. Each classroom will post a monthly schedule of themes/activities that the children will be doing and skills that they will be working on. Care is taken to make sure that cultural diversity is also included in the daily activities. Each classroom will have a daily schedule posted as to what the children will be doing each day. What you can expect per age is as follows:

6 weeks to 2 years

Provide safe, appropriate equipment
Encourage self-help and language development
Encourage exploration
Support development of social skills

2 to 3 years

Encourage cooperative play
Appropriate curriculum areas include math, science, music and movement, fine and large motor skills, dramatic play
Appreciation of books and reading

4 to 5 years

Encourage creativity and self expression

Well rounded curriculum will include language arts, math, social studies, science, computers, music, art, pre reading and writing skills

6 to 12 years

Program designed to enhance what school age children are taught in their classrooms

Children are allowed to participate in both quiet and active activities

Field trips are planned during the summer

Equipment, materials and activities are geared toward the interest and age of the child

SPIRITUAL DEVELOPMENT

We believe that all things come from God. We want to share the peace of God's constant and abiding love with each child and enable them to share that love with others. We want to create an excitement for learning about God's love and their special friend, Jesus. Our spiritual development introduces the most basic doctrines of the Christian faith and how they apply in the day-to-day lives of the children. The children learn different ways to praise and worship as we teach them with Bible stories, Jesus time, songs, prayers and chapel services.

We provide the foundation for each child to:

- Understand that they are God's children
- Identify that Jesus is their friend
- Know they are special
- Understand that God sent his son Jesus to take our sins away
- Know they can speak to God through prayer at any time
- Know that God loves them and always will

Immanuel Lutheran Childcare follows the teachings of The Lutheran Church-Missouri Synod.

PHYSICAL DEVELOPMENT

Our curriculum includes multiple opportunities for the physical development of each child. Young children need to exercise their bodies regularly. As children grow, they gain the ability to do more activities, and it is exciting for them to find new things they can do. We want the children to know that their body is a special gift from God, God's temple that we need to care for. We want each child to be aware of their bodies, what they can do, and how to take care of the body God has given them. We provide opportunities for gross motor and fine motor development, and for the development of flexibility, coordination, and strength. We provide three outdoor play areas along with a large gymnasium.

SOCIAL-EMOTIONAL DEVELOPMENT

The social-emotional development of a child lays the foundation for how they will handle all of life's situations. When children play, they are learning skills they will use throughout their school years and into adulthood. These skills include how to reason, solve problems, share with others and work together. They learn cooperation and following directions, while also learning how to work independently.

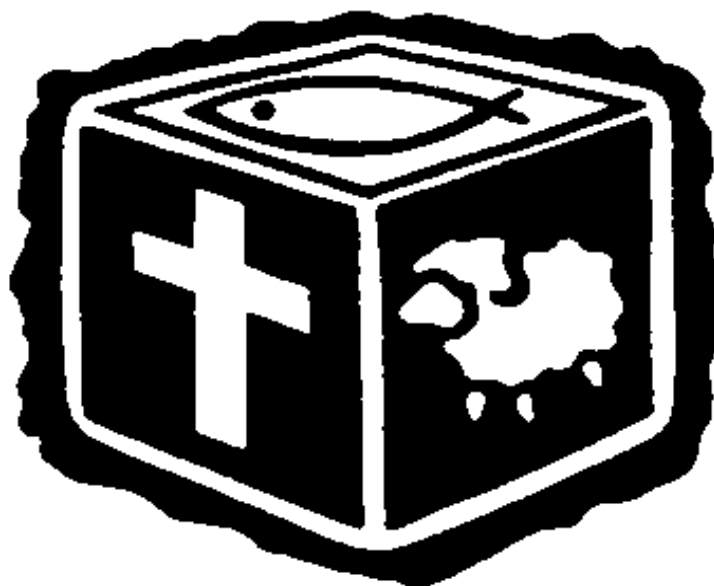
We encourage and nurture each child toward being able to:

- Cooperatively participate in group activities
- Take care of their personal belongings and the things belonging to others
- Achieve and display a positive self-image
- Know they are special and loved by God
- Interact well with others—play and work together
- Work independently
- Respond positively to direction
- Take care of personal needs
- Handle conflict in a positive manner
- Clean up after themselves
- Take responsibility for themselves and their actions

INTELLECTUAL DEVELOPMENT

In the early childhood years, the foundation for learning is laid. Children learn differently and each one develops at a different pace. It is our responsibility to provide them with a variety of learning opportunities, which enable them to progress through each stage of development as they become ready. We want to inspire a love for learning, and a desire to always want to know more. We hope to do this by being committed to providing lessons, activities, and resources adaptable to the needs of each individual learner and conducive to all learners. We strive to create a solid foundation for the younger child's coming school years and be a positive extension to learning for the older children. Skills that will be focused on include math, language, science and social studies.

IMMANUEL LUTHERAN CHILD CARE



PARENT HANDBOOK

REVISED June 2007

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