

POLICY NUMBER: 3.15

SERVICE APPLICABLE TO: All Staff; Mentors; Resource parents licensed or certified to provide services to children: Regular Foster homes, Therapeutic Foster homes, (DCS) Department of Child Safety Adoptive homes, and Host Families.

Policy Topic: **BEHAVIOR MANAGEMENT**

Purpose: CFC's culture promotes respect, healing, and positive behavior, and provides service recipients with the support they need to manage their own behaviors without the use of restrictive behavior management techniques.

Policy: CFC prohibits the use of restrictive behavior management interventions.

CFC shall follow the Arizona Administrative Code (AAC R21-6-308D) in training staff, mentors, and resource parents in specialized behavior management techniques regarding de-escalation of clients during a crisis. Emphasis shall be placed on promoting the safety of the individual client/student and others involved, directly or indirectly.

Any corporal punishment, seclusion, mechanical or chemical restraint (see definitions at the end of this document) or escorting of clients is **strictly prohibited**.

CFC's mission statement is *"Strengthening families and serving at-risk children in the name of Jesus Christ."* When adopting guidelines and policies on behavior management, our focus is on children who are hurting and endeavoring to provide a safe, secure, and nurturing home. In this environment children who have experienced adversity have the best opportunity to learn and manage their behaviors while being a part of a supportive family environment.

CFC encourages staff, mentors, and resource parents to:

- Develop positive relationships with clients.
- Build on strengths and reinforce positive behavior.
- Respond consistently to all incidents which impact the welfare and safety of clients.

The following are approved interventions and practices from the CPI (Crisis Prevention Institute) Verbal Intervention Training available to our direct practice staff, resource families, and mentors. This training is a required training for all CFC Therapeutic Foster Parents. This training reinforces a "hands-off" intervention approach.

Approved Practices/Interventions:

- Identifying possible causes of behavior (precipitating factors)
- Making a positive impact
- Taking a supportive stance

- Using nonverbal cues to promote safety
- Listening with empathy
- Downplaying challenging questions and sticking to the original topic
- Allowing clients to vent in a safe environment
- Setting appropriate and realistic limits
- Using supportive and directive approaches
- Coordinating a collaborative approach with staff
- Creating and maintaining rapport.

Additional Prohibited Discipline Practices/Interventions:

- the use of aversive stimuli;
- interventions that involve withholding nutrition or hydration, or that inflict physical or psychological pain;
- the use of demeaning, shaming or degrading language or activities;
- forced physical exercise to eliminate behaviors;
- unwarranted use of invasive procedures or activities as disciplinary action;
- punitive work assignments;
- punishment by peers; and
- group punishment or discipline for individual behavior.

All CFC staff and mentors shall, also, adhere to the following regulations:

1. Recognize that many service recipients are the victims of physical abuse and that it is vital to use non-physical means to help them develop acceptable behavior and self-regulation. Adhere to CFC Policy 1.14 – Health, Safety, and Welfare, AG-24 Incident Reports, and AG-31 Emergency Safety Response Procedure Debrief, in reporting a violation of this policy and its procedures.
2. CFC Policy 1.16 – Professional Practices, as it relates to this policy and its procedures.

DCS foster, adoptive families, and mentors shall adhere to the behavior management guidelines (AAC R21-6-308D) which is outlined in the Arizona Foster Parent Handbook/ Go-To Guide and the DCS Discipline Guidelines for Children in Out of Home Care Resource Book.

A copy of this policy is available to clients, their parents, or legal guardians, at admission, if requested. CFC informs clients, parents or legal guardians of strategies used to maintain a safe environment and prevent the need for restrictive physical management interventions.

NOTE: For the purposes of this policy, the following definitions apply -

"Chemical restraint" is defined as the use of a psycho-active medications as a restraint to control the child's behavior or restrict the child's freedom of movement that is not a standard treatment for the child's medical or psychiatric condition. (A.R.S. § 8-501(A)(15)(b)(i))

"Physical restraint" as defined by (A.R.S. § 8-501(A)(15)(b)(iii)), means applying physical force to reduce or restrict a child's ability to freely move the child's arms, legs, or head. Physical restraint does not include temporarily holding a child to permit the child to participate in activities of daily living if this holding does not involve the risk of physical harm to the child.

"Mechanical restraint": A mechanical restraint is an article, device, or garment that:

- a. Restricts a foster child's mobility, freedom of movement, or the movement of a portion of a child's body;
 - b. Cannot be removed by the foster child;
 - c. Does not include an orthopedic, surgical, or medical device that allows a foster child to heal from a medical condition or to participate in a treatment program.
- AAC R21-6-308 (B) (6)

"Seclusion" means placing an individual in a room by themselves that they are then prevented from leaving, either by a locked door or staff preventing them from leaving. Seclusion is prohibited by AAC R21-6-308 (B) (4). **NOTE: Seclusion of any kind is not allowed in any CFC facility or resource home.**

Also refer to:

- CFC AG-12 – Critical Incident Debriefs
- CFC AG-24 – Incident Reports – Programs
- CFC AG-31 - Emergency Safety Response Procedure Debrief
- CFC Policy 1.14 – Health, Safety and Welfare
- CFC Policy 1.16 – Professional Practices
- CFC eR Form – ESR – Critical Incident Debrief

AAC R21-6-308D
AAC R21-6-326

COA Cross Reference: ASE 2.03; RPM 2.02; BSM; TS 2.06; TS 2.07; ECE 7.08; MHSU 4; FKC 1.04; MS 1.03

PROCEDURAL APPROVAL  DATE: 1.31.22

ALL CFC Staff, Mentors, and Licensed or Certified Homes and Host Families, must read and sign receipt statement on the next page.

Signed receipt statement:

"I have read and agree to abide by this CFC Behavior Management Policy. I understand that violation of any of the above Behavior Management policy and procedure may be grounds for immediate dismissal."

Printed name

Signature

Date

Relationship to the agency (i.e. staff, foster, adoptive, host family, TFC parent, or mentor, etc.)

Witness printed name

Witness signature

Date