

Center Policies



A Place to Grow, LLC
An Early Learning Center
Brentwood, NH



A Place to Grow, LLC An Early Learning Center

Our Story

A Place to Grow, LLC was established in 2005 by Jennifer Briggs out of a need the family had for high quality dependable care for her two children, Maggie and Jacob.

Jennifer has a B.A. in Natural Science and Mathematics and Secondary Education. She has taught all grades from preschool through high school. She left teaching in 1999 for financial reasons and went to a well-known pharmaceutical company, where she worked in project management.

After having two children, she found it was time to regroup herself and provide a better opportunity for her family to be together, while extending the opportunity for quality care to others in working families.

Our Mission

It is the mission of A Place to Grow, LLC to provide the highest quality care possible for families balancing the needs of home and work.

Our Families

We strive to serve those families where both parents are working full time and require an enriching environment for their children. Enrollment will be prioritized for children requiring full time care. We are focused on providing care to infants through five years of age.

Enrollment is open to all families. A Place to Grow, LLC does not discriminate in any way against any individual because of such individual's religion, race, creed, color, national origin, sex, age, disability, marital status, sexual orientation or citizenship status.

Programs can be modified to meet the needs of individual children with special needs. We will work closely with any third party, school district or agency providing services for our children to develop a program which meets their needs.

A Place to Grow welcomes our families into the center at any time, so you can share in the good things going on and be more involved in your child's activities and feel more confident in the quality of care our center provides. We welcome families to join us throughout the year during our Halloween party, Thanksgiving feast, St. Patrick's Day Dinner, Easter Egg Hunt and end of school year celebration.



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Our Vision

Our vision is to provide a warm, loving, and community focused learning environment for young children.

We use a theme-based curriculum, which changes monthly, to guide the daily activities throughout the center. A set of words are chosen each month which correspond to the monthly theme that children will learn in American Sign Language, French, and Spanish.

Curriculum includes science, math, language arts, social studies, arts, music, and physical education. Learning will be accomplished through many mediums, including play, art, music, stories, and directed learning opportunities.

We use Handwriting without Tears in preschool, Pre-K, and K. This is an engaging multi-sensory approach designed by an Occupational Therapist which helps to teach body awareness, letter recognition, directionality, handwriting, and numbers. Our phonics and reading program uses Starfall.com. This application and website are educationally appropriate, engaging, and readily available free of charge to all families to us at home.

Our teachers adapt the curriculum accordingly to meet the needs of the children in their care.

Curriculum and learning opportunities for children are designed to meet the NH Early Learning Guidelines and the NH K-12 Curriculum Frameworks.

Our Staff

It is the goal of A Place to Grow, LLC to hire staff whose qualifications exceed the state requirements for licensing or credentialing standards. Our teachers are professionals and our goal is to provide opportunities as such. Staff is required to attend training for infant and child CPR and first aid, as well as seek other professional development opportunities such as college courses, professional memberships, and regional conferences. All staff are required to undergo a state and federal criminal background check.

Tuition

Every attempt is made to ensure rates are not prohibitive for working families and maintain a tuition rate which is competitive with the surrounding market areas while ensuring viability of A Place to Grow, LLC. We reserve the right to change tuition rates at any time, but make every effort to arrange for at least



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2 weeks notice before doing so. Families should anticipate a small increase (less than 5%) annually.

Our tuition is a set fee per child per month, depending on age and inclusive of holidays and vacations. A discount is applied for siblings. Attendance for any period of time less than a month is calculated at a daily rate. In some cases, there may be additional fees for participation in optional activities. Tuition received on or after the first of the month will be assessed a late fee per day as specified on the schedule of fees. Tardiness of payment or lack of payments may result in your child being removed from our program.

Parents may elect to enroll for the full year program or the school year program (September through June). A non-refundable deposit for September must be left in June to reserve a space for the following school year.

Cancellation days due to inclement weather and missed school days for a child being sick or parent choice to keep them at home, etc. are not subject to reimbursement.

All families enrolled in the NH DHHS Child Care Scholarship Program will be responsible for payment for the difference of tuition between our current tuition rate and the Child Care Scholarship weekly rate. Should you child attend less than 31 hours, families are responsible for the difference in payments from the state to reach the full tuition amount. The cost share is due in advance of care each month and is due regardless of closures such as weather, holidays, or breaks. A cost share worksheet will be provided to you prior to enrollment to help clarify financial responsibilities.

Enrollment Process

A registration fee, equivalent to one month's tuition, is required (see schedule of fees) to hold a space for your child until the agreed upon start date between A Place to Grow, LLC and a family. Registration fees for families enrolled in the NH Child Care Scholarship Program are equal to the first months estimated cost share.

Registration fees are a guarantee that you will be enrolling your child at A Place to Grow and that we will ensure availability for the agreed upon start date. All registrations fees are non-refundable.



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On or before the first day of school, A Place to Grow, LLC must receive a Registration and Emergency Information form and a child health form, as required by NH state law. The following forms are also needed for the first day of school:

- ✓ Registration and Emergency Contact Form (Required by NH state law and includes a medical release for emergency care)
- ✓ Child Health Form (required by NH state law and must be updated annually)
- ✓ Center Policy Signature Page
- ✓ A Place to Grow Registration Form
- ✓ A Place to Grow Lotion Administration Form (required for bug spray, sunscreen, diaper rash creams or anything else applied topically on a regular basis)
- ✓ Asthma and Allergy or Seizure Action Plan (only if child has either condition)
- ✓ Parenting Plans or other legal documents which may be pertinent to court ordered care or custody of children

Trial Period

Before enrolling your child, you are welcome to shadow your child for a short period of time to ensure you and your child are comfortable with the staff and other children in the center. As the period of adjustment for your child may take some time, we have a sixty day trial period. At any point during this time, you or A Place to Grow, LLC may request the removal of a child from our care. Families are required to follow the withdrawal policy noted below if they wish to withdraw. As we are a small center, it is essential that our children and families work well together.

Withdrawal

We request at least 2 weeks notice for any child being withdrawn from our care. Any period of time less than 2 weeks will be billed for the two weeks of care, with the exception of withdrawal prior to the start of enrollment or within the first month of care. The registration fee is inclusive of the first month's tuition and is not refundable. We request that all accounts are paid in full on the last day of care.

Any child may be withdrawn from A Place to Grow, LLC at any time, with no prior notice, should the actions of a child or caregiver result in conditions which are not favorable to a positive environment for our children, families, or



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staff. Families leaving A Place to Grow, LLC under these circumstances will not be eligible to receive a refund of services already paid for.

Hours of Operation

We are open for business Monday through Friday from 6:30 am to 5:30 pm. Any child picked up or dropped off outside of these times will be subject to a late fee (see schedule of fees) payable the next business day.

The following holidays are observed by A Place to Grow, LLC and the center will be closed:

New Year's Day	Columbus Day
President's Day	Thanksgiving (Thursday and Friday)
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Friday before Labor Day	New Year's Eve
Labor Day	

If a holiday falls on a weekend, it is at the discretion of A Place to Grow, LLC to observe an alternate day.

The following vacation times are observed by A Place to Grow, LLC and the center will be closed:

Christmas Eve through New Year's Day
Week including Independence Day

Cancellation Policy

Every effort will be made to remain open during extreme weather conditions, as most employers still expect you to be at work despite the weather. If we decide to close, we will make a decision by 5:30 am. We will post the closing on WMUR-Channel 9. An alert will also be placed on our daily slip application.

Should weather be bad enough that we decide to close mid-day, we will do our best to give as much notice as possible. Conditions which require us to close include concerns for safety of children and staff, power and telephone outages.

Under extreme circumstances, there may be instances when the center chooses to close for health reasons. If the center is experiencing an illness, the Director may deem it necessary to close the school so that children and staff have time to recover from the illnesses without re-infecting those around



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them. This time will also be used to fully sanitize the school to minimize any future spread of the illness.

Cancellation days and early closures are not subject to reimbursement.

Attendance

All children must be signed in and out on the daily attendance program by their parent or previously authorized person as indicated on the child's registration sheet. Anyone other than the parent or guardian of the child will be required to show a photo ID prior to us releasing the child to them. A photocopy of the ID will be made and kept on file for future reference. If someone other than the parent is going to pick up a child written communication from the parent is requested in advance.

Families experiencing circumstances which legally effect pick up and drop off arrangements for children must provide court approved documentation of rights and responsibilities. It is recommended that copies of parenting plans be kept on file at A Place to Grow, LLC. for reference should concerns arise about visitation or pick up by care providers.

If a child will not be attending school for the day, please call or text by 8 am so we may plan our staffing and activities appropriately.

Days your child does not attend due to illness or parent choice are not subject to reimbursement.

Discipline

A Place to Grow uses the Positive Behavior Intervention Support (PBIS) System. PBIS is a developmentally appropriate behavior support system that encourages staff, children and families to develop behavioral expectations which will help them succeed in school and society. Expectations for behavior during school are included in attachment 1 (school behavior matrix). We encourage families to use a similar set of behavior expectations for their home as well.

If necessary, A Place to Grow, LLC will seek the help from outside sources to create a behavior plan. Preschool Technical Assistance Network is an example of a consultant that is available to us. The staff, parents and any outside consultants (if needed) should work together to find an appropriate solution to undesirable behaviors. If the behavior is not resolved after a reasonable period of time, A Place to Grow, LLC reserves the right to expel the child from the program.



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Meals

As the tastes and needs of all children vary widely, we ask that parents provide all meals, snacks, and drinks their children will require during the day. A Place to Grow, LLC may provide juice, water, and/or snacks on special occasions. We ask that all meals and snacks are healthy and follow appropriate nutritional guidelines.

An Asthma and Allergy Action Plan that has been completed by a physician must be on file for any child with food allergies. All food allergies need to be clearly communicated to the staff. Because nut allergies can be so severe in small children, we are a nut free school. We reserve the right to make designated classrooms or the entire center free of specific foods, in addition to nuts, should the enrollment of any child require us to do so as a precaution. We will provide appropriate notification to parents if this situation arises. *Food may not contain nuts or be manufactured in a facility that processes nuts.*

Clothing and Footwear

Please dress your children appropriately for active play, painting, and other potentially messy activities. We make every effort to ensure clothing is protected during messy activities, but are not accountable for damage to clothing. Girls in dresses will be required to wear shorts or diaper covers under dresses, as diapers may become torn or ripped during active play.

All children are required to keep at least 2 sets of comfortable clothing on hand at all times. A Place to Grow, LLC will provide extra clothing for the children should the need arise. We ask that our clothing be returned in a timely fashion so it is available for others.

Please be sure your children are in comfortable footwear appropriate for active play. If a child is not in appropriate footwear for an activity, the child may be restricted from participation. Flip-flops, crocs, hard soled shoes, dress shoes, and open back shoes are not considered appropriate for active play. They pose safety hazards on climbing structures and tripping hazards while running. For water play, we recommend water shoes or crocs with a back strap that can be placed over the ankle to keep them in place.

Personal Belongings

Each child has a personal coat hook. Please leave all belongings, including coats, shoes, and bags, in the coat room. This helps to keep the classrooms clean and dry for daily activities. Please check your child's personal paperwork



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folder on the coat room door daily for teacher notices and your child's projects.

Communications

Communication within the school is primarily via email and application based technologies. A monthly newsletter which highlights the monthly curriculum and school wide activities is given to all families and posted in the entry way. In addition, classroom specific events may be posted to our electronic daily slip application.

Please be sure to check personal paperwork folders in each classroom for any additional daily for communication relevant to you and your child. We strongly encourage daily communication between our staff and parents. You may call the center and speak to staff at any time or make an appointment for a conference.

Personal Belongings

Please do not bring toys or other personal belongings from home, other than those designated for nap time. This includes jewelry for girls, as items like rings and necklaces are potential choking hazards. Children feel strongly about their personal belongings and this can create conflict and sharing issues in the classroom. Items brought from home will be placed in the child's bag or paperwork folder until pick up time.

Nap times

A Place to Grow is required by state law to provide a nap or quiet time for each child during the day. We will provide cots and sheets for naps. If your child has a favorite blanket or comfort object that they would like during this time, please feel free to bring them in from home. Please be sure anything brought from home is clearly labeled with the child's name. Items will be sent home on Fridays for washing and return on Monday.

Infants may be brought to an adjoining classroom for active play, if appropriate, when other infants are sleeping. An infant monitor is used when a staff member is not in the room, and a visual check on sleeping infants is conducted every 10 minutes to ensure the sleeping children are safe and comfortable as required per NH state law.

Progress Reports

Progress reports will be issued twice per year or, as needed in the pre-K and K classroom, as we are tracking developmental progress and readiness for K at this time. Parent and teacher conferences will be arranged at these times to review the current skills and behaviors of your child.



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Informal methods of evaluation are used more commonly in younger classrooms. Classroom teacher observations are paired with parent feedback in an effort to create a future progress plan for a young child. We respect and appreciate that each child is an individual and expectations for development vary significantly from child to child, especially at a young age. Specific developmental concerns will be addressed with families as the need arises. Parents are encouraged to talk with your child's teacher throughout the year and may schedule a formal meeting at any time.

Illness

Per NH State Law, child care personnel shall observe each child each day upon arrival and throughout the day for injuries and symptoms of illness which:

- (1) Impair or prohibit the child's participation in the regular child care activities; or
- (2) Require more care than child care personnel are able to provide without compromising the health and safety of the ill or injured child or the other children.

The symptoms of illness referenced above shall include, but not be limited to, the following:

- (1) More than one episode of vomiting in one day;
- (2) More than one episode of diarrhea in one day;
- (3) Uncontrolled coughing or wheezing;
- (4) Unusual or extreme fatigue or lethargy;
- (5) Skin lesions which have not been diagnosed or treated by a licensed health practitioner; or
- (6) An oral temperature of 101 degrees Fahrenheit or higher, an underarm temperature of 100 degrees Fahrenheit or higher combined with any of the following:
 - a. Diarrhea;
 - b. Rash;
 - c. Ear ache;
 - c. Sore throat; or
 - d. Vomiting.

When a child exhibits symptom of illness as specified above, child care personnel shall contact the child's parents and inform them of the need to remove their child from the program. Children who are sent home exhibiting these signs may not return until 24 hours after the last symptom or fever are present. Children must be fever free for 24 hours.



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A child who is sick and has seen the doctor should provide a doctor's note stating it is acceptable for them to return to school. If your child has been diagnosed with something contagious, please notify the school at once. We will notify other parents so they can be on the lookout for similar signs and symptoms and we can disinfect the center appropriately to avoid spread to other children.

Contact Information

Contact information, including address and phone numbers (home, cell, and work) must be kept up to date. Please notify center staff of any changes that need to be reflected on your enrollment forms and provide an updated emergency contact form containing the new information.

Medication

If your child must take medication (over-the-counter or prescription) during the day a medication form must be completed. Prescription medication needs to be in original packaging with pharmacy label and dosing information present. Prescription medications will also only be administered when accompanied by a written, signed order by the child's physician. This information will be kept on file at A Place to Grow. Children with chronic medical conditions like severe allergies, seizure history, or asthma will need to provide an action plan provided by their physician that will alert A Place to Grow staff of what action to take when a child is experiencing specific symptoms. Examples of action plans are included on the A Place to Grow website and must be completed by the child's physician.

Additionally, application of sunscreen, bug spray, diaper rash cream, etc. are all subject to this policy. Any product our staff is requested to administer or apply to a child should be clearly labeled with the child's name and a permission form signed indicating the product and instructions for use.

Confidentiality

A Place to Grow, LLC respects the right of every family and child for confidentiality. A Place to Grow, LLC provides services to families and children with many needs and requirements.

All documents pertaining to the admission, progress, health and discharge of children under their care and all facts learned about children and their families with the following exceptions:



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Child care personnel shall allow the department access to all records that programs are required by department rule or state statute to keep, and to such records as necessary for the department to determine staffing patterns and staff attendance; and

Child care personnel shall release information regarding a specific child only as directed by a parent of that child, or upon receipt of legal request (subpoena or court order) to release such information .

In addition, child care personnel shall discuss or share information regarding the admission, progress, behavior, health or discharge of a child with the child's parent(s) in a manner that protects and maintains confidentiality for both the child and the child's parent(s).

Families looking to share information such as phone numbers and emails will need to make these requests in writing via email. We suggest families send a quick email asking us to forward their contact information to a given party so that they can make arrangements together so we are merely passing information along with your permission.

Photographs

From time to time we may take photographs or videos of our attending children to document their experiences at A Place to Grow, LLC. We will use these photographs for bulletin boards, documentation of skills and growth, social media, marketing, etc. Families who do not wish for their child's photograph to be use on social media, the internet, or public forum can submit a separate letter in writing indicating as such. At no time should you feel obligated to allow us to use your child's image. We understand and respect the needs and concerns for the privacy of each family.

Families taking photographs of events at A Place to Grow, LLC may only use images of their children in a public forum. We ask parents to respect the rights for confidentiality for all of the children within our care and our staff. A Place to Grow also reserves the right to remove families from program with no written warning if it is found that photographs containing other children or staff at A Place to Grow, LLC are made public. Families asked to leave A Place to Grow, LLC under these circumstances will not be eligible to receive a refund of services already paid for.

Families Hiring A Place to Grow, LLC Staff

We understand that our staff and families may form relationships that extend beyond the center. Please respect their obligation to fulfill their job



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responsibilities while on site and do not discuss personal arrangements while at A Place to Grow, LLC. A Place to Grow, LLC holds no responsibility or liability for care provided by our staff and your family outside of our business.

Emergency Planning

The A Place to Grow, LLC in cooperation with the NH Department of Safety and the Brentwood Fire Department have made the following arrangements in the case of an emergency:

Emergencies Requiring Building Evacuation

Emergencies which require us to evacuate at the building and be relocated locally will be determined by the Brentwood Fire Department. In the event the school has been relocated, please contact me on my cell or the Brentwood Fire Department. If you cannot reach the school (679-1660) or my cell phone (401-1499) call the Brentwood Fire Department at 642-8132. They have a copy of our procedures on file.

Emergencies Requiring Relocation Due to a Town or State Emergency

We have been working with the NH Department of Safety, Office of Emergency Management and Brentwood Fire Department to develop evacuation procedures for major events. Every daycare inside of a 10 mile radius to the Seabrook Nuclear Power Plant is required to have these procedures in place. Should we be required to evacuate the area, we will be bused to the **Memorial High School or Southside Middle School in Manchester, NH**. If the emergency is a smaller scale, we may be evacuated locally. In either event, you can tune your radio to **97.5 FM** for more information or call the **Brentwood Fire Department at 642-8132 to determine our location.**



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PBIS School Behavior Matrix

Mission Statement: To implement a developmentally appropriate behavior support system that encourages staff, children and families to develop behavioral expectations which will help them succeed in school and society.

	Be Safe	Be Helpful	Be Nice
Class	<ul style="list-style-type: none"> • Walking Feet • Play carefully with our toys • Keep hands to yourself 	<ul style="list-style-type: none"> • Clean up • Use listening ears 	<ul style="list-style-type: none"> • Share • Use kind words like Please and Thank you • Use inside voices • Take turns
Bathroom	<ul style="list-style-type: none"> • Wash Hands • Flush toilet 	<ul style="list-style-type: none"> • Turn off lights • Close door quietly • Use listening ears 	<ul style="list-style-type: none"> • Go when asked • Clean up after yourself
Tables	<ul style="list-style-type: none"> • Bottoms on Chair • Feet on floor • Four legs of chair on floor • Keep hands to yourself 	<ul style="list-style-type: none"> • Clean up • Push chair in • Use listening ears 	<ul style="list-style-type: none"> • Use inside voices • Use kind words like Please and Thank you
Cots	<ul style="list-style-type: none"> • Keep your whole body on cot 	<ul style="list-style-type: none"> • Let your friends rest • Use listening ears 	<ul style="list-style-type: none"> • Rest quietly
Hallway	<ul style="list-style-type: none"> • Stay in line • Keep hands to yourself 	<ul style="list-style-type: none"> • Line up when ready • Get shoes and coat on • Use listening ears 	<ul style="list-style-type: none"> • Use quiet voices • Touch only your own things
Playground	<ul style="list-style-type: none"> • Keep sand in the sandbox • Up ladders, down slides • Stay inside chains or playground unless with a teacher • Keep hands to yourself 	<ul style="list-style-type: none"> • Clean up • Use listening ears 	<ul style="list-style-type: none"> • Share • Use kind words like Please and Thank you • Take turns
Eating	<ul style="list-style-type: none"> • Small bites • Chew slowly • Wash hands 	<ul style="list-style-type: none"> • Clean up • Use listening ears 	<ul style="list-style-type: none"> • Talk only when your mouth is empty • Chew with your mouth closed



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Acknowledgement of Center Policies

I, _____, parent or guardian of
_____ have seen and
acknowledge and agree to adhere to the center policies and schedule of fees
for A Place to Grow, LLC.

My signature below signifies that I am aware of and agree with A Place to Grow, LLC using an electronic monitor to supervise my child in the infant room while they are sleeping. A Place to Grow, LLC is required to follow all licensing rules, including in regards to electronic monitoring, which includes written parental permission, sounds from the monitor can be clearly heard by staff and the staff observe the sleeping children every ten minutes to ensure that they are safe and comfortable.

My signature below also signifies that I am aware of and give permission for my child to participate in walking field trips within the local neighborhood or forest area at the school. All offsite walks will follow all licensing rules including staff to child ratios and may be taken on any day or time at the discretion of A Place to Grow staff.

Signature _____

Date _____