



Effective : January 2024

## General

The New Mexico Tech Children's Center offers quality and developmentally appropriate education and care for children of New Mexico Tech's students, staff, faculty, and Socorro community members. Our staff has an uncompromising commitment to excellence. The Children's Center also places a high priority on responsiveness and close working relationships with each child and family.

We offer a relaxed and casual setting for children ages 6 weeks through 10 years. Our program offers optimum learning opportunities in a creative environment for your child/children.

### Mission

The Children's Center mission is to complement the service and education objectives of the University by:

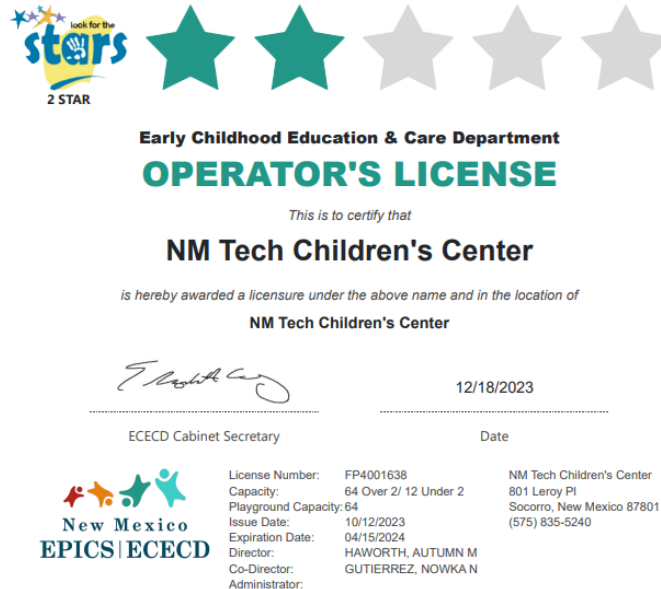
- Providing education, care, and nurturing for the children of students, staff, faculty, and community members;
- Utilizing culturally and developmentally appropriate practices; and
- Serving as a role model of childcare excellence for the community at large.

### Philosophy

At the Children's Center, our philosophy is to provide the best possible environment for the care, education, and development of your child/children. We believe that your child/children are entitled to the best that modern knowledge makes available about the education, care and guidance of children. Our philosophy is expressed in a curriculum that encourages:

- Programs that are designed to be different, flexible, and encourage active hands-on learning because all children are unique with individual skills and interests;
- Freedom and opportunity to develop physical, cognitive, and social skills at a child's own pace;
- Warm relationships with adults that give children a feeling of support while they develop a sense of self-worth and independence; and
- Consistent and understanding adult guidance, which supports needs, yet limits actions and promotes a child's gradual growth towards responsibility and self-control.

## Licensing



## Admissions Policy

Children of New Mexico Tech students and employees as well as children of community members are eligible to enroll in our programs. As an opening becomes available, priority will first be given to New Mexico Tech students, then to employees of New Mexico Tech, and finally to community members. Attendance begins and/or continues as long as you and/or your child meet the following requirements:

- You have submitted a completed application packet and paid the non-refundable registration fee.
- You have been interviewed and understand the program goals.
- Your child meets the age requirements.
- Your child's immunizations are current and records have been submitted or you have a Certificate of Exemption on file.
- She/he can age-appropriately control her/his actions and does not exhibit behavior that could be dangerous to herself/himself, other children, or Children's Center personnel.
- You have read the Family Handbook and agree in writing to comply with the policies and procedures outlined therein.

All families are encouraged to visit the Children's Center at least once with their child before enrolling. It is recommended that a minimum of one hour be spent in the Early Childhood Program before attending.

## Tuition and Fees

### Tuition and Modification Conditions

- Rates are subject to change, as conditions require. Families will receive as much advance notice as possible.
- No allowances are made for absences, vacations, New Mexico Tech holidays, and Winter Break. Families are responsible for full tuition payments even when their child/children do not attend.

### Registration and Re-enrollment Fees

- A one-time non refundable Registration Fee of \$35.00 per child is required to enroll your child.

### Charges for Late Pick-up

The Children's Center closes at 5:30 p.m., Monday through Friday. If your child remains past the scheduled closing time, you will be charged a late fee of \$1.00 per minute.

### Parent/Guardian Financial Responsibility

#### Payment of Tuition

- Tuition is due in advance. Tuition is due the fifth day of the month and payments can be made through the NMT cashier located in Fidel Center. Invoices will be issued on the fifteenth of each month for the following month. Schedules are set for the entire semester.
- A processing fee of \$25.00 will be added to an account for any returned check. If more than two checks are returned within a year for insufficient funds, you will be required to pay in cash at the cashier's window in Fidel Center or by money order at the Children's Center.

### Financial Aid/ECECD

NMT Children's Center accepts children of participants in the New Mexico State Children, Youth, and Families Department child care assistance program. Ask the Children's Center manager for the appropriate forms. Childcare services are not provided until the Center obtains a completed ECECD contract. Registration fees will be due at that time.

Full time NMT students may pay the registration fee to hold a space for their child while completing the ECECD process. The space will be held for a maximum of 45 days. If after 45 days, ECECD funding has not been secured, the space will be released.

If an ECECD contract expires and a new one is not in place, child care will not be provided until a new contract is given to the Children's Center manager.

[Link to ECECD eligibility information and application form.](#)

## Program Information

### **Celebrations**

Because of the diversity of the families we serve, we recognize all holidays that each family celebrates. We encourage each family to celebrate their holidays with us. If a child initiates a discussion or activity related to a holiday they observe, we will listen respectfully and provide time and space for the child's activity.

Birthdays are a special time in our programs. We are always happy to celebrate your child's birthday. If you have a birthday tradition that you would like to share with us, please make arrangements with your child's teacher. An idea we recommend for celebrating this special occasion is to have your child donate a book to the Children's Center library. We will write your child's name and birth date on the inside cover. Each time the book is read your child's contribution to the program is remembered. Out of consideration for all of our children and families, we request that you do not pass out invitations at the Center for private parties unless all children are invited.

### **Field Trip Policy**

The Children's Center does not participate in any field trips off of the New Mexico Tech campus. All field trips in which children and staff do participate are "walking" field trips on campus. At no time will children be transported in any vehicle for a field trip.

### **Training Programs**

To improve the quality of early childhood care and education, New Mexico Tech Children's Center cooperates with qualified child development training programs.

We limit the number of non-obtrusive observers, field experience students, or other visitors to our programs. We strive to facilitate training in ways that are the least disruptive to children's experiences in our programs. We will not permit or participate in training programs that could in any way hinder the education, development, or wellbeing of children. Family's rights to confidentiality will be upheld at all times.

### **Rest Time**

In our Early Childhood Program, we have a rest time from approximately 12:30 p.m. to 3:00 p.m. The Children's Center provides children with a cot for rest time. To make your child more comfortable, you are asked to bring a crib-size fitted sheet, small blanket, and pillow. All items should be marked with your child's name. The Children's Center will launder bedding weekly.

During this quiet time, children read stories and listen to quiet music. Children who do not sleep will rest for 45 minutes and then be allowed to get up and do quiet activities, such as puzzles, books, etc., for the remainder of the rest time. We determine which children must nap according to the individual needs of the child and the guidelines set by New Mexico State Child Care licensing regulations.

### **Service Learning Projects**

Our Children's Center's families and staff are encouraged to participate in a variety of service learning projects throughout the year. These projects vary in scope, including individual commitments of staff to serve on community agency advisory boards and clothing and food drives.

### **Recreational Swimming**

The Children's Center is fortunate to have access to New Mexico Tech Swim Center facilities. We routinely schedule recreational *Swim Days* for the summer Roadrunners and Reptile children. Parents/guardians will be notified of *Swim Days*. We ask that you provide advance notice if you do not want your child to participate. Please be sure that your child keeps a swimsuit, towel, and sunscreen at the Children's Center for our *Swim Days*.

Water safety is a top priority and concern. Therefore, children enrolled in our program, who participate in *Swim Days* are required to attend a Water Safety Awareness class taught by the Swim Center lifeguards.

Each June the Swim Center runs a two week session of swim lessons exclusively for the Roadrunners and Reptiles. Parents who wish to have their child participate must pay the fee at the Swim Center for the swim lessons.

Use of the New Mexico Tech Swim Center is a privilege. Therefore, it is the responsibility of the children to follow Swim Center rules and be respectful to employees.

If a child does not abide by Swim Center rules and/or is disrespectful to Swim Center staff the following will take place:

- The child will be given one warning by the Swim Center staff
- If the child still refuses to modify his/her behavior the following will occur:
  1. He/she will be removed from the pool and the Children's Center manager will be notified of the child's removal
  2. The Children's Center manager will escort the child back to the main Center
  3. The manager will call his/her parent/guardian and notify them of the incident
  4. The child will lose swimming privileges for an amount of time to be determined by the Swim Center manager and Children's Center manager.

Our younger preschool class enjoys water play in a wading pool on hot summer days. Please provide a swimsuit, towel, and sunscreen for these splash-splashy days.

## **Food Service**

### **Nutrition Program**

Our program serves a nourishing breakfast and afternoon snack. All children will be offered the same meals without physical segregation or other discriminatory action against any child because of race, color, age, national origin, sex, or handicap. A monthly menu is posted at the Children's Center. In the event that your child has a documented allergy, an alternative can be provided or other arrangements can be made with the family.

## Breast Feeding/Breast Milk

Breastfeeding mothers shall be provided a place to breastfeed or express their milk. Breastfeeding mothers, including employees, shall be provided a private and sanitary place (other than a bathroom) to breastfeed their babies or express milk. This area has an electric outlet, comfortable chair, and nearby access to running water.

A refrigerator will be made available for storage of expressed breast milk. Breastfeeding mothers and employees may store their expressed breast milk in the center refrigerator. Mothers should provide their own containers, clearly labeled with name and date.

Sensitivity will be shown to breastfeeding mothers and their babies. The center is committed to providing ongoing support to breastfeeding mothers, including providing an opportunity to breastfeed their baby in the morning and evening, and holding off giving a bottle, if possible, when mom is due to arrive. Infant formula and solid foods will not be provided unless requested by the mother. Babies will be held closely when feeding.

Staff shall be trained in handling breast milk. All center staff will be trained in the proper storage and handling of breast milk, as well as ways to support breastfeeding mothers. The center will follow human milk storage guidelines from the American Academy of Pediatrics and Centers for Disease Control and Prevention to avoid waste and prevent food borne illness. All unfinished and unrefrigerated formula or breast milk will be discarded after two hours.

Breastfeeding employees shall be provided flexible breaks to accommodate breastfeeding or milk expression.

Breastfeeding employees shall be provided a flexible schedule for breastfeeding or pumping to provide breast milk for their children. The time allowed would not exceed the normal time allowed to other employees for lunch and breaks. For time above and beyond normal lunch and breaks, sick/annual leave may be used, or the employee can come in earlier or leave later to make up the time.

## Lunch

Families are responsible for providing lunch for their child. We have a refrigerator available in each classroom. We provide milk and water at lunch. If you choose to include juice in your child's lunch, it must be a 100% juice product. We will substitute milk or water for any beverage that is not a 100% juice product. Please read labels carefully! Included with this handbook you will find ideas and food guidelines for "brown-bagging" (see Appendix p. A-3).

Suggested Servings for Lunch		
Food Product	Servings for ages 3 through 5 years	Servings for Ages 6 through 12 years
• Bread or	• ½ slice	• 1 slice
• Biscuit, Muffin, or	• ½ whole	• 1 whole
• Cooked Pasta, Noodle products, or	• ¼ cup	• ½ cup
• Rice, Cooked Cereal or Grains or	• ¼ cup	• ½ cup
• Tortillas (corn 6") or taco shells or	• 1 whole	• 2 whole
• Tortillas (flour 8-9")	• ½ whole	• 1 whole
• Fruits and/or Vegetables (2 or more) and/or 100% juice	• ½ cup total	• ¾ cup total
• Meat (lean), Fish Poultry, Cheese or	• 1 ½ ounce	• 2 ounce
• Eggs or	• 1 egg	• 1 egg
• Cooked/Dry Beans, Peas, Lentils or	• 3/8 cup	• ½ cup
• Nuts and Seeds or	• ¾ ounce	• 1 ounce
• Peanut Butter or Other Nut Butters or	• 3 Tbsp.	• 4 Tbsp.

## Visitors

### **Building Security and Access**

NMT Children's Center is a secure building for the safety of children and staff. Access is available using a key card system on the main door to the Center.

Each parent/caregiver is assigned a key card (up to two cards). Additional cards can be issued at the Administration's discretion. The key cards will allow you access from 7:30 am to 5:30 pm Monday through Friday. If an individual on your authorized list is to pick up your child (i.e. a grandparent), it is your responsibility to see they have the ban of your key card to access the Centers front door.

To open the door, simply dip your card in the slot and remove it. The door will then unlock. Visitors are welcome at the Center, but must use the doorbell located at the front entrance and must be let in by a staff member. The only circumstances in which a parent or child should use the doorbell would be if the door was not operating properly. Remember that if you or your child uses the doorbell it removes a teacher from their classroom to answer the door.

If a key card is lost, the Center manager must be notified immediately so that card may be disabled. Lost key cards may be replaced by visiting the Auxiliary Services Office located in the Fidel Center on the second floor. You must present a photo identification to obtain a replacement card. The first replacement card will be free however there will be a \$5 charge for second replacement, a \$10 charge for third replacement and \$25 for any additional cards.

When your child leaves our program, you must return both key cards to the Center manager.

## Attendance

If your child/children will not be attending due to illness, change in schedule, or other reasons, it is required that you call the NMT Children's Center at 575835-5240 . Please note that no allowances are made for absences. Refunds, credit, or makeup days cannot be granted.

### **Signing In/Out of Children**

Please bring your child to her/his classroom where you will find an attendance sheet for signing in and out. For safety reasons we must know when your child arrives and departs. We ask you or any other person, who brings or picks up your child, to verbally check in with the teacher and enter the time of arrival/departure on the attendance sheet. An adult must accompany your child from the parking area to the classroom and from the classroom to the parking area.

### **Releasing Child/Children to Authorized Persons**

If anyone other than the parent/guardian is to pick up your child, even if his or her name appears on the emergency pick-up list, a *Pick-Up Pass* must be completed by a parent/guardian and given to your child's teacher prior to release of the child. In case of an emergency, a phone call will be accepted before the adult arrives. If we do not recognize your voice, you must identify yourself with your "Code Word" before we will confirm anyone else picking up your child. All visitors are required to see the Children's Center manager at the Early Childhood Program before signing a child out. The adult must present picture identification. We *will not* release a child to anyone who has not been authorized to pick him or her up. We cannot legally refuse a biological parent access to his/her child unless there is a court order. Please provide the Center with a copy of the court order for the child's file.

### **Releasing Child/Children into Potentially Dangerous Situations**

In accordance with the Public Health Licensing Authority and the Children's Code of the State of New Mexico, all staff at the New Mexico Tech Children's Center are required to report any incidents that may fall within the definition of child abuse and neglect. We are therefore mandated to use discretion and precaution in releasing a child into the custody of an adult who exhibits physical impairment due to the influence of alcohol or other substance. Our first obligation is to the safety of all children in our care. Releasing a child into a potentially hazardous situation would constitute child endangerment. Therefore, it is our policy that we will not release any child to a person whom we deem too impaired to safely transport and/or care for that child. We will make every effort to locate an alternate person to pick up the child from the emergency numbers provided by the parents/guardians. If an angry or hostile situation occurs we reserve the right to contact the New Mexico Tech Campus Police to ensure the wellbeing of our staff and children.

### **Parking**

For the safety of the children arriving and departing, please use the designated parking areas. There are a number of slots directly in front of the building designated for dropping off and picking up children. If you intend to park your car for the day, please move it to one of the other parking spaces in the lot.

Safety of children is of utmost importance. Please keep the speed limit in the parking lot below 5 mph. All vehicles must be turned off after parking during drop off/pick up. Always be aware of your surroundings and check for children before moving your vehicle.

*Children are not allowed in the parking lot or in cars unattended. Do not leave your keys in the ignition.* It is important that your child be secured in a child safety seat or seat belt when being transported to and from our programs. Failure to provide for your child's safe arrival and departure may cause us to deny you the opportunity to continue in our program.

## **Clothing and Personal Items**

### **Clothing**

All clothing should be labeled with your child's first name or initials, including hats, mittens, and boots. Always dress your child/children for the weather, as the children participate in outdoor activities daily. Clothing should fit properly. Clothes that are too tight or too long may inhibit or obstruct play. Shoes should fit well. We recommend comfortable close-toed shoes. Sunscreen, when provided, will be used to protect children when they are outdoors.



### **Personal Items**

New Mexico Tech Children's Center is not responsible for personal items brought to our programs. Personal items such as coats and backpacks should be labeled with the child's name. Toys from home are unwelcome at our program. We have an ample supply of play equipment and materials that belong to all of us. Toy weapons (guns, knives, swords, etc.) are NOT allowed in our program. Any such toys brought to the Children's Center will be placed in the office and can be claimed by parents/guardians at the end of the day.

## **Child Guidance**

Our staff views child guidance as a means of teaching children what is acceptable behavior and helping the child to develop the self-control needed to function as positive productive individuals. We also emphasize that the behavior, not the child, is unacceptable or inappropriate.

Rules and limits are established for the safety and well-being of the children. The rules are few and simple and are followed by both children and adults.

Enforcement of rules and limits is done in a positive manner. Child guidance is always used with the goal of self-discipline in mind. An effective technique of positive guidance is telling children what to do instead of what not to do. Saying "no" constantly loses its effectiveness. We believe in being gentle, yet clear and firm.

Consistency is a must and allows children to know what is appropriate and expected. Redirection, logical consequences, and problem solving are techniques we use to guide children. Acknowledging children's feelings and giving them acceptable ways of expressing negative emotion helps children learn appropriate social skills.

A supervised separation apart from the group is used as a last resort when a child is out of control or hurting people or equipment. We try to allow children to regulate themselves whenever possible by letting them decide when to rejoin the other children. We will help the child regroup positively and make sure he/she knows what is expected of him/her. Each separation will be documented in the child's record. If there is a situation where several separations apart have had no effect on changing or modifying the undesirable behavior, we will call the parent/guardian for a conference to develop a plan to help the child.

### **Early Childhood Program**

Our Early Childhood Program provides early education and care for children ages two through ten years. We maintain a low adult/child ratio. Our program utilizes the Creative Curriculum and developmentally appropriate practices of the National Association for the Education of Young Children.

### **The Creative Curriculum**

The most important goals of our curriculum are for children to get along well with others and become enthusiastic learners. We want children to become independent, self-confident, curious learners who can work well with others. We are teaching them how to learn, not just in early childhood but all through their lives. We do this by creating purposeful and productive play experiences that help children grow cognitively, physically, verbally, socially and emotionally.

**Active Learning**

Children are involved in direct, hands-on experiences with people, objects, ideas, and events. Through the activities that we plan and the way we organize our classroom, select toys and materials, plan the daily schedule and talk with children, we seek to accomplish the goals of our curriculum and give the children a successful start in school.

**Adult-Child Interaction**

Adults observe and interact with children at their level to discover how each child thinks and reasons. Adults interact with children in ways that empower children to take control of their own learning.

**Learning Environment**

Classroom furniture and equipment are arranged in several clearly defined interest areas that enable children to find, use, and return the materials they need in order to explore, invent, and learn about their world.

**Daily Routine**

Each day follows a similar schedule of events, providing consistency for both children and adults. Educators plan activities that are based on the children's interests. Children are given the opportunity to do hands-on activities that help them develop social, emotional, physical and cognitive skills. Daily class schedules for the Jackrabbits, Roadrunners, Reptiles and Quail are listed in the Appendix on page A6.

**Assessment**

Yearly, Ages and Stages Questionnaires are required to be filled out by parents/guardians and are reviewed by educators in a collaborative effort to monitor successful progress of children's behavioral and social emotional development. Daily, educators record notes on children's behaviors, experiences, and interests. Daily notes are used to monitor each child's development and to plan activities that will facilitate growth and development. Daily notes are shared with parents/guardians as needed or at bi annual parent/teacher conferences.

**Child Progress Conference**

Child progress conferences are scheduled two per year. Our educating staff uses a portfolio approach to gather information about your child's on-going development. From a compilation of observational anecdotal notes, work samples and action "photos", etc., an overview of each child's strengths and accomplishments is completed. The child's portfolio is shared during conferences.

**Family Involvement Opportunities**

During the year there will be a variety of opportunities, including events, for you to get to know the teachers here at the program and interact with other families.

Keeping the connection and support system for families while their children are at the Center is very important to us. There will be at least one family "meet and greet" available each semester for your family to participate in. These may be simple outings around the Center which may include games, singing or dancing. These also could be more complex where the families can take part in an activity outside of Socorro.

Families are also invited to come in and share information about their hobbies or jobs with the children. These events are arranged by the teachers as part of their curriculum activities.

The Center attends student performances at Macey Center and families are encouraged to come along for the walk and the show. This happens 24 times a year depending upon the performance schedule.

Each month, a newsletter will be sent to families via email to share information about what has been happening in the Center and what might be coming up over that month. Notices about special events are posted throughout the building prior to those events.

## Standards of Conduct

### Management of Disruptive and Aggressive Behavior

When disruptive or aggressive behavior persists and we can find no effective way to modify the behavior, we will take one or more of the following steps:

- Require a parent/teacher/manager conference.
- Invoke a one-week suspension from our program.
- Invoke involuntary withdrawal from our program.

Children may be suspended or withdrawn from the program immediately for major infractions where the safety of the aggressor, the staff, or other children is compromised. A major infraction is recognized as the following:

- Intentionally harming, physically or verbally, another individual.
- Intentionally damaging program and/or individual property.
- Unauthorized departure from program and/or facility without parental and/or staff consent.

### Conflict Resolution

Problems, misunderstandings and frustrations may arise between students, staff or families. It is NMT Children's Center's intent to be responsive to all members of the Center. The purpose of this policy is to provide a quick, effective and consistently applied method for adults to present their concerns regarding students or interpersonal relationships to management and have those concerns internally resolved.

- Discussion with Director
- Written complaint and decision
- Appeal of decision
- Additional guidance

Problems are best resolved on an individual basis. The circumstances of each situation may differ and the steps to resolution may also vary, depending on factors such as the nature of the complaint, whether it is a one time event or repeated event, and the impact on the health, safety and well being of the children.

## Grievance Procedures and Withdrawal Policy

## **Grievance Procedure**

Families who have concerns about any aspect of our programs and/or staff are asked to take the following steps:

1. Speak directly with your child's teacher and arrange a time to address your concern.
2. If your concern was not addressed or resolved in Step 1, arrange to meet with the educator and the manager.
3. If after Steps 1 and 2 you still do not have resolution to your concern, arrange to meet with the Children's Center manager and the Assistant Director of Auxiliary Services.
4. If after Step 3 you still do not have resolution to your concern, arrange to meet the Director of Auxiliary Services.
5. If you still have concerns contact the Vice President of Student Life.

## **Withdrawal Policy**

### **Voluntary Withdrawal**

One week's written notice of withdrawal from the program is required. If written notification is not provided, you are still responsible for all fees for the program in which your child was scheduled to attend. Your child will be readmitted only if space becomes available and an additional Registration Fee is paid.

### **Involuntary Withdrawal/Expulsion**

In striving to meet children's needs, we expect to find a similar level of commitment from families. We will consider involuntary withdrawal of a child if the child:

- Intentionally harms, physically or verbally, another individual.
- Intentionally damages program and/or individual property.
- Departs from program and/or facility without parental and/or staff consent.

Suspension of services may also occur if a parent/guardian:

- Fails to pay or make a reasonable plan to pay his/her bill.
- Does not comply with the Children's Center policies.
- Knowingly makes false statements:
  1. Written or verbal at the time of admission to our program.
  2. Written or verbal, that could affect the health/safety of their child/children, our staff, or participants in our programs.
- Seriously endangers staff, children, or others.
- Endangers the integrity of the program or university.

The New Mexico Tech Children's Center is dedicated to providing the best care for your child/children. We are committed to working with your family to resolve any issues that may arise. Our grievance and withdrawal policies have been developed to ensure a consistent and fair process for everyone.

## **Health and Well-being**

### **Child Abuse/Neglect**

This policy applies to all staff, substitute staff, volunteers and parents in the child care setting. All who work with children are legally required to report abuse and/or neglect and cannot shift the responsibility of reporting to anyone else.

It is our legal obligation to report unusual physical marks or inexplicable behavior to the Department of Children, Youth and Families. You are required to become familiar with the signs of abuse/neglect.

You should report suspected abuse or neglect to the Children's Center Manager as a first step, but this does not meet the requirement of the law regarding reporting. You or the manager will need to call CYFD Child Abuse Hotline to satisfy the legal reporting requirement. When reporting suspected abuse or neglect, you may be required to provide the following information:

- Child's name, address, and age
- Location of suspected abuse
- Nature and extent of injuries and previous injuries
- The name and address of the parent or caretaker of the child
- The name of the person you suspect is abusing or neglecting the child
- Why you suspect the child is being abused or neglected

Staff members that are accused of child abuse/neglect will be placed on immediate administrative leave pending investigation. If proven guilty, disciplinary action can include corrective actions, immediate dismissal and prosecution by law.

### **Signs of Child Abuse**

Signs of child abuse include, but are not limited to, if the child:

- Seems unduly afraid or fearful of his/her parent/guardian
  - Is kept confined for long periods of time
  - Shows evidence of repeated injuries
  - Injuries are untreated or inappropriately treated
  - Appears to be undernourished or inappropriately fed
  - Show evidence of overall poor care
  - Is consistently described as "different" or "bad" by parents/guardians
  - Does indeed seem "different" is physical and/or emotional makeup
  - Cries often
  - Takes over the role of parent/guardian or takes care of the parent/guardian
  - Is notably destructive and aggressive
  - Is notably passive and withdrawn

### **Failure to Report**

New Mexico law requires the Children's Center employees report suspected cases of child abuse or neglect. Failure to do so is a misdemeanor. Additionally, New Mexico law establishes immunity for any person reporting in good faith. State law assures confidentiality of reports and reporting persons, which includes parents/guardians/families who suspect abuse/neglect from

their child's teachers/Center staff. The law provides that an anonymous report may be made and the case will still be investigated. Persons that report suspicions of child abuse/neglect are immune from discharge, retaliation or other disciplinary action for that reason alone, unless it is proven that the report was intended to cause harm.

### **Immunization Requirements**

All children must have a current immunization record on file with the Children's Center before they can attend. Vision and hearing screenings must be obtained before enrollment. An annual well child check and dental screening is required. If you request to be exempt for religious or conscientious reasons, the Children's Center must have a certificate verifying that fact. This certificate must be renewed every nine months. Exemption forms are available from the Children's Center manager. A *Recommendation for Immunizations Schedule* is available from the manager or your healthcare provider.

### **Injury**

Our staff makes every effort through the physical arrangement of our indoor and outdoor learning environments and through the supervision of children to prevent accidents and injuries. In the event that your child has a minor injury, the adult in charge will take one or more of the following actions:

- Wash the area with soap and water.
- Apply a bandage.
- Apply a cold pack.
- Monitor the injured child.
- Comfort the injured child.

The adult in charge will notify parents of the injury and complete an Injury Report. One copy will be placed in your child's daily file for your retrieval and one will be kept on file in the office. If your child arrives at his/her program with an injury that happened at home or away from the Children's Center, please inform us or we will be contacting you to inquire.

If your child has a serious injury, requiring immediate medical care, we will first call 911 and then contact the parent/guardian.

### **Incidents**

Your child may experience or witness an event that leaves no physical signs but may have a psychological impact (e.g. witnessing a traffic accident). If this occurs while your child is at the Children's Center, you will be notified in writing of the incident. If this occurs when your child is not in attendance at the Children's Center, please notify us of the incident.

### **Allergy and Sensitivity**

Please let us know if your child has an allergy or sensitivity to food or other substances. Furthermore, we must be informed if your child has a history of allergic reactions. We should be aware of the situation so we may take appropriate precautions to protect your child's/children's health.

### **Illness**

Our goal is to ensure that every child and staff member has a safe and healthy environment. Because of this, we have developed the following policies:

- In the event that a child becomes ill at the Children's Center, his/her parents will be notified and asked to pick their child up. If the child has a 100+ degree temperature, she/he has to be FEVER FREE FOR 24 hours without fever reducing medication such as Tylenol before being accepted back to our program.
- A child will not be allowed to attend the program when she/he has a sign or symptom of an illness that requires exclusion from our programs (see Exclusion from Care List p. A-5) and may not return without a signed statement from a physician indicating the child is no longer contagious.
- If your child is not well enough to be outdoors, she/he is not well enough to be at the Children's Center.

### **Medication and Medical Management**

The New Mexico Tech Children's Center will not dispense or store any prescription or non-prescription medication, including over-the-counter, naturopathic, homeopathic, or herbal supplement for any child enrolled in our programs.

If a child requires any of the above medication during the day, the parent/guardian must come to the Children's Center and administer the medication to the child.

If a student has a special medical or dental management procedure ordered by a physician, an adult trained in the procedure must be on site when the student is present, at the expense of the parents/guardians.

### **Emergency Situations**

In conjunction with Campus Police, the Children's Center practices fire drills on a monthly basis. The children and staff leave the building and proceed to the playground south of the building.

In case of fire or other event that requires the evacuation of the building, the group will proceed to the closest safe space as designated by Campus Police/Emergency Response Team. Parents will be notified and will be asked to pick up their child as soon as possible.

The Emergency Evacuation Plan is located in the Appendix on page *A7*.

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### **Missing Child**

In the event that a child should become missing, while in our care, the following policy has been developed:

- Our staff will conduct a thorough search of our facilities, within the first five (5) minutes after your child has been reported missing
- If your child cannot be located after the five (5) minute search by the staff, the Children's Center manager or the staff member in charge will notify both you and the New Mexico Tech Campus Police.

#### Important

This procedure does not apply to children who fail to show up or whose parent/guardian fails to notify us that their child will be absent from the program that day.

#### Emergency Evacuation Plan

If a determination is made that it is necessary to evacuate the Children's Center, the following guidelines are recommended:

1. All children and the staff should leave together in an orderly manner. The group will proceed to the closest safe space as designated by Campus Police/Emergency Response Team. These spaces might include – Macey Center, The Skeen Library or Kelly Building (PRRC). A sign will be left on the front door of the Children's Center indicating where the group has gone.
2. The emergency backpack should be collected from each classroom. The sign-in/out sheets for each classroom and the emergency contact numbers for the families posted by the multipurpose room should also be taken. The senior staff in charge should collect all these items.
3. At least one student or staff member's cell phone should be turned on to allow for text or phone communication to and from Campus Police.
4. Once the group has arrived at the safe space, the person in charge should call Campus Police/Emergency Response Team to advise that the Children's Center children and staff are at the safe location. The group will stay in this place until directed to return by Campus Police/Emergency Response Team. Children will be released to their parents from the safe place.
5. These plans will be adjusted as needed to meet the specific needs of Children with special needs and conditions.

Emergency Backpack contents – box of tissues, toilet paper, plastic gloves, wipes, pampers, band aids, gauze, adhesive tape, small scissors, cold pack, bottles of water, sunscreen, crackers, blanket, cups, glucose, epipen, and hand sanitizer.

#### Shelter in Place

If a situation arises where it's determined the children need to remain in the Center, all exterior doors are to be locked. The classroom doors leading to the hallway are to be locked. All shades are to be drawn on the windows. The children will remain in the classrooms. Campus Police will notify the staff when it is safe to release the children to their parents.

#### Lock-Down

If a situation calls for a lock down, all exterior doors are to be locked. The classroom doors leading to the hallway are to be locked. The children are to be taken into the bathroom and the bathroom doors are to be locked. Campus Police will notify the staff when it is safe to release the children to their parents.

#### Continuity of Operations



If a situation arises where the Children's Center building becomes unusable the program would be relocated to the Student Activities Center auditorium.

## Recommendations on Exclusion from Care

Childhood Illness	Exclusion Recommendations
Chicken Pox	Excluded until 6 days after onset of rash or until all sores have dried and crusted
Conjunctivitis (Pink Eye)	Excluded until 24 hours after start of treatment
Diarrhea	Excluded until diarrhea ceases for 24 hours
Giardia	Excluded until diarrhea ceases for 24 hours
Head Lice	Excluded until 24 hours after start of treatment
Hepatitis A	<ul style="list-style-type: none"> <li>Excluded 1 week after jaundice appears</li> <li>If no jaundice appears, excluded 2 weeks from onset of symptoms</li> </ul>
Hepatitis B	No exclusion unless: <ol style="list-style-type: none"> <li>Child shows aggressive behavior like biting or scratching or</li> <li>Has open wounds or drawing skin lesions</li> </ol>
Hepatitis C	Same as the recommendation for Hepatitis B
Herpes (Primary herpes with sores inside of mouth)	Child should be excluded until fever is gone and the child is not drooling with sores present
Impetigo	Excluded until 24 hours after start of treatment
Mumps	Excluded until 9 days after onset of parotid gland swelling
Oral Temperature (100.4° F or above)	Excluded until fever-free for 24 hours
Pertussis	Excluded until child undergoes 5 days of antibiotic treatment
Rash	Excluded until health care provider determines it is not contagious
Ringworm	Excluded until treated and sores are covered
Rubella	Excluded until 7 days from appearance of rash
Rubeola	Excluded until 5 days from appearance of rash
Salmonella	Excluded until diarrhea ceases for 24 hours
Scabies	Excluded until 24 hours after start of treatment
Shigella	Excluded until child has 1 negative stool
Shingles	Excluded until sores have crusted
Strep	Excluded until 24 hours after start of treatment
Tuberculosis (Active)	Excluded until TB control officer determines otherwise
Vomiting	Excluded until vomiting ceases for 24 hours

## Privacy of Information

### **Confidentiality of Records**

Information pertaining to your child/children and/or your family will not be released without your written permission except to authorized personnel. Authorized personnel are identified as the Children's Center manager, staff, the New Mexico Department of Children, Youth, and Families agency, and other officials or agencies who are considered to have a legitimate interest. Legitimate interest is defined as a need to inspect a child's record in order to ensure the child's safety and well-being. A record of all disclosures to any individual or agency will be kept with the record in question.

### **Inspection of Records and Facilities**

The Child Care Services Bureau, Licensing Section of the Prevention and Intervention Division of the New Mexico Children, Youth, and Families department has been granted the responsibility for the administration and enforcement of Child Care Licensing Regulations [8.16.2 NMAC]. As the licensing agency, it has the authority to interview children and/or staff; to inspect and audit child or facility records without prior consent; and to observe the physical conditions of children, including conditions that could indicate abuse, neglect, or inappropriate placement.

## NMT Children's Center Employment Policy

The New Mexico Institute of Mining and Technology is committed to the policy that all persons shall have access to its programs, facilities, and employment without regard to race, religion, color, age, sex, national origin, ancestry, physical or mental handicap or disability, medical condition, or veteran status, as required by the New Mexico Human Rights Act, Title VII of the Civil Rights Act of 1964, as amended, Executive Order 11246, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or by other laws and regulations. Inquiries regarding compliance may be directed to the Affirmative Action and Compliance Office, Brown Hall, New Mexico Institute of Mining and Technology, 801 Leroy Place, Socorro, New Mexico 87801; telephone (575) 835-5206.

