

SUPERVISION POLICY

Article 100: The childcare provider must ensure that the children to whom it provides childcare services are under constant supervision and that special attention is given to them when using play equipment.

Since these are young children, the Court considers that this monitoring must be visual and auditory in order to be effective.

An exception is provided in the baby room. The presence of an educator in the infants' nap room is not necessary, as long as a visual monitoring can be done through the observation window.

Replacement breaks does not allow for constant monitoring, but rather intermittent monitoring.

Supervision must be visual and auditory to be effective and children must be supervised at all times. To meet these criteria, an educator must be able to see and hear the group of children at all times.

This directive must be applied during hours when children are active, during outings, outside, during rest time, etc...

Management will carry out verifications to ensure that this policy is applied and that this verification is the subject to a report, which, in return, if breached the employee could be the subject to a warning, reprimand, etc.... if not followed.

When a breach is noted, the management discusses verbally with the educator who does not respect the directives, so that she understands the meaning of the directive. Failure to follow the directive could ultimately lead to termination of contract. (see chapter "Disciplinary measures")

Application:

Call another educator, the cook, GM, AD for support without having to leave your room and therefore without ceasing to monitor. Ex: call in the hallway or between the sliding doors, ask another educator to request the replacement (cook, GM, AD)

During playtime or naps, open the sliding doors between 2 rooms. The supervising educator must be physically between the 2 doors to ensure supervision during the absence of one of the 2 educators.