



# EEYM Summer Camp Behavior Management Plan (Summer 2026)

## **EEYM Summer Camp (including before and after care):**

The mission for EEYM Summer Camp is to offer families a summer camp experience that fosters a safe, inclusive, and respectful camp environment, promotes positive behavior through consistency, encouragement, and role modeling and supports campers' emotional and behavioral needs with empathy and proactive strategies. With this goal in mind, we will be implementing a new Behavior Management Plan for the 2026 Summer Camp based around Restorative Conversation Time, a tool that will allow children to reflect on their decisions, and to be heard and explain why and how they decided to make the choices they did. We understand that mistakes happen, and we want every child to feel like they have a voice at EEYM. However, we have a responsibility to provide every child who enrolls in our Summer Camp with a fun, safe, and educationally enriched learning environment. We believe that this plan will accomplish that and create the best possible camp experience for everyone involved!

## **Restorative Conversation Time**

The process will be as follows:

While at summer camp, any staff member who encounters a camper who is not following the rules set up by EEYM will be able to ask the child to fill out a reflection sheet after they have gone through the steps of warning the child about their behaviors.

There will be 2 separate reflection sheets that will be used broken down into different grade levels:

- Grades 1-3 (Lower Camp) (simpler, picture driven)
- Grades 4-9 (Middle and Upper Camp) (more in-depth, written responses required)

## **Reflection Sheet**

The reflection sheet is a tool we will use to help the children who display inappropriate behavior to discuss why they behaved the way they did, as well as help them create solutions for themselves to help better prevent those behaviors in the future. It will consist of a written counselor portion explaining the behavior that occurred, and a section to be filled out by the child. They will answer questions surrounding the choices they made which led to that specific behavior. They will be given the opportunity to reflect on the situation and discuss with a Head Counselor, Director and/or the Executive Director about how they can make better choices regarding frustrations, problems with other children, etc.

This process will also give the children the opportunity to have a restorative conversation with anyone else who may have been involved in the behavior. This will help the children work

together to come to a solution with the goal of eliminating any animosity as well as helping prevent similar situations. We want children to understand their actions, and to have the opportunity to explain their viewpoint. This tool will not only do that, but it will also help the children learn from past behaviors to give them problem solving tools so they can make better decisions in the future.

### **Behaviors involving one student:**

The student will have a constructive conversation with the appropriate staff member (see chart below) about their actions, why they chose to carry through with those actions, and what steps can be taken in the future to avoid similar situations. Once this process is completed and the reflection sheet is filled out in its entirety, the student may rejoin their group.

### **Behaviors involving two or more students:**

If there are two or more students involved in any particular behavior, they must meet with the appropriate staff member collectively as a group to find a resolution. At the very least this time can be used to have the students apologize to one another for their actions. Each student will be responsible for their own reflection sheets.

### **Campers who fail to complete the Reflection Sheet:**

Children who refuse to complete the reflection sheet will not be permitted to return to their regularly scheduled activities until the process is completed in its entirety. If the child continues to persist in their refusal to complete the process throughout the remainder of their day, a parent will be contacted or spoken to at pick up and a meeting will be arranged between the Executive Director, a Director, and/ or Camp Administrator and the parent(s) to resolve the issue. Once the meeting takes place the process will be completed and the child will be able to resume camp activities as normal.

Contact for parent communication will go as follows:

- 1 When a child reaches a level that requires a family conference, a Director will make the initial call and will schedule a time to meet with the family that includes the Camp Admin and/or Executive Director if available.
- 2 In the event a parent is having a hard time being reached or is being resistant to the family conference regarding the child's behavior, the Executive Director will call the parent to set up a meeting time to discuss the child's actions at camp.
- 3 Any child that exhibits a Level 5 Major Behavior or above the Executive Director will be made aware of the situation immediately and consulted on how they want the meeting to be carried out and asked to be a part of the meeting to ensure that the consequences are delivered effectively in accordance with EEYM's way of handling sensitive issues.

### **Documentation of Behaviors:**

Reflection sheets will serve as a record of the behaviors that occur throughout the summer program for each child. Parents will be given a copy of each completed reflection sheet. In the event that children start to accrue a considerable number of documented behaviors, further steps will be taken by EEYM to help rectify the issues and come to a resolution that is best for the child, the staff, and the other children enrolled in the program.

The following steps will be taken depending on the number and severity of Behaviors that occur:

<b>Levels</b>	<b>Behaviors</b>	<b>Actions taken</b>
<p><b><u>Level 1</u></b> Minor Behaviors</p>	<ul style="list-style-type: none"> <li>● Not keeping hands or feet to themselves</li> <li>● Unprovoked disrespect toward other children</li> <li>● Disrespect toward staff or team members</li> <li>● Play fighting</li> <li>● Leaving their group's designated area</li> </ul>	<p>Verbal warning, Head Counselors will be alerted</p>
<p><b><u>Level 2</u></b> Repeated behaviors</p>	<ul style="list-style-type: none"> <li>● Repeated level 1 behaviors, no change after warnings</li> </ul>	<p>Completion of reflection sheet with Head Counselor before returning to their group.</p>
<p><b><u>Level 3</u></b> Medium Behaviors</p>	<ul style="list-style-type: none"> <li>● Excessive Bullying of another child</li> <li>● Continually leaving group's designated area</li> <li>● Attempting to leave camp without parent present</li> <li>● Using vulgar or discriminatory language towards children or staff</li> <li>● Consistent lack of following the rules after staff warnings</li> <li>● Repeated disruptive behavior to daily activities</li> </ul>	<p>Completion of reflection sheet and meeting with a director.  Phone call home to parents.</p>
<p><b><u>Level 4</u></b> Repeated behaviors with no improvement</p>	<ul style="list-style-type: none"> <li>● Accumulation of 3 reflection sheets in a week</li> </ul>	<p>Completion of reflection sheet and meeting a director  Phone call home to parents to schedule a Family conference</p>

<p><b><u>Level 5</u></b> Major Behaviors</p>	<ul style="list-style-type: none"> <li>• Purposeful physical damage to the property</li> <li>• Theft from building, staff, or another child</li> <li>• Physical fight</li> <li>• Lewd or inappropriate physical contact with another student</li> </ul>	<p>Completion of reflection sheet and meeting with a director and ED</p> <p>Phone call home to parents to schedule a Family conference</p> <p>Potential 1 day suspension (following day)</p>
<p><b><u>Level 6</u></b> Repeated behaviors with no improvement</p>	<ul style="list-style-type: none"> <li>• Accumulation of 6 reflection sheets in 2 weeks or less</li> </ul>	<p>Family conference with a director and ED</p> <p>Suspension and plan of action for return to camp</p>
<p><b><u>Level 7</u></b> Repeated behaviors with no improvement</p>	<ul style="list-style-type: none"> <li>• Accumulation of 9 reflection sheets in 3 weeks or less</li> </ul>	<p>Family conference with a director and ED</p> <p>Suspension and plan of action for return to camp or possible removal from camp</p>

Camp has a lot of hands-on activities and is very regimented which may help with managing behaviors, especially children who are considered “busier bodies”. The hope is that through preparation and staff coaching we can prevent behaviors before they start. However, for the children who need some extra love, we will take everything into consideration and create the best plan possible to assist that child in having an excellent camp experience with East End Youth Ministry.

Students with behavioral or emotional support needs will be handled with extreme care and all needs will be considered when enforcing the behavior management plan.

- If a family provides an IEP for a camper, that IEP will be reviewed by a Director and the ED and a plan will be created to address the child’s needs in regard to the Behavior Management Plan. This will give the camper more leeway in areas in which they may struggle and/or need more help. Staff will be informed of the situation and coached to address these specific concerns appropriately. In this plan, modifications will be made for the child to allow them to be as successful as possible.
- If a family does not disclose an IEP but a child is consistently exhibiting the same behaviors that do not qualify as major behaviors, a Director, and/or the Executive Director will have a meeting with the parents discussing the best course of action and develop a plan for the child to be successful within the program, as well as ways to help staff manage their behaviors.

**Fights:**

A fight is considered to be any time a child purposefully strikes or grabs someone else in anger,

with the intent of harming them. This also includes a child who has to be prevented from striking or grabbing another child.

Fighting is not tolerated regardless of who hits first and will result in immediately starting at Level 5 of the Behavior Management Plan.

### **Bullying:**

Bullying includes but is not limited to any attempt to verbally or physically intimidate or abuse another child in the Summer Camp program. This includes threats, physical altercations, harassment, or a purposeful intent to disrespectfully demean, embarrass, or ridicule another child.

### **Behavior Incentive Program**

At EEYM, we believe in celebrating those children who carry themselves in a respectful, responsible, and positive manner. To support this, we will be offering children the opportunity to earn rewards each week during our closing time on Fridays! Regardless of any past behaviors, every child will have the same opportunity to earn these rewards.

Counselors will be provided with "Love Wins" Ticket that they will be tasked with handing out to any children throughout the day who are caught exhibiting the following:

- Leadership skills
- Helping friends without being asked
- Consistent kindness
- Always Staying on task
- Helping friends and counselors with projects
- Outstanding sportsmanship
- Approaching tense situations with a loving and caring attitude
- Being a role model on excursions/field trips
- Any other acts throughout the day that counselors feel warrants a "Love Wins" Ticket!

These tickets will be put into boxes according to camp level (Lower- 1-3 grade, Middle- 4-6 grade, and Upper 7-9 grade) On Fridays, during our closing time, counselors will draw at least one name from each camp level box to receive recognition for their positive behavior.

With parents' permission, this may be posted on our Instagram page at the end of each week to highlight the camper who received recognition. Just another opportunity to shine some light on them for being awesome!

We want to applaud the children who are constantly proving themselves to be exceptional young individuals on a regular basis. We believe that every child deserves that same opportunity, and that this incentive program will make children feel valued and seen for just how amazing they are!