This policy establishes the SYSC behavior management guidelines for committed and detained youth.

**Required Practices**

*Any deviations to the following information must be documented with Supervisory Approval.*

I. SYSC utilizes a behavioral management system to encourage youth to meet or exceed educational, behavioral, and participation standards.

   A. SYSC’s behavior management system incorporates Positive Behavioral Interventions and Supports (PBIS), which is an evidence-based framework for encouraging staff to teach, model, and reinforce positive behaviors.

   B. The goal of PBIS is to encourage positive actions and improved behavior by recognizing and rewarding desired behavior through the use of a points-based reward system.

   C. The points allocated within the behavior management system are individualized for each youth.

   D. Youth can earn points towards privileges each day by meeting expectations as outlined in the Behavioral Matrix.

   E. Youth can use points towards privileges the day they are earned, the day after, or apply points towards the attendance of larger events, if desired.

II. Any individual working with youth can participate in the behavioral management system by awarding points including, but not limited to:

   A. Administration;

   B. Clinical staff;

   C. Youth Counselors;
D. Kitchen staff; and
E. Volunteers.

III. Staff must verbally identify appropriate behavior and give youth points towards increased privilege levels for positive behavior. Behavior to be encouraged includes, but is not limited to:

A. Acting with respect, tolerance and proper engagement;
B. Completing required or requested tasks;
C. Utilizing nonviolent conflict management;
D. Making choices that enhance personal or peer safety; and
E. Other behaviors as listed in the Behavioral Matrix.

IV. Staff will advise youth on how to engage in a positive manner.

A. Instruction to youth must be as clear and specific as possible regarding positive behavioral expectations.

V. Youth Counselors will assist youth at the beginning of the day with setting behavioral and academic goals for the day.

VI. Youth Counselors will review progress towards goal behaviors and provide positive reinforcement/feedback to youth at the end of the day.

VII. Staff should model positive behavior, respectful communication, and strategies for resolving problems or sources of stress, when possible, in order to encourage positive behavior in youth.

VIII. Staff must actively engage in trainings regarding how to:

A. Build positive staff-youth relationships; and
B. Participate in a system of strength-based rewards and consequences.

IX. Staff will collaborate with a multidisciplinary team, which represents all SYSC departments that provide youth services, to review matters related to the behavioral management system on an ongoing basis.

X. Administration may adjust the behavioral management system and associated privileges at their discretion.

XI. Rule violations and disciplinary consequences in response to negative behavior are addressed in Policy 2100.

Glossary and Document Specific Definitions
<table>
<thead>
<tr>
<th>Document Change Log</th>
</tr>
</thead>
<tbody>
<tr>
<td>PD</td>
</tr>
<tr>
<td>-----</td>
</tr>
</tbody>
</table>

New Hampshire Division for Children, Youth and Families Policy Manual