



ORIENTATION BOOK

August 2026

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LIVING THE CO-OP SPIRIT

THE RPNS STORY

Over 74 years ago, a group of concerned parents came together for the purpose of starting a parent education program for families in our area while at the same time providing an age-appropriate environment for their children. Through their determination and union with Sequoia Adult School (SAS), our parent participation co-operative school system was started, and in 1952, RPNS opened its doors to the surrounding community. RPNS was officially incorporated in 1973, and in 1974, we were generously gifted the little red schoolhouse on the hill.

Following our alliance with SAS, other parent co-operative nursery schools joined the SAS parent education program. Through SAS, our parent education programs are accredited by the Western Association of Schools and Colleges (WASC). To maintain this accreditation, we continue to work to improve the quality of education we are providing to our families.

Our goal is to help parents find the understanding and support for themselves; increase knowledge and understanding about the way children grow and develop; provide the opportunity to test and practice some of these ideals in the day class environment, and contribute in a vital way to the optimum growth and development of each child.

RPNS understands parents' concerns about the responsibilities and time it takes to be a member of a cooperative school. To be a member of our school is a *commitment* that involves time and dedication by parents outside the home. We live in a time and in a society that is very busy and does not stop and look at what is really important - *the children of today who will grow up to be the adults of tomorrow*. We believe that your commitment today will have a huge payoff for your families tomorrow. Instead of thinking about the work involved...take the time to reflect upon why you chose to participate in your child's school experience and why you decided that RPNS was the place for your family.

YOUR CHILD BENEFITS MOST

The philosophy of RPNS is quite simple: Children should learn the way they learn best...through play. As parents, we struggle with so many outside influences that seek to persuade our children to grow up quickly. At our school, we present a loving and nurturing place where children can BE children. It's their first opportunity to experience a school setting in a protective, NO-pressure environment. For many, it's the chance to be with other children, try different things, test their limits, learn social rules and get dirty! Because you're actively involved, you can participate in your child's growth and development into a healthy, happy and self-confident individual...Wow! Studies continue to be published showing the benefits of play during the first five years of a child's life, especially at a time in our lives where screens and the pressure to be ahead seems to overshadow the need for creativity and originality. These benefits include higher literacy rates, more self awareness, and more self confidence- to name just a few. While the pressure to push our children into early academics is all around us, I applaud you for listening to the needs of your child. I promise you the benefits of this gift you are giving them of time and play will positively impact their readiness for the next step of their educational journey.

THERE'S SOMETHING FOR THE PARENTS TOO

You are here...and that makes all the difference. You can see firsthand how your child interacts with other children and adults. You know what your child is being taught and that their ideas, opinions, and concerns are taken seriously (yours too!). The chance to network with other caring parents is invaluable...you know you're not alone. The opportunity to share during parent education night class, community building events, and at social functions, to work and share with other adults during class workdays can help to keep your sanity when everything else seems to be falling apart. You'll find that the families you meet at RPNS will remain your friends forever. You will run into these friends through your child's education... and these co-op parents will always be there in the schools, pitching in and making a difference! I'd also like to point out that almost all of our teachers and staff attended RPNS as a parent with their own children. There is a community of alumni that would give their left arm (hoping they are right handed) to relive the experience you are about to enter into.

THE BENEFITS OUTWEIGH THE RESPONSIBILITIES

When you think about the things most important in your life...marriage... parenting... career... you understand there's a lot of hard work involved. But you know it's worth it. When you chose a co-op, you took on the required responsibilities to keep it running smoothly. At RPNS, participation in parent education night classes, community building events, school workdays, social events, and fundraisers is required to keep the school open. In addition, you must play your part in keeping the school clean and maintained. So when you are asked to come to class, bake cookies, push a mop, man a booth, join a committee, remember why you became a part of RPNS, and smile as you sign-up for another wonderful experience in sharing and growing as a parent and as an individual!

The spirit of RPNS is strong...let's work hard together...play together...and have a few laughs together as we share the joys of raising children. They're only young once...and you've chosen to make the most of it at RPNS.

WHAT WE ARE ABOUT

OUR MISSION STATEMENT

It is our concern that this program contributes in a vital way to the optimum growth and development of each child; that each parent finds understanding and support for self; increased knowledge and understanding about the way children grow and develop; and opportunity to test and practice some of these ideas. -Alberta Law

OUR PHILOSOPHY

At Redwood Parents Nursery School, children will experience the opportunity to learn through creative play with a broad selection of hands-on experiences, materials and learning concepts. Children will participate in large group, small group and free play activities with an emphasis on free play. Children need the opportunity to practice skills over and over and then teach them to others in order to internalize these skills.

Our environment is set up so that children will be free to stay with an activity for as much or as little time as needed and to move on when ready. The children will develop their self-esteem as they participate in an environment that encourages and respects their independence and capabilities in physical, social and emotional development. We believe this is the foundation for personal success and academic achievement in years to come.

OUR GOALS

Children at Redwood Parents Nursery school will be able to:

- demonstrate basic self-help skills
- communicate their basic needs to adults
- participate in large and small groups
- demonstrate basic social skills
- do simple fingerplays and movement
- sing simple songs
- demonstrate basic responsibility
- explore their creativity
- test their boundaries
- form friendships
- gain awareness of themselves and others
- choose from experiences such as science, math manipulatives, physical pursuits and creative process centered projects such as visual art and sensory experiences.
- work individually and in cooperative small groups
- problem solve using conflict resolution skills
- enjoy the positive and joyful beginning of their educational career

COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

We acknowledge that a commitment to diversity, equity, and inclusion requires continually educating ourselves and our community, embracing challenging conversations, and transforming these ideas into action. We hold ourselves accountable by consciously including diversity and inclusion in our daily practices and decision-making processes. We expect this dedication from our school community so that our children experience an open and accepting learning environment and that they are met with experiences that support joyful engagement with the rich diversity of the world in which we live.

Redwood Parents Nursery School is committed to becoming an anti-racist, multicultural, inclusive, and affirming organization. We recognize that as an educational organization, we have a role in children's lives and early learning and how children see themselves reflected in the school and in the greater community in which they live. Our cooperative philosophy of learning together is reflected in this commitment. One way we can learn together is to elicit diverse approaches and opinions and encourage dialogue, especially when conflicts and differences exist. We do not assume that every child/family is the same, whether socioeconomic background, composition, race/ethnic/cultural identity, language, color, creed, gender identity, gender expression, sexual orientation, size, or disability status. Our community is created by people of diverse abilities, needs, backgrounds, experiences, and cultures. We see and appreciate all differences and commonalities among each member of our community, value their varied contributions to our school, take time to learn from one another, and allow all families to find belonging here.

Diversity: Our commitment to diversity shows we are a welcoming place for all families and dedicated to creating diverse and inclusive learning experiences. Children get different opportunities to ask, "Who am I, and who am I in relationship to others?"

Equity: We review our policies and procedures through an anti-bias lens, being curious and asking questions to ensure we have all families and voices included. We employ anti-bias strategies in recruiting staff and membership.

Inclusion: Our goal is that all children and families see themselves as part of the community. We try to create an environment that supports multiple voices and multiple ways to participate. Children have a chance to ask, "In what ways do I see myself as part of this community?"

BOARD OF DIRECTORS & TEACHERS

The RPNS Board of Directors is composed of parents from our school. Our Board operates according to the written RPNS Bylaws, Rules and Procedures. The Board of Directors are responsible for the business aspects of the school whereas the Director is responsible for the staff, curriculum and daily experiences within the learning environment.

The Board of Directors are here to help you in many ways. If you have any questions, please call:

ELECTIVE OFFICERS

For information regarding the teachers, classroom, and educational/curriculum aspects of our school; school bylaws and rules & procedures; requests for scholarships:

Director, Christine Schneider 650-218-0843 director@rpns.org

For information regarding the Board of Directors and the daily business of running the school; for member committee assignments: **President**, Becky Wenzlau 650-575-4825 president@rpns.org

For information regarding parliamentary procedures at meetings and membership commitment completion; the Welcome Picnic, community outreach programs including Redwood City Holiday parade; and annual school pictures: **1st VP, Asst. to the President**, Nicola Juri vp1@rpns.org

For information regarding annual all school graduation celebration, board elections, and school, teacher & director evaluations: **2nd VP, Operations**, Nicole Mazon vp2@rpns.org

For information regarding member enrollment, orientation, responsibilities and resignation: **3rd VP, Membership**, Courtney Burrill membership@rpns.org

For information regarding board minutes, school correspondence, corporate documents, staff birthdays, and maintenance of the school library: **Secretary**, Maria Nelson secretary@rpns.org

For information regarding school expenses, member reimbursements, budget questions, school insurance requirements, tuition payments; tax Identification number for monetary donations; school budget and financial report information and reimbursement request: **Treasurer**, Sarah Burns (Alumni & Sub Teacher) 650-454-7311 treasurer@rpns.org

APPOINTIVE OFFICERS

For information regarding indoor and outdoor maintenance and scheduling of Saturday Maintenance Days: **Maintenance**, Lauren Tickel maintenance@rpns.org

For information regarding repairs to building and yards: **Building Maintenance, OPEN POSITION** building@rpns.org

For information regarding the Janet Cocconi Memorial Dinner and Auction event: **Auction Dinner Event**, Kate Lawson & Christine Schneider auction@rpns.org

For information regarding donations to the auction: **Auction Donations, OPEN POSITION** a.donations@rpns.org

For articles, ideas, or contributions to the Scribbler, or school publicity ideas; or for questions regarding the school's historical facts: **Publicity/Historian**, Courtney Burrill publicity@rpns.org

For information regarding the San Mateo Council of Parent Participation Nursery Schools: **San Mateo Council Representative**, Emma Snively sanmateo@rpns.org

STANDING COMMITTEE OFFICERS

For information about our annual Halloween carnival: **Halloween Carnival**, Stacy Wood & Whitney Oweyung halloween@rpns.org

For information about the school email lists and technical support for school events: **Technology**, Karen Haas tech@rpns.org

For information regarding health requirements, including health & immunization reporting, welcome packets, changes in members' information, including address, phone number and email address: **Membership Assistant**, Blair Mickey membership@rpns.org

For information about fundraising programs: **Fundraising & Community Building**, Courtney Burrill fundraising@rpns.org

For questions regarding your Parent Education Night Class and Community Building Event attendance or questions regarding day class or your child:

Your Teacher:

Andi Dierolf	650-766-8171	andi@rpns.org
Veronica Spencer-Palmer	650-868-4857	Veronica@rpns.org
Dorian Sheble	650-464-2889	Dorian@rpns.org

BYLAWS AND RULES & PROCEDURES

Every member is required to become familiar with the formal rules under which RPNS operates. Information about fees, fines, membership rights and requirements, leaves of absence and responsibilities of the Board are relevant to all members. A copy of the current Bylaws and Rules & Procedures can be found on our website under member resources.

SAN MATEO COUNCIL OF PARENT PARTICIPATION NURSERY SCHOOLS

RPNS is a member of the San Mateo Council of Parent Participation Nursery Schools, Inc. (SMCPPNS); a regional organization that provides information and support to parents and teachers of cooperative nursery schools in San Mateo County. It also provides services to member schools that includes comprehensive insurance coverage designed for parent co-op schools in California. The San Mateo Council is a member of the California Council of Parent Participation Nursery Schools (CCPPNS). CCPPNS gives the member schools and the council access to our state government in order to influence legislation and facilitate communication. Please see our representative (Emma Snively) for brochures or more information or see www.smcppns.org or www.ccppns.org.

JANET COCCONI SCHOLARSHIP FUND

This fund was established in memory of our former teacher and director to assist families needing financial aid in order to attend our school. Our ability to offer scholarships is dependent

upon the financial condition of our preschool and availability of scholarship funds. All applications will be treated confidentially. For more information, please read the RPNS Rules & Procedures or contact the Director.

GRIEVANCE PROCEDURES

If you have a grievance with someone in the school, talk to the person involved and see if you are able to resolve it together. If you still cannot resolve it, then put it in writing and meet with that person again. If the grievance still cannot be resolved, you need to meet with the Director and your teacher. If needed we can call a grievance committee—which consists of the 2nd Vice President, Operations, the Director, a staff member, and one representative from each class, which will mediate between the parties.

The ability to confront and successfully resolve differences is a learned skill. This skill is important in your success as a parent and must be modeled for your children.

OUR STAFF

CHRISTINE SCHNEIDER- Director

Christine was hired as the director of RPNS for the Fall of 2023. She graduated from Loyola Marymount University with a Bachelor's degree in Communication Studies and finished her Early Childhood Education Administration Certificate through UCLA's extension program. She also works in construction management. The Schneider family joined RPNS in the fall of 2015 and had all three of their children go from toddlers through Pre-K at the school. Christine joined the board shortly after joining RPNS and held almost every position throughout the family's time at the school. Christine was awarded the Janet Cocconi Award in 2019 for her commitment to the school. Her and her husband Nick, whom also served on the board, were proudly awarded the Betty Strombom award in 2023. She lives close to RPNS with her husband, three kids (Kendall- age 12, Andrew- age 10 and Layla- age 8).

DORIAN SHEBLE- Trees Teacher

Dorian graduated from San Jose State University with a Bachelor's degree in English, with an emphasis in education and technical writing. During college, Dorian worked as a counselor at Camp Conrad-Chinnock, a summer sleep-away program in the Big Bear Mountains for children with Type 1 Diabetes. After graduating, Dorian worked in the Aviation and Healthcare industries, and while also raising 2 children, spent many hours volunteering and subbing in both public and private school classrooms in Redwood City. In 2017, she was offered the job of teaching assistant in the Transitional Kindergarten classroom at Clifford Elementary School, where she realized how well she "clicked" with the 4 and 5 year old students. After leaving Clifford during the Covid pandemic (Zooming with a TK class?!) she found her way back to her first, and favorite, "Little Red School." She continues to build upon her Early Childhood Education experience with classes at Canada College. This will be her 4th year on staff with RPNS, and her first year leading the Pre-K class. Dorian is married to Matthew Sheble, a fellow camp counselor, and they have two adult children, Taylor and Evan – both proud RPNS alumni. Dorian and Matthew have also been guardians to a former TK student and neighbor, Chandler, who they now spend vacation time with each summer and are also able to visit in Idaho with his adoptive family. In her free time, Dorian enjoys walking the dog, (occasional) running, gardening, spending time outdoors, and relaxing with friends and family.

VERONICA SPENCER PALMER- Trees Teacher

Veronica graduated from Arizona State University with a Bachelors in Communication. Veronica has always sought opportunities to leverage her strong interpersonal communication and social skills to help others. She has worn many hats over the years, which gives her unique experience as an educator. Prior to having children, Veronica was a corporate trainer, where she successfully led large scale customer service training designed to provide positive customer experiences through effective conflict resolution. Veronica was also a substitute teacher in Los Angeles, which allowed her to build rapport with students in a diverse classroom environment. Veronica has also been a fitness instructor for the past 25 years. She strives to connect with each participant to boost self-esteem and have a positive experience. Lastly, Veronica thrives in being active in the community. Volunteerism, coaching youth swim team and basketball, and giving back to the community are very meaningful parts of her life. She has since been involved and on the Redwood City school campuses as a parent play producer, yard supervision and brought in SEL (Social Emotional Learning) into Roy Cloud and securing the funds needed by leading annual school auctions. She was able to be one of the instructors when the program first began in 2019. As a mother, the decision to select RPNS for her children was an easy one. All three of her children went to RPNS where she felt a huge connection to the school and the learn through play philosophy. Veronica was honored by RPNS by receiving the Janet Cocconi Award for her commitment to the school in 2017. Her, and her husband Tim, were awarded the Betty Strombom award in 2018. In her free time Veronica loves traveling with her family, being involved in sports and physical activities such as hiking, dancing, etc. Her and her children are involved in the National Charity League where they do many hours of philanthropy work together.

ANDI DIEROLF- Sprouts & Seedlings Teacher

Andi graduated from the University of Connecticut with a Master's degree in Education. Prior to joining RPNS, Andi worked as a Recreational Therapist at Stanford Children's Hospital. She holds both an Early Childhood Education Certificate and a California State Teaching Credential in Parent Education. Andi was the Director and Toddler Teacher at another co-operative nursery school for five years. She is a proud recipient of the 2018 Teacher Director Award from the California Council of Parent participation Nursery Schools. To further honor Andi for her commitment and dedication to the families of RPNS, Andi has been awarded the Betty Strombom Award in 2014 and the Janet Cocconi Award in 2021. She also received this award in 2023 honoring her husband Volker's contributions to our school. Andi and her husband, Volker, live in Redwood City and have 2 children, Christina and Matthew, and two miniature dachshunds. Andi enjoys gardening, cooking, walking her dogs, crafting and reading. She can also be found at the Magical Bridge Playground where she volunteers her time as a Kindness Ambassador and is responsible for orienting all new park volunteers. Andi is looking forward to her 21st amazing year at RPNS, filled with the joy and wonder of learning along with her toddlers, twos, and their families.

NATALIE COSTA- Seedlings Assistant Teacher

Natalie graduated from Lewis and Clark College with a bachelors in History. She then earned a Masters in education from Stanford University and holds a single subject teaching credential for social studies and a supplemental credential for physical education. Natalie has over a decade of teaching experience with a variety of ages and subject matters. She has also coached middle and high school basketball and volleyball. Natalie has two children, two and four, who have both thrived at RPNS. She values the community and the connections that the co-op has provided for her family and the positive environment it creates for children. Natalie is looking forward to supporting the excellent staff at RPNS and helping the kids play, explore and grow.

JEN LANGLEY- Trees Assistant Teacher

Jen graduated from University of Phoenix in 2003 with a Bachelors of Science in Business Management. She spent 17 years working in operations, analysis, and leadership roles in the technology industry, before taking time off to focus on raising her son. During that time, she discovered RPNS, where her son attended from Toddlers through Pre-K. While at RPNS, she was actively involved in the cooperative preschool community—working closely with teachers, supporting classroom activities, serving as a class liaison, in addition to serving as Auction Donations Chair on the board for 3 years. In 2023, she received the Betty Strombom Award for her energy and enthusiasm for the school. These hands-on experiences reinforced how much she enjoys connecting with kids and being part of their learning journey. She's excited to be part of a team that helps nurture curiosity, kindness, and confidence in young learners. When she's not working at RPNS, she's a full time mom to her son Theo (age 7) and volunteering at his elementary school. She enjoys spending time with her son and husband, Martyn; she's an avid sports fan; she enjoys traveling and exploring with her family; and she likes to exercise and be active.

OUR PROGRAMS

SPROUT'S PROGRAM (one day per week)

AGE: For children 13 months, but not older than 23 months by the commencement of classes in September.

TIME: Wednesday or Friday 9:00 a.m. to 11:00 a.m.

SNACK: Rotate Snack

PARENT PARTICIPATION: Parent remains with child during day class, taking a different area of responsibility in turn, such as snack, art, play-dough, or outside yard. Attends one two-hour parent education night class per month. Attends at least 3 of the 6 scheduled Community Building Events held during the school year. Each family is required to participate on a school committee, volunteer 2 hours towards the Halloween Carnival and work at least 2 hours of a 4-hour Saturday Maintenance Day per year.

SEEDLING'S PROGRAM (two days per week)

AGE: For children 2 years, but not older than 2 years, 11 months by the commencement of classes in September.

TIME: Tuesday and Thursday 9:00am 11:30am

SNACK: TBD at Orientation Night Class

PARENT PARTICIPATION: Parent works in the classroom one day per week, taking a different

area of responsibility in turn, such as inside, outside and floater. Attends one two-hour parent education night class per month. Attends at least 3 out of the 7 scheduled Community Building Events held during the school year. Each family is required to participate on a school committee and attend one 4-hour Maintenance Days per year.

TREE'S PROGRAM (three days per week)

AGE: For children 3 years by the commencement of classes in September.

TIME: Monday, Wednesday and Friday 8:30 am – 11:30 a.m. (Half Day) or 8:30 am - 1:30 p.m. (Full Day)

SNACK: Bring snack daily for your child and a lunch for full day children

PARENT PARTICIPATION: Same as Two's Program above.

The teacher is responsible for directing the daytime program and for leadership in parent education night classes and community building events. As co-op members, parents may give ideas for classroom activities and projects. This gives our program a variety and enrichment unusual to other nursery schools. RPNS is OUR school and we should feel comfortable making suggestions, talking over problems with the teachers, or consulting with the Director. The staff, director and Board of Directors will take suggestions under advisement and make decisions that are beneficial to the entire community. The goals of each program (and for each child) are different and individualized. Our classes aim to provide a stimulating environment in which children learn crucial skills, build self esteem through varied and age-appropriate play experiences, and interact with other children and adults.

GENERAL PROGRAM INFORMATION

NUT FREE ENVIRONMENT

RPNS IS A NUT FREE ENVIRONMENT! Nut allergies can be life threatening, therefore we choose to eliminate them from our environment. Please never send peanut butter or any other type of food that contains any form of nut or nut oil. Do not send in food items that are manufactured in a facility where nuts are present. Please read your labels.

FOOD ALLERGIES

If a child has a life-threatening food allergy to a food substance, that food substance will not be allowed in the classroom. If a child has a non-lethal food allergy/sensitivity to a food substance, that food substance may be allowed in the classroom. If your child has a food allergy, please have your doctor fill out a "Food Allergy Action Plan" and submit it to the Director.

PARENT-TEACHER CONFERENCES

You are entitled to meet with your child's teacher outside of classroom hours for one mid-year conference per year. This meeting can be an excellent way to discuss concerns with your teacher about your child's development or any special circumstances in your child's life. Communication between parents and teachers is very important and classroom hours are not an appropriate time for such discussion. In January/February/ March teachers will post conference information and sign-ups.

EMERGENCY PREPAREDNESS AND SAFETY

In the past there has been a mandatory New Member Emergency Preparedness & Information Night held in September. This year, we will be covering the topic during orientation. Please be sure that all working family adults (parents and grandparents) that will be participating in the classroom during the school year must attend orientation.

At the beginning of the school year you will be asked to supply an emergency kit for your child to be used in the event of an earthquake or other disaster. You will receive information instructing what is to be included in these kits and the date they are due. Please note that any food items that are included in these kits are to be nut free items. These kits will be returned to you at the close of the school year. For more information please contact our Safety Officer.

CLOTHING

Clothing for both parents and children should allow for freedom to move, to get messy or to get wet without anxiety. Some paint and art materials can stain. Children and parents should wear "play clothes" at school and shoes that are easily taken off and put back on. Children must wear undergarments, whether that is diapers, pullups, or underwear, regardless of what stage they are at with potty training. We ask you to bring a change of clothes daily for your child which will be stored in their backpacks. Backpacks are to be hung on your child's hook under the covered patio area. Backpacks are to be taken home daily. There is a box of donated "spare changes" in the teacher supply room for accidents and emergencies. Borrowed changes should be returned after laundering. On warm days your teacher may ask you to send your child to school in their swimsuit. On those days please remember to also send in a towel and change of clothes. Put sunscreen on your child daily before sending to school.

BULLETIN BOARDS AND MAIL CUBBIES

Used to share important information with members, including information regarding on going health and safety issues, announcements about school functions such as fundraisers or meetings. On your workday, be sure to check your class bulletin board and the large bulletin board next to the main door, which is reserved for Board/School announcements. The bulletin board above the art sink will have information posted about fundraising events. Members should also regularly check their mail slots, which are located above the metal cubbies adjacent to the art counter.

PHOTOGRAPHS

Photographs of members and member's children may be taken throughout the school year and shared by membership for class photo albums, slide shows and other school purposes. RPNS may also use photographs in external publicity material provided any identifying information is removed. If a member does not wish to have photographs used for publicity purposes, a publicity exclusion request must be made to the VP of Membership by the start of school each year.

Photographs taken at school or at school functions that include children that are not that member's child may not be shared on external social networking sites or posted on websites that can be accessed by individuals that are not part of the RPNS community.

CLASSROOM PARTICIPATION

MEMBERSHIP DUTIES

To fulfill your co-op responsibilities, everyone must:

- All working parents and grandparents must attend their class's orientation night.
- Attend 3 of 7 scheduled Community Building Events.
- Attend Parent Education Night Class as scheduled per month.
- Participate as a "working parent" in the classroom on a weekly basis.
- Submit prompt payment of tuition and fees.
- Serve on a committee.

- Complete required maintenance hours or pay to remove your maintenance requirement.
- Complete required two (2) hours towards Halloween Carnival.

For a more in-depth description of membership duties, fees and fines, please refer to the RPNS Bylaws and Rules & Procedures.

DAILY REMINDERS

- Dress yourself and your child in play clothes and appropriate shoes.
- Sign in and sign out your child with your full legal signature. Also, include a telephone number you can be reached at during class time. If someone else is picking your child up that day, please advise the teacher.
- Adults and children are to wash hands upon arrival at school, before and after snack, after toileting and when the teacher so directs. Parents/adults may use hand sanitizer or wash hands as preferred. There are hand washing timers provided by sinks for children to use to help them wash properly.
- * Check your mailbox, found above the white metal cubbies in the big side of the school and above the wooden cubbies in the Sprouts Classroom.
- * All personal belongings for child and parents/adults are to be hung on the child's Backpack hook located in a covered patio area.

ROLES AND RESPONSIBILITIES IN THE CLASSROOM

PARENTS:

- Please show and model respect for all our teachers.
- Arrive to school on time and pick up your children on time.
- Limit the times that you pick-up your child early from class. Picking your child up early may disturb Closing Circle Time and/or flow of how class ends.
- Please limit your adult socializing to outside of class time. We need your full attention on the children and the environment at all times during day class.
- Cell phone use, including texting, is not allowed during class time. Please turn off/silence your cell phone when you are working in the classroom and put them in your child's backpack. We need your full attention focused on our students. Please give the school phone number to people who may need it for emergency reasons while you are at school. You may use your cell phones only during class time to take pictures.
- Read your clipboards every workday and follow the directions written thereon.

TEACHERS:

- The role of the teacher is to provide a stimulating environment in which children learn crucial skills, build self-esteem through varied and age appropriate play experiences, and interact with other children and adults.
- The teachers in each class will discuss specific aspects of the curriculum, issues, concerns and observations of the students amongst themselves.
- All our teachers strive to work with the parents to ensure the safety and well being of each child.
- Please respect the teacher's need to focus on the children during class time. You are welcome to schedule a time after class to have a personal or phone conversation with your child's teacher. If you have any issues or concerns to discuss about the class, please bring them to the teacher of the class or the Director.

CLASS LIAISON:

- Each Class will have one Class Liaison that will remind parents of upcoming events,

collect field trip permission slips and monies, organize class holiday and year end gifts, organize parent get togethers, assist teachers with getting classroom help when needed.

- Will send out regular weekly updates, via email, over the weekend to parents to let them know of upcoming events that next week.
- Will remind parents of jobs they signed up for on the Class Job list.
- Will help teachers as needed to communicate important information to parents.
- Class Liaisons will be trained by the director.

PARTICIPATION REQUIREMENTS

FORMS

Prior to your child attending school the following forms and monies must be on file with the 3rd Vice President, Membership: an annual Application to Register, annual Membership Agreement, Medical Emergency Form, Child's Preadmission Health Evaluation, adult TB Test/chest x-ray, or TB Risk Assessment form (done every 4 years), proof of adult immunization against or immunity to pertussis and measles, proof of adult annual immunization against influenza, Security Background Check, a photocopy of your driver's license and an annual Registration fee in the amount of \$100.00 per child. No later than October 1st you will need to submit an annual Facilities fee in the amount of \$150.00 per family. Said fees are non-refundable. See Rules & Procedures, Rule 1 Sections A and B.

TB TEST

Each participating parent/adult must have a Tuberculin skin (PPD) test, chest x-ray or completed TB Risk Assessment form signed by a Health Care Provider on file at RPNS. Under California State law you may not work at school without a negative TB test or completed Risk Assessment form on file. If you cannot get your test done before your child is to start school, you must arrange for a substitute (or trade workdays) until you have a test or assessment on file with the school. Your test and/or assessment will be valid for four years.

PROOF OF IMMUNIZATION/IMMUNITY

Each participating parent/adult must submit proof of immunization/immunity for measles and pertussis before the start of their first school year at RPNS. If you do not have a record of your vaccinations, you can get your immunity levels checked via a titer and submit a written statement from a licensed physician that you have evidence of current immunity to measles and pertussis. If your titer reports that you are not immune to measles and/or pertussis, then you are required to get the immunizations and show proof thereof. You must also annually submit, by no later than December 1, proof of vaccination against influenza (vaccination must occur between August 1 and December 1), or a written statement from a licensed physician that due to medical reasons you are unable to have the vaccination or a written statement signed by you that you decline the influenza vaccination.

WORKDAY

A parent must participate as a teacher's helper one day per week in each program in which a child enrolls. In the Seedling & Trees Programs, if two or more children (e.g. twins, triplets) are participating in a single class, the parent or participating adult may be required to participate one day per week for each child enrolled at the teacher's discretion. If you are unable to participate on your workday, you are responsible for finding a substitute to work for you. If you wish to be a workday substitute, inform your teacher. There is a \$50.00 fine for failing to inform your teacher, prior to the start of class, that you cannot participate on your workday. If you are unable to work on your workday and you are unable to find a sub, your child is also not to attend class.

PARENT EDUCATION NIGHT CLASS

Parent Education Night Classes (herein, "night classes") are held monthly. Night classes generally run from 7:00 p.m. to 9:00 p.m. for all classes. Regular night class attendance is required. Attendance at the Orientation Night Class which is held prior to the start of school in the fall and the Emergency Preparedness & Information Night held in September are mandatory. In all classes, members are allowed two-night class absences per year. Members with absences in excess of those stated above shall be considered members in bad standing and their membership may be terminated upon notice from the Board of Directors. In addition, they will be fined \$400 for the 4th missed night class. That fine will increase by \$100 for each subsequently missed night class. Ex: \$400 for 4th missed night class, \$500 for 5th missed night class- resulting in a total of \$900 in fines for 5 unexcused missed night classes

Please see Night Class & Community Building Event Make-up information given to you in your parent folder at Orientation Night Class.

COMMUNITY BUILDING EVENTS

There are six (7) Community Building Events scheduled for this school year and they are Family Spaghetti Night, T-Shirt Night, RWC Hometown Holiday Parade, SMCPPNS Parent Resource Night, Janet Cocconi Memorial Dinner & Auction, Bookmaking Night, and The End of Year Celebration. You are required to attend at least three out of the seven events scheduled.

COMMITTEE WORK

Each family shall be required to sign up for a committee. Committees may include, but not limited to, Auction Dinner and Donations, Halloween Carnival, and Maintenance. There is not a stated hour requirement for committee work. Your committee work is completed when your committee task is completed. If you choose a committee that is an event you need to plan to be there the day of the event and during the set-up and take down thereof. Sprout family committee hours are reduced.

FUNDRAISING

Each family is required to contribute at least two hours towards the Halloween Carnival per year. There will be a sign-up prior to the event and these hours may be done prior to or during the event. Parents are not required to participate in additional fundraisers but are encouraged to do so for the growth and improvement of our school. As our school improves we are better serving our children

MAINTENANCE

Each family participating in the Sprouts class shall contribute 2 hours during one 4-hour Maintenance Saturday per school year. Each family participating in the Seeding and Trees classes shall contribute one full 4-hour Maintenance day per school year. If you are unable to participate on your scheduled maintenance day, you must find a substitute. You may switch maintenance days with another school member, or you may pay them a fee of \$10.00 per hour to substitute for you. If you pay a substitute to work for you, you must reschedule another maintenance day. You may not buy out of your maintenance requirement. You must notify the Maintenance Officer of said substitution prior to the start of your scheduled maintenance day. Maintenance Days are scheduled monthly and you will be asked to sign up for these workdays at the beginning of the school year. There is a \$300.00 fine (\$175.00 for Toddler families) if you do not attend on your scheduled maintenance day and fail to arrange for a substitute. If you would

like to opt out of the maintenance day, you must do so prior to September 30th by paying a \$250.00 maintenance fee (\$125.00 for Toddlers). If you have any questions, or a scheduling conflict, you must contact the Maintenance Officer prior to your scheduled workday.

FIELD TRIPS

Occasionally teachers plan field trips for the class. Teachers will discuss planned field trips with parents prior to scheduling. The parents pay for the costs of these field trips. If a field trip falls on your workday, you are expected to help drive the class to and from the planned destination. Per our insurance, teachers do not drive on field trips. When driving on field trips all drivers must follow the legal car seat age and weight guidelines. Cell phone use is as described by law and texting is not allowed while driving on field trips. You must submit to your teacher a completed Field Trip Permission Form for your child to attend a field trip. Children without a signed permission form will not be allowed to attend the field trip. Some classes require that parents must attend all field trips for their children to be able to attend. (See Rule I, B.9)

RESIGNATION FROM SCHOOL

If for any reason a member chooses to leave RPNS before the end of the school year, they must send a written letter of resignation to the 3rd VP Membership. Said letter must be given at least 30 days prior to the date that the member chooses to leave the school. Tuition shall be due and payable for said 30-day period. (See Rule I, B.10)

DOUBLE MEMBERS

If you have multiple children participating in more than one in-house program you are required to only attend one (1) parent education night class per month. You are welcome to attend as many as enrolled in.

THIRD TIME AROUND MEMBERS

Members in good standing, who are participating at RPNS with their third child and who have already participated with at least 2 children participating in at least 2 or more separate in-house programs may have their parent education night class attendance requirement reduced. Said parents shall be required to attend at least five (5) parent education night classes per school year. Absences, as described under Rule XV shall not allow parents to go below this minimum number of required night classes. Orientation night class is still a mandatory part of this parent education night class requirement

LEAVE OF ABSENCE

In some cases, such as serious illness, or other extenuating circumstances, leave of absence may be requested. The Board has discretion to grant such leaves of absence. Family leave shall be for six (6) weeks for vaginal births and adoption and eight (8) weeks for cesarean section births. Said leave shall be calculated commencing the date the parent chooses to start said leave or from the date of baby's birth or adoption, whichever is earlier. (See Rule XVII)

2026/2027 FUNDRAISING

Why do we need to fundraise? Tuition does not fully cover the school's operating expenses; therefore, we do rely on fundraising. The funds we raise also help to make up for any shortfalls due to low enrollment and/or major capital expenditures (repairs, upgrades, etc.) and allow us to offer scholarships to families who couldn't otherwise attend.

45th ANNUAL HALLOWEEN CARNIVAL- Saturday, Oct. 24, 2025 –10 a.m.to 2 p.m.

Our annual Halloween Carnival is for the whole family with an emphasis on fun, not fright.

Open to the public, it is our showcase to the community, not to mention a great way to attract new members. Each RPNS family is required to work at least two hours at/towards the carnival.

30th ANNUAL JANET COCCONI MEMORIAL DINNER & AUCTION – February 27, 2027

Janet Cocconi was RPNS's Director and Pre-K teacher for many years. She passed away from breast cancer in 1995. Janet's friends and family organized a dinner auction dedicated to raising money for scholarships and special projects at her beloved RPNS. A few years thereafter RPNS took over the task of holding this event. RPNS will donate a portion of the proceeds to breast cancer research. Proceeds from this event also allow us to offer scholarships to families who could not otherwise attend our school. The balance of the proceeds goes to RPNS. This special evening is our biggest fundraiser.

<http://tinyurl.com/supportamazonsmile>

THE READING BUG (6%)

785 Laurel Street, San Carlos www.thereadingbug.com --just mention Redwood Parents Nursery School at checkout.

RPNS APPAREL AND SWAG

Show your school spirit by wearing an RPNS tee or sweatshirt or sporting an RPNS water bottle!! We have sizes XS (that's 2-4T) all the way up to adult XXL. Our shirts and sweatshirts are made from thick, quality material in a vibrant red or navy color featuring our school's logo. We also have RPNS blue water bottles. We will have them out for purchase at multiple school functions as well as available for purchase via email to fundraising@rpns.org or check out the link on our webpage at <https://www.rpns.org/merchandise>

FAMILY PORTRAIT MINI SESSIONS.

We will be offering Family Portrait Mini Sessions this year in late September and early October. More info to come.

DINING NIGHTS OUT

Each month, we'll be invited to a local restaurant, which will donate a percentage of the proceeds back to our school. We earn money when YOU eat! If the restaurant requires us to present a flyer to the cashier when placing our orders, one will be emailed to you, along with printed copies placed on the sign-in counter at school for you to pass along to a friend or neighbor. Upcoming Dining Nights Out may include: Pizza My Heart, Little Madfish, The Canyon Inn, and The Counter.

RIVERSTAR WINES

If you like wine, consider buying from Riverstar Winery. Enter RPNS at checkout and 15% of your order will go directly back to the school. To save on shipping, choose the pick-up option to have your wines brought to the school for pick-up. Just visit riverstarvineyards.com to order.

DONATION MATCHING

If you work for a company that does donation matching, please contact us for a copy of our donation letter or a receipt of donation with our Tax ID number. Direct donations are also always greatly appreciated.

We will be doing other fundraisers during the year (TBD)! We hope you will support our school by participating in those drives that are interesting to you. More information will be made available through our website, the Scribbler and please always check your class mailboxes. If you have

any questions, please email us at fundraising@rpns.org Thanks in advance!

TUITION

Tuition may be paid either annually, quarterly (three times per year) or paid monthly in 8 equal payments. A non-refundable tuition deposit in the amount of your monthly tuition is due May 1st or upon later enrollment. This tuition deposit will be applied towards May tuition or earlier month if a member resigns before the end of school year. Monthly tuition is non-refundable if a member resigns their enrollment. RPNS accepts cash, check, bank transfer. Online invoices will be sent out on the 1st of the month. Monthly payments are due on the first day of the month and are delinquent if not received by the tenth day of the month. Quarterly payments are due on the first day of the first month of the quarter and are delinquent if not received by the tenth day of that month. Quarters begin September, December and March (shall be for only 2 months since paid deposit shall be applied to May tuition). Tuition received after the 10th day of the month must be accompanied by a ten percent (10%) late fee. Tuition not received by the 15th day of the month must be accompanied by a fifteen percent (15%) fine in addition to the previous ten percent (10%) fee. A \$25.00 fee will be charged back to the member for any returned checks plus a 10% late fine. Failure to clear late payments by the last day of the month in which they are due may result in termination of membership. For your convenience you may want to track your payments [here](#).

Tuition is based on a full school year and is divided into 9 equal installments (September through May). Tuition and fees are not prorated for family vacations, illness, holidays, or other school closures. From time to time, forces beyond our control may necessitate canceling school. Such closures may occur due to events including, but not limited to, ill teachers when no substitute can be obtained, poor air quality, police action, earthquake, fire, flood, epidemic, pandemic, natural disaster, or any other event beyond our control. While we break our annual tuition into monthly installments, it reflects the cost of running our school for the year. We are a cooperative business and community, and we all share the expense and responsibility. In the event of a canceled school session, no refunds will be given for school tuition already paid. In addition, if school is expected to re-open the following month, full tuition for that month will be required. For any months where the school will be closed for the entirety of the month, tuition may drop to half price. During that time families will continue to receive regular communication from teachers as they judge age appropriate and beneficial to the children in their classes. Other services such as parent/teacher conferences and parenting classes/get togethers will continue online if possible.

Quarterly Payment Due Paid Amount Date Paid	Check Number
May 1 st (Deposit – last month tuition) September 1 st + maintenance fee	
December 1 st	

March 1st(for March & April)

OR

Monthly Payment Due Paid Amount Date Paid	Check Number

May 1 st (Deposit – last month tuition) September 1 st	
October 1 st + maintenance fee	
November 1 st	
December 1 st January 1 st February 1 st March 1 st April 1 st	

TUITION RATES

Total Days & hours Enrolled/Week: 8 Monthly Payments of OR 3 Quarterly Payments of:

Sprouts: 1 day for 2 hrs./day \$220.00 / \$660.00

Seedlings: 2 days for 2.5 hrs./day \$340.00 / \$1,020.00 o

Seedlings Bi-Weekly Workday: \$420.00 / \$1,260.00

Trees Half Day: 3 days for 3 hrs./day \$580.00 / \$1,740.00 or Bi Weekly Workday: \$700.00 / \$2,100.00

Trees Full DayL 3 days for 5 hrs./ day \$750 / \$2,250.00 or Bi Weekly Workday: \$800.00 / \$2,400.00

Concurrent enrollment of two or more children shall constitute a 10% reduction in the foregoing tuition rates. There is a black mailbox to the right of the front kitchen counter in the big side of the school clearly marked for insertion of tuition checks and a black mailbox located on the wall to the right of the archway in the Toddlers classroom, or you may mail tuition to the school address listed below. Time your mailing to arrive before the delinquent date of the 10th.

School address: Redwood Parents Nursery School, 3997 Jefferson Ave Redwood City, CA 94062

IMMUNIZATION AND SCREENING REQUIREMENTS

IMMUNIZATION REQUIREMENTS

All children present at the school must meet the following health requirements. This includes children enrolled in a class and infants who are with their parents on a workday. These requirements must be listed on the Annual Health Screening Evaluation Form and signed by a physician. Here are the immunizations required to attend school, by age:

AGE WHEN ENROLLING IMMUNIZATIONS NEEDED
2 – 3 months 1 each of Polio, DTP, Hib, Hep B
4 – 5 months 2 each of Polio, DTP, Hib, Hep B

6 – 14 months 3 DTP, 2 each of Polio, Hib, Hep B
15 – 17 months 3 each of Polio and DTP 2 Hep B, 1 MMR; must be on or after 1st birthday, At least 1 Hib given on or after the 1st birthday (regardless of any doses given before the 1st birthday)
18 months – 4 years 3 Polio, 4 DTP or DTaP, 3 Hep B, 1 MMR; must be on or after first birthday, At least 1 Hib given on or after the first birthday (regardless of any doses given before the first birthday), 1 Varicella*

DTP: Diphtheria, tetanus and pertussis combined vaccine. Record may show DTP, DT or DtaP.

Hib: Haemophilus influenzae type B vaccine.

MMR: Measles, mumps and rubella combined vaccine.

Hep B: Hepatitis B.

TUBERCULOSIS SCREENING REQUIREMENTS

Schools/Child Care	Initial Examination Repeat Examination	Exam to Consist of:
Staff (including parents/adults working in classroom)	Within 12 months prior to employment/enrollment. Staff, parents/adults working in class every 4 years	Intradermal Mantoux 5TU PPD skin test or chest x-ray.
Students/ children 5 years and older unless earlier as recommended by a physician.	Physician to evaluate risk factors. None required.	Same as above.

PARENT/ADULT IMMUNIZATION/IMMUNITY

Each participating parent/adult must submit proof of immunization/immunity for measles and pertussis before the start of their first school year at RPNS. If you do not have a record of your vaccinations, you can get your immunity levels checked via a titer and submit a written statement from a licensed physician that you have evidence of current immunity to measles and pertussis. If your titer reports that you are not immune to measles and/or pertussis, then you are required to get the immunizations and show proof thereof. You must also annually submit, by no later than December 2, proof of vaccination against influenza (vaccination must occur between August 1 and December 1), or a written statement from a licensed physician that due to medical reasons you are unable to have the vaccination or a written statement signed by you that you

decline the influenza vaccination.

RPNS RECOMMENDED HEALTH GUIDELINES

No child should be brought to school when there are signs of a communicable illness or when the child is too sick or uncomfortable to participate in regular activities. Children will be sent home if they come to school with a fever, rash, constant runny nose, diarrhea, or incidence of vomiting within the 48 hours prior to the start of school day or during the school day. Chronic medical conditions (asthma, diabetes, etc.) should be brought to the teacher's attention and noted on your child's health form. Please inform the teacher any time you have concerns about your child's physical or emotional well-being. Please notify your teacher of any allergies your child may have and fill out a Food Allergy Action Plan. Please be sure to notify your teacher if you/your child have contracted anything contagious.

COLDS, FLU, FEVER, COVID

The main indicator of whether or not to send the child to school is the child's own behavior. Children with a bad cough may also be too ill to come to school. The child with a fever over 100 degrees should remain at home until free from fever for 48 hours.

RASH

A child with a rash of unknown origin should not be attending nursery school. Parents should seek medical attention, as a rash is easy to misdiagnose (poison oak may resemble chicken pox, for example). Once the child has been diagnosed with something other than a contagious disease the child can return to school. Please inform the teacher about any noncontagious rashes so that the other parents can be reassured.

Please notify your teacher immediately if your child is diagnosed with any of the following:

CONJUNCTIVITIS (Pinkeye)

Onset is 24 to 72 hours after exposure. Symptoms: Irritated, tearing eyes, swollen lids, and yellow mucus discharge that make the eye sticky. Very contagious if the conjunction is caused by infection. Children under 5 are most susceptible. Consult your physician. Do not bring your child to school until 24 hours after treatment begins.

SLAP CHEEK

Onset is 4 to 14 days after exposure and the rash usually fades within 2 weeks. Slap cheek is a common name for erythema infectious or Fifth Disease (the fifth childhood disease with a rash to be discovered). Symptoms: fever, headache, muscle aches, sore throat, runny nose, tiredness, tummy ache, etc. These mild symptoms usually last for two to three days. Children with slap cheek are contagious until 24 hours after their fever has resolved. This is followed by a period of about one week during which most children are free of symptoms, before the rash part of the illness begins. There is no specific treatment. Occasionally the rash itches, or the joints ache. If this is the case, symptomatic treatments such as oatmeal baths or acetaminophen can be helpful. Unless the child has an underlying blood disease or immune deficiency, she should recover spontaneously and completely.

CHICKENPOX

Onset is 10 to 21 days after exposure and usually lasts about 5 to 10 days. Symptoms: Slight fever and irritability for 1 day, and fine blisters on the trunk and face. Your child is contagious for up to 5 days. Do not bring your child to school for 5 days after the rash appears or until all scabs dry, whichever is first.

STREP (including Scarlet Fever and Strep Throat)

Onset is 2 to 5 days after exposure. Symptoms: Sore throat, fever, and occasionally a rash. Consult your physician. Do not bring your child to school until they have clearance from your pediatrician and have been on antibiotics for at least 24 hours.

GERMAN MEASLES (Rubella)

Onset is 12 to 23 days after exposure. Symptoms: Slight head cold, swollen glands at the back of the neck, and a changeable rash that goes away in 2 to 3 days. Most contagious when rash is erupting, but they can be contagious from 7 days before to 7 days after the rash appears. **KEEP YOUR CHILD AWAY FROM WOMEN WHO ARE IN THE FIRST 3 MONTHS OF PREGNANCY.** Do not bring your child to school for 7 days after the rash begins.

MEASLES (Rubeola)

Onset is 7 to 14 days after exposure. Symptoms: Runny nose, watery eyes, fever (may be quite high), and a cough, a blotchy rash appears about 3-5 days after symptoms begin. Infected people can spread measles to others from 4 days before through four days after rash appears. Do not bring your child to school for 4 days after the appearance of the rash or until she is well.

MUMPS

Onset is 12 to 25 days after exposure. Symptoms: low-grade fever, headache, loss of appetite, pain in the cheeks, which is increased by chewing, swelling over the jaw and in front of the ear. Do not bring your child to school until all swelling has disappeared or 9 days after swelling appears.

PINWORMS

Itching of the anal area, especially at night, is the most common sign. Your child may have insomnia or nightmares and may lose her appetite. Consult your physician. Observe other members of the family for symptoms.

HEAD LICE

For 2 weeks after exposure, observe your child's hair and scalp at her neckline and around her ears for eggs or nits (tiny, pearly white, egg-shaped objects) that stick slightly to hair shafts. (Your child may also complain of an itchy head.) Consult your physician or pharmacist for treatment. Do not bring your child to school until the course of treatment has been completed and the child is completely free of lice and nits. Carefully check other members of the family for lice or nits.

IMPETIGO

Onset varies. Symptoms: Golden crusty sores or pimple-like spots develop watery heads, break and form crusted areas; may occur on hands, legs, feet, or buttocks. Spreads rapidly if untreated. Consult your physician. Do not bring your child to school until the day after treatment begins.

RINGWORM

Onset varies. Symptoms: (scalp) Bald, oval shapes on the scalp, grayish scales, broken hair, itching. (Body) Rounded reddish area with a scaly or blistering border, often itchy. Do not bring your child to school until 24 hours after treatment begins.

PURPOSE OF PLAN

The purpose of the RPNS Emergency Operations Plan (EOP) is to identify and respond to incidents by outlining the responsibilities and duties of RPNS and its employees and volunteers. Developing, maintaining, and exercising the plan empowers all those present in an incident to act quickly and knowledgeably. In addition, the plan educates staff, children, parents, and other key stakeholders on their roles and responsibilities before, during, and after an incident. This plan provides parents with assurances that RPNS has established guidelines and procedures to respond to incidents/hazards in an effective way.

The developed guidelines and procedures for dealing with existing and potential incidents are defined in the EOP. The basic plan and the functional and hazard- specific annexes outline an organized, systematic method to mitigate, prevent, protect against, and respond to incidents. Staff members have been trained to assess the seriousness of incidents and respond according to these established procedures and guidelines. RPNS regularly schedules training.

SCOPE OF PLAN

The EOP outlines the expectations of staff; roles and responsibilities; direction and control systems; internal and external communications plans; training and sustainability plans; authority and references as defined by local and State mandates; common and specialized procedures; and specific hazard vulnerabilities and responses/recovery. Within this scope, the plan defines an Incident and Hazards as follows:

Incident: An incident is an occurrence – natural, technological, or human-caused – that requires response to protect life or property. The Director shall have the authority to determine when an incident has occurred and to implement the procedures within this EPO.

Hazards: Hazards shall include situations involving threats of harm to children, personnel, and/or facilities. Hazards include but are not limited to natural, technological, and human-caused incidents. Hazards may require an interagency response involving law enforcement and/or emergency services agencies depending on the size and scope of the incident.

PLAN DEVELOPMENT AND MAINTENANCE

RPNS will maintain and revise the EOP and coordinate training and exercises in support of the EOP. Input and suggestions from local fire, law enforcement, emergency manager and parents will also be requested on the EOP content. Annually, at the beginning of each school year, RPNS will hold an all school Emergency Preparedness & Information Night. This event is mandatory for all classroom work parents/adults to attend each school year. Due to COVID-19 only new families or families who were not members the 12 month period prior to the current school year are required to attend. Drills will be conducted at least 3 times per year with staff, children, and workday parents/adults for fire safety. The EOP will be reviewed annually by the Safety board member and the Director. The EOP will be updated based upon results from exercises, changes in information or resources and input from parents and staff.

FUNCTIONAL ANNEX 1: SHELTER IN PLACE

PURPOSE

Shelter-in-Place is used in some emergency situations when it is best to stay in the site to remain safe and to isolate children and staff from the outside environment.

SCOPE

This procedure outlines the steps to be taken by staff and children to prevent injury or death during an incident. The procedure covers children and staff who are indoors and outdoors. The need to shelter will be based on notification from local officials or weather forecasts. San Mateo has an emergency notification system, SMC Alert, that all staff at RPNS have signed up for. If the need to shelter in place occurs, staff will be notified through this system, in addition to a call to the landline phone at the school.

RESPONSIBILITIES

DIRECTOR/STAFF:

- * Identify shelter locations, likely the schoolhouse main room.
- * Get out the first aid kits, supplies for sealing the rooms
- * Shut off HVAC systems.
- * Close doors and windows, with all staff, children, parents/adults inside the main room.
- * Find emergency lighting.
- * Decide the need to shelter based on official notification. DO NOT retrieve emergency items from the shed unless official messaging says that it is safe to be outdoors.
- * Account for children and workday parents/adults, before moving to shelter location.
- * Direct workday parents and children to designated shelter locations.

WORKDAY PARENTS/ADULTS:

- * Seal windows and doors with emergency materials.
- * Monitor radio for instructions.
- * Assist staff in getting children to shelter locations.

CHILDREN:

- * Follow staff and workday parents/adults to shelter location as able

FUNCTIONAL ANNEX 2: EVACUATION

PURPOSE

Evacuation is necessary in some emergency situations because it will not be safe to stay in or around the facility. When evacuating, children and staff must use pre designated evacuation routes and exits to leave the building in an orderly, safe manner.

SCOPE

This procedure outlines the steps to be taken by staff and children to prevent injury or death during an incident. The procedure covers children and staff who are indoors and outdoors. The site may need to be evacuated for fire, explosion, or flooding. Anyone may identify the need for an evacuation based on the incident.

RESPONSIBILITIES

DIRECTOR/STAFF:

- * Decide the need to evacuate based on the situation.
- * Communicate evacuation locations to workday parents/adults.
- * Take first aid kit, daily attendance clipboard and emergency information binder.
- * Ensure all children have evacuated the room/area/school.
- * If the situation permits, shut off utilities and secure facility.
- * Account for children and workday parents/adults at the evacuation site.

WORKDAY PARENTS/ADULTS:

- * When asked to do so by staff or director, call 911.

- * Help children get to the on-site evacuation site, area in front of garbage shed in the parking lot.

CHILDREN:

- * Follow a staff member or workday parent/adult to the evacuation site. * Hold hands

Evacuation routes are posted on all exit doors. EOP highlights are posted on the back of job clipboards. On-site evacuation will be to the area in front of the garbage shed in the parking lot, and the off-site evacuation site will be designated annually by the Safety Officer and communicated at the annual Emergency Preparedness & Information Night.

FUNCTIONAL ANNEX 3: PARENT-CHILD REUNIFICATION

PURPOSE

Connect children left at RPNS with their parents after an incident. Given RPNS's unique structure as a cooperative school, and knowing that the school relies heavily on its workday parents, several workday parents and their children may be asked to stay at the school until some of the children have been reunited with their parents. This allows for a reasonable ratio of adults to children during an incident and response.

SCOPE

This procedure outlines the steps to be taken by staff and children to reconnect children with their parents after an incident. The procedure covers children and staff who are indoors and outdoors, depending on whether or not the building has been evacuated.

RESPONSIBILITIES

DIRECTOR/STAFF:

- * If an evacuation has occurred, get the daily attendance clipboard and emergency information binder. If during evacuation, emergency binder was not brought to evacuation location, once safe to go outside, retrieve the emergency contact information forms from the emergency kit in the bike shed.
- * Supervise children either on-site or at the evacuation site.
- * Conduct sign-out procedures, either on-site or at the evacuation site. * If a parent/guardian has not picked up a child by the usual pick up time for school, assign a workday parent/adult to begin calling parents.

WORKDAY PARENTS/ADULTS:

- * If assigned by the Director/Staff, begin calling parents of children that have not been picked up. Attempt to reach parents by making calls in this order:
 - * Cell numbers on the sign-in sheet
 - * Texts to those numbers
 - * Home numbers
 - * Email
 - * Emergency contacts. Do not send children home with emergency

contacts unless all attempts to reach the parents have failed.

- * If these lines of communication are not currently open, radio contact will be made through a public channel, which channel number shall be confirmed each year at the Emergency Preparedness and Information Night. The message will be written by the director, then either given to emergency personnel on site or a workday parent/adult will walk the message to the Woodside Fire Protection District Station 19

CHILDREN:

- * Stay with staff until a parent or guardian has come to claim you.

If, at the end of the day, no parent/guardian has claimed a child, we have a tiered plan for sheltering the children overnight. If between 1-6 children have yet to be reunited, the Director and available staff will take the children to the Director's house (4028 Jefferson Ave, Redwood City, CA 94062) and shelter at that location. If more than 6 children are left or the Director is unavailable at the end of the day, children will be relocated, by walking or by car in car seats, to the nearest Red Cross shelter. A shelter is being planned for the Elks Lodge on Jefferson, 938 Wilmington Way, Emerald Hills, CA 94062, and it is our hope that the children can be included in the planning. We are currently in discussions with the lodge. A sign will be left on the main gate into the school detailing which children are at which location, so that late-arriving parents/guardians can meet their children at the correct shelter in place location.

GUIDELINES FOR WORKING WITH CHILDREN

1. Be on time and be prepared.
2. Be responsible. RPNS depends on your attendance and your participation.
3. Be positive when working with and talking to children and other adults.
4. Do not label children – your own or others.
5. Do not talk about children or classroom behaviors and incidents outside of the classroom. If you have a concern, bring it to the attention of your head teacher or the Director.
6. Do not discuss a child's behavior, your own or others, in front of any child unless you are helping them negotiate a situation.
7. Guide the children to settle their own disputes whenever possible based on their age and abilities.
8. Reinforce safe use of equipment.
9. Children's health and safety are of prime importance! Always intervene quickly in an unsafe situation.
10. Coffee is not allowed outside the kitchen area.
11. Let a child know the limits and be consistent in maintaining them. "Throwing sand is not okay" Give a reason if asked. If a child cannot follow the rules he needs to move to another area.

12. Be alert to the total situation. Place yourself so you can see the entire area you are assigned to supervise. Seat yourself whenever possible. You are able to see things at a child's level when seated.
13. Children respond to friendliness, courtesy and respect. Use a child's name when speaking to him. Try to kneel or sit at his level.
14. Let children do things for themselves whenever possible -- dressing, pouring drinks, or solving problems. But remember children need success.
15. State suggestions or directions in a positive rather than a negative form. Tell them what to do rather than what not to do. "Please put the rock down," rather than "Don't throw the rock."
16. Reinforce your suggestions when necessary. "It is time to put the toys away" -- accompanied by a movement to do it.
17. Give a child a choice only when you intend to leave the situation up to him. "It is time to go home now" rather than "Do you want to go home?"
18. Redirection will be most effective when it is consistent with the child's own motives and interests. A very active child usually won't be redirected into quiet play. Ask a child what he is trying to do then redirect to help him accomplish this. A child who was piling Elmer's glue on wood was making snow! Redirection helps the child find material suitable for making snow and saves the glue for gluing.
19. Children need to settle their own disputes as much as possible but we cannot let one child hurt another. "I cannot let you hurt Freddie. I wouldn't let Freddie hurt you." or "It is time for you to finish your turn. Susie needs a turn on the swings, too."
20. Use your voice as a teaching tool -- avoid raising your voice -- decreasing speed of speech is more effective than raising pitch. A whisper often gets more attention than a loud voice.
21. Avoid motivating a child by making comparisons between one child and another or encouraging competition. Each child needs to build faith in his own ability.
22. Do not flatter a child by telling him he is a "big boy" or shame him by saying he is "too big" for such behavior. Put a premium on what has been done, rather than on being "big" or "good". "It is fun to be able to put on your own jacket."
23. Show disapproval of the child's actions rather than the child himself. Tell the child "hitting hurts". Avoid the "bad boy, bad girl" image.
24. Reassure a child if he is upset with himself for some deed done. He is still loved! If one child has hurt another, put your arms around both children.
25. Be a sympathetic audience rather than an entertainer for the children. Making clay figures, cutting paper dolls or entering too actively into their dramatic play makes them too dependent upon you and is likely to lessen their amount of creative play.
26. You may have to limit a child to the length of time he uses any one piece of equipment if it is in demand. Usually it is best to set a definite time limit.

27. Little children's legs are very short. They cannot keep up with adult strides. Make a conscious effort to walk slowly.
28. Remember art is a process not a product. Comments to children need to be aimed at the process and involvement of the child, rather than the outcome of the project.
29. Although creative expression is to be encouraged, general rules must be observed. Pretend-fighting with scissors is dangerous and not creative. Children need to be taught the proper way to handle scissors and other art supplies.
30. Violent play and weapon play is not allowed at school. If two children are using the shovels as weapons you can say "We use shovels to dig with". If you are having a hard time redirecting the children into kinder play, please ask for help from your teachers.

HELPFUL HINTS FOR YOUR COOPERATING DAY

1. Wear comfortable clothes that are washable.
2. Come to class ready to start your participating day. Do not plan to carry on personal business on your work-day, find a sub if necessary..
3. Cell phone use at school is inappropriate. Please give the school phone number to people who may need to get a hold of you in emergency situations. Calls should only be received or made in emergency or child-care related situations. On your workday, your time is to be spent with the children. Your cell phone may only be used to take pictures during class time.
4. Together you and your coworkers should "cover" every area of play space. Never leave your area unattended.
5. Avoid chatting with other parents or visitors while on duty.
6. It is essential to pick up toys continually and keep the space orderly. Messy play areas contribute to overstimulation and accidents.
7. Use your ingenuity in making new and appealing arrangements of equipment. This will reduce your supervision problems.
8. If you find yourself in a difficult situation, don't hesitate to get help from the teachers or another parent.

A MESSAGE FROM OUR DIRECTOR

Welcome to Redwood Parents Nursery School (RPNS). RPNS is a parent education co-operative nursery school serving the community for over 73 years. RPNS has been affiliated with Sequoia Adult School since we opened our doors in 1952. Through Sequoia Adult School, our parent education program is accredited by the Western Association of Schools and Colleges (WASC). We continually work to improve our school and the education we provide our members. As a member of RPNS, you, the parents, are the students. Your day class time with the children

is lab time, which allows you to implement what is taught in the parent education classes. We strive to meet your family's needs and the needs of the classroom environment.

Parents are an integral part of our co-op preschool. We can better meet the children's developmental and personal needs through your involvement. Our staff members are trained professionals in early childhood development and serve as a valuable resource for parents. Parents, staff, and board members collaborate to provide an environment that facilitates children's growth into physically, intellectually, emotionally, and socially healthy individuals.

As members of our school, you are all owners of the school. You help to make decisions, you participate in the future of this school, and you have the responsibility to become involved in the education of your children. There is no other time in your child's life that you will have a more substantial impact on their growth. Getting involved in our school will also impact your personal growth as an individual and parent.

RPNS is where children, families, and staff members can grow and learn in an atmosphere of trust and respect. To establish and sustain such an atmosphere, we depend on adults to treat each other with dignity, respect, and sensitivity. Negative or judgmental comments about others destroy the healthy atmosphere of growth and learning and can harm children, families, and staff members.

Childhood is a time like no other. It is a time for exploring, creating, discovering oneself, meeting the world, learning how to learn, and being accepted "just the way I am." It is a time for blossoming and being cherished. It is a time for being allowed to be a child. It is also a time for parents to grow and discover themselves and their children. At Redwood Parents, we foster risk-taking in a safe environment and strive to provide a learning environment where developmentally appropriate experiences and learning are joyful and stimulating. As a developmentally appropriate program, we deal with the whole child. Children gain a sense of self-worth in relation to the community's expectations; they are due respect, honor, and dignity as unique human beings living in our community.

Please take a few moments to read through the following pages and become familiar with our program. If you have any questions or concerns, please email me at director@rpns.org or call me at (650) 650-218-0843. And remember, 'Adults need villages too, not just children. Surround yourself with good people.' Welcome to an amazing community filled with many good people. Welcome to Redwood Parents Nursery School!

Sincerely,

Christine Schneider

FROM OUR PAST

Here are some inspiring words from previous directors; two people who helped shape our school and its core philosophy:

A child needs to watch, explore, ask questions, try, succeed, fail, try again, negotiate, win, lose,

and compromise. They need to have experiences they can build on - with people and with 'things'. They need to be about the business of living their life. This, their school, is a small world planned especially for them. Here they can do and feel all these things if the guidance is kind and wise. We, the adults, set the stage and the 'feeling' tone. We need to be observers and explorers also. We need to be sensitive to the child; the times they need to be on their own, the times they need support, the moments they need help in understanding their own rights and the rights of others. Most of all, adults need to be sensitive to the times a child can be helped to take that next step in their growth toward independence and maturity. And, always a child needs to know that they are loved, that how they feel counts! They need to know that they are respected as a person and their point of view will be considered no matter what the circumstances. When they are sure of these things, they can more easily accept others in the same way and begin to make their own choices and judgments based on these concepts. That is our challenge! May we try to meet it with love and patience for the children and each other. - Alberta Law

Taken from the school bulletin in May of 1991:

I was blessed this year with a very special gift, one that I always had but never fully realized or appreciated. It is the gift of this day. The day must be treasured, as a most precious gift because it truly is. The thought I'd like to share with you is to enjoy each day. Don't get caught up in taking your parenting role too seriously. Take time to laugh and enjoy your child today. For tomorrow things will be different. So often, we parents worry so much about our child's behavior and his future, we lose valuable moments. Consider reducing the time you spend being annoyed or irritated by the little things. In the long run it's just a waste of time. Enjoy yourself and those around you. You will never have this day back! - Janet Cocconi