



Think Small/Child Care Aware of Minnesota Training Policies

Qorshaha Caafimaadka iyo Badbaadada iyo Siyaasado Tababarka

Hab – raac waxaa loogu talagalay in lagu ilaaliyo badbaadada xoogga shaqada carruurnimada hore, oo ay ku jiraan tababarayaal, dadka aqoonta leh, iyo shaqaalaha Think Small/Child Care Aware of Minnesota.

Ka qaybgalayaasha ku waa muujinaya calaamadaha ama calaamadaha cudur kasta oo la kala qaado karo (waxaa ka mid ah COVID-19) ma aha in aanu ka qaybgal tababarka. Haddii aad u baahan tahay kaalmada loogu wareejinaya tababarkaaga beddelaad, tababarka waxaa la bixin doonaa marka Think Small la ogeysiyo xanuunkaaga intaanay dhicin ka hor tababarka.

Contact pdsupport@thinksmall.org or call (651) 641-3549.

- Per [current CDC Guidelines](#), **fadlan guriga joog** iyo ka fogow dadka kale haddii aad qabto fayraska neefsashada, waxaa ka mid ah COVID-19. Waxaad tagi kartaa tababarka marka aadan qandho lahayn (iyada oo aan lahayn dawo xummad-yaraysa) ugu yaraan 24 saac gudahood haddii ee calamadahaagu hagaagayaan. Haddii aad ka qaybgalayso tababar shanta maalmood ee ugu horeeya aad ka soo noqota bukankaaga, fadlan ka fiirso inaad samayso taxadar dheeraad ah, ku dadaal nadaafadda wanaagsan, xidho wejigaaga, iyo ku dadaal in aad ka fogaato dadka.
- Xidhashada wejiga waa ikhtiyaari dhammaan ku saabsan ka qaybgalayaasha iyo tababarayaasha inta aan qaadaneyno tababarka.

Diiwaangelinta iyo Lacag – Bixinta

- Diiwangelintu waa ugu dambeyntii ama aqirkii . Ma awoodno inaan lacag soo celin.
- **Akoonkaaga Develop** ama hubinnimada Develop iyo **Think Small Institute** **akoonka** ayaa u baahan inaad is diiangeliso.
 - [Sameeso akoon](#) iyo iska diiwangeli tababarka akoon Develop at <https://www.DevelopToolMN.org>.
 - Sameeso akoon iyo iska diiwangeli tababarka halka Think Small Institute at www.thinksmall.org/learn.
- Diiwaangelinta tababarka waxaa laga heli karaa onlayn [Develop](#) iyo [Think Small Institute](#).
- Haddii aad u baahan tahay kaalmo farsamo Develop iyo Think Small Institute waxaa ka heli kartaa Think Small PD Support by email at pdsupport@thinksmall.org iyo soo wac telefoonka lambarka (651) 641-3549.
- Diiwaangelinta waxaa la aqbali doonaa ilaa 5 maalmood ka hor inta aysan bilaabin tababarka.
- Isdiiwaan gelinta ka hor ayaa loo baahan yahay. Lama aqbali doono qof socoto ama iska yiimadho.
- Carruurta da'doodu tahay 13 iyo wixii ka weyn, ee diiwaan gashan oo bixi kharashka, waxaa loo ogolaan doonaa inay ka qaybgalaan tababarka. Carruurta da'doodu ka yar tahay 13 sano looma ogola inay ka qaybgalaan tababarka.
- Haddii aad tahay hooyo Naasnuujinaysa ama dhallaankaaga la'aantaa ma ahaan karo sida ilmuhu kuugu bahaan yahay waad inaa la iman kartaa (ilmaha waa in uu ka yar yahay

7bilood) tababarka la qabtay Think Small ama meel kale. Haddii tababaruhu ka xanaaqo ilmaha oo ooyaya, hooyada waxa la waydiin doonaa inay ka baxdo fasalka. Dhammaan siyaasadaha imaanshaha kale ayaa weli jira.

Joojinta samaysay Think Small

- Child Care Aware of Minnesota/Think Small waxaa laga yaabaa in la joojiyo tababarka sababo kala duwan daraaddaa. Haddii ay dhacdo in la joojiyo, ka qaybgalayaasha ayaa la ogaysiin doonaa sida ugu dhakhsaha badan, iyo waxaa dib loo soo celin doonaa kharashka ay bixiyeen.
- Haddii tababarku u baajismo sababtoo ah cimilada daraadda, waxaanu ku soo sheegi doonaa 2da duhurnimo maalmaha la shaqaya. Maalinta Sabtida oo tababarka jiro, waxaanu go'aamo gaadhi doonaa inaan idhiin sheegno 2da duhurnimo maalin ka hor intaysan dhicin tababarada. Child Care Aware of Minnesota/Thinks Small shaqaalah waxay ku ogeysiin doonaan dadka ka qaybgalayaasha in lala soo xidhiidho ama la soo wac taleefan iyo/ama loo soo diro iimayl.

Kaalay ka qayb gala Tababarka— Si shaqsi ah

- Tababarku wuxuu bilaabmi doonaa kuna dhamaan doonaa waqtigii loogu talagalay. Ka-qaybgalayaasha hadday ee soo daah-haan **15 daqiiqo ama ka badan markii** tababarku bilaabmi guul-darraysta inay raacin siyaasaada ama xeeraka loo dejiyay tababarka. Ka qaybgalayaasha soo daaha ma heli doonaan lacagtooda haddii ay daahdaan.
- Macalinka tababarka ayaa diiwaangelin doona qof kasta oo fasalka ku jira. Tababaruhu wuxuu diiwaangelin doonaa cashar kasta oo uu bixiyo. Haddii aad rabto in aad hesho credit koorsada aad qaadanaysaye, dhammaan tababarka waa inaad goob joog ka ahaataa dhamaantood; nus credit lama siin doono.
- Dhammaan taleefanka oo dhan waa in la damiyaa marka aad qaadanayso tababarka, haddii aysan jirin xaalad degdeg ah. Haddii aad isticmaashid taleefoon aad u badan inta aad ku jirto tababarka ma heli doontid credit ka qaybgalka. Ka-qaybgalayaasha u baahan inay u baxaan bannaanka si ee uga jawaabana taleefoon waa inaad qaadan wax ka badan 15 daqiiqo si aad u hesho credit ee tababarka.
- Ka qaybgalayaashu waxay imaan karaan 15 daqiiqo ka hor inta uusan tababarka bilaaban.
- Ka qaybgalka tababarka iyo xaqiijinta waxad I www.DevelopToolMN.org gali akoonkaaga develop waxaad arki kartaa dhamaan tababaradii aad qaadatay iyo haddii aad rabto inaad daabacdo waad awoodaa. Shahaadooyinka laga ma heli karo akoonkaaga develop. Haddi aad sidoo kale rabto inaad aragto diiwaanka imaanshahaaga waxaad ka arki kartaa [Think Small Institute](http://ThinkSmallInstitute.org) akoonkaaga.
- Imaanshahada waxaad ka arki doontaa akoonkaga develop saddex maalmood gudahood. Adiga ayaa mas'uul ka ah inaad hubiso in imaanshahaaga lagu diiwaan geliyay tababarkii aad qaadatay.
- Xanaanada caruurta ma heli doonto si aan kugu xanaaneeyaan ilmahaaga, caruurta looma ogola inay yimaadaan ilaa ay ka diiwaan gashan yihiin koorsada, carruurta waa inay ka weyn yihiin 13 sano.
- Waxaad soo qaada waraaqo oo aad wax ku qorto (sida warqad, qalinka iyo kumbuyuutarka si aad wax u qori karto).
- Door koorasyada leeyihiin haga ka qaybqaataha dhigma. Tan waxa xusuusini wakhtiga diiwaangelinta iyo xasuusin ah oo ku saabsan tababarka soo socdax waxaad ku heli

doontaa xasuusin iimaylka. Ka qaybqaatayaasha ayaa mas'uul ka ah inay keenaan warqad koobi oo u gaar ah tababarka. Si aad u hasho hagaha, fadlan booqo [DCYF Participation Guides](#). Hagaha waxuu ku yaalaa cinwaanka koorsada.

- Think Small/Child Care Aware of MN shaqaalaha, tababarayaasha, iyo ka qaybgalayaasha tababarku waa inay raacaan tilmaamaha Xeerka Anshaxa ee NAEYC ee la helay [here](#).

kaalay ka qayb gala Tababarka - Khadka

- Badbaadadaada iyo ka qaybqaadashadaada, **laguuma ogola inaad ka qaybqaadato Tababarka khadka markaad gaadhi wadato**. Ka qaybqaatayaasha ma loo ogala inaad ka qaybgalin tababarkar Khadka markaad baaburr wadid mana heli doonaan credit muujinaya inay Khadka ku jiran .
- Tababarku wuxuu bilaabmi doonaa kuna dhamaan doonaa waqtigii loogu talagalay. Ka-qaybgalayaasha hadday ee soo daah-haan **15 daqiiqo ama ka badan markii** tababarku bilaabmi guul-darraysta inay raacin siyaasaada ama xeeraka loo dejiyay tababarka. Ka qaybgalayaasha soo daaha ma heli doonaan lacagtooda haddii ay daahdaan
- Ka qaybgale kastaa waa inuu si gaar ah isku diiwaangeliyaa iyo is diyaar iyo soo gal tababarka adigoo isticmaalaya kombuyuutarka ama elegtarooniga ah adigaa iska leh.
- Si aad u hesho credit imaanshaha akoonka Develop waa inaad shid kamarada, iyo waana inaad ka jawaabaya su'aalaha ama weydiinaya su'aalo inta lagu jiro tababarka.
- Ha ka tagin tababarka inta lagu jiro nasasho yar – bedelkeeda damiso kamaradaada oo aamus.
- Fadlan hubi in magacaagu yahay magacaaga dhabta ee na tusaya shaashadda (Magaca kow iyo kan dambe).
- Haddii aad la kulanto dhibaatooyinka tignoolajiyada, fadlan u sheeg tababarahaaga ama ama qofka tababarka bixinaya.

Turjubaano

- Haddii aad codsato, Think Small waxay ku siin karaan turjumaan bilaash ah. Fadlan la xidhiidh pdsupport@thinksmall.org ama (651) 641-3549 soo wac haddii aad rabto inaad codsato turjumaan ama aad noo sheegto inaad keensan doonto turjumaan sida ugu dhakhsaha badan, ama noo sheeg ugu yaraan 7 maalmood ka hor inta uusan tababarka bilaaban.
- Waxaan isku dayi doonaa inaan dhammaan la shaqeyno turjubaanyada. Haddii aan turjumaan la heli karin, waxaanu ka caawin doonaa ka qaybgalayaasha inay helaan fursad kale ee tababar ku qaatan.
- Haddii ka qaybgalayaashu ay rabaan inay keenaan turjubaan u gaar ah, turjumaankaas waa inuu jiraa 18 sano ama ka weyn.

Americans With Disability Act (ADA)

Child Care Aware of Minnesota/Think Small wuxuu la shaqeyn doonaa dhammaan sharciyada federaalka iyo kuwa gobolka ee khuseeya taageerada dadka naafada ah wuxuuna u dhaqmi doonaa si waafaqsan xeerarka iyo tilmaamaha. Americans with Disabilities Act (ADA).

- Marka la codsado, Think Small waxay siin doontaa qofka haaysto ama leh cudur dar sida qofka naafo ah oo gargar ubaahan [ADA Disability Accommodation Request Form](#). Foomka

loogu talagalay dadka cudur darka leh waa in aan ku helno 7 maalmood ka hor inta aan tababarka la bilaabin. If Haddii codsiyada si macquul ah loo qaabilo iyada oo aan la abuurin dhibaato aan loo baahnayn ama keenin khatar toos ah badbaadada goobta shaqada, adeegyada waa la bixin doonaa. Think Small Shaqaaluhu waxay la shaqayn doonaan qofka shakhsiga si ay u go'aamiyaan haddii xaalkoodu yahay suurtoagal yahay ama macquul ah. Qofka ama Shakhsigu waxa uu heli doonaa jawaab marka aad soo gudbisaa Foomka Codsiga PDsupport@thinksmall.org.

- Hoyga soo socda waxa ku jiri kara, laakiin kuma koobna:
 - Isbeddellada deegaanka waxaa ka mid noqon kara in la sameeyo tas-hiilaadka jira si ay u sahlanaato oo ay isticmaali karaan shakhsiyaadka naafada ah, iibsashada ama beddelka qalabka ama qalabka, hagaajinta ku habboon ama wax ka beddelka imtixaannada, qalabka tababarka, ama siyaasadaha, bixinta akhristayaal ama turjubaano aqoon leh, iyo meelo kale oo la mid ah shakhsiyaadka naafada ah.
 - Waxka beddelka dadka naafada ah ee isgaarsiinta (indho la'aan, dhego la', dhego la'aan/indho la'aan). Haddii aad u baahan tahay hagitaan halkan ayaa laga heli karaa [ADA Policies](#).
 - Xayawaan u adeega indhoolayaasha. Waa in ay raacaan tan [ADA Policy](#).

Child Care Aware of Minnesota Professional Development Contacts

Si aad ula xidhiidho deegaankaaga [Child Care Aware](#) ururka

Tababarka Shaqsi ahaan:

Think Small: pdsupport@thinksmall.org ama 651-641-3549.

Tababarka khadka tooska ah:

Think Small (live virtual Instructor-Led trainings): PDsupport@thinksmall.org ama 651-641-3549.

Think Small Institute (self-paced eLearnings): institute@thinksmall.org ama 651-233-2263.

Eager-to-Learn: ETLsupport@childcareawaremn.org ama 651-335-6658.