



# Dhaqamada Hogaaminta

Dhaqamada hogaaminta oo adag waxay kaa caawin karaan in aad barnaamijadaada si guul-kudhisan usamaysatid. Maamulayaasha barnaamijka waxay ubaahanyihiin inay yeeshaan xirfado iyo aqoon isku duuban oo gaar ah si ay doorkooda hogaaminta ugu firfircoonaadaan. Gobolka Washington wuxuu taageerayaa ka dhex hagaajinta hogaamiyayaal barnaamij doorarka ah agaasimiyayaasha xarumaha, gacan yarayaasha agaasimiyayaasha iyo kormeeriyaasha barnaamijka iyada oo fareeysa in la dhamestiro 10 saacdoood oo tabbaar shaqada dhexdeeda ah oo gaar ku ah dhaqamada hogaaminta (**apps.leg.wa.gov/wac/default.aspx?cite=110-300&full=true#110-300-0107**) per WAC 110-300-0107 (**app.leg.wa.gov/wac/default.aspx?cite=110-300-0107**).

Maamulayaasha barnaamijyada waa inay yeeshaan dabecadaha hogaaminta eyna sidookale fahmaan hogaaminta taageerada barashada iyo sidookale hogaaminta maamulka. Goobahan ayaa laga soo qaatay qaabka Whole Leadership (Guud ahaan Hogaaminta) ee Xarunta McCormick ee loogu talagalay Hogaaminta Carruurnimada ee Hore. The Department of Children, Youth, and Families (DCYF) (Waaxda Caruurta, Dhalinta, iyo Qoysaska ee DCYF) ayaa qaadan doonto nashqadan lagu dhisayo hogaamiyaasha barashadeena hore.

## HOGAAMINTA TAAGEERADA BARASHADA

Hogaaminta farshaxanka iyo sayniska iyada oo culeyska la saarayo dabecadaha baraha iyo is-dhexgal caruurta lala sameeya oo tayo sare leh. Tani waxaa kamid ah xaqiijinta aaminaada sababaynta, qiimeeynta horumarka iyo waxbarashada cunuga, iyada oo xogta loo isticmaalaayo qiimeeyn, iyo kobcinta sare ee deegaanka waxbarashada.

- **Hogaaminta Tilmaameed:**  
Ku caawinta barayaasha in ay hawlgaliyaan manaahijta
- **Ku lug lahaanshaha qoyska:**  
horumarinta xariirka qoyska lala leeyahay iyo kor uqaadida xiriirka qoyska

## HOGAAMINTA MAAMULEED

Isku duwida shaqada iyo abaabulka dadka si loo xaqiijiyo in hay'ada uu sii ahaado mid deggan uuna sii wado in uu kobco.

- **Hogaaminta Hawlgaleed:** Xaqiijinta agab iyo goob dad ku filan, hagida horumarka iyo maareeynta miisaaniyadaha, horumarinta goob shaqo oo wanaagsan, iyo shaqaaleynta iyo taageerada shaqaale
- **Hogaaminta Istaraatijiyadeysan:** Dejinta hadaf iyo hagida jihada barnaamijka mustaqbalka.
- **Hogaaminta u doodida:** Ahaanshaha danjiraha baahiyaha caruurta, qoysaska iyo barnaamijyada
- **Hogaaminta bulshadeed:** La shaqeynta hay'adaha ka dhex jira bulshada maxaliga ah adigoo matalaya caruurta iyo qoysaska loo shaqeynaayo.

### WHOLE LEADERSHIP (HOGAAMINTA GUUD)

waa hogaamin isku tiirtiisan oo ka dhex jirta noocyada hogaamineed ee jira. Aragti siman ayaa lagama maarmaan ah markii la sameynaayo shaqooyinka hogaaminta.

## WAXYAABAHA AASAASIGA U AH HOGAAMINTA

Kartiyo aasaasi ah iyo tayooyinka shakhsiyadeed oo lagama maarmaan u ah hogaaminta dad lagu muujiyay qaababka hogaaminta shaqsiyeed iyo dabecadaha. Waxyaabaha aasaasiga u ah hogaaminta waxaa inta badan lagu yeeshaa dhaqanka dib-u-eegista.

### Sifooyinka Shakhsiyadeed:

- Waxtar nafeed
- Xaqiiq-raadin
- La-qabsasho
- Damqasho
- Bini'aadinimo
- Waxbarasho
- Hal-abuur
- Daahfurnaan

\* Abel, M., Talan, T., iyo Masterson, M. (2017). *Whole Leadership (Hogaaminta Guud): udub-dhexaadka barnaamijyada hore ee caruurnimada.* Waxaa laga soo qaatay: [mccormickcenter.nl.edu/library/whole-leadership-a-framework-for-early-childhood-programs](http://mccormickcenter.nl.edu/library/whole-leadership-a-framework-for-early-childhood-programs)



**LEADERSHIP PRACTICES (DHAQAMADA HOGAAMINTA)**  
**SIDA LAGU QEEXEY WAC 110-300-0107**  
[app.leg.wa.gov/wac/default.aspx?cite=110-300-0107](http://app.leg.wa.gov/wac/default.aspx?cite=110-300-0107)

Maamulayaasha barnaamijka barashada hore ayaa laga yaabaa in ay isticmaalaan waxyaabahan si loo helo fursadooyinka barashada xirfadeed ee ugu haboon si loo fuliyo shuruudaha dhaqanka hogaaminta. Dhamaan tababarada hoos ku liis gareeysan ayaa laga helaa gobolka oo idil waxayna qeyb kayihiin dhamestirka shuruudaha dhaqamada hogaaminta. Waxaa laga yaabaa in ay jiraan tabbabo kale oo kasoo bixi kara shuruudaha oo agagaarkaada laga heli karo. Dhamaadka dukumiintigan, waxaad heleysaa liis ey ku xusanyihiin khayraadka maareynta oo la heli karo si ay kaaga taageeraan hogaaminta maamuleed.

<p>Qorsheynta iyo Hormarinta Barnaamijka</p> <ul style="list-style-type: none"> <li>• Qorsheynta iyo qiimeynta barnaamijka</li> <li>• Maareeynta shakhsiyadeed</li> <li>• Maareeynta maaliyadeed</li> </ul>	<p>Horumarinta Xirfada iyo Hogaaminta</p> <ul style="list-style-type: none"> <li>• Muujinta dhaqamada xirfadlenimo</li> <li>• Kobaca xirfad ee soconaya</li> <li>• Hogaaminta u doodida</li> </ul>
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**SOO BAXAYA** **XOOJINAYA** **QABANAYA**

- Dhaqamada Xoojinta Ganacsiga
- ECE 134 iyo ECE 139
- Child Care Subsidy Billing (Biilasha Lacagta Kabka ah ee Daryeelka Carruurta)
- Electronic Attendance Training (Tabbararka Xaadirinta Elektiroonig ah)
- Director's Toolbox (Sanduuqa-agabka ee Agaasimaha)
- Lead Learn Excel (Hogaami Baro Heersare gaar)
- Business of Child Care (Ganacsiga Daryeelka Carruurta)

**Kheyraadka Kale: ImagineU • Fa'iidada Ganacsiga Dheeryahay kuwa kale**

**DHAQAMADA XOOJINTA GANACSIGA - 10 SAACADOOD OO TABBABARKA SHAQADA DHEXDEEDA AH**

Kani waa tababar uu qof bixiyo, lix-saac ah, oo ku salaysan bulshada oo lagu siiyo afar cashir maamulayaasha xarunta ku saleysan, iyo saddex cashir oo lagu siiyo maamulayaasha iyo go'aan qaadayaasha barnaamijyada qoyska ee guriga. Tabbabarka heerka I-II waxaa loogu talagalay in lagu dhiso laguna balaariyo cilmiga ganacsi iyo isticmaalka agabyada aasaasiga ah ee ganacsi, si loogu taageero waaritaanka waaxda daryeelka caruurta ee guud ahaan gobolka Washington.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Xarunta iyo Guriga Qoyska

**Qaabka:** Qaab qof uu ku baro, afar cashir

**Waxyaabaha Looga-hadlayo:** Miisaaniyadaha, Saadaasha iyo qorshaha • Warbixinada Maaliyadeed & Xakameeynta Gudaha • Suuq-galinta • Shaqaaleysiinta iyo Ilaalinta Shaqaalaha (ee xarumaha)

Ka baro wax badan xarunta Imagine Institute (Machadka Imagine) Booqo: [imaginewa.org/training](http://imaginewa.org/training)

**CHILD CARE SUBSIDY BILLING (BIILASHA LACAGTA KABKA AH EE DARYEELKA CARRUURTA)**

Child Care Subsidy Billing (Biilasha Lacagta Kabka ah ee Daryeelka Carruurta) waa tababar horumarinaya xogta laga helo Hagaha Lacagta Kabka ee Bixiyayaasha Daryeelka Carruurta Guriga Qoyska ee Sharciyeysan ee La Aqoonsan Yahay.

Dhamaadka koorsadan/tabbabarka, kasoo qeybgalayaasha waxay awood u yeelan doonaan:

- Inay qeexaan Ereyada muhiimka ah ee la xiriira biilasha lacagta kabka ah
- Inay fuliyaan biilal saxsan ee lacag bixinta kabka ah iyo
- Inay garawsadaan goobaha haboon ee laga helo xog iyo taageero dheeraad ah.

*\*Child Care Subsidy Billing (Biilasha Lacagta Kabka ah ee Daryeelka Carruurta) waxaa lagu helaa qaab ah tababar afar-saac oo qof uu bixiyo, onleen ah oo qofka la xawaara ah/waafaqsan Whatcom Community College (Koleejka Bulshada eewhatcom).*

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Xarunta iyo Guriga Qoyska

**Qaabka:** Buuk-shaqeed qofka la xawaara ah, onleen ama qaab qof uu ku baro

**Waxyaabaha Looga hadlayo:** Diiwaanka Xiriirka • Habka Biilasha iyo Lacag Bixinta • Ereyada Muhiimka ah • Xogta iyo Kheyraadka

Goobaha iyo Jadwalada waxaa laga heli karaa: [www.dcyf.wa.gov/sites/default/files/pdf/Subsidy\\_Billing\\_Training\\_Schedule.pdf](http://www.dcyf.wa.gov/sites/default/files/pdf/Subsidy_Billing_Training_Schedule.pdf)

## ECE 134

Kasoo qeybgaliyaasha ECE 134 waxay sahmin doonaan dhowr mowduucyo oo la xiriira ka shaqeysiinta barnaamijka daryeelka carruurta ee qofka gurigiisa dhexdiisa ah iyo sidookale bixinta xogta guud iyo kheyraadka muuqda ee lagu socodsiiyo barnaamijka barashada hore. Koorsadan koleejka waxaa la heli karaa iyada oo qeyb ka ah Stackable Certificate 2, barnaamijka Waxbarashada Carruurnimada Hore, oo lagu bixiyo koleejyo kala duduwan guud ahaan Gobolka Washiington. Goobaha tusamada waxaa kamid ah shuruudooyinka sharciyeynta, diiwaan keydinta, dhistaanka xiriirka, istaraatiijiyoyinka isgaarsiinta, dhaqanka hagida iyo kobcinta koritaanka iyo horumarka.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta Guriga Qoyska iyo Saaxiibada Qoyska & Dariska

**Qaabka:** Qaab qof uu ku baro iyo qaab Onleen ah

**Waxyaabaha looga Hadlayo:** Shuruudaha Sharciyeynta • Tilmaamaha Hormarined • Shaqada iyo Shaqaaleynta • Maareeynta Miisaaniyada • Siyaasada Caymiska iyo Canshuurta iyo qorista Buug-gacmeedka • Jawaab-celinta Dhaqanka

Wixii xog dheeraad ah, booqo: [eccareers.del.wa.gov/what-is-early-learning](http://eccareers.del.wa.gov/what-is-early-learning)

## ECE 139

ECE 139 waxaa la heli karaa iyada oo qeyb ka ah Stackable Certificate 2, barnaamijka Waxbarashada Carruurnimada Hore, oo lagu bixiyo koleejyo kala duduwan guud ahaan Gobolka Washiington. Ka soo qeybgaliyaasha waxay wax badan ka ogaan doonaan waxyaabaha ku jira ECE 134. Waxay yeelan doonaan xirfadaha maamul ee looga baahanyahay inay ku horumariyaan, kaga shaqeeyaan, ku maareeyaan oona ku hagaajiyaan waxbarashada carruurta iyo barnaamijyada daryeelka. Kasoo qeybgaliyaasha waxay heli doonaan xirfadaha aasaasiga ah ee maareeynta ganacsiga. Kasoo qeybgaliyaasha waxay sahmin doonaan kheyraadka iyo taageerooyinka lagula kulmo heerarka sharciyeynta Gobolka Washington iyo xirafada NAEYC.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Guriga Qoyska.

**Qaabka:** Qaab qof uu ku baro iyo qaab Onleen ah

**Waxyaabaha looga Hadlayo:** Shuruudaha Sharciyeynta • Barnaamijyeynta Daada Gaarka-u-ah • Maareeynta Barnaamijka • Miisaaniyad Dejinta • Shaqada iyo Shaqaaleynta Caymiska iyo Canshuuraha • Suuq-galinta • Tiknoolajiyada • Anshaxa • Jawaab-celinta Dhaqanka

Wixii xog dheeraad ah, booqo: [eccareers.del.wa.gov/what-is-early-learning](http://eccareers.del.wa.gov/what-is-early-learning)

## ELECTRONIC ATTENDANCE TRAINING (TABBARKA XAADIRINTA ELEKTIRIIONIG AH)

Dhamaan bixiyayaasha daryeelka carruurta kuwaas oo billaabay iney aqbalaan lacagta kabka ah wixii ka dambeeyey Oktoobar. 1, 2018, waxay haystaan 90 maalmood in ey ku dhamestiraan Electronic Attendance Training (Tababarka Xaadirinta Elektiroonigga ah) eyna si wacan u diiwaangaliyaan hab-lacag-bixin iyagoo isticmaalaya Electronic Attendance System (Nidaamka Xaadirinta Elektiroonigga ah). Tabbabarku wuxuu bixiyaasha daryeelka carruurta u diyaarin doonaa iney u hawl galiyaan Electronic Attendance System (Nidaamka Xaadirinta Elektiroonigga ah) qaabka ay ku qaadaan xaadirinta barnaamijadooda.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Xarunta Ku-saleysan, Qoyiska, Saaxiibada & Deriska iyo Guriga Qoyska.

**Qaabka:** Qaab Qof uu ku baro iyo qaab Onleen ah

**Waxyaabaha looga Hadlayo:** Bilaawida • Agabka • Warbixinta • Waxyaabaha kale ee la tixgelinayo

Wixii xog dheeraad ah, booqo: [www.dcyf.wa.gov/services/early-learning-providers/electronic-attendance-system/training](http://www.dcyf.wa.gov/services/early-learning-providers/electronic-attendance-system/training)

## DIRECTOR'S TOOLBOX (SANDUUQA-AGABKA EE AGAASIMAHA) – 7-21 SAACDOOD

Maamulayaasha Barnaamijka carruurnimada hore waxay inta badan qabaan aragti guud oo ah iney arrimuhu si wacan ama si aan wacneen uga socdaan xarumahooda, balse waxaysan haysanin xogta gaarka ah ee ku saabsan goobaha barnaamijka ee loo tiiran karo aragtiyadan. Director's Toolbox (Sanduuqa-agabka ee Agaasimaha) waa tababbar maamul oo taxane ah oo daboolka dhowr mawduuc oo muhiim u ah maamuliyayaasha barnaamijka. Kulamadu waxay si dhaw ula socdaan sida 10-ka dhinacyo ee jawiga hay'ada uu gacan kaga geeysto qaabeeynta tayada noolasha shaqada ee shaqaalaha, waxayna eegaan doorarka noocyadooda kala duwan ee agaasimaha iyo xirfadooyinka iyo kartida loo baahanyahay in lagu nooleeyo hogaaminta dhamaan heerarka hay'ada. Kasoo qeybgaliyaasha waxay sidookale waxbadan ka baran doonaan oo ku saabsan kartida macalinka, waxay xoojin doonaan dadaalka shaqaalaha waxayna balaarin doonaan fursadooyinka wada shaqaynta si aragtidaas looga mira dhaliyo.

**Dhegestayaasha:** Hogaamiyaasha Maamuleed; Maamulayaasha Barnaamijka

**Qaabka:** Qaab Qof uu ku baro

**Waxyaabaha looga Hadlayo:** Qaababka Hogaaminta • Dhaqan Dib-u-eegis • Diyaarinta Aragti • Hogaaminta Istaraatiijadaysan • Tabbabarka iyo Ka-dhisida Xirfadaha Dhiirgalinta Nafeed iyo Dad-kale • Fududeynta Kulamada • Wacyigalinta-Nafeed • Jawiga Hay'ada • Sameynta Nidaamyo • Koox Dhisida Hogaaminta Hawleed • Wada-hadal

Xog Dheeraad ah:

- Director's Toolbox (Sanduuqa-agabka ee Agaasimaha): [mccormickcenter.nl.edu/library-tag/directors-toolbox](http://mccormickcenter.nl.edu/library-tag/directors-toolbox)
- Kheyraadka Child Care Aware Resources: [www.childcareaware.org/resources](http://www.childcareaware.org/resources)

## LEAD LEARN EXCEL (HOGAAMI BARO HEERSARE GAAR) – 52 SAAACDOOD

Fursadan Waxbarashada xirfada ee baahsan waxay ku caawisaa hogaamiyaasha iyo adeeg bixiyaasha xirfadaha horumarineed in ey yeeshaan xirfadooyinka ey u baahan yihiin in ey ugu hawl galaan waxbarashada maalin laha ah iyo hagaajinta soconeysa ee barayaasha fasalada. Kasoo qeybgalayaasha waxay baranayaan sida loo abuuro nidaamyo iyo jadwalo taageera waxbarashada soconeysa iyo iskudayada tayaynta horumarineed ee dhamaan shaqaalaha. Hannaankan waxbarasho wuxuu isticmaalayaa hab isku dara tababbar, aqoon-kororsi, barashada bulshooyinka isku xeerka ah iyo helitaanka agabyada iyo kheyraadka farsamada ah si loogu socodsiiyo tilmaamaha fasalka si wacan. Sidaas aawgeed, hogaamiyaashu waxay baranayaan sida loo taageero waxbarashada xirfadeysan iyo kobaca ee macalimiinta iyadoo loo maraayo saddex waddo oo joogto ah - wadhadalka xogta wada-shaqaynta, qorsheynta casharka kooxaha iyo waxbarashada kooxaha isku xeerka ah - waxay midaa xaqiijineysaa in barnaamijyada hore ee waxbarasho ee hawlgalin karaan, wanaajin karaan oona xajin karaan tilmaam wax ku ool ah.

**Dhegestayaasha:** Hogaamiyaasha Maamuleed; Maamulayaasha Barnaamijka

**Qaabka:** Qaab Qof uu ku baro

**Waxyaabaha looga Hadlayo:** Isbedelka Hay'ada • Hogaaminta Tilmaamta leh • Yeelashada Aragti Hogaamin • Sinaan la'aanta Waxbarasho • Qorsheynta Hagaajinta Barnaamijka • U isticmaalida Xogta Hagaajinta Barnaamijka • Fududeynta Waxbarashada Dadka Waaweyn • Waxbarashada Xirfadeysan ee Shaqada lala wado • Qorsheynta Casharka • Waxbarashada Bulshooyinka Isku-xeerka ah

Wixii xog dheeraad ah, ka booqo websaaydka Ounce of Prevention Fund halkan: [www.theounce.org/lead-learn-excel/about](http://www.theounce.org/lead-learn-excel/about)

## BUSINESS OF CHILD CARE (GANACSIGA DARYEELKA CARRUURTA) - 16 SAACDOOD

Business of Child Care (Ganacsiga Daryeelka Carruurta) waa tababbar ganacsi oo dhamestiran oo siiya ka-qeybgalayaasha waxyaabo aad ugu muhiimsan ganacsiga oo lagama maarmaan u ah in si hufan loo socodsiiyo barnaamijyada daryeelka caruurta oo guul leh. Barnaamijkan wuxuu kasoo qeybgalayaasha ka caawin doonaa in ay xoojiyaan ganacsiyadooda, inay gacan ka geystaan qorsheynta fursadaha deymaha, hindiso tayo leh, horumarinta agabka, suuq-galinta baraha bulshada, badqabka maaliyadeed iyo hufnaanta barnaamijka. Tabbabarka waxaa loo naqshadeeyey in uu riyoooyinka ganacsi uu ubedelo kuwo xaqiiq ah.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Xarunta iyo Guriga Qoyska

**Qaabka:** Qaab Qof uu ku baro 16 saacdoood

**Waxyaabaha looga Hadlayo:** Shuruudaha WAC • Qaabka Ganacsi • Horumarinta Siyaasada • Dhaqamada HR • Maareeynta Miisaaniyada • Caymiska iyo Canshuuraha • Suuq-galinta • Tiknoolajiyada • Anshaxa

Ka dooro gobolkaada iyo Fursadaha Horumarinta Xirfadeed halkan: [childcareaware.org/providers](http://childcareaware.org/providers)

## Maareynt Kheyraadka

### FA'IIDADA GANACSIGA DHEERYAHAY KUWA KALE

Kheyraad Onleen ah oo ey kamid yihiin agabyada iyo talooyinka loogu tala galay xirfadliyaasha daryeelka carruurta.

**Dhageystayaasha:** kasoo qeybgaliyaasha Guuleystiyaasha Hore

**Waxyaabaha looga Hadlayo:** Keydadka iyo Sicir-dhimista • Sanbalka siyaasadooyinka iyo foomamka • Tilmaamaha nidaamka QRIS • Tabbabarada iyo xogaha kale

Wixii xog dheeraad ah, booqo: [www.childcarebizedge.org/utility-pages/log-in/?redirectUrl=](http://www.childcarebizedge.org/utility-pages/log-in/?redirectUrl=)

### IMAGINE U – 10 SAACDOOD

Imagine U waa barnaamij tababare oo ku salaysan xiriir kaas oo loo nashqadeeyey si loo kordhiyo tirada bixiyayaasha daryeelka carruurta ee sharcieysan ee daryeeli kara carruurta Gobolka Washington Imagine U waxay ku beegtaa bixiyayaasha daryeelka carruurta ee sharcieysan oo leh waayo-aragnimo iyo xirfad kuwa daneenaya in la sharcieyeyo, waxayna siisaa tababaraha iyo ardeyga labaduba taageero si ay uga caawiso inay xirfad ahaan u koraan. Qaabkan darajo-ka-darajo wuxuu karaameeyaa aqoonta iyo xirfada ka jirta goobta wuxuuna gacan ka geystaa xaqiijinta in bixiyayaasha cusub ay awoodaan inay ka faaiideystaan khibrada tababarayaashooda. Kani ayaa ah barnaamij labo sanno, oo qof uu ku baro oo lagu bixiyo koox ahaan.

**Dhagaystayaasha:** Bixiyayaasha Daryeelka Carruurta ee Guriga Qoyska.

**Waxyaabaha looga Hadlayo:** Xiriirka ku salaysan tabbabarka dadka isku darajada ah • Kulamada bil'laha ah • Tiknoolajiyada • Casharada Tababaraha ee Gobolka uu Ansixey • Dhaqamada Ganacsi • Bulshooyinka Dhaqanka • Qandaraasyada iyo Siyaasada

Wixii xog dheerad ah, booqo: [imaginewa.org/imagine-u-mentor-program](http://imaginewa.org/imagine-u-mentor-program)