

KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG (SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)



Lub hom phiaj ntawm txoj kev ntsuas tus kheej yog pab cov neeg zov me nyuam kom ras txog cov tseem ceeb ntawm txoj kev zov me nyuam zoo. Txoj kev ntsuas tus kheej no tsis yog kev sib tw los yog ntsuas kom dhau/poob, tiam sis yog ib lub tswv yim txhob txwm siv los txheeb lub chaw zov me nyuam cov kev cai thiab cov kev zov me nyuam. Qhov tseem ceeb yog txoj kev txhim kho kom zoo dua ntxiv. Nws muaj ob ntu.

Ntu 1 yog ntsuas tus kheej txog:

- Lub Chaw thiab Cov Khoom Vaj Khoom Tsev, Cov Kev Tu Me Nyuam Txhua Hnub, Kev Kawm Ntawv thiab Kawm Lus, Cov Kev Ua Ub No, Txhawb Kev Txais Tos Neeg Sib Txawv, Kev Sib Txuam Ua Ke, Quag Kev Zov Me Nyuam, thiab Cov Kev Cai Zov Cov Me Nyuam Tsis Taus.

Ntu 2 yog ntsuas tus kheej txog:

- Cov Kev Cai Ntawm Tsab Ntawv Cog Lus thiab Lub Chaw Zov Me Nyuam, Kev Kawm Txuj Ci Tshaj Lij

Kev Siv Txoj Kev Ntsuas No

Thaum siv YoungStar Txoj Kev Ntsuas Tus Kheej, nws tseem ceeb uas yuav tau ntsuas txoj kev zov me nyuam raws li muaj tseeb. Siv tau YoungStar Txoj Kev Ntsuas Tus Kheej no los ntsuas ntau yam kom haum rau koj lub chaw zov me nyuam cov kev tu ncua, xws li:

- Siv ib ntu ntawm txoj kev ntsuas tus kheej ib zaug twg,
- Siv tag nrho txoj kev ntsuas tus kheej,
- Ua hauj lwm nrog ib tug kws cob qhia kom siv tau txoj kev ntsuas tus kheej. Nws tseem ceeb uas tsis yog tib tug neeg ua tus raug lis cov dej num ntawm txoj kev ntsuas tus kheej,

Txoj kev ntsuas tus kheej yog txhawb, tsis yog hloov cov quag muab ntawv tso cai zov me nyuam. Cov kev ntsuas nyob rau hauv txoj kev ntsuas tus kheej yog ntsuas cov tseem ceeb tshaj cov quag ntawm txoj kev muab ntawv tso cai zov me nyuam. Thaum siv txoj kev ntsuas tus kheej, xam txog ntau yam ntawm cov chav tsev zov me nyuam me uas muaj feem xyuam rau me nyuam txoj kev ua si. Qhov tseem ceeb yog xam txog cov chaw me nyuam nyob, cov hom khoom ua si thiab muaj ntau npaum li cas, lub sijhawm rau me nyuam ua si, tej kev cuam tshuam uas ua rau me nyuam siv tsis tau cov khoom, thiab cov kev sib txuam nrog me nyuam thaum lawv ua si nrog cov khoom kawm ntawv. Thaum koj teev qhia cov khoom hauv cov chav tsev, xyuas txoj kev uas me nyuam siv tau nws tus kheej.

TSWV YIM NQIS TES: Kev tuav cov tswv yim nqis tes yog lub caij rau koj xav txog cov kev txhim kho koj txoj kev zov me nyuam ntawm ntu ntsuas kev zov me nyuam zoo. Ntawm kawg ib ntu twg yog ib daim ntawv teev qhia txoj kev zov me nyuam/chav tsev uas yuav tau txhim kho thiab tuav tswv yim, kev xav thiab kev coj uas yuav tau xub xyuas. Ces yuav muab cov tswv yim no teeb ua YoungStar Cheeb Tsam Chaw Lis Dej Num tsab ntawv Lub Tswv Yim Txhim Kho Kev Zov Me Nyuam Zoo (Quality Improvement Plan). Qhov laj thawj ntawm lub tswv yim no yog pab kom koj pib muab koj cov kev coj tam sim no los xyuas, txheeb koj cov kev xav thiab pib txhim kho koj lub chaw zov me nyuam cov chav tsev.

Siv lub caij no los xav txog cov kev ntsuas tau ntawm tus kheej thiab xav txog:

- 1) Yam dab tsi ua rau koj qhuas ntawm koj cov kev coj tam sim no?
- 2) Yam dab tsi ua rau koj tsis ras txog ntawm koj cov kev coj tam sim no?
- 3) Puas muaj cov xwm txheej kev nyab xeeb/kev tswj xyuas uas yuav ua rau me nyuam ntsib teeb meem?
- 4) Koj pom cov thaj tsam twg yog cov yuav tau pib txhim kho kom zoo hnub no?
- 5) Yuav kho qhov twg rau yav pem suab no?

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Kev Ntsuas Tus Kheej NTU 1

Ua tib zoo nyeem ib nqe zus.

Kauj Ruam 1: Xav seb yam ntsuas ntawd puas yog “Tsis Zoo Txaus” = yog muaj pov thawj me me txhawb yam ntsuas. Kos rau qhov ntsuas yam ntawd kom yog. Rau cov ntsuas uas kos “Tsis Zoo Txaus”, xav txhawb kom lub chaw zov me nyuam xyaum kom tau raws li “Zoo Heev” thiab/los yog “Zoo Tshaj”. Yuav tsim teev qhia cov no rau hauv Lub Tswv Yim Nqis Tes (Action Plan) thiab muab saib ua cov yuav tau xub xyuas nyob rau hauv Lub Tswv Yim Txhim Kho Kev Zov Me Nyuam Zoo (Quality Improvement Plan).

Kauj Ruam 2: Xav seb yam ntsuas ntawd puas yog “Zoo Txaus” = pom muaj qee yam ua pov thawj txhawb. Kos rau qhov ntsuas yam ntawd kom yog. Rau cov ntsuas uas kos “Zoo Txaus”, xav txhawb kom lub chaw zov me nyuam xyaum kom tau raws li Zoo Heev” thiab/los yog “Zoo Tshaj”. Yuav tsim teev qhia cov no rau hauv Lub Tswv Yim Nqis Tes (Action Plan) thiab muab saib ua cov yuav tau xub xyuas nyob rau hauv Lub Tswv Yim Txhim Kho Kev Zov Me Nyuam Zoo (Quality Improvement Plan). Yog ntsuas tsis tau raws li qhia, txav mus rau kauj ruam 3.

Kauj Ruam 3: Xav seb yam ntsuas ntawd puas muaj pov thawj txhawb lub chaw zov me nyuam rau qib “Zoo Heev”. Kos rau qhov ntsuas yam ntawd kom yog. Yuav tsim teev qhia cov no rau hauv Lub Tswv Yim Nqis Tes (Action Plan) thiab muab saib ua cov yuav tau xub xyuas nyob rau hauv Lub Tswv Yim Txhim Kho Kev Zov Me Nyuam Zoo (Quality Improvement Plan). Yog ntsuas tsis tau raws li qhia, txav mus rau kauj ruam 4.

Kauj Ruam 4: Xav seb yam ntsuas ntawd puas muaj pov thawj txhawb lub chaw zov me nyuam rau qib “Zoo Tshaj Plaws”.

Cov ntsiab lus txhais ntawm cov qib ntsuas:

Tsis Zoo Txaus = Tsuas muaj pov thawj txhawb me me

Zoo Txaus = Muaj qee cov pov thawj txhawb

Zoo Heev = Muaj pov thawj txaus txhawb

Zoo Tshaj = Muaj ntau yam pov thawj txhawb

Tsis Muaj Feem Xyuam = Yam ntsuas tsis muaj feem xyuam rau txoj kev zov me nyuam.

COV NTSIAB LUS TXHAIS NTU 1:

Kev muab tau: Cov me nyuam ncav cuag this siv tau cov khoom nws tus kheej. Neeg ua hauj lwm nqa cov khoom mus rau cov me nyuam uas mus muab tsis taus.

Feem Ntau Ntawm Hnub: Cov me nyuam ncav cuag thiab siv tau cov khoom feem ntau thaum lub caij lawv tsim thiab ua si taus. Nqa cov khoom mus rau cov me nyuam uas mus muab tsis taus. Tsis txwv txiav ib tug me nyuam twg kom tsis txhob siv cov khoom ua si txog 20 feeb hauv ib hnub twg rau cov me nyuam mos thiab me nyuam me los yog ib feem peb ntawm lub sij hawm uas cov me nyuam 2 ½ - 5 xyoos uas tuaj rau zov.

Tsis Muaj Feem Xyuam: Yog tsis muaj cov me nyuam tsis taus los yog cov me nyuam tsis taus tsis siv txog cov khoom thaum tuaj nyob rau hauv lub chaw zov me nyuam ces Kheev Tsis Muaj Feem Xyuam.

KEV NTSUAS NTU 2

Txoj luag num ntawm kev zov me nyuam hauv tsev tos pej xeeb huab hwm tso nyiaj rau fab lag luam zov me nyuam. Cov neeg zov me nyuam hauv tsev siv tau txoj kev ntsuas no ua ib lub tswv yim kawm kom paub tias cov neeg zov me nyuam yuav ua tau li cas thiaj li muaj lub chaw zov me nyuam zoo uas ntsuas pom thiab npaj rau txoj kev teeb hom phiaj thiab ntsuas kev vam meej. Ntu ntawm txoj kev ntsuas tus kheej no yuav txhawb txoj kev teeb cov hom phiaj los txhim kho cov quag zov me nyuam tam sim no kom zoo dua ntxiv .

ZOO = Yeej Zoo Txaus Tas Li

TSIS ZOO = Zoo Ib Txhia los yog Tsis Zoo Txaus

COV NCAUJ LUS = Cov kev cuam tshuam/kev cov nyom los yog cov kev zoo uas muaj

Npaj kev txhim kho kom zoo dua ntxiv rau tam sim no thiab yav pem suab – YoungStar...Pib Ntxov. Pib Ntse. Pib Ntawm No

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Chaw Zov Me Nyuam Npe _____ Cov Hnub Nyoog Zov _____ txog _____ Hnub Ua Tiav _____

Tus Neeg Teb Cov Lus Tshawb Ntsuas Npe _____ Txoj Hauj Lwm _____

LUB CHAW THIAB COV KHOOM VAJ KHOOM TSEV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Qhov chaw siv ua chaw ua siv rau me nyuam hauv tsev thiab txav mus los yooj yim, khoom ua si thiab khoom vaj khoom tsev	☐ Qhov chaw ti heev	☐ Chaw me tsawv	☐ Chaw txaus/chaw qhib dav	☐ Muaj chaw ntau	
Lighting, ventilation, temperature control, and sound-absorbing materials	☐ Qhov chaw ti heev	☐ Chaw me tsawv	☐ Chaw txaus	☐ Muaj chaw ntau	
Tswj thiab tu du dais qhov chaw	☐ Phem heev thiab tswj xyuas tsis zoo	☐ Yeej zoo hauj sim thiab tu dua thiab tswj zoo (Pom tu txhua hnub)	☐ Yeej zoo thiab tswj zoo heev	☐ Siv cov khoom ntxuav yooj yim los ua cov plag tsev, phab ntsa thiab lwm cov ntug tsim nyog	
Chaw rau cov me nyuam thiab cov neeg laus tsis taus nkag tau mus yooj yim	☐ Nkag mus tsis tau yooj yim	☐ Kev nkag tau mus tsawg	☐ Muaj kev rau tag nrho cov me nyuam muaj npe tam sim no nkag tau mus rau (Kheev Tsis Muaj Feem Xyuam)	☐ Nkag tau yooj yim txawm cov tib neeg koom nrog lub chaw zov me nyuam los tsis koom	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

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LUB CHAW THIAB COV KHOOM VAJ KHOOM TSEV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov rooj tog siv rau txoj kev zov thiab kev kawm (kev noj haus, kev pw, kev hloov ntaub qhwv caj tw/kev tso zis tso quav, chaw cia me nyuam teej tug)	☐ Tsis muaj txaus	☐ Muaj txaus (nrog rau cov chaw cia txhua tus me nyuam teej tug)	☐ Muaj cov rooj tog me haum cov me nyuam	☐ Siv tau cov khoom vaj khoom tsev tas li, yooj yim thiab muaj ntau txaus tsim nyog	
Rooj tog siv ua si thiab siv kawm ntawv	☐ Tsis muaj txaus	☐ Muaj txaus rau txhua qib hnuv nyoog/txhua qib peev xwm ntawm cov me nyuam muaj npe zov	☐ Muaj chaw txaus rau khoom ua si thiab khoom ntxiv	☐ Rooj tog me haum me nyuam (Kheev Tsis Muaj Feem Xyuam)	
Tswj xyuas thiab tu rooj tog du dais	☐ Yuav tau tswj xyuas thiab tu kom du heev dua	☐ Yeej tu du thiab tswj zoo hauj sim	☐ Txhawb kev pab tus kheej thaum twg tsim nyog	☐ Muaj rooj tog zoo zaum rau cov laus ua hauj lwm nrog cov me nyuam thaum zov thiab ua si	
Kev ua kom ib ce xoob thiab xis nyob rau cov me nyuam siv thaum ua si	☐ Tsis muaj khoom vaj khoom tsev zooj siv tau	☐ Muaj qee cov khoom vaj khoom tsev zooj thiab muaj peb los yog ntau yam khoom ua si zooj uas siv tau	☐ Muaj cov khoom vaj khoom tsev zooj siv tau feem ntau ntawm hnuv thiab tiv thaiv cov siv ua kom ib ce xoob ntawm txoj kev siv zog dhia ua si ☐ Muaj cov khoom ua si huv si zoo siv tau feem ntau ntawm hnuv	☐ Muaj cov khoom vaj khoom tsev zooj nyob rau ntau qhov chaw zov me nyuam ☐ Muaj cov rooj tog zooj, me haum me nyuam rau kev nyeem ntawv los yog lwm yam kev ua si ntsiag to	

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Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

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LUB CHAW THIAB COV KHOOM VAJ KHOOM TSEV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev npaj chaw hauv tsev rau kev tu thiab kev ua si txhua hnuv	☐ Tseg chaw me me	☐ Cov khoom vaj khoom tsev txawb kom muaj chaw qhib tsis ti	☐ Txawb kom muaj chaw ua tau ub no kom tsim nyog me nyuam cov kev tu ncuam yam tsis muaj teeb meem loj	☐ Muab cov khoom txawb rau chaw kom me nyuam siv tau yooj yim, nyob ze kom lawv muab cuag tsis muaj dab tsi cuam tshuam	
Kev tswj xyuas me nyuam tsim nyog sab hauv tsev	☐ Kev tswj xyuas nyuab heev kawg kiag	☐ Yeej muaj kev tswj xyuas me nyuam hauj sim tsis muaj teeb meem loj ☐ Lub chaw tsis muaj tej khoom tawg taus thiab tej yam txaus ntshai rau me nyuam	☐ Qhov chaw txaus ua ntau yam sib txawv thooj txhij	☐ Yeej muaj khoom vaj khoom tsev thiab koom siv rau nyias siv nyias	
Chaw siv tau sab hauv tsev	☐ Txwv txiav me nyuam siv tsis tau qhov chaw	☐ Feem ntau ntawm cov chaw yog siv rau cov me nyuam tsis taus uas muaj npe koom pab pawg (Kheev Tsis Muaj Feem Xyuam)	☐ Muab cov khoom faib raws nyias hom kom me nyuam siv tau zoo	☐ Muaj chaw yooj yim, nyob muaj chaws rau khoom ua si thiab khoom siv	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

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LUB CHAW THIAB COV KHOOM VAJ KHOOM TSEV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Duab yeb rau me nyuam	☐ Tsis muaj duab los yog lwm yam khoom yeb rau me nyuam	☐ Muaj qee cov duab zas ntau kob thiab/lso yog lwm cov khoom siv uas me nyuam pom yooj yim	☐ Muaj ntau cov duab, ntawv dai thiab los yog dua yees uas muaj ntau kho, qhia tej yam yooj yim yeb thoob plaws hauv qhov chaw uas me nyuam nyob ntau heev tshaj plaws	☐ Muaj cov duab yees cov me nyuam ua pab pawg, cov tsev neeg, cov tsiaj thiab lwm cov ntsej muag lawv paub qis txij me nyuam qhov muag pom	
Yeb cov khoom rau qhov chaw me nyuam pom txog	☐ Cov khoom yeb tsis zoo rau me nyuam pom	☐ Feem ntau yeej zoo rau me nyuam pom Qee cov duab yeb yog cov me nyuam muaj npe tam sim no tsim ua	☐ Muaj ntau yam khoom thiab duab yeb, qee cov ncav cuag ☐ Neeg zov me nyuam tham nrog cov me nyuam txog cov khoom yeb.	☐ Feem ntau yog cov khoom uas me nyuam tsim ua. Muaj cov khoom tshiab yeb ntxiv los yog hloov cov khoom yeb ib hlis ib zaug	
Muaj chaw rau tus kheej	☐ Tsis kheev me nyuam ua si tib leeg kheej los yog nrog phooj ywg, tiv thaiv los ntawm txoj kev uas lwm cov me nyuam cuam tshuam	☐ Kheev me nyuam nrhiav los yog tsim muaj qhov chaw	☐ Teeb muaj ib qho chaw rau ib los yog ob tug me nyuam ua si kom tsis muaj lwm cov cuam tshuam	☐ Muaj ntau tshaj ib qho chaw	
Tswj xyuas cov chaw rau tus kheej	☐ Kev cais ntawm lwm cov me nyuam tsis muaj kev sib txuam los yog kev ua ub no	☐ Tus neeg zov me nyuam yeej tswj xyuas tau tag nrho cov chaw yooj yim	☐ Siv tau feem ntau ntawm hnuv	☐ Neeg zov me nyuam npaj kev ua ub no rau me nyuam siv qhov chaw rau nws tus kheej	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

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COV KEV TU XYUAS ME NYUAM TXHUA HNUB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev nqua hu Cov niam txiv tuaj nkag txog lub chaw tu xyuas me nyuam	☐ Niam yeej tsis tshua tuaj nkag txog lub chaw zov me nyuam thiab tsuas sib hu me ntsis	☐ Hu me nyuam mos nyoos thiab niam txiv nkag rau hauv chaw zov me nyuam	☐ Nqua hu me nyuam thiab cov niam txiv thiab ua tib zoo xyuas tej teeb meem uas muaj thaum tuaj txog	☐ Muaj qhov chaw xis nyob thiab qhib rooj lug txais tos txhawb kom cov niam txiv siv sij hawm nkag xyuas thaum xa me nyuam tuaj txog	
Kev sib ncaim Cov niam txiv tuaj nkag txog lub chaw tu xyuas me nyuam	☐ Niam yeej tsis tshua tuaj nkag txog lub chaw zov me nyuam thiab tsuas hais lus sib ncaim me ntsis	☐ Qhov chaw nyab xeeb thiab teeb muaj chaws thiab niam txiv nkag mus rau qhov chaw	☐ Neeg zov me nyuam hu cov niam txiv los yog tib neeg tuaj tos me nyuam thiab hais cov lus sib ncaim mos nyoos	☐ Muaj qhov chaw xis nyob thiab qhib rooj lug txais tos txhawb kom cov niam txiv siv sij hawm nkag xyuas thaum tuaj tos me nyuam	
Qhia xov xwm rau niam txiv txhua hnuh	☐ Tsis muaj xov xwm qhia	☐ Qhia me ntsis txog tus me nyuam rau cov niam txiv los ntawm cov neeg zov me nyuam	☐ Qhia txog kev ua ub no nrog cov me nyuam mos (Kheev Tsis Muaj Feem Xyuam)	☐ Cov neeg zov me nyuam tham nrog cov niam txiv txog tej yam uas lawv cov me nyuam ua rau hnuh ntawd thiab qhia txog cov kev tu xyuas txhua hnuh	
Sij hawm pw tsaug zog/so	☐ Tsis zoo tsim nyog rau feem me nyuam coob	☐ Zoo tsim nyog rau txhua tus me nyuam	☐ Pab kom cov me nyuam nyob twj ywm taus	☐ Muaj cov kev coj kom phim rau ib tug me nyuam twg zus	
Kev pw tsaug zog/so kom noj qab haus huv	☐ Ti ti, muaj teeb meem	☐ Noj qab haus huv – txaj chaw du dais, tsis muaj teeb meem	☐ Yeej sib cais tag nrho cov txaj pw rau me nyuam mos/txaj me li 36 ntiv sib dev los yog siv khoom tawv cais	☐ Muaj cov txaj pw rau me nyuam mos/txaj me rau ib tug me nyuam twg zus ntawm qhov chaw qub txhua hnuh	
Kev tswj xyuas thaum pw tsaug zog/so	☐ Muaj me ntsis	☐ Muaj txaus hauj sim	☐ Muaj hmov tshua, xyuas ntsees thiab zoo heev	☐ Cov me nyuam tsis pw muaj kev ua ub no	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuh Kho Tiav

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COV KEV TU XYUAS ME NYUAM TXHUA HNUB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Sij hawm puas noj/txom ncauj	☐ Tsis zoo tsim nyog (Piv txwv: Me nyuam raug tos txawm lawv tshaib plab los yog nkees)	☐ Haum rau txhua tus me nyuam cov kev tu ncu	☐ Muaj cov sij hawm teem rau cov puas noj/txom ncauj	☐ Neeg zov me nyuam txhawb txoj kev kawm ntawv thaum cov puas noj/txom ncauj	
Cov khoom noj thiab khoom txom ncauj zoo raws li cov kev cai	☐ Cov khoom noj tsis zoo raws li txoj cai los yog tsis zoo tsim nyog	☐ Muaj cov khoom noj phim rau qib hnuv nyoo	☐ Muab cov ntawv qhia cov puas noj rau niam txiv (Kheev Tsis Muaj Feem Xyuam)	☐ Cov neeg zov me nyuam koom tes nrog cov niam txiv los npaj cov khoom noj tshiab	
Cov kev tu kom txhob muaj kab mob (Kev ntxuav tes, ntxuav tsee, ntxuav tais diav, pov tseg qub zaub qub mov tsis yog muab rov los noj ib tsam)	☐ Feem ntau yeej tsis xyuas txog	☐ Tswj ua raws cov txheej txheem li ib nrab zaus	☐ Feem ntau coj raws li cov txheej txheem	☐ Coj raws li cov txheej txheem tas li	
Kev pub noj/Kev pab rau cov tsis haum tej yam khoom noj thiab lwm haiv neeg	☐ Tsis coj kom yog: tsis saib xyuas txaus los yog tsis puag me nyuam mos thaum pub raj mis ☐ Tsis npaj kom muaj khoom noj haum los yog npaj khoom noj kom haum rau tsev neeg cov kev noj kev haus (Kheev Tsis Muaj Feem Xyuam)	☐ Coj tsim nyog – tswj xyuas me nyuam raws qib hnuv nyoo thiab qib peev xwm ☐ Yeej qhia me nyuam cov kev noj haus thiab yeej hloov cov khoom noj kom haum (Kheev Tsis Muaj Feem Xyuam)	☐ Tau zoo thiab kaj siab noj cov puas noj/txom ncauj – muab sij hawm txaus rau cov noj qeeb thiab yeej muaj kev sib txuas lus	☐ Cov me nyuam muaj cov khoom noj thiab tais diav me phim kom txhawb lawv cov txuj ci thiab qhia cov me nyuam hlob pab npaj cov puas noj/txom ncauj	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV TU XYUAS ME NYUAM TXHUA HNUB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov kev qhwv caj tw/kev tso zis tso quav huv si Kev ntxuav txee, pov tseg ntaub qhwv caj tw	☐ Muaj teeb meem tswj taus	☐ Yeej tswj taus li ib nrab zaus	☐ Feem ntau yeej tswj thiab tswj tau yooj yim	☐ Yeej tswj taus tas li	
Cov kev qhwv caj tw/tso zis tso quav huv si Sij hawm tso zis tso quav/hloov ntawb qhwv caj tw, tsis muaj khoom – ntawv so tes, xub npum, dej ntws, tshuaj tua kab mob, thiab khoom npaj txhij rau siv	☐ Muaj teeb meem loj heev	☐ Feem ntau yeej muaj zoo hauj sim	☐ Muaj dej so ntws ze thiab cov txee ntxuav yooj yim	☐ Neeg zov me nyuam thiab me nyuam siv tau yooj yim	
Kev ntxuav tes rau neeg zov me nyuam thiab me nyuam tom qab hloov ntaub qhwv caj tw/tso zis tso quav	☐ Feem ntau yeej tsis xyuas txog	☐ Feem ntau yeej ntxuav tes tom qab	☐ Yeej ntxuav tes tom qab tas li	☐ Qhia tswv yim kom nyias pab tau nyias tus kheej raws li me nyuam muaj peev xwm txaus	
Kev tswj xyuas/kev sib txuas lus thaum hloov ntaub qhwv caj tw/tso zis tso quav Kev nyab xeeb thiab kev huv	☐ Tsis zoo los yog tsis tsim nyog	☐ Tsim nyog rau cov qib hnuv nyoog thiab rab peev xwm ntawm me nyuam	☐ Muaj kev sib txuas lus zoo ntawm neeg zov me nyuam thiab me nyuam	☐ Zoo li cov me nyuam pab tau lawv tus kheej raws lawv qib hnuv nyoog thiab lawv li lawv muaj rab peev xwm	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV TU XYUAS ME NYUAM TXHUA HNUB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev tswj xyuas kev noj qab haus huv thiab txo tsawg kev kis kab mob	☐ Muaj teeb meem tswj taus	☐ Tsawg kawg yog ib nrab	☐ Feem ntau yeej coj	☐ Txhawb kom me nyuam tswj kev noj qab haus huv nws tus kheej	
Me nyuam thiab neeg zov me nyuam xyaum ntxuav tes kom noj qab haus huv	☐ Feem ntau yeej tsis xyuas txog	☐ Tsawg kawg li 75% thaum twg yuav tau tiv thaiv kev noj qab haus huv	☐ Yeej ntxuav tes tas li 1 los yog 2 lwm	☐ Txhawb kom cov me nyuam xyaum nyias ntxuav nyias tes	
Cov khoom ntiag tug kom noj qab haus huv	☐ Tsis muaj khaub ncaws me nyuam seem los yog hloov me nyuam thaum tsim nyog	☐ Muab khaub ncaws seem rau me nyuam hloov thaum twg tsim nyog	☐ Kom muaj kev noj qab haus huv sab hauv tsev thiab nraum zoov, cov me nyuam hnav khaub ncaws tsim nyog thiab nrog tu xyuas	☐ Nyias muaj nyias pas txhuam hniav tsawg kawg yog ib hnuv ib zaug rau cov me nyuam nyob thawm hnuv (Kheev Tsis Muaj Feem Xyuam)	
Txo tsawg cov kev muaj mob muaj nkeeg	☐ Haus luam yeeb/haus dej caw /siv tshuaj yeeb ntawm cov chaw zov me nyuam saub hauv tsev thiab nraum zoov ☐ Tsis cais tawm cov me nyuam muaj kab mob kis taus ntawm lwm cov	☐ Muab tag nrho cov tshuaj rau me nyuam raws li qhia. (Kheev Tsis Muaj Feem Xyuam)	☐ Neeg zov me nyuam ua qauv coj zoo kom muaj kev noj qab haus huv (nquag ntxuav tes, hnav khaub ncaws kom tiv taus huab cua)	☐ Kom teb tau cov lus nug txog kev noj qab haus huv, cov neeg zov me nyuam npaj muaj sij hawm qhia txog kev noj qab haus huv	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

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**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV TU XYUAS ME NYUAM TXHUA HNUB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov teeb meem kev nyab xeeb sab hauv tsev	☐ Muaj ntau yam yuav ua rau kom raug mob taus loj heev		☐ Tsis muaj tej yam yuav ua kom raug mob loj heev	☐ Neeg zov me nyuam xyuas kom cov me nyuam coj raws cov kev cai nyab xeeb	
Cov teeb meem kev nyab xeeb nraum zoov	☐ Muaj ntau yam yuav ua rau kom raug mob taus loj heev	☐ Muaj qee yam teeb meem sab hauv tsev (thiab sab nraum zoov ua ke)	☐ Tsis muaj tej yam yuav ua kom raug mob loj heev	☐ Neeg zov me nyuam xyuas kom cov me nyuam coj raws cov kev cai nyab xeeb	
Kev tswj xyuas me nyuam txoj kev nyab xeeb	☐ Kev tswj xyuas tsim nyog tiv thaiv me nyuam sab hauv tsev thiab nraum zoov nyuab heev	☐ Muaj kev tswj xyuas tsim nyog tiv thaiv me nyuam sab hauv tsev thiab nraum ☐ Neeg zov me nyuam muaj cov txuj ci xyuas txog kev kub ceev	☐ Feem ntau cov neeg ua hauj lwm yeej npaj siab thiab xyuas kom txhob muaj teeb meem kev nyab xeeb ☐ Lub tsev zov me nyuam twb ntsuas dhau cov txheej txheem tsev kub nyhiab, xyaum cov kev khiav tawm tsev thaum muaj kev kub ceev ib hlis ib zaug nrog cov me nyuam	☐ Neeg zov me nyuam piav qhia cov laj thawj ntawm cov kev cai nyab xeeb rau cov me nyuam	

Teeb Meem Kev Nyab Xeeb (tsis tau yog tag nrho):

Indoors: Cov sab hauv tsev: Qhov hluav taws xob, hlua/xov, cov khoom nyhav, cov tshuaj, cov laub nrig, dej kub, cov ciaj tais ntawv/koob ntsia ntawv, ntaub pua taw los yog ntaub pua tsev, qhov cub rauv taws/tshuab cua sov, taw ntaiv, cov khoom me uas daig taus caj pas, pam pua txaj me nyuam uas tsis haum dhos nkaus, tshuaj dawb txau, cov khoom yas los yog cov yas Styrofoam, thiab tej yam xws li ntawd.

Cov sab nraum zoov: Cov chaw ua si, lub pas dej da uas tsis muaj ntsa laj kab xov ncig, cov ciaj uas tsis yog rau me nyuam siv, cov tshuaj txaus ntshai, cov khoom ntse los yog txaus ntshai, cov kev taug los yog cov taw ntaiv, cov kev los yog kev tsheb, cov khoom ua si thiab tej yam li ntawd.

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV NTU QHIA NTAUB NTAWV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev sib tham nrog me nyuam thaum ua ub no thiab ua si	☐ Sib tham me me los yog tsis sib tham li	☐ Sib tham hauj sim	☐ Nquag sib tham	☐ Sib tham nrog cov me nyuam tas li	
Cov me nyuam hnov cov lus hais	☐ Cov suab nrov heev cuam tshuam rau me nyuam txoj kev hnov lus	☐ Chav tsev yeej tsis nrov hauj sim kom me nyuam cov lus hais	☐ Siv kev piav tes los yog lwm cov kev sib txuas lus thaum twg tsim nyog	☐ Neeg zov me nyuam tham txog ntau yam thiab ntau yam sib txawv nrog cov me nyuam	
Neeg zov me nyuam lub suab lus hais rau me nyuam	☐ Hais lus nchav thaum tham nrog me nyuam	☐ Feem ntau hais lus tus los yog zoo rau me nyuam	☐ Hais lus muaj nuj n qis rau me nyuam thiab hais lus hmov tshua me nyuam	☐ Neeg ua hauj lwm siv ntau cov ntsiab lus thaum sib txuas lus	
Neeg zov me nyuam kev siv ntsiab lus tham nrog cov me nyuam	☐ Muaj cov ntsiab lus tsawg heev	☐ Feem ntau yeej muaj kev txhawb kev hais cov lus sib tham zoo	☐ Neeg zov me nyuam siv cov ntsiab lus piav qhia tej khoom los yog tej yam ntxwv	☐ Kho cov ntsiab lus siv kom haum rau cov me nyuam rab peev xwm	
Kev siv lus hais los yog siv lub cev piav lus	☐ Tsis txhawb me nyuam cov kev sib txuas lus thawm hnub	☐ Tsawg kawg li nrab zaus ntawm cov sij hawm uas me nyuam xav sib txuas lus, yeej muaj kev sib txuas lus zoo	☐ Neeg ua hauj lwm yeej teb me nyuam sai thiab coj yam ntxwv zoo thiab taug qab me nyuam tsim nyog	☐ Neeg ua hauj lwm ntxiv cov ntsiab lus ntau thiab qhia tswv yim ntxiv rau cov lus me nyuam hais (Kheev Tsis Muaj Feem Xyuam)	
Neeg zov me nyuam txhawb me nyuam txoj kev sib txuas lus	☐ Tsis muaj kev txhawb lus	☐ Muaj qee cov kev txhawb	☐ Nquag txhawb kev sib txuas lus	☐ Neeg zov me nyuam nug kom txhawb me nyuam teb tej lus cov nyom zog	
Kev sib tham pem nrog me nyuam	☐ Tsuas siv kev sib txuas lus thaum tswj me nyuam cov yam ntxwv xwb	☐ Neeg ua hauj lwm muaj me ntsis kev sib tham pem nrog me nyuam, kheev me nyuam tham feem ntau ntawm hnub	☐ Txhawb kom cov me nyuam muaj kev sib tham, neeg zov me nyuam faib caij sib txuas lus (Kheev Tsis Muaj Feem Xyuam)	☐ Neeg ua hauj lwm tswj kom muaj kev mloog lus thiab tham lus, muab cov me nyuam hlob xyaum sau cov lus sib tham (Kheev Tsis Muaj Feem Xyuam)	
Cov phau ntawv muaj siv tau txhua hnub	☐ Muaj tsawg tshaj 3 phau rau ib pab twg	☐ Muaj tsawg kawg yog 6 phau tag nrho thiab tsis muaj tsawg tshaj 3 phau rau ib qib hnub	☐ Muaj tsawg kawg yog 12 phau tiam sis tsis tsawg tshaj 2 phau rau ib qib hnub nyoog twg	☐ Muaj cov phau ntawv sau ua ke nyob rau ib qhov chaw los yog ntau qhov chaw kom yooj	

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



		nyoog twg feem ntau ntawm hnub	feem ntau ntawm hnub	yim thiab zoo rau cov me nyuam siv	
Cov phau ntawv zoo li cas	☐ Feem ntau yog cov phem phem	☐ Yuav luag tag nrho cov phau ntawv yeej zoo	☐ Muaj ntau yam phau ntawv siv tau	☐ Muaj cov phau ntawv tshiab los yog hloov kom txaus siab	
Cov phau ntawv nyeem rau me nyuam mloog txhua hnub (yuav tsum txhob yog cov ntawv sau txog tej yam phem los yog txaus ntshai rau me nyuam)	☐ Tsis nyeem cov phau ntawv	☐ Nyeem cov phau ntawv, tsuas txhawb kev koom yog cov me nyuam txaus siab, tsis yuam kom me nyuam koom	☐ Nyeem cov phau ntawv rau ib leeg zus los yog rau ib pab pawg me nyuam uas txaus siab mloog (Kheev Tsis Muaj Feem Xyuam)	☐ Cov sij hawm nyeem ntawv yog cov sij hawm zoo thiab muaj kev sib txuam thiab tus neeg zov me nyuam txhawb tag nrho cov me nyuam txhua qib kom nyeem raws li lawv qib peev xwm*	

* Cov neeg zov me nyuam hauv tsev qhia cov duab rau cov me nyuam mos, pab cov me nyuam me tig cov nplooj ntawv, qhia cov me nyuam yuav mus kawm ntawv muab cov lo lus mus phim rau cov duab, pab cov pib kawm ntawv xyaum nyeem ntawv.

Cov phau ntawv tsim nyog:

- Cov Me Nyuam Mos thiab Me Nyuam Me: Cov phau ntawv ntaub los yog tawv, cov duab tej khoom lawv paub
- Cov muaj ob xyos txog 5 xyos: Me nyuam cov phau ntawv dab neeg, cov phau ntawv qhia pib nyeem ntawv
- Cov me nyuam kawm ntawv: Cov phau ntawv dab neeg nyuab zog, cov phau ntawv pib nyeem ntawv, cov phau ntawv muaj tshooj

Lus Faj Seeb:

2. Thaum pab me nyuam kom to taub lus, cov neeg zov me nyuam yuav tau paub cov kev hais lus kom haum lwm haiv neeg thiab haum ib tug me nyuam zus. Txawm tus neeg zov me nyuam siv hom kev sib txuas lus twg los yeej muaj ntau txoj kev hloov kom ua tau li hais no.
3. Thaum twg pab me nyuam siv lus, cov neeg zov me nyuam yuav tau hloov lawv txoj luag num thaum tus me nyuam muaj rab peev xwm sib txuas lus zus. Txoj kev mloog lus thiab tham lus yuav sib npaug zus vim cov neeg zov me nyuam txhawb cov me nyuam kom txawj siv lus hais.
4. Cov phau ntawv ntau hom thiab sau txog ntau yam xws li: cov tswv yim yeej paub dhau los, cov dab neeg tsis muaj tseeb/cov dab neeg tswv yim, cov xov xwm muaj tseeb, cov tsiaj, cov phau ntawv qhia txog lwm haiv neeg, hom neeg, cov qib hnub nyoog thiab cov rab peev xwm.

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV UA UB NO	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov khoom tsim nyog rau txhua qib hnub nyoog me nyuam muaj npe, siv tau txhua hnub; Cov khoom nyab xeeb, cov nyom tiam sis tsis ntxhov siab thiab muaj tau cov khoom vaj khoom tsev	Tsis muaj cov khoom rau cov nram no: ☐ Kev Txav Yas Cev Me ☐ Kev kos duab ☐ Suab paj nruag thiab Kev Txav Ib Ce ☐ Cov tog ntoo ☐ Kev Ua Yeeb Yam ☐ Kev Kawm Ua Zauv/zauv ☐ Kev Xeeb Txawm/science ☐ Kev ua si av suab puam thiab dej (tsis muaj av suab puam thiab dej ua si rau cov me nyuam 18 hli – 6 xyoo)	Muaj qee cov khoom rau cov nram no: ☐ Kev Txav Yas Cev Me ☐ Kev kos duab ☐ Suab paj nruag thiab Kev Txav Ib Ce ☐ Cov tog ntoo ☐ Kev Ua Yeeb Yam ☐ Kev Kawm Ua Zauv/zauv ☐ Kev Xeeb Txawm/science ☐ Av suab puam thiab dej sab nraum zoo los yog hauv tsev tsawg kawg li 2 lim piam ib zaug twg thawm xyoo)	Muaj ntau yam thiab cov khoom txawv ntawm cov nram no rau feem ntau ntawm hnub: ☐ Kev Txav Yas Cev Me ☐ Kev kos duab ☐ Suab paj nruag thiab Kev Txav Ib Ce ☐ Cov tog ntoo ☐ Kev Ua Yeeb Yam ☐ Kev Kawm Ua Zauv/zauv ☐ Kev Xeeb Txawm/science ☐ Av suab puam thiab dej ua si (muaj ua si tsawg kawg ib lim piam ib zaug twg)	Additional materials rotated for variety in the following categories: ☐ Kev Txav Yas Cev Me ☐ Kev kos duab ☐ Suab paj nruag thiab Kev Txav Ib Ce ☐ Cov tog ntoo ☐ Kev Ua Yeeb Yam ☐ Kev Kawm Ua Zauv/zauv ☐ Kev Xeeb Txawm/science ☐ Av suab puam thiab dej ua si (muaj ua si ib hnub ib zaug)	
Cov khoom zoo li cas, kev siv thiab kev muab khaws cia	☐ Feem ntau phem heev ☐ Cov khoom muaj tshuaj lom thiab tsis nyab xeeb rau me nyuam	☐ Feem ntau yeej zoo ☐ Cov khoom tsis muaj tshuaj lom thiab yeej nyab xeeb rau me nyuam ☐ Ib pab me nyuam twg yeej muab cuag qee cov khoom los siv	☐ Yeej muab cov khoom tso muaj chaws rau ib tug siv zus, tso muaj chaws raws hom khoom ☐ Cov neeg ua hauj lwm sib txuam nrog me nyuam thaum lawv ua si nrog cov khoom thiab tswj kom siv cov khoom zoo	☐ Qhov chaw siv ua si yooj yim ☐ Kev muab cuag cov khoom yog nyob ntawm cov me nyuam cov qib peev xwm ☐ Siv cov khoom muaj peb txheej tsawg kawg yog ib hlis ib zaug nrog cov yuav pib mus kawm ntawv thiab cov me nyuam hlob dua (Kheev Tsis Muaj Feem Xyuam)	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

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KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
 (SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)



**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



LUB CHAW THIAB COV KHOOM VAJ KHOOM TSEV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev sib txuam thiab kev paub txog kev xeeb txawm ntawm lub ntiaj teb	☐ Tsis muaj kev tswj xyuas los yog kev sib txuam los ntawm tus neeg zov me nyuam thaum ua ub no ☐ Tsis muaj kev rau me nyuam kawm txog kev xeeb txawm ntawm lub ntiaj teb	☐ Muaj qee cov sij hawm kawm txog kev xeeb txawm hauv lub ntiaj teb txhua hnuv – cov sab hauv tsev los yog nraum zoov ☐ Me nyuam tsis tag yuav koom nrog. Muaj lwm cov kev ua ub no rau nws ☐ Neeg zov me nyuam siv cov kev tshwm sim muaj txhua hnuv los ua lub ntsiab pab me nyuam kawm txog kev xeeb txawm/science ☐ Muaj kev tswj xyuas me nyuam ua si nrog av suab puam/dej raws qib hnuv nyoog thiab cov rab peev xwm	☐ Txhawb kom me nyuam qhia lawv txoj kev paub ☐ Muaj kev kawm txog cov xeeb txawm sab nraum zoov tsawg kawg li ib lim piam 2 zaug twg ☐ Muaj qee cov kev kawm txog nroj tsuag los yog tsiaj txhu txhua hnuv nyob rau sab hauv tsev ☐ Teeb muaj av suab puam thiab dej los txhawb kev ua si	☐ Txhawb kom siv tswv yim ☐ Muab cov kev ua ub no uas tus neeg zov me nyuam yuav tau muab tswv yim ntxiv rau cov me nyuam yuav pib mus kawm ntawv thiab cov me nyuam hlob dua tsawg kawg yog ob lim piam ib zaug twg ☐ Muab cov khoom no hloov tshiab ib hlis ib zaug	
Suab paj nruag thiab kev txav ib ce	☐ Cov lus tsis zoo tsim nyog ☐ Lwm cov suab nrov los yog kev ua ub no cuam tshuam nrog cov kev ua ub no txhua hnuv	☐ Neeg zov me nyuam pib tso suab paj nruag thiab qoj ib ce txhua hnuv ☐ Siv cov suab paj nruag kaw tej thaum thiab siv thaum muaj laj thawj zoo	☐ Neeg zov me nyuam hu nkauj/seev txhua hnuv nrog cov me nyuam mos, me nyuam me los yog me nyuam yuav pib mus kawm ntawv	☐ Muab cov kev ua ub no uas tus neeg zov me nyuam yuav tau muab tswv yim ntxiv rau cov me nyuam yuav pib mus kawm ntawv thiab cov me nyuam hlob dua tsawg kawg yog ob lim piam ib zaug twg ☐ Muab cov khoom no hloov tshiab ib hlis ib zaug	
Kev Ua Yeeb Yam	☐ Tsis muaj khoom rau kev ua yeeb yam	☐ Muaj qee cov khoom rau kev ua yeeb yam	☐ Muaj ntau yam thiab ntau hom khoom ua yeeb yam rau txhua qib hnuv nyoog ☐ Muaj qee cov khoom	☐ Muaj cov khoom ua yeeb yamtxog lwm haiv neeg sib txawv ☐ Neeg zov me nyuam tswj xyuas cov yeeb	

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



			ua yeeb yam (cov kaus mom ntoo thiab khaub ncaws hnav ua si, khoom tsev mov ua si, thiab tej yam li ntawd) me phim me nyuam	yam	
Kev Kawm Ua Zauv/Zauv	☐ Qhia ua zauv/zauv thaum suav los yog ua ntawv ☐ Neeg zov me nyuam tsis tham nrog me nyuam thaum ua si los yog thaum ua num txog cov zauv los yog kev ua zauv – loj me thiab kheej zoo li cas	☐ Tej thaum cov neeg zov me nyuam tham txog cov kev ua zauv/cov zauv thaum ua si los yog ua dej num	☐ Cov neeg zov me nyuam yeej tham txog cov kev ua zauv/cov zauv thaum ua si los yog ua dej num	☐ Muab cov kev ua ub no uas tus neeg zov me nyuam yuav tau muab tswv yim ntxiv rau cov me nyuam yuav pib mus kawm ntawv thiab cov me nyuam hlob dua tsawg kawg yog ob lim pam ib zaug twg weeks (Kheev Tsis Muaj Feem Xyuam) ☐ Muab cov khoom no hloov tshiab ib hlis ib zaug	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



TXHAWB KEV TXAIS TOS NEEG SIB TXAWV	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Muaj cov khoom txog lwm hom neeg los yog lwm haiv neeg txawv rau me nyuam siv	☐ Pom muaj pov thawj tsawg heev	☐ Pom muaj qee cov qauv hauv cov khoom siv	☐ Pom muaj ntau cov qauv	☐ Txuam muaj lwm hom neeg txawv nrog txhua chav thiab txhua cov khoom uas me nyuam siv	
Muaj cov khoom txog neeg sib txawv kom sib npaug zos	☐ Cov khoom txog lwm hom neeg tsuas tsim muaj kev ntxub ntxaug tsis zoo xwb	☐ Muaj zoo txog neeg sib txawv	☐ Muaj ntau yam khoom qhia txog ntau hom neeg/haiv neeg sib txawv uas siv tau los ua yeeb yam ua si	☐ Txuam muaj lwm hom neeg txawv nrog kev lis dej num thiab ua si txhua hnuv	
Txhawb txoj kev to taub thiab kev txais tos neeg sib txawv	☐ Tsis pom cheem txoj kev ntxub ntxaug thaum me nyuam los yog lwm cov laus coj yam ntxwv ntxub ntxaug neeg	☐ Tsis pom muaj kev ntxub ntxaug los yog neeg zov me nyuam yuav tau cheem kev ntxub ntxaug thaum cov me nyuam los yog lwm cov laus coj yam ntxwv ntxub ntxaug neeg	☐ Neeg zov me nyuam txhawb kom cov me nyuam txais tos neeg sib txawv los ntawm txoj kev ua qauv zoo qhia txog kev to taub neeg sib txawv	☐ Cov kev ua ub no muaj txhawb kom to taub thiab txais tos neeg sib txawv	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV UA UB NOB	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev siv cov khoom TV, yeeb yaj kiab, thiab/los yog tshuab tsim nyog – qib hnuv nyooq tsim nyog, tsis muaj kev ua phem thiab zoo rau lwm haiv neeg	☐ Tsis zoo tsim nyog	☐ Zoo tsim nyog	☐ Muaj cov khoom tsawg rau cov xam tias “zoo rau me nyuam”	☐ Feem ntau ntawm cov khoom yeej txhawb kom muaj kev raus tes thiab txhawb thiab ua kom me nyuam muaj kev txaus siab thiab xav paub	
Lwm yam kev siv rau TV/yeeb yaj kiab/tshuab computer	☐ Tsis kheev siv lwm yam	☐ Siv tau qee yam	☐ Muaj lwm cov ntxim siab siv tau dawb	☐ Cov me nyuam yeem dhia ua si heev dua siv sij hawm saib TV, yeeb yaj kiab los yog tshuab computers	
Txwv txiav kev siv TV, Yeeb Yaj Kiab, thiab Tshuab Computer	☐ Tsis txwv txiav kev siv hlo li	☐ Muaj sij hawm rau cov me nyuam 24 hlis thiab loj dua siv raws li qib hnuv nyooq tsim nyog	☐ Neeg zov me nyuam koom nrog me nyuam siv TV, yeeb yaj kiab, thiab tshuab computer	☐ Txwv txiav kev siv kom tsawg	

Cov Ntsiab Lus Txhais rau Cov Qib Hnuv Nyooq Tsim Nyog:

- Cov me nyuam me thiab yau dua 24 hlis yuav tsum tsis txhob saib tv, yeeb yaj kiab los yog lwm yam duab kaw ua duab tshwm, los yog saib cov tshuab computers
- Cov me nyuam muaj 2 xyoos thiab loj dua: Txwv txiav kheev saib TV, yeeb yaj kiab thiab tshuab computer 60 feeb ib hnuv twg

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV UA UB NO	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Muaj chaw dhia ua si sab nraum zoov thiab hauv tsev	☐ Tsis muaj chaw dhia ua si sab nraum zoov los yog hauv tsev	☐ Muaj qee qhov chaw ti heev, sab hauv tsev los yog nraum zoov	☐ Muaj chaw sab nraum zoov siv tau 1 teev ib hnuv twg thawm xyoo, yog huab cua zoo	☐ Chaw sab nraum zoov muaj 2 hom los yog ntau hom rau kev dhia ua si	
Kev nyab xeeb ntawm qhov chaw ua si sab nraum zoov	☐ Qhov chaw txaus ntshai heev	☐ Cov chaw yeej nyab xeeb	☐ Muaj chaw loj nyob sab nraum zoov tsis ti los yog khuam kev thiab siv tau yooj yim	☐ Qhov chaw nraum zoov muaj qee yam kev tiv thaiv teeb meem	
Cov khoom/cuab yeej tsim nyog zoo siv muaj ntau npaum li cas rau kev dhia ua si	☐ Tsis muaj rau txhua qib me nyuam	☐ Muaj qee yam haum rau txhua pab me nyuam, siv tau txhua hnuv	☐ Muaj ntau yam rau me nyuam dhia ua si kom me nyuam txav mus los thiab muaj kev txaus siab	☐ Cov khoom/cuab yeej siv txhua hnuv ua kom txawj siv cov yas cev loj (Kheev Tsis Muaj Feem Xyuam)	
Cov khoom thiab cuab yeej nyab xeeb thiab zoo tsim nyog dhia ua si sab hauv tsev thiab nraum zoov	☐ Cov cuab yeej tsis zoo siv	☐ Cov cuab yeej zoo siv	☐ Tag nrho cov chaw thiab cov cuab yeej nyab xeeb thiab zoo tsim nyog rau cov me nyuam uas kheev siv tau	☐ Muab qhov chaw kho zoo kom cov kev ua ub no sib txawv txhob sib cuam tshuam	

Cov qauv khoom thiab cuab yeej uas zoo tsim nyog raws qib hnuv nyoog:

- Cov me nyuam mos: cov khoom thawb ua si me, cov pob, cov cuab yeej ruaj uas rub tau me nyuam sawv, pam, cov lag rau me nyuam nkag
- Cov me nyuam me: cov khoom caij muaj pas tuam, cov khoom loj thawb ua si muaj log, cov pob, cov ciav ua zawv zawg, cov kwj chaws nkag, cov thawv ntawv, cov khoom nce dai raws hnuv nyoog
- Cov yuav pib kawm ntawv: cov cuab yeej nce dai, cov khoom caij ua si, cov laub cab ua si, lub pob tawb qis pov pob nkag
- Cov pib kawm ntawv: cov cuab yeej cai ua si, cov hlua dhia ua si, cov voj voog kiv ua si, cov cuab yeej pov pob ncaws pob

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



KEV SIB TXUAM	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Kev tswj xyuas tsim nyog rau qib hnuv nyooq thiab me nyuam cov rab peev xwm ua si thiab kawm	☐ Feem ntau tsis pom muaj txaus	☐ Feem ntau pom muaj txaus	☐ Muaj kev tswj xyuas tsis tu ncu	☐ Feem ntau yeej xyuas kom xyej tau cov teeb meem ua ntej yuav tshwm sim	
Neeg ua hauj lwm kev kav, kev nrog xyuas thiab kev saib rawv	☐ Feem ntau ntawm cov kev tswj xyuas yog rau txim thiab kav nruj ☐ Feem ntau tsis nrog xyuas los yog koom nrog me nyuam	☐ Feem ntau ntawm cov kev tswj xyuas tsis yog rau txim thiab tsuas kav raws li tsim nyog ☐ Nrog saib rawv – lwm cov hauj lwm tsis cuam tshuam txoj kev zov me nyuam ☐ Feem ntau yeej nrog xyuas thiab koom tes	☐ Txawm ua hauj lwm nrog ib tug los yog ib pab me nyuam los yeej ras tsawv txog tag nrho pab me nyuam ☐ Hmov thiab tshua thaum daws teeb meem ceev nrooj	☐ Tham nrog me nyuam txog cov tswv yim uas muaj feem xyuam rau yam lawv ua ☐ Neeg ua hauj lwm txoj kev muab tswv yim txhawb haum rau cov me nyuam cov kev tshawb kawm nws tus kheej	
Neeg zov me nyuam – me nyuam kev sib txuam	☐ Cov kev sib txuam ua ke tsis zoo, kev sib chv sib puag tsis yog hmov tshua los yog pab nrog xyuas	☐ Muaj tsawg tsawg, yog tias muaj, kev sib txuam tsis zoo, tsis muaj hais lus nchav los yog kev coj nchav ntawm neeg zoo me nyuam thiab me nyuam	☐ Koom nrog me nyuam cov kev ua ub no thiab muaj kev txaus siab los yog txaus siab rau yam lawv ua ☐ Hwm cov me nyuam thiab mob siab ntias cov chim, raug mob los yog npau taws ☐ Nquag hais cov lus mos lus zoo thiab puag me nyuam thawm hnuv	☐ Mob siab rau me nyuam cov kev xav thiab kev coj ☐ Txhawb kom muaj txoj kev sib hwm ntawm cov me nyuam thiab cov neeg laus	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



KEV SIB TXUAM	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov tswv yim qhuab qhia los ntawm tus neeg zov me nyuam	☐ Pom siv cov kev ntaus qhuab qhia los yog kev rau txim nyhav heev	☐ Tsis pom muaj kev ntaus qhuab qhia los yog kev rau txim nyhav	☐ Siv cov kev qhuab qhia uas ua hauj lwm zoo	☐ Pab kom me nyuam to taub txog lawv cov yam ntxwv tsim teeb meem dab tsi rau lwm cov	
Kev tswj qhuab qhia los ntawm tus neeg zov me nyuam	☐ Yooj yim heev uas mua kev ceev me me los yog tsis muaj hlo li	☐ Feem ntau yeej tswj xyuas txaus kom txhob muaj teeb meem – me nyuam sib ua raug mob, ua phem rau tus kheej, los yog ua piam sij rau vaj tse	☐ Txoj kev zov me nyuam yog teeb tsa kom txhob muaj teeb meem thiab txhawb txoj kev sib koj kom zoo tsim nyog. Nquag qhuas cov me nyuam thaum lawv koj zoo	☐ Cia me nyuam koom nrog txoj kev daws teeb meem thiab xwm txheej (Kheev Tsis Muaj Feem Xyuam)	
Neeg zov me nyuam cov kev txwv txiav yam ntxwv raws qib hnuv nyoog thiab qib paub tab	☐ Feem ntau pom txwv tsis tsim nyog	☐ Raws li muaj tseeb thiab muaj tsawg, yog muaj, cov kev tshwj	☐ Xyuas me nyuam cov yam ntxwv tas li	☐ Nrhiav tswv yim ntawm lwm cov muaj txuj ci tshaj li txog cov yam ntxwv muaj teeb meem	
Cov me nyuam cov kev sib txuam	☐ Tsis pom txhawb Feem ntau ntawm cov me nyuam cov kev sib txuam yeej yog tsis zoo	☐ Txhawb kom muaj Feem ntau ntawm me nyuam cov kev sib txuam yog tsis muaj teeb meem los yog zoo	☐ Neeg ua hauj lwm yeej ua qauv koj zoo tas li	☐ Neeg zov me nyuam qhia thiab tham txog me nyuam cov kev sib txuam zoo los yog cov laus thiab me nyuam kev sib txuam zoo	
Neeg ua hauj lwm cov kev xyuas cov hom kev sib txuam	☐ Tsis xyuas los yog xyuas me nyuam cov kev sib txuam nchav heev	☐ Feem ntau yeej cheem cov kev sib txuam tsis zoo thiab kev raug mob	☐ Tswj kom me nyuam muaj cov kev sib txuam zoo	☐ Pib qee cov kev ua ub no tsim nyog kom me nyuam paub ua hauj lwm los yog ua si ua ke (Kheev Tsis Muaj Feem Xyuam)	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



QUAG KEV ZOV ME NYUAM	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Caij nyoog – kev siv sij hawm	☐ Nruj heev los yog tso siab heev – tsis zoo rau ntau cov me nyuam	☐ Muaj cov caij nyoog teem uas me nyuam paub thiab zoo rau feem me nyuam coob	☐ Muaj caij nyoog rau txhua tus me nyuam mos, yooj yim zog rau cov me nyuam me thiab cov me nyuam loj dua	☐ Muaj caij nyoog rau txhua tus kom pab tau txhua tus me nyuam cov kev tu ncua	
Kev zov me nyuam sib luag thiab hloov yooj yim	☐ Tsis ua raws li cov me nyuam cov kev tu ncua; neeg zov me nyuam tsis muaj sij hawm tswj xyuas me nyuam thaum ua si	☐ Tsawg kawg muaj ib lub caij nyoog ua si sab hauv tsev thiab ib lub sij hawm ua si sab nraum zoov txhua hnuv ☐ Puav leej muaj kev siv cov yas cev loj thiab dhia ua si tsawg txhua hnuv	☐ Muaj ntau yam kev ua si txhua hnuv – qee cov yog pib los ntawm tus neeg zov me nyuam ☐ Tsis muaj cov sij hawm tos ntev ntev thaum hloov cov tes dej num txhua hnuv	☐ Feem ntau ntawm cov sij hawm hloov tes dej num yeej hloov tau zoo heev	
Caij nyoog ua si thiab sij hawm tswj xyuas npaum li cas	☐ <i>Muaj</i> caij nyoog ua si me me los yog feem ntau ntawm hnuv yog cia me nyuam ua si tsis saib xyuas li	☐ Muaj sij hawm ua si lub kawg li ib teev ib hnuv twg nyob rau sab hauv tsev <i>thiab</i> nraum zoov, yog huab cua zoo ☐ Muaj qee cov kev tswj xyuas kom tiv thaiv me nyuam txoj kev nyab xeeb thiab tswj tau txoj kev ua si	☐ Muaj caij nyoog ua si feem ntau txhua hnuv, qee zaus yog sab hauv tsev thiab sab nraum zoov, yog huab cua zoo ☐ Neeg zov me nyuam yeej koom tes tswj xyuas me nyuam cov kev ua si thawm hnuv	☐ Siv txoj kev tswj xyuas ua ib txoj kev txuam nrog txoj kev kawm ntawv	
Cov khoom ua si, khoom siv thiab cuab yeej rau me nyuam siv ua si muaj npaum li cas	☐ Tsis muaj txaus	☐ Muaj txaus hauj sim	☐ Muaj ntau thiab ntau yam heev	☐ Muaj khoom ntxiv kom me nyuam txaus siab rau txoj kev ua si	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



QUAG KEV ZOV ME NYUAM	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Sij hawm sau ua pawg	☐ Cov me nyuam yeej nyob ua ib pawg tas li	☐ Muaj qee cov caij nyoog rau me nyuam ua si tib leeg, los yog koom nrog ib pawg me nyuam uas nws xaiv	☐ Muaj sij hawm tsawg sau ua ib pab tag nrho, haum raws hnuv nyoog thiab raws li me nyuam kev tu ncua	☐ Cov kev ua ub no nrog tag nrho ib pab yog ua kom me nyuam muaj kev vam meej ntau tshaj plaws	
Neeg ua hauj lwm kev sib txuam thaum cov sij hawm sau ua pawg	☐ Muaj cov caij nyoog tsawg tsawg los sib txuam nrog me nyuam los yog tej pab me nyuam ☐ Thaum twg cov me nyuam tsis sib khoom ua ke zoo cov neeg ua hauj lwm ntxhov siab los yog chim siab	☐ Coj zoo thiab txais tos me nyuam thaum txog caij sau ua ib pab	☐ Muaj ntau cov kev ua si yog ua nrog cov pab pawg los yog nyias ua nyias si thiab muaj tus neeg zov me nyuam koom nrog cov kev qhia ntawv	☐ Koom qhia ntawv rau cov pab pawg thiab cov me nyuam los ntawm txoj kev cob lus sib tham thiab qhia txog cov khoom tshiab thiab cov khoom zoo hauv lub chaw zov me nyuam	
Cov kev ua ub no ntawm tag nrho pab me nyuam ua ke	☐ Feem ntau tsis haum rau cov me nyuam	☐ Feem ntau tsim nyog	☐ Muaj lwm cov kev ua ub no rau cov me nyuam uas tsis koom nrog tag nrho pab me nyuam ua ke	☐ Koom nrog kev qhia ntawv rau tag nrho pab me nyuam ua ke	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnuv Kho Tiav

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



LUS FAJ SEEB: Tsuas ntsuas ntu no yog muaj ib tug me nyuam nyob rau hauv pab me nyuam uas yeej paub tseeb thiab ntsuas muaj ib txoj kev tsis taus

COV KEV TU COV ME NYUAM TSIS TAUS	Tsis Zoo Txaus	Zoo Txaus	Zoo Heev	Zoo Tshaj Plaws	Tsis Muaj Feem Xyuam
Cov xov xwm los ntawm cov kev ntsuas muaj	☐ Ntsuas me nyuam cov kev tu ncu los yog nrhiav cov kev ntsuas uas muaj lawm tsis tiav tas li	☐ Neeg zov me nyuam muaj cov xov xwm los ntawm cov kev ntsuas tag	☐ Neeg zov me nyuam muab cov kev ua ub no thiab kev sib txuam ua raws li cov kev pom zoo los ntawm lwm cov kws tshaj lij	☐ Yeej ua raws li feem ntau ntawm cov kev ua ub no uas yeej ua muaj nyob rau hauv tsev	
Cov kev hloov kom pab tau cov me nyuam tsis tau cov kev tu ncu	☐ Yuav ua tsis tau kom pab tau cov me nyuam tsis taus cov kev tu ncu tshwj xeeb	☐ Hloov me ntsis kom pab tau cov me nyuam tsis taus cov kev tu ncu	☐ Hloov ib puag ncig, txoj kev zov me nyuam thiab cov sij hawm kom cov me nyuam koom tau nrog ntau yam	☐ Muab cov me nyuam tsis taus txuam nrog lwm cov pab pawg thiab koom nrog feem ntau ntawm cov kev ua ub no	
Kev raus tes los ntawm niam txiv kom neeg zov me nyuam to taub txog cov me nyuam tsis tau cov kev tu ncu los yog teeb cov hom phiaj rau cov me nyuam	☐ Tsis muaj kev raus tes	☐ Muaj qee cov kev raus tes	☐ Niam txiv nquag raus tes	☐ Neeg zov me nyuam muab kev txhawb rau cov kev ntsuas tus kheej thiab cov tswv yim txhim kho	
Cov me nyuam tsis taus koom nrog lwm cov me nyuam	☐ Koom nrog lwm cov me nyuam tsawg kawg nkaus	☐ Muaj qee cov kev koom nrog lwm cov me nyuam ua ub no	☐ Cov me nyuam koom ua ntau tsav yam nrog lwm cov	☐ Cov me nyuam tsis taus txuam nrog lwm pab pawg thiab koom ua feem ntau ntawm cov kev ua ub no	

Cov Chaw Pom Kom Txhim Kho/Cov Hom Phiaj

Cov Khoom Yuav Tsum Muaj

Hnub Kho Tiav

Sau ua ke cov kev ntsuas tus kheej los ntawm: Kev Ntsuas Qib Chaw Zov Rau Me Nyuam Hauv Tsev (Family Child Care Environment Rating Scale)-
Phau Kho Tshiab, 2007. Thelma Harms, Debby Cryer, Richard M. Clifford, Frank Porter Graham Child Development Institute, Lub Tuam Tsev Kawm
Ntawv Qib Siab Hauv North Carolina hauv Chapel Hill.

**KEV NTSUAS TUS KHEEJ – KEV ZOV ME NYUAM HAUV TSEV NEEG
(SELF-ASSESSMENT TOOL – FAMILY CHILD CARE)**



COV KEV CAI NTAWM TSAB NTAUV COG LUS THIAB LUB CHAW ZOV ME NYUAM			
Ntu no yog siv los cob qhia kev ntsuas los yog kev tsim cov ntawv cog lus nrog niam txiv thiab tsim cov kev cai rau txoj kev zov me nyuam.	MUAJ	TSI S MU AJ	COV NCAUJ LUS
Tus neeg zov me nyuam tsub cov nqi zov me nyuam. (Lwm cov nqi tsub ntxiv los them cov nuj nqis – cov nqi them lig, cov nqi them zov me nyuam ntev dua sij hawm teem, cov nqi them rau kev zov tshwj xeeb, cov nyiaj them los ntawm CACFP, thiab tej nqi li ntawd.) Tus neeg zov me nyuam muaj:			
- qhov nyiaj hli txaus los yug ib tsev neeg nyob rau lub neeg zov me nyuam lub zej zog, - kev pov hwm them nqi kho mob uas them tag nrho cov nuj nqis kho mob rau tus neeg zov me nyuam thiab nws cov me nyuam uas tsis tau muaj lwm txoj kev pab them nqi kho mob, - muab 5% nyiaj tseg cia rau yav laus			
Tus neeg zov me nyuam tau nyiaj them ntxiv ib xyoo ib zaug raws li nuj nqis nce (pom ntawm cov nqi nce)			
Tus neeg zov me nyuam muaj tsab ntawv cog lus nrog niam txiv uas teev tias:			
- tag nrho cov sij hawm teev hauv tsab ntawv cog lus raug them tag nrho, tsis hais tus me nyuam yuav tuaj rau zov los tsis tuaj - yuav tau them cov nqi kom txwm txawm lub chaw zov me nyuam raug kaw vim tus neeg zov me nyuam muaj mob los yog muaj kev kub ceev hauv nws tsev neeg. Cov hnub ntau tshaj plaws uas niam txiv raug them rau tej kev kaw zoo li no yuav tau teev kom meej rau hauv tsab ntawv cog lus.			
Yuav kho cov sij hawm sau nqi thiab them nqi kom haum raws li thaum twg lub xeev cov nyiaj pab them nqi zov me nyuam hloov.			
Thaum twg tus neeg zov me nyuam kawm tiav qib ntawv siab dua los yog kawm muaj qhab nia hauv teb chaws, teev rau hauv tsab ntawv cog lus kom muab tus nqi thiab cov nyiaj them hloov nce kom tsim nyog rau txoj kev kawm txuj ci siab no.			
Cov ntaub ntawv teev txog nyiaj txiag, nrog rau pob nyiaj siv khiav lag luam yog siv los nres lub lag luam txoj kev ruaj ntseg.			
Muaj txoj kev khaws cia ntaub ntawv nyob chaws kom txo tau cov nqi se ntau tshaj plaws ntawm lub lag luam thiab txo tau raws kev cai sau se.			
Lub chaw zov me nyuam muaj cov kev pov hwm.			
Pov hwm nuj nqis rau lub lag luam, pov hwm tswv tsev, pov hwm kev tsis taus ntawm tus neeg zov me nyuam thiab pov hwm tsheb yog siv thauj cov me nyuam zov			
Rau qhov laj thawj teeb thiab sau nqi, tus neeg zov me nyuam yuav tau hais kom cov niam txiv nug lawv cov chaw hauj lwm txog kev xub txiav se rau cov nqi zov me nyuam, thiab/los yog nug cov chaw lis dej num hauv zos txog cov nyiaj pab them nqi zov me nyuam.			
Tus neeg zov me nyuam tau kaum (10) hnub tsis ua hauj lwm uas tau nyiaj them hauv ib lub xyoo twg..			
Kev tawm mus ua si, kev mob, cov hnub caiv, kev kawm txuj ci tshaj lij los yog cov hnub rau tus kheej o Siv tau cov hnub mob us tu xyuas cov neeg mob hauv tsev.			
Rau qhov laj thawj teeb nqi, kom ntsuas tau cov sij hawm, tus neeg zov me nyuam yuav tsum ntxiv cov sij hawm tuav tswv yim, kev npaj, kev tu, kev musk hw, kev khaws cia ntaub ntawv thiab kev sib txuas lus nrog cov niam txiv uas xav muab me nyuam tuaj rau zov.			
Muaj daim ntawv teev cov sij hawm kom muaj cov sij hawm so thiab sij hawm sib hloov kom dim pa thiaj muaj zog taus thiab nres taus txoj kev tu me nyuam. Xam txog:			

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- cov sij hawm koj ua ib hnuv los yog ib lub lim piam twg muaj npaum li cas - cov sij hawm muaj me nyuam tuas uas muaj “caij nyoog qeeb” thaum yav nruab hnuv thiab siv cov tib neeg tsim nyog los yog cov neeg hauv tsev nyob rau hauv lub chaw zov menyuum thaum lub “caij nyoog qeeb (caij me nyuam pw tsaug zog)” - cov niam txiv pab dag zog pub dawb thiab/los yog cov neeg hauv tsev pab tej yam tes dej num – mus khw, ntshua khaub ncaws, kho cuab yeej puas - ntiav cov neeg tuaj hloov zov me nyuam yog tsim nyog - them nyiaj muas cov kev pab – muas cov khoom noj khoom haus ua siav, kev tu vaj tse, kev kho vaj tse, kev ua cov ntaub ntawv se			
Niam txiv thiab tus neeg zov me nyuam kos npe rau ib tsab ntawv cog lus. Tsab ntawv cog tseg yuav teev muaj: - cov sij hawm zov me nyuam - cov kev cai them nyiaj, sij hawm sau nqi, cov nqi them lig, cov nqi them rau kev zov me nyuam dhau caij nyoog, cov nqi tsub rau cov zov tsis muaj sij hawm - lwm cov nqi – kev rau npe, cov nqi puas noj (cov tsis koom nrog-CACFP), cov nqi zov tshwj xeeb, cov khoom rau me nyuam mos uas tus neeg zov me nyuam muab, kev kawm ntawv txuas ntxiv rau tus neeg zov me nyuam, cov nyiaj check thim rov tuaj, cov nqi sib hais plaub los yog sau cov nqi tsis them raws sij hawm, thiab cov nqi kho mob kub ceev - cov kev cai tawm mus ua si, cov hnuv caiv thiab kev tawm vim muaj mob rau tus neeg zov me nyuam thiab cov me nyuam - kev tsis zov me nyuam lawm – sij hawm pib sim zov thaum rau npe, txheej txheem daws teeb meem, cov kev tsis zov me nyuam tam sis, thiab lub caij nyoog faj seeb txog kev them nqi txwm - kho tshiab cov ntawv cog lus thiab rov xyuas cov lus sib cog - cov niam txiv cov luag num mus nrhiav lwm tus neeg zov me nyuam, cov xwm txheej uas yuav tau ntiav ib tug neeg tuaj hloov zov, cov neeg tuaj hloov zov kev txuj ci muaj tsawg kawg nkaus, thiab lub tswv yim txheem ntxiv rau cov neeg tuaj hloov zov			
Sau cov kev cai zov me nyuam ua ntaub ntawv rau cov niam txiv. Muaj xws li: - cov txheej txheem thaum muaj kev kub ceev - cov kev cai qhuab qhia thiab qhuab cob qhia - cov sij hawm muaj dab tsi txhua hnuv - cov lus piav qhia txoj hauj lwm zov me nyuam thiab cov me nyuam txoj kev kawm ntawv – nrog rau kev npaj ntaub ntawv qhia, kev khaws cia ntaub ntawv, kev ntsuas nyiaj txiag, kev musk hw (khoom noj thiab khoom siv rau txoj kev zov me nyuam), kev npaj khoom noj khoom haus, kev tu tsev, kev kho ib puag ncig ntawm chaw zov me nyuam - qhab nia kawm txuj ci tshaj lij thiab/los yog qib kawm zov me nyuam thiab kawm txog me nyuam kev loj hlob - nqe lus teev txog txoj kev zov me nyuam raws kev cai (muaj ntawv tso cai los yog ntawv pov thawj zov me nyuam), ncauj lus qhia ntxiv txog cov cai zov me nyuam raws kev cai lij choj rau cov niam txiv thiab cov neeg siv kev zov me nyuam - ncauj lus hais kom niam txiv yuav tsum npaj muaj rau lawv tus me nyuam – cov ntaub qhwv caj tw, mis mos, khaub ncaws, los yog ntaub puas txaj			
Sib txuas lus tsis tu ncuav kom paub txog cov txheej txheem, kev cai, koom txoos tshiab thiab cov kev rau niam txiv raus tes nrog txoj kev zov thiab kev kawm ntawv ntawm lawv tus me nyuam. (Ntawv rhais tim phab ntsa,			

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ntawv xov xwm, cov phau ntawv sau, cov tsab xov tooj, niam txiv/neeg zov me nyuam cov rooj sib tham, kev cai tuaj xyuas chaw zov me nyuam “qhib rooj lug”, kev rau niam txiv tuaj pub dag zog dawb, kev sib tham pem, thiab kev khwv nyiaj txiag).			
Kev khiav lub lag luam zov me nyam yuav ua rau kom cov niam txiv raws txog pob nyiaj txiag los khiav lub chaw zov me nyuam – cov nuj nqis uas muaj.			

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KEV KAWM TXUJ CI TSHAJ LIJ			
Ntu no yog siv los cob qhia kev ntsuas los yog tsim muaj ib lub tswv yim kawm txuj ci tshaj lij thiab cov hom phiaj kev kawm ntawv txuas mus ntxiv.	MUAJ	TSIS MUAJ	COV NCAUJ LUS
Neeg zov me nyuam tau muaj kev kawm txog me nyuam kev loj hlob thiab kev tswj lag luam me – tswj xeeb yog kawm txog kev ua lag luam zov me nyuam hauv tsev.			
Tau muaj kev kawm txog me nyuam kev noj qab haus huv thiab kev nyab xeeb thiab kawm tshiab raws li tsim nyog. - Cov kev coj nyab xeeb rau txoj kev nqa me nyuam thiab nqa khoom nyhav – tiv thaiv kev raug mob rau nrob qaum thiab hauv caug. - Tswj cov kab mob kis taus thiab ceev faj txog cov quav ntshav. - Cov kev npaj khoom noj zoo thiab tu khoom noj kom zoo. - Kev tswj txoj kev ntxhov siab thiab lwm cov teeb meem – tus neeg zov me nyuam thiab cov me nyuam txoj kev ruaj siab thiab noj qab nyob zoo.			
Kev koom nrog txoj kev kawm ntawv txuas mus ntxiv. Siv tau cov sij hawm kawm txuj ci tshaj lij mus kawm cov kev cai uas lub xeev txwv kom kawm, kawm cov yuav tau qhab nia, kawm cov kev tshaj lij, sij hawm taug qab xyuas lwm cov kev zov me nyuam thiab/los yog tso tawm sij hawm mus zov me nyuam me thiab cov kev tawm tswv yim txhawb kev kawm ntawv.			
Neeg zov me nyuam txoj kev koom nrog txoj kev kawm txog neeg sib txawv muaj txoj kev ua hauj lwm nrog cov laus thiab cov me nyuam tib si.			
Lub chaw zov me nyuam pob nyiaj ib xyoos twg yeej muaj qhov nyiaj them cov nuj nqis kawm txuj ci tshaj lij. Yuav them rau cov nqi kawm, cov nqi mus kawm, cov nqi them neeg tuaj hloov zov me nyuam.			
Muaj lub caij nyoog yuav qhuas txog neeg zov me nyuam cov txiaj ntsim thiab muab phaj tshab rau kev mus kawm ntawv qib siab ntxiv thiab/los yog kawm kom tau qhab nia los ntawm kev nce nqi rau niam txiv, cov kev pab nyiaj los yog lwm cov kev pab.			
Yuav muaj kev ntsuas txoj kev zov me nyuam ib xyoos ib zaug uas niam txiv tau qhia lawv cov kev xav. Tus neeg zov me nyuam siv cov kev ntsuas no los npaj rau txoj kev kawm txuj ci tshaj lij.			
Muaj neeg ua hauj lwm ua ke txhawb (cia txhawb tsis muaj txheej txheem los yog txhawb raws txheej txheem) nrog daws teeb meem kom cov neeg ua hauj lwm nrog tau txais txiaj ntsim zoo los ntawm txoj kev paub thiab kev txhawb zog.			
Neeg ua hauj lwm koom nrog ib lub koom haum tshaj lij, pab neeg txhawb zog los yog ib lub koom haum txhawb me nyuam..			
Neeg zov me nyuam yeej ras txog tias zej zog txoj kev txhawb yuav muaj txuj ci tshaj lij ntxiv.			

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IB PUAG NCIG CHAW UA HAUJ LWM			
Ntu no yog siv los cob qhia ntsuas tus neeg zov me nyuam txoj kev tu ncua ntawm txoj kev zov tau me nyuam zoo.	MUAJ	TSIS MUAJ	COV NCAUJ LUS
Lub chaw zov me nyuam: (kev npaj, sij hawm teem txhua hnub, kev siv cov khoom cuab yeej) • zoo raws lub xeev thiab lub zos cov kev tswj cai • zoo rau tus me nyuam thiab tus neeg zov me nyuam cov kev tu ncua • muaj cov rooj tog loj txaus neeg laus/cov chaw ua hauj lwm rau tus neeg zov me nyuam • tsim siab thiab muaj chaw rau cov cuab yeej siv tsis tu ncua kom tus neeg zov me nyuam tsa tau tes taw thiab txav lub cev mus los kom nyab xeeb thiab xis nyob • muaj chaw rau khoom uas muab cuag yooj yim thiab muaj chaw ntau txaus • muaj lub chaw xyeej rau kev lis ntaub ntawv ntawm lub lag luam zov me nyam hauv tsev • muaj qhov chaw rau tus neeg zov me nyuam thaib cov niam txiv sib tham ua ke			
Cov kev cai teev tseeb (coj raws tas li) kom txhais tau cov xwm txheej uas yuav tau tshem tawm cov me nyuam ntawm lub chaw zov me nyua vim yog txoj kev muaj mob tshwm sim hauv niam txiv cov kev cai.			
Cov kev cai piav kom muaj tswv yim npaj rau thaum muaj kev kub ceev uas zov tsis tau me nyuam vim yog muaj mob, kev raug mog, ntsib kev puas ntsoog.			
Luam dai cov ntaub ntawv ntsuas lub tsev los ntawm cov kws ntsuas vaj tse, ntsuas kev nyab xeeb thiab ntsuas kev muab ntawv tso cai zov me nyuam kom niam txiv pom.			
Kom ua tau lub tsev nyab xeeb thiab noj qab haus huv, tus neeg zov me nyuam ras txog cov kev pab muaj nyob rau hauv lub zej zog.			

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COV KEV TXHAWB HAUV ZEJ ZOG			
Ntu no yog siv los cob qhia txog cov kev pab muaj nyob rau hauv lub zej zog uas yuav pab kom muaj cov hauj lwm zov me nyuam zoo tshaj plaws.	MUAJ	TSIS MUAJ	COV NCAUJ LUS
Cov neeg zov me nyuam muaj cov neeg hloov zov me nyuam uas muaj txuj ci tsim nyog/neeg pab zov kom cov neeg zov me nyuam dim pa thaum twg muaj kev kub ceev tshwm sim rau tsev neeg los yog rau tus kheej, sij hawm tawm uas tus neeg zov me nyuam tsis yog kaw lub chaw zov me nyuam tiam thiab yog muaj kev kawm txuj ci tshaj lij rau nws mus koom nrog.			
Kev muaj neeg tshaj lij txhawb tus neeg zov me nyuam nyob rau hauv lub zej zog. Cov nram no yog cov qauv:			
- ib cov neeg hloov zov me nyuam (txheeb thiab qhia kev hloov zov me nyuam) - kev pab tej kev cov nyom thiab kev pab tswv yim rau: - kev tswj txoj kev zov me nyuam thiab lub lag luam - tsim ib puag ncig chaw zov me nyuam - kev thov txais nyiaj/nyiaj pab - Kev Pab Nyiaj Txiag thiab Xa Mus Cuag Kev Pab (Resource and Referral) muaj txhawb tus neeg zov me nyuam kom nws tau cov me nyuam zov tsaus li siab nyiam - mus cuag tau lwm cov kws tshaj lij (kws qhia noj haus, kws lis ntaub ntawv noj haus, kws kho mob)			
Mus cuag tau txoj kev kawm hauj lwm thiab kev kawm ntawv tsim nyog, them taus thiab muaj feem xyuam rau txoj kev zov me nyuam kom muaj tswv yim tshiab npaj rau txoj kev zov me nyuam. (Sij hawm kawm, sij hawm kawm ntawv li cas, nyob qhov twg, kawm qib kom tau qhab nia li qib kawm ntawv siab).			
- Muaj xov xwm thiab nyiaj txiag pab rau tus neeg zov me nyuam los ntawm ntau lub koom haum hauv zej zog. - Muaj xov xwm qhia txog cov koom haum tshaj lij, cov pab neeg txhawb zog thiab cov koom haum pab tawm tswv yim.			
Muaj cov xov xwm qhia txog cov nyiaj txiag thiab cov kev pab cuam rau cov me nyuam muaj kev tu ncuat tshwj xeeb thiab cov neeg tu xyuas lawv. Cov xov xwm muaj xws li:			
- Kev xa mus cuag kev pab kom yog - Txoj Cai Txhawb Cov NeegAsmeskas Muaj Kev Tsis Taus (Americans with Disabilities Act) (ADA) cuam tshuam li cas rau cov kev txais me nyuam zov			
Muaj caij nyoog rau:			
- kev sib koom nrog cov neeg ua tib hom hauj lwm, tsev neeg thiab cov phooj ywg - kev koom nrog ib txoj kev cob qhia hauv thawj ob lub xyoo qhib lub lag luam - kev sib koom nrog cov xib fwb qhia ntawv hauv cov chaw zov me nyuam kom sib qhia tswv yim thiab nyiaj txiag thiab sib pab txog kev tawm tswv yim sib pab - txhawb cov neeg zov me nyuam ua cov thawj coj ntawm cov koom haum tawm tswv yim sib pab, cov pab neeg tuav tswv yim hauv zej zog/cov pab neeg tawm tswv yim txog ib yam xwm txheej twg, thiab kev kawm rau lwm cov neeg zov me nyuam - cov neeg zov me nyuam tsim tsa “koom haum neeg tawm lus” hauv lub zej zog thiab lwm cov kev kawm ntawv dawb kom tham tau txog niam txiv cov kev txhawj xeeb txog txoj kev zov me nyuam thiab txhim kho txoj kev zov me nyuam hauv tsev kom muaj koob npe zoo dua ntxiv			

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Hnub Kho Tiav



Sau ua ke cov kev ntsuas tus kheej los ntawm: Tsim Muaj Cov Hauj Lwm Zov Me Nyuam Zoo Dua Ntxiv (Creating Better Child Care Jobs): Cov Qauv Quag Qhia Neeg Ua Hauj Lwm Hauv Chaw Zov Me Nyuam (Model Work Standards for Teaching Staff in Center-Based Child Care). Center for the Child Care Workforce. (1999). Washington, D.C.