

## APPLE TREE TEAM MEMBERS

We hire caregivers to work with us. All of these team members are required per our licensing to have a background study completed, provide at least four unrelated references and receive the references back before being licensed and obtain a health physical.

The following professional classes are required by Dakota County with a copy of certificates of completion. After completion of mentioned classes, a minimum of 16 hours of training per year are required by Dakota County for all full time team members.

1. Child Growth & Development / Behavior Guidance (4 hours) (required annually)
2. Supervising for Safety (6 hours) (2 hours required annually)
3. Sudden Unexpected Infant Death (SUID) (required annually, with a video/online option allowed in the alternate year)
4. Abusive Head Trauma (AHT) (required annually)
5. First Aid (required every two years)
6. CPR (required every two years)
7. Child Passenger Restraint (required every five years)



We pay for a yearly membership to our county child care association as well as the association conference each March for our team members. The licensing standard for training hours is a minimum of the amount of training our team members actually choose to obtain. Our team members have various work experiences and credentials pertaining to children. Please ask them or us if you would like to learn more about them. New hires are asked to write a letter of introduction for us to share with parents prior to their first day.

In addition to our hired team members we at time will have Nicole's Mom, "Grandma" Donna help when needed for our illness, our children's illness, medical appointments or team member absences. Donna is also licensed. Apple Tree "over-staffs," as a benefit to the families we serve as an alternate to closing completely or early often for illness or appointments. Any of these individuals may be present on field trips based on the help needed for where we are visiting. Parents are able to review our team member's handbook and/or training manual upon request.



## PETS

Our family has a dog named Samantha (Sami). She lives at the Apple Valley location. There may be a few times per year that she is at the Burnsville location because Grandma is dog watching her. She is registered with the county and all her vaccines are updated yearly. Samantha has a separate area for going to the bathroom. Hand washing follows handling of the dog and the dog will not be in the kitchen during meals. Samantha is not kept in the childcare but when appropriate is free to roam the childcare areas. We have at times had fish and gerbils.