

PARENTS HANDBOOK

2024/2025



Welcome Message

Welcome to the Nordic School!

The Nordic school is a parent-run school that requires and expects involvement and commitment from both parents and teachers. It is vital that we can communicate and cooperate well with each other to make sure that all the children are thriving and developing.

In the Nordic School we strive to create a healthy and safe learning environment, where the values of equality, mutual respect, equity, and diversity are paramount. We believe that childhood has intrinsic value, and we have a holistic and acknowledging approach to every child to meet their individual and collective need for security, care, belongingness, and respect.

With this handbook we wish to share various relevant information about the school. The focus is on more practical issues, whereas the focus of our curriculum deals with the pedagogical approach and practice. Combined, the Parents Handbook and the Nordic School Curriculum will hopefully equip you with the necessary knowledge about the school and daily life.

We kindly ask you to carefully read through the Parents Handbook. Feel free to approach us if you have any questions, doubts, or comments. Our aim is to update the Parents Handbook in the beginning of every new school year so that the information you find in it is always up to date.

Sincerely,
The Nordic School



General school information

CONTACT DETAILS

Address: Msasani Ruvu Street (off Chole Road)
P.O. Box 23142
Oysterbay
Dar es Salaam,
Tanzania

Email: mail@nordicschool.net
Phone number: 0777 007 160
Website: www.nordicschool.net

CLASSROOMS

Kidogo: 0777 000 028
Kubwa: 0779 297 733
Afterschool: 0777 000 058

SCHOOL OFFICE

The school office is open every day from 8.00-16.00.

Your main points of contact in the school are your child's classroom teachers. For other information, questions or concerns, please contact the office.



Line Bickmann

Director

Available on 0777 007 160 or
mail@nordicschool.net



Ester Taratibu

Head of Administration

Available on 0777 007 160 or
administration@nordicschool.net

Opening hours

PRESCHOOL: Monday - Friday 7:00-16:30

AFTERSCHOOL: Monday - Friday 14.00-16:30

Groups

KIDOGO: Ages 1-3 years

KUBWA: Ages 3-6 years

AFTERSCHOOL: Ages 5.5-12 years

Security pass

Children can only come in with an authorized person as documented in the child's registration. A temporary pass will issued by the guards every day upon entry until your pass is ready. Please share passport photos of all authorized people who will be collecting your child(ren) with the office electronically. Children must be dropped off and picked up in the classroom and never at the gate. If you are running late please inform the teachers.

Sickness

If your child is sick please message or call the respective classrooms. If your child gets sick while in school we will contact you on the phone number you've provided during registration. For emergencies involving individual students we will first try to contact parents and in case of a medical emergency, we will call IST Clinic on 0754 783 393 / 0782 783 393. Kindly note that the school's insurance will not cover this.

More on sickness at the end of the handbook.

Timetable

This is an overview of what a typical day for a full time preschool student might look like.

7:00 - 8:30	Drop off and outdoor playing
8:30 - 9:00	Morning gathering and singing
9:00 - 9:30	Fruit and buns
9:30 - 11:00	Activities
11:00 - 11:20	Reading time
11:20 - 12:00	Lunch
12:00 - 12:30	Quiet time / Nap
12:30 - 14:00	Activities
14:00 - 14:30	Snack
14:30-16:30	Free play and pick up

What to bring

PRESCHOOL

- Daily fruit for sharing during morning snack
- Swimming costume
- Towel
- Inflatable armbands or swim vest for those who need them
- Sun lotion
- Mosquito repellent
- Spare clothes
- Kidogo: Diapers and wipes

AFTERSCHOOL

- Swimming costume
- Towel

Please label all clothes and items with your child's name

Food

In the preschool, the children are offered food three times daily. In the morning all the children will get some buns and share the fruits that they have brought from home together. For lunch, our kitchen prepares a hot meal following a [4-week menu plan](#). We take pride in offering nutritious and tasty meals and snacks that represent both Tanzanian and Nordic/Western cuisine. If you wish for your child to receive vegetarian food, kindly let us know. In the afternoon, the preschool children receive snacks as well. This usually consists of pastry and fruits. Drinking water is available throughout the day.

The children in Afterschool receive a hot meal for late lunch every day and drinking water is available for them to take whenever they need it.



Arrival, drop off and pick up

PRESCHOOL

Drop off: **7:00 - 8:30**

Pick up: Before **12:00 (Kidogo only), 14:30 or 16:30**

AFTERSCHOOL

Drop off: From **14:00**

Pick up: Before **16:30**

In order for your preschool child to gain the most from their experience at Nordic School, please plan to bring your child to their classroom before 8:30 where we start our daily program. The teachers have carefully planned the flow of the day, and your child will miss key learning opportunities if they are consistently late. If you are late, or if your child is sick or not coming to school for any other reason, please let us know via call or text.

Please respect the set pick-up times. If you are running late, give us a call ahead of time to let us know. Note, it is important to come in a few minutes earlier than the school closes to get a chance to talk to the teacher about your child's day.

If your child is being picked up by another parent, please ensure you inform the teachers so that they can fill out a permission form to show at the gate.

Settling in

Every child is unique and so are their settling in periods. The most important part is that everyone feels comfortable and safe in the process and that the home and school work together to ensure a positive transition. The following will be a description of how a settling in period might look like at the Nordic School.

New in preschool

Before the first day of school, the parents and the child will usually be invited for a tour and a chance to meet the teachers, ask questions, and exchange experiences and expectations. Furthermore, parents and teachers will talk about the individual needs of the child to agree on how to begin the settling in process, ensuring that the child feels as safe as possible in a new environment.

During the first few days at school, a parent should be present with the child – preferable the same parent all days. Your child will be assigned a primary teacher, whom they will be spending most of their initial time with. The primary teacher will usually also be the one welcoming your child in the morning. Depending on how your child reacts during the first days, you might stay for 30 minutes or some hours (usually longer time in Kubwa than in Kidogo). The time is agreed upon between the parents and the child's primary teacher.



The most important factor for a child to feel comfortable and safe is the relationship between the parents and the teachers, since this is what the child will mirror. We therefore ask you as parents to always feel free to share your opinions, worries or questions with us so that you feel confident in the settling in period as well.

When your child establishes a positive relationship to a teacher (or to another child, if the child is a bit older), you can leave for a short period of time. Remember to tell your child whenever you leave, so that your child knows they can count on you. It is natural if your child reacts when you leave. If you'd like us to keep you updated on how your child is doing, we are happy to send a message. Just let us know, and we will keep in touch with you.

Gradually, you can increase the time that your child is staying at the school - eventually they will get to participate during the meals, and maybe sleep there too. Some children are ready to stay a whole day at the school after only a few days, while others need a few weeks to settle in, especially the younger children. It is vital that there is good dialogue between parents and teachers, so that agreements can be made on an ongoing basis, which everyone feels comfortable with. We recommend that you remain close by the school for at least the first two weeks in Kubwa and for three weeks in Kidogo. This way you will be able to come within a short notice to attend or pick-up your child, if needed.

You may experience a reaction from your child when returning from school, which is natural. Your child may be emotional, be more difficult to get in contact with or be tired and will need some extra care, closeness, and hugs during those days. Some children will mainly react during the first few days, while others do not show any reaction until after some weeks.

New in Afterschool

Since the children in Afterschool are older, they usually do not have the need for their parents to be present during the first few days, but if you or your child feel more comfortable, you are welcome to stay while they settle in. We encourage you to come and visit the school for a tour and a talk together with your child prior to the child's first day, so that they can get a bit familiar with the surroundings and get the chance to ask whatever questions they might have before starting.

Parent-teacher cooperation

Good cooperation and communication between parents and teachers are fundamental to foster a sense of community for the children, who must navigate between the two environments. Parents and teachers play a key role in ensuring that the children are thriving, and strong communication and well-functioning cooperation thus becomes vital.

We wish to have an open and honest relationship with all parents and encourage you to contact us whenever you have any questions, comments, or concerns. Furthermore, it is important that you make sure to inform the teachers if something special is happening in your child's life that might affect them, such as one parent being away for a longer period, as this can help us understand any reactions your child might show.

We hold Parents Meetings in the Preschool twice per year and once per year in Afterschool and we encourage all parents to participate. Here we will update you on the daily life at the school, how things are going in the specific groups and discuss other subjects that are relevant. We furthermore arrange Parent/Teacher conferences twice per year for all the children in the Preschool, where we will discuss and exchange knowledge and experiences regarding the specific child and their well-being and development. Conferences can also be offered for the children in Afterschool upon request.

Every month, we will update you on what is going on at the school with a newsletter from both Kidogo, Kubwa and Afterschool describing what we have been doing for the past month and what the plan is going forward. You are also welcome to follow the school on Facebook ([Nordic School Tanzania](#)) and Instagram ([nordicschooltz](#)), where we provide small updates from the daily life at the school.



Transitioning within the Nordic School

KIDOGO TO KUBWA

Within preschool, we have children transitioning from Kidogo to Kubwa. This transition generally happens around the age of 3, but is determined by the evaluation of the child's overall readiness; an assessment made by the teachers in cooperation with the parents. This evaluation is based on numerous factors such as the child's ability to participate in the daily routines, engage in social relations, follow instructions, and express themselves. It also depends on the child's ability to be self-reliant in situations such as dressing and undressing and taking initiative to go to the toilet. Since we do not have changing facilities in Kubwa, the child should no longer have the need for diapers, when going there. Besides the individual assessment, we will also look at the whole group of children in Kidogo and Kubwa and on the number of teachers available in each group.

Before transitioning from Kidogo to Kubwa, the parents will be invited for a meeting where they get to meet the teachers and see the facilities in Kubwa, if they are not already familiar with it. There will also be a transition meeting between the teachers of the two groups to ensure that the change will happen as smooth and safe as possible for the child. Around one month before the shift takes place, the child will go on visits to Kubwa twice per week, where they will join for the morning gathering and fruits in the morning to get more familiar with the slightly different routines and environment in Kubwa.

The transition between the two groups will in principle only take place twice a year – in January and in August.

KUBWA TO AFTER SCHOOL

Once children start primary school elsewhere, they may transition from the preschool to Afterschool. The transition process is similar to the one from Kidogo to Kubwa, where children will visit every Friday as we approach the end of the school year so that they are familiar with the place and the teachers and children there. If needed, there will also be a transition meeting between the teachers of the two groups to ensure a positive transition where the child feels safe and welcome.



Transitioning between the Nordic School and Primary School:

Darasa, which is the Swahili word for class, is an inspiring introduction to formal education. The teacher is focused on promoting the children's abilities to concentrate and stay attentive with a specific task and on encouraging the children to have the confidence and self-esteem to work and solve problems independently, but also to be able to participate in different kinds of group work with their peers. The starting point is the interest of the children and their inherent curiosity and eagerness to acquire new knowledge and competences. Children have an impressive imagination and are always ready for exploring the world around them, which we benefit from in Darasa.

With regards to academics, children are introduced to the alphabet, foundations for reading and writing, basic mathematics and science using a playful approach that is age appropriate. This means that the children will practice a proper pencil grip, how to write different letters and numbers and simple words such as their own names, wait for their turn and how to feel confident in speaking in front of others among many other things.

Some of the activities will be closely connected to the different themes throughout the year, while others will arise of the specific interest of the children. Ultimately, the Darasa program will help the children to look forward to starting primary school with excitement and curiosity while also helping them find closure from their preschool experience. When completing Darasa, we host a small "graduation" for the children celebrating that they are now ready to move on to the next chapter.

We are currently running our Darasa program three times a week. In cooperation with the parents, the teachers will make an individual assessment on when a child should join the group, but it will usually be at the age of 5.

Teacher to child ratio

The teacher/child ratio is 1 teacher per 3 children in Kidogo, 1 teacher per 5 children in Kubwa and 1 teacher per 12 children in Afterschool. Besides the last 30 minutes of the day there will usually always be minimum two teachers present with each group.

The School Board and Trustees

The Nordic School is a parent-run organization, that is governed by a General Assembly of parents overseen by an elected Board of parents. The Nordic school is financially self-sustained.

The ordinary General Assembly is held every year in October, where all parents are invited and encouraged to participate. At the General Assembly, the members of the Board will be elected.

The Board consists of seven parents in total – five members and two alternates. They are elected for two years at the time and eligible for re-election twice. All parents of the Nordic School are eligible for election to the Board.

The Nordic School also has three trustees, who are elected by the Board. The trustees hold office for five years at the time and are eligible for re-election. A trustee must be a resident of Tanzania and adhere to the rules governing the Board of Trustees.

An updated list of the members of the Board and the trustees of the school is always available on the school's website. If you are interested in joining the Board, you are always welcome to reach out to the Administration or a current board member to get more information.

Nordic School Library

The Nordic School Library is situated in Afterschool. We have books in English as well as in all Nordic languages for both younger and older children. The preschool children visit the library once per week, where the children get the opportunity to borrow a book and bring with them home. The children in Afterschool can visit the library whenever they have free time in their schedule.

Every school year, a sign-up sheet will be put up on the doors of Kidogo and Kubwa, where parents can sign up for reading for the children in a language of their choice. The children love having someone else than their teachers coming in to tell a story or read for them, so we really appreciate parents signing up whenever possible.

Donations

In case you have any children's books or toys at home that you no longer need, we are always happy to receive it. We are especially happy to receive books or toys that can activate more children at the time such as board games, puzzles, animals or cars. In case we receive a donation that we do not need in the school, we make sure that it is passed on to someone else.

We are also always happy to receive materials that we can use for some of our many arts and crafts projects such as empty toilet rolls, glass jars or cardboard boxes.

The Nordic House

Adjacent to the school's premises is The Nordic House. The house has rooms for rent to teachers or other people in need of housing in Dar es Salaam, for longer or short periods of time. Please contact the Administration for availability.



Sports Club

As a parent at the Nordic School, you will get a family membership to the Nordic Sports Club. As a member, you can use the school's sports facilities outside the school's opening hours. This also includes the playground.

On school days, the swimming pool can be used before 9:00 and after 16:30. On weekends, public holidays and school holidays the pool is open all day.

The tennis court is open all day and must be booked in advance through an online booking system. You can request access to the system through the Administration.

It is also possible for parents of the Nordic School to rent the school's facilities for smaller or bigger events such as birthday parties. The playground, swimming pool, tennis court and Aula can all be rented. Kindly contact the Administration for availability and prices.

NORDIC SCHOOL TANZANIA | 2024-2025 CALENDAR

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School Holidays	Optional Extra Days	24	Days in Term 1	85
Teacher Pedagogical Development	Professional Development Days	3	Days in Term2	95
Public Holidays	Public Holidays	16	Total School Days Invoiced	193

*Depending on teacher availability/confirmed registrations from parents. Additional charges will apply.

Calendar

The school calendar might change slightly throughout the year. If this is the case, we will always orientate the parents. An updated version of the school calendar is always available on the school [website](#).

Admission

According to the Agreement between Sweden and Tanzania[1], Sweden has permission to, directly or through an agent, establish and run schools in Tanzania for Swedish personnel. Sweden also has permission to admit other expatriates to the school. This means that the Nordic School can enrol children if at least one of their parents is an expat.

The Director is authorized to decide on admission of a child and can consult with the board, if necessary. Upon deciding whether a child can be admitted or not, the Director needs to take different factors into account such as the number of children already enrolled, available staff resources and if the family supports the Nordic principles and pedagogy and our approach to child-centered and play-based education. The family must be able to communicate in English too.

In our preschool, we welcome children aged 1 to 6. Before starting Kidogo, we expect the children to be able to eat mainly independently, either by using a spoon or their hands - it is okay, if it is messy. To be enrolled in Kubwa, we prefer for them to be diaper free.

In Afterschool, we welcome children aged 5,5 to 12 years. The children must have started primary school.

The maximum number of children is 12 in Kidogo, 18 in Kubwa and 20 in Afterschool.

[1] Agreement between the Government of Sweden and the Government of the United Republic of Tanzania on general terms and conditions for development cooperation dated 23rd of March 2005

Fee structure

Preschool Fees (USD)			
A one-off registration fee (non-refundable and non-transferable) of \$800 is payable per child upon acceptance at the school. This fee is in addition to the program fee.			
Preschool Program	Annual Fee	1st Term (Aug-Dec)	2nd Term (Jan-Jun)
07:00 – 12:00 (Available for children in Kidogo)	7,900	3,685	4,215
07:00 – 14:30*	11,348	5,292	6,056
Additional Preschool Hours	Annual Fee	1st Term (Aug-Dec)	2nd Term (Jan-Jun)
14:30-16:30	3,000	1,397	1,603
Annual capital fee	200		
* A 20 % discount on the preschool program fee from 7-14:30 can be offered to families who are not subsidized by their employer upon request. Please request a complete payment policy from the office.			

After School Fees for the school year 2023-2024 (USD)			
A one-off registration fee (non-refundable and non-transferable) of \$800 (full-time) or \$400 (part-time) is payable per child upon acceptance at the school. This fee is in addition to the program fee.			
After School	Annual Fee	1st Term (Aug-Dec)	2nd Term (Jan-Jun)
Full-time (Up to 5 days per week)	3,354	1,566	1,788
Part-time (Up to 3 days per week)	2,095	980	1,115
Please request a complete payment policy from the office			

All amounts are in US Dollars.
The school fees include a family membership to the Nordic Sports Club.

ANNUAL FEE

An annual fee shall be paid for each child for each year enrolled at the school. Annual fees vary according to the number of hours a child is attending school and depending on the school service the child is enrolled in. The annual fee covers all operating costs including educational materials, extra-curricular activities, snacks, and a warm lunch. A child starting school after the school year has commenced will be invoiced on a pro rata basis. Fees shall be invoiced fully for a whole term regardless of the days the child has attended school.

REGISTRATION FEE & CAPITAL FEE

The registration fee is a one-off payment that is non-refundable and non-transferable payable upon acceptance at the school. It is to be paid in addition to the annual program fee. The annual capital fee is paid yearly and is collected as a contribution from parents to cover the school's capital expenditure for larger renovations, upgrades, or future extensions. The income from registration and annual capital fee is segregated from the operational budget and earmarked capital expenditure.



Guidelines and Terms for Payment of Fees and Refunds

1. Fees are based in US Dollars and are subject to change on an annual basis corresponding to inflation.
2. Fees are to be paid either in full, for the whole school year, or per term (there are two terms in a school year) unless other arrangements are approved by the school Management.
3. Fees are due by the dates indicated on the invoice unless other arrangements are approved by the school Management.
4. Minimum 3 months should be paid.
5. All fees are paid in advance.
6. Fee payments are to be done by direct transfer or cash/cheque deposit into the school US Dollar account (as indicated on all invoices).
7. Please provide the child's name as a reference on all payments being directly made to the school account.
8. Please note that the school is NOT responsible for bank transfer charges or commissions. If these are incurred by the school for incoming transfers/wires, the school will debit parents concerned.
9. Parents are requested to contact the school bank directly to make payments in any other currency outside US Dollars. The bank will convert the currency into US Dollars at their internal rates prevailing on the day the payment is credited into the school's account.
10. Refunds shall be made only after submitting a written notification for withdrawal from the school 8 weeks before the commencement of the new term. No refunds will apply for partial completion of a term nor capital portion of the fees. Refunds will be calculated based on school days and shall apply to annual fees only and made by bank transfer only. The school does not take responsibility for bank charges.
11. The school reserves the right to deny entry to children in arrears of fees.
12. A child enrolled at the Nordic School, belongs to one of the following categories, depending on who pays the fees: Private or Employer. Families that receive little or no support/subsidy by their employer for school fees are discounted. Private Rate: In cases where parents/guardians personally pay for more than 50% of the total fees, the student is considered to belong to the category Private Rate. Private Rate receives maximum 20% discount on the term fees. Employer Rate: In cases where employers pay at least 50% (or more) of the total fees, the student is considered to belong to the category Employer Rate. This category is not discounted.

Illness and Accidents

Infections and bacteria spreads very quickly in a preschool setting. We therefore ask you all to wash your hands by the washing station before entering the school premises. The child's general condition determines when he/she may return to school after falling sick. However, the child should have been without symptoms like fever, vomiting or diarrhea for at least 24 hours and should be able to comfortably participate in school activities that may also include outdoor activities. A day at home after being sick helps the child to fully recover and can help prevent that the child falls sick immediately after again.

If your child shows any signs of sickness when at school, and/or the general condition is affected, you will be contacted by a teacher and requested to pick up your child. The child should stay home until fully recovered, and depending on the disease in question, relevant physician consultation should take place. The school does not administer any medication to children.

If your child gets injured while at the school, you will be contacted immediately and if necessary, a teacher will take your child to the IST Clinic if immediate medical attention is needed. The expenses for medical treatment received at the IST Clinic will not be covered by the school.

The spread of diseases in groups of children cannot be completely avoided. For some infections, the infected child may not have any symptoms, but the infection can still be transmitted to other children in the group. No individual is at "fault" when there are infections present, but we all have a responsibility to be vigilant and when parents and teachers have knowledge about the common infectious diseases and how they are transmitted, it is possible to prevent unnecessary spread. Below we have included some of the more common infections among children and when the children can return to school:

DIARRHEA AND/OR VOMITING:

Your child should stay at home until he/she is eating normally and drinking well and has not vomited or had water-thin diarrhea for a minimum of 24 hours.

FEVER

Children's normal temperature varies and can be affected by how active the child is. However, a temperature of 38.0 degrees or above is fever and can be a symptom of infection. Your child should stay at home and be fever-free for 24 hours (without fever-reducing medication) before returning to school. It is equally important that your child's general condition is also good before returning to school.

COLDS

The general condition of your child may determine whether the child should be at home or not. To return to the group of children, the child must be able to participate in activities.

SORE THROAT

In case of streptococcal infections, your child should stay at home for at least one day with treatment. The child's general condition determines when he/she can return to school.

INFLUENZA

Your child should stay at home and be fever-free for 24 hours (without fever-reducing medication) before returning to school. It is equally important that your child's general condition is also good before returning to school.

COVID-19

Your child should stay at home until 48 hours without any symptoms.

HEAD LICE

Check your child for head lice regularly. If infected, your child can return to school after receiving treatment. Remember to do follow-up checks to make sure that all the lice are gone and to inform the school, if your child is infected.

CHICKENPOX

If your child gets chickenpox, he/she must stay at home until all sores are dry and scabs have formed, and the general condition is good.

EYE INFECTION

Eye infections are common among children and can have several causes. Your child should stay at home in case of acute inflammation with redness and light sensitivity.

EAR INFECTION

Ear infections are common among children and are usually not contagious. Your child can return to school, whenever the general condition is good.

Emergency contacts

IST CLINIC (24/7 OPEN FOR EMERGENCIES)

0754 783393 / 0782 783393

AMBULANCE SERVICE (AGA KHAN)

0222 115 151

FIRE

114 & DIAL SECURITY BELOW

SECURITY (GS4)

765 555 000

POLICE (OYSTERBAY)

0715 009 961