

## Changes to the Staff Position Qualifications Guidance Effective July 1, 2017

- The following is a list of the changes made to our Staff Position Qualifications. Changes were made only to reflect new or more clearly defined Program Performance Standards.
- Changes will become effective on July 1, 2017, although you are free to begin using the new qualifications immediately.
- **Continue to utilize the complete *Staff Position Qualifications Guidance* document as your guide to hiring staff who meet the requirements of Program Performance Standards, whether ECEAP or Head Start.**

Center Based Preschool Teacher	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change	With experience teaching preschool-age children.
No change	With experience teaching preschool-age children.
No change	No change
	No change

Center Based Preschool Teaching Assistant	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change	No change
No change	No change
No change	No change
No change	No change

Center Based Infant/Toddler Teacher	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change.	with infant/toddler coursework <sup>4</sup> and 12 months experience with children 0-5.
	No change
	With infant/toddler coursework <sup>4</sup> Early Childhood Education Initial Certificate with Infant Toddler coursework <sup>4</sup> and 12 months experience with children 0-5.

Center Based Infant/Toddler Teaching Assistant	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change.	This position guidance was eliminated. Due to the ratios in EHS (4:1) and requirements for an EHS qualified Teacher with each group of 4 children, the Infant/Toddler Teaching Assistant position does not exist.

Center Based Floater/Classroom Aide	
Qualification options for ECEAP staff	Qualification options for Head Start staff
High School Diploma GED	High School Diploma GED

Family Child Care Teacher	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change.	With experience in early child care
	Current CDA, (Family Child Care focus).
	Early Childhood Education Initial Certificate with experience in early child care.
	Enrolled in a CDA (Family child Care focus) program and complete the program within 18 months of beginning to provide services.
	Provisional Hire: Enrolled in an associate or higher degree program in early childhood education <sup>1</sup> and complete degree within 18 months of beginning to provide services.

Home Visitor	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change.	With coursework equivalent to the Home Visitor CDA and demonstrate competency to plan and implement home-based learning experiences.
	Home Visitor CDA and demonstrate competency to plan and implement home-based learning experiences.

Family Support Specialist/Family Advocate	
Qualification options for ECEAP staff	Qualification options for Head Start staff
No change	Credential or certification in social work, human services, family services, counseling or related field with 30 job related credits
No change	
No change	Complete Professional Development Plan Form and 18 months to complete a requirement above.

### Changes to Notes and Definitions:

Continue to use the *Staff Position Qualifications Guidance* for the **complete list** of definitions and notes.

#### Notes:

Current and former program parents must be considered for employment vacancies for which such parents apply and are qualified. (Head Start Performance Standard 1302.90(a) (6).

In Head Start and Early Head Start classrooms, when a majority of children speak the same language at least one classroom staff member or home visitor interacting regularly with the children must speak their language (Head Start Performance Standard 1302.90(d) (2).

## Definitions:

### <sup>1</sup>Family Support credential or certification

- Family Development Certificate from the Washington Community Action Partnership
- Social Services Competency Based Training (SSCBT) Certificate of Completion from Portland State University
- Family Service Credential from The Portage Project
- Family Support Core or Studies Certificate from Edmonds Community College
- Credential from a comprehensive and competency-based Family/Social Services program not mentioned above that increases knowledge and skills in providing direct services to families (subject to PSESD approval).

### <sup>2</sup>Related Field:

A related field for Family Support Specialist/Family Advocate is defined as:

- Early Childhood Education
- Child Development
- Special Education
- Elementary Education
- Human Development
- Child and Family Studies
- Human Services with a focus in ECE, child development, nursing, special education, family support, social work.

### Evaluating Credits for Family Support Specialist/Family Advocate

- Remove: Child Development and Early Childhood Education courses, content, description.

### Evaluating Credits for Home Visitor

- Promoting health and safety in the home environment
- Enhancing parents' skills to advance children's physical and intellectual development
- Promoting parents' use of positive ways to support children's social and emotional development
- Understanding family systems and development
- Managing an effective home visitor program operation
- Maintaining a commitment to professionalism
- Working across the child welfare continuum
- Understanding principles of child development and learning

### <sup>4</sup>Infant/Toddler Course Work

The requirement for infant/toddler course work can be met by:

- Providing transcripts that include courses covering infant/toddler growth and development

Or

- The completion of the following three online courses within the first month of employment:
  1. Understanding Infant and Toddler Development
  2. Introduction to Infant and Toddler Social Emotional Development
  3. Routines and Environments that Support Social Emotional Development in Infants and Toddlers
    - To choose this option, complete a *Professional Development Plan: Early Head Start* and submit to the Program Manager for Professional Learning. Instructions for accessing the online courses will be provided.