



Professional Development, Staff Qualifications, and/or Training Quality Criteria in Quality Rating Systems

A Quality Rating System (QRS) is a systemic approach to assess, improve, and communicate the level of quality in early care and education programs. Similar to rating systems for restaurants and hotels, QRS award quality ratings to early care and education programs that meet a set of defined program standards. These systems provide an opportunity for States to (1) increase the quality of care and education for children; (2) increase parents' understanding and demand for higher quality care; and (3) increase professional development of child care providers. QRS can also be an effective strategy for aligning components of the early care and education system for increased accountability in improving quality of care. Additional information about QRS is available on the NCCIC Web site at <http://nccic.acf.hhs.gov/poptopics/index.html#qrs>.

All QRS are composed of five common elements: (1) standards; (2) accountability measures; (3) program and practitioner outreach and support; (4) financing incentives; and (5) parent/consumer education efforts. As of November 2006, 14 States (Colorado, District of Columbia, Iowa, Kentucky, Maryland, Montana, New Hampshire, New Mexico, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, and Vermont) have a statewide QRS.

QRS standards are built on the foundation of child care licensing requirements and add multiple steps between licensing and higher quality standards, such as accreditation standards. Of the 14 States with a QRS, all have quality criteria that address professional development, staff qualifications, and/or training. The following includes excerpts from the States' professional development, staff qualifications, and/or training quality standards. Links to the States' quality standards are available in the document, *Quality Rating Systems: Quality Standards* available on the NCCIC Web site at <http://nccic.acf.hhs.gov/poptopics/qrs-criteria-websites.html>

STATE OVERVIEWS

Colorado

QRS name: Qualistar Rating System

Web site: www.qualistar.org/

- *Qualistar Rating Components*
www.qualistar.org/professionals/components.php

Criteria: Training and Education

The training and education score is based on the work experience and the average level of early childhood education attained by the providers working in the home or center. The program's staff report on their formal early childhood education and experience and provide transcripts and training certificates to verify this information. Providers and program directors who have more formal early childhood training and coursework generally provide higher quality learning environments and have more positive interactions with young children, because they understand how they develop and learn.

■ *Qualistar Early Learning Quality Rating: Rating Criteria 2006*

Child Care Providers/Family Home Providers:

Training and Education	Experience	Points
Less than 45 training hours in the last 3 years	Not Applicable	0
45 hours of documented training in ECE in the last 3 years OR 3 credits in ECE	2000 hours	1
6 credits in ECE, CDA, or Montessori certification	2000 hours	2
24 ECE credits*	4000 hours	3
Associate's degree in ECE, Elem. Ed/Spec. Ed, or any A.A. with at least 24 credits in ECE*	2000 hours	5
Bachelor's degree/Master's degree in ECE, Elem. Ed/Special Ed., or any B.A./M.A. degree with a least 24 credits in ECE	Not Required	7

* Director Qualification Certificate counts (transcripts are still needed)

Administrators (Centers Only):

Training and Education	Experience	Points
Less than an Associate's Degree	Not Applicable	0
Associate's degree in ECE or any A.A. degree with at least 24 credits in ECE	2000 hours	1
Bachelor's degree in ECE or any B.A. degree with at least 24 credits in ECE	2000 hours	2
Master's degree in ECE or M.A./M.S. with at least 24 credits in ECE	2000 hours	3

District Of Columbia

QRS name: Going for the Gold

No Web site available

■ *Going for the Gold: Tiered Rate Reimbursement System, Quality Criteria for Child Development Centers and Child Development Homes (2000)*, by the Office of Early Childhood Development, Department of Human Services, District of Columbia, includes the following information about quality criteria on professional development:

Child Development Centers

Criteria: Director Qualifications and Training

Bronze	Silver	Gold
<ul style="list-style-type: none"> Meet the Regulation requirements for the position A minimum of 18 clock hours of in-service training 	<ul style="list-style-type: none"> Meet Regulation requirements for the position A minimum of 24 clock hours of in-service training 	<ul style="list-style-type: none"> Meet Regulation requirements for the position A minimum of one 3-credit hours courses (45

per year for each staff person <ul style="list-style-type: none"> 30% of staff must have or be enrolled in CDA program or higher education over a 12 month period 	per year <ul style="list-style-type: none"> Plus eight clock hours in in-service training per year in Administration, Management, and Supervision of child development programs 	hours) in Administration, Management, and Supervision of child development programs
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Criteria: Staff Qualifications and Training

Bronze	Silver	Gold
<ul style="list-style-type: none"> Meet the Regulation requirements for the position A minimum of 18 clock hours of in-service training per year for each staff person 30% of staff must have or be enrolled in CDA program or higher education over a 12 month period 	<ul style="list-style-type: none"> Meet Regulation requirements for the position A minimum of 24 clock hours of in-service training per year for each staff person 60% of staff must have a CDA, AA or Bachelor's degree; or be enrolled in CDA program or higher education over a 12 month period 	<ul style="list-style-type: none"> Meet Regulation requirements for the position A minimum of 30 clock hours of in-service training per year

Child Development Homes

Criteria: Child Development Home Provider (CDHP) Qualifications and Training

Bronze	Silver	Gold
CDHP meets Licensing Requirements, plus <ul style="list-style-type: none"> Current CPR and First Aid for Infants and Children Certificate 18 clock hours of in-service training 	FCCHP meets all requirements for Bronze, plus <ul style="list-style-type: none"> High School Diploma or GED 24 clock hours of in-service training in the year Be enrolled in a Child Development Associate (CDA) Training Program 	FCCHP meets all requirements for Silver, plus <ul style="list-style-type: none"> CDA Credential, 30 clock hours of in-service training

Iowa

QRS name: Iowa Child Care Quality Rating System

Web site: www.dhs.state.ia.us/iqrs/

■ Iowa Child Care Quality Rating System - Child Care Centers

Child Care Centers (Levels 3-5)

Level 3 = minimum 10 points

Level 4 = minimum 18 points

Level 5 = minimum 26 points

Criteria: Professional Development

Criteria	Points*
Center director has a current National Administrator credential OR is a school principal licensed by the Board of Educational Examiners	2
At least one staff member at the center has at least a bachelor's degree in education specific to the age group for whom they provide care	1
At least 50% of staff in each classroom have: Bachelor's degree in education specific to the age group for whom they provide care	5
At least 50% of staff in each classroom have: Associate's degree in education specific to the age group for whom they provide care	4
At least 50% of staff in each classroom have: Child Development Associate (CDA) credential OR apprenticeship certificate	3
At least 50% of staff in each classroom have 6 credit hours in education specific to the age group for whom they provide care OR Iowa Board of Educational Examiners paraeducator certificate	2
At least 50% of staff in each classroom have 30 hours annual approved training beyond regulatory requirements and at least 5 years of experience	2
At least 50% of staff in each classroom have 15 hours annual approved training beyond regulatory requirements in the last 12 months	1

* Maximum points = 12

■ Iowa Child Care Quality Rating System - Child Development Homes

Child Development Homes

Criteria: Professional Development (Levels 3-5)

Level 3 = minimum 7 points

Level 4 = minimum 12 points

Level 5 = minimum 16 points

Criteria	Points*
At least 2 years of child care experience and 10 hours additional approved training per year beyond regulatory requirements	1
At least five years of child care experience and 20 hours additional approved training per year beyond regulatory requirements	2
Has completed one or more of the following: <ul style="list-style-type: none"> • Apprenticeship certificate • Child Development Associate (CDA) • At least 9 college credit hours in education specific to age group for whom care is provided 	2
An associate's degree in education specific to age group for whom care is provided	3
A bachelor's degree or above in education specific to age group for whom care is provided	4

* Maximum points = 6

Kentucky

QRS name: ST☆RS for KIDS NOW Childcare Quality Rating System

Web site:

www.kde.state.ky.us/KDE/Instructional+Resources/Early+Childhood+Development/STARS++f+or+KIDS+NOW+%28Quality+Rating+System%29.htm

- *ST☆RS for KIDS NOW Childcare Quality Rating System Standards for Type I Centers*
www.education.ky.gov/NR/rdonlyres/B82F4229-1E82-4A33-A6AC-463DCF587CAF/0/072006TypeIGrid.pdf

Type I Centers

Criteria: Training

Level 1	<ul style="list-style-type: none"> • Current Licensing standards • Create and implement individual staff development plans for all staff annually • Introduction to the KY Early Childhood Development Scholarship program
Level 2	<p>Level 1 requirements <u>and</u></p> <ul style="list-style-type: none"> • Center offers staff opportunity to participate in KY Early Childhood Development Scholarship Program, if eligible • Staff: 3 additional clock hours training annually as per licensing standards (for a total of 15 hours) <ul style="list-style-type: none"> <u>or</u> Commonwealth Child Care Credential <u>or</u> CDA <u>or</u> Montessori Certificate <u>or</u> A.A. , B.A. (or higher) in Early Childhood/related degree • Director: 6 additional clock hours training annually as per licensing standards (for a total of 18 hours) <ul style="list-style-type: none"> <u>or</u> CDA <u>or</u> Director Credential <u>or</u> Montessori Certificate

	or A.A. (or higher) in Early Childhood/related degree
Level 3	<p>Level 2 requirements and</p> <ul style="list-style-type: none"> • Staff: 50% of teaching staff have Commonwealth Child Care Credential or higher; or <u>before</u> 7/1/04, 9 additional clock hours training annually as per licensing standards (total of 21) and 50% of staff working with children have current CPR/First Aid training • Director: additional 12 clock hours training annually (total 24) as per licensing standards and CDA or Director Credential or Montessori Certificate or A.A. (or higher) in Early Childhood/Related degree • For 75% of program hours, director or person on-site responsible for daily supervision of program and staff must have CDA or higher.
Level 4	<p>Level 3 requirements and</p> <ul style="list-style-type: none"> • Staff: Minimum of one CDA or higher in each classroom during all hours of operation • Director: Meets state approved national accrediting organization standards and an additional 12 clock hours of annual training (total 24) and after 7/1/04, KY Director's credential

■ *ST☆RS for KIDS NOW Child Care Quality Rating System Standards*
Licensed Type II Family Child Care Homes www.education.ky.gov/NR/rdonlyres/3486034B-E9ED-4E7A-8E8C-4286E7A69F7E/0/TypeIIGridJuly2002.pdf

Licensed Type II Family Child Care Homes

Criteria: Training

Level 1	<ul style="list-style-type: none"> • Current Licensing standards • Create and implement written individual training plans for director and staff annually • Introduction to the KY Early Childhood Development Scholarship program
Level 2	<p>Level 1 requirements and</p> <ul style="list-style-type: none"> • Home offers staff opportunity to participate in KY ECD Scholarship Program, if eligible • Director and Staff have 3 additional clock hours training annually as per licensing standards (total of 15 hours) or Commonwealth Child Care Credential or CDA or Family Child Care Director's Credential or Montessori Certificate or A.A., B.A. (or higher) in Early Childhood/related degree

Level 3	<p>Level 2 requirements and</p> <ul style="list-style-type: none"> • Staff have a total of 18 clock hours training annually as per licensing standards or Commonwealth Child Care Credential (or higher) • Director has a total of 21 clock hours training annually as per licensing standards or Commonwealth Child Care Credential (or higher) • By 4th year of participation in STARS, director must have CDA or higher.
Level 4	<p>Level 3 requirements plus:</p> <ul style="list-style-type: none"> • Staff have a total of 21 clock hours training annually as per licensing standards or Commonwealth Child Care Credential or higher • Director has received Family Child Care Director's Credential* and CDA, AA (or higher) in Early Childhood (related) degree <p>* Prior to 7/1/04, 21 clock hours may substitute</p>

■ *STARS for KIDS NOW Child Care Quality Rating System Standards
Certified Family Child Care Homes*
www.education.ky.gov/NR/ronlyres/7791938A-0590-4283-AFA0-0224FC98B1F5/0/072006CertifiedGridrtf.doc

Certified Family Child Care Homes

Criteria: Training

Level 1	<ul style="list-style-type: none"> • Current Certification Standards • Introduction to KY Early Childhood Scholarship program (part of Overview) • Provider creates and implements a written training plan
Level 2	<p>Level 1 requirements plus:</p> <ul style="list-style-type: none"> • At least 1 staff on duty has current CPR/First Aid training • 3 additional clock hours of training annually as per certification standards (for a total of 9 hours) or Commonwealth Child Care Credential, CDA, Family Child Care Director's Credential, Montessori Certificate, AA or higher in Early Childhood (related)
Level 3	<p>Level 2 requirements plus:</p> <ul style="list-style-type: none"> • Basic Orientation training for assistants • 3 annual training hours for assistants • Provider has a total of 18 clock hours of training annually or Commonwealth Child Care Credential or higher. • By 4th year of participation in STARS, provider must have CDA or higher.
Level 4	<p>Level 3 requirements plus:</p> <ul style="list-style-type: none"> • Provider has received Family Child Care Director's Credential* and CDA, AA or higher in Early Childhood (related) degree <p>* Prior to 7/1/04, 21 clock hours may substitute</p>

Maryland

QRS name: Maryland Child Care Tiered Reimbursement Program

Web site: <http://63.236.98.116/cca/creden/tiered.htm>

Child Care Centers and Family Child Care Homes

Component: Staff Credentialing and Continued Training

<http://63.236.98.116/cca/creden/tiered.htm#components>

Staff Credentialing—At tiered reimbursement Level 2 or higher, family child care providers and at least 60% of lead staff persons in child care centers must have Maryland Child Care Credential at the appropriate level. Lead staff persons in child care centers include the director, senior staff, and group leaders.

Continued Training—Continued training is required at each of the tiered reimbursement levels based on the position held in the child care facility and must be maintained throughout the period of approval at each tiered reimbursement level.

■ *Tiered Reimbursement Levels*

<http://63.236.98.116/cca/creden/pdfs/tlevel.pdf>

Criteria: Staff Credentialing

Level 1	Licensing Requirements
Level 2	Each family child care provider or for a child care center 60% of lead staff has a Maryland Child Care Credential at Level Two or higher
Level 3	Each family child care provider or for a child care center 60% of lead staff has a Maryland Child Care Credential at Level Three or higher
Level 4	Each family child care provider or for a child care center 60% of lead staff has a Maryland Child Care Credential at Level Four or higher

Criteria: Continued Training

Level 1	Licensing Requirements
Level 2	<ul style="list-style-type: none">12 clock hours per year for a: Family child care provider Child care center: Director, Senior staff, Group leader6 clock hours per year for a: Child care center: Assistant group leader, Aide
Level 3	<ul style="list-style-type: none">18 clock hours per year for a: Family child care provider Child care center: Director, Senior staff, Group leader9 clock hours per year for a: Child care center: Assistant group leader, Aide

Level 4	<ul style="list-style-type: none"> • 24 clock hours per year for a: Family child care provider Child care center: Director, Senior staff, Group leader • 12 clock hours per year for a: Child care center: Assistant group leader, Aide
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Montana

QRS name: Star Quality Rating System

Web site: www.dphhs.mt.gov/programsservices/starqualitychildcare.shtml

Child Care Centers and Family Child Care Homes

Criteria: Professional Development

1-Star Child Care:

- At 75% of the staff in centers are at or above Level 2 on the Montana Early Child Care and Education Career Registry.

2-Star Child Care:

- The majority of the staff are Level 3 or higher on the Montana Early Care and Education Career Development Registry and turnover is monitored.

New Hampshire

QRS name: Licensed Plus

Web site: www.dhhs.state.nh.us/DHHS/CDB/licensedplus.htm

Criteria are for the level between licensing and accreditation.

■ *New Hampshire Licensed Plus Quality Rating System – Option 1 Standards*

www.dhhs.state.nh.us/NR/rdonlyres/efi46dgl7pvnzezmld2rgwwnjfd64mbkd5cj6g3xs4kblauamcr yra2zfooqxth7mdkjejaa45biwxfr3xz7c2zqia/LICENSED+PLUS+OPTION+1+STANDARDS+03-22-06.pdf

Center Based Programs

Criteria: Professional Development

<ul style="list-style-type: none"> • The program director(s) and all associate and lead teachers have completed a minimum of 9 hours annually of professional development activities, including early childhood education, management, administration or leadership.
<ul style="list-style-type: none"> • The program director must verify that professional development plans are in place for the program director(s) and associate and lead teachers; OR • The program director and associate and lead teachers must have achieved Minimum Level 1 Credential from the New Hampshire Early Childhood Professional Development System, administered by DHHS, Child Development Bureau.

Family Based Programs

Criteria: Professional Development

<ul style="list-style-type: none"> • All family child care providers and workers have completed a minimum of 9 hours annually of professional development activities, including early childhood education, management, administration or leadership.
<ul style="list-style-type: none"> • The family child care provider must initial below to verify that professional development plans are in place for family child care providers and workers; <u>OR</u> • Family child care providers and workers must have achieved Minimum Level 1 Credential from the New Hampshire Early Childhood Professional Development System, administered by DHHS, Child Development Bureau.

New Mexico

QRS name: Look for the Stars

Web site: www.newmexicokids.org/caregivers/

1-Star level is licensing; 5-Star level is accreditation.

■ *AIM HIGH Essential Elements of Quality*

www.newmexicokids.org/Resource/Library/AIMHIGH/EssentialElements.pdf

Child Care Centers and Family Child Care Homes

Criteria: Staff Qualifications

2-Star	All staff members working directly with children must have a high school diploma or equivalent (GED) by July 1, 2008.
3-Star	Continue meeting minimal licensing regulations and Level Two requirements plus: Group Child Care Home: <ul style="list-style-type: none"> • Second caregivers have completed at least the 45-Hour Entry Level Course or equivalent approved by the Office of Child Development or have or are currently working toward a higher level of certificate or degree as defined in New Mexico's Early Care, Education and Family Support Career Lattice*. Out of School Time Care: <ul style="list-style-type: none"> • All school-age staff have completed at least the 45-Hour Entry Level Course or equivalent approved by the Office of Child Development or have or are currently working toward a higher level of certificate or degree as defined in the career lattice.
4-Star	Continue meeting minimal licensing regulations and requirements for Levels Two and Three. No additional requirements for this level.

North Carolina

QRS name: Star Rated License

Web site: http://ncchildcare.dhhs.state.nc.us/parents/pr_sn2_ov_sr.asp

- Chapter 9 - Child Care Rules (12/1/2006)
http://nrc.uchsc.edu/STATES/NC/nc_0506TOC.htm

Child Care Center

There are additional requirements for centers with a school-age care component.

Criteria: Education Standards – On-site Administrator	
Criteria	Points
Level I North Carolina Early Childhood Administration Credential or its equivalent; and 2 years of full-time verifiable early childhood work experience.	2
Level I North Carolina Early Childhood Administration Credential or its equivalent; and 6 semester hours in early childhood education or child development (not including North Carolina Early Childhood Administration Credential coursework); and 2 years of full-time verifiable early childhood work experience.	3
Level I North Carolina Early Childhood Administration Credential or its equivalent; and 18 semester hours in early childhood education or child development (not including North Carolina Early Childhood Administration Credential coursework), and one year experience in child care administration; or six semester hours in early childhood education or child development (not including North Carolina Early Childhood Administration Credential coursework), and 10 years experience in child care administration.	4
Level II North Carolina Early Childhood Administration Credential or its equivalent; and 2 years of full-time verifiable early childhood work experience.	5
Level II North Carolina Early Childhood Administration Credential or its equivalent; and 18 semester hours in early childhood education or child development (not including the North Carolina Early Childhood Administration Credential coursework or hours earned during the completion of the A.A.S degree); and 3 years of full-time verifiable work experience in an early childhood center teaching young children, or 3 years of administrative experience, or 3 years of a combination of both.	6
Level III North Carolina Early Childhood Administration Credential or its equivalent; and 4 years of full-time verifiable work experience in an early childhood center teaching young children, or 4 years of administrative experience, or 4 years of a combination of both.	7

Criteria: Education Standards – Lead Teacher	
Criteria	Points
75 % of lead teachers shall have: <ul style="list-style-type: none"> • North Carolina Early Childhood Credential or its equivalent; and • Completed or be enrolled in 3 semester hours in early childhood education or child development (not including North Carolina Early Childhood Credential coursework). 	2

Criteria: Education Standards – Lead Teacher	
Criteria	Points
<p>All lead teachers shall have the North Carolina Early Childhood Credential or its equivalent, and 75% of the lead teachers shall have:</p> <ul style="list-style-type: none"> Completed 3 semester hours in early childhood education and be enrolled in 3 semester hours in early childhood education or child development (not including North Carolina Early Childhood Credential coursework); or 1 year full-time verifiable early childhood work experience. 	3
<p>All lead teachers shall have the North Carolina Early Childhood Credential or its equivalent, and 75% shall have:</p> <ul style="list-style-type: none"> Completed 6 semester hours in early childhood education or child development (not including the North Carolina Early Childhood Credential coursework), and be enrolled in 3 semester hours in early childhood education; or Completed 3 semester hours of early childhood education and shall have 3 years full-time verifiable early childhood work experience; or 5 years full-time verifiable early childhood work experience. 	4
<p>All lead teachers shall have the North Carolina Early Childhood Credential or its equivalent, and 75% of the lead teachers shall:</p> <ul style="list-style-type: none"> Have completed 9 semester hours in early childhood education or child development (not including the North Carolina Early Childhood Credential coursework) and be enrolled in 3 additional semester hours in early childhood education; and Have 1 year of full-time verifiable early childhood work experience. 	5
<p>All lead teachers shall have the North Carolina Early Childhood Credential or its equivalent, and 50% of the lead teachers shall:</p> <ul style="list-style-type: none"> Have at least an A.A.S. degree in early childhood education or child development or an A.A.S. degree in any major with 12 semester hours in early childhood education or child development and shall have 1 year of full-time verifiable early childhood work experience; or Have completed 60 semester hours towards a BA/BS degree program with at least 12 semester hours in early childhood education and 1 year full-time verifiable early childhood work experience. 	6
<p>All lead teachers shall have the North Carolina Early Childhood Credential or its equivalent, and 75% of the lead teachers shall have:</p> <ul style="list-style-type: none"> At least an A.A.S. degree in early childhood education or child development or an A.A.S. degree in any major with 12 semester hours in early childhood education or child development; and 2 years of full-time verifiable early childhood work experience. 	7

Criteria: Education Standards –Teacher	
Criteria	Points
50% of the teachers counted in staff-child ratios shall: <ul style="list-style-type: none"> • Have 1 year full-time verifiable early childhood work experience, or • Be enrolled in 3 semester hours in early childhood education or child development. 	2
50% of the teachers counted in staff-child ratios shall have: <ul style="list-style-type: none"> • Completed the North Carolina Early Childhood Credential or its equivalent; or • Completed 3 semester hours in early childhood education or child development; or • 2 years full time verifiable early childhood work experience. 	3
50% of the teachers counted in staff-child ratios shall have the North Carolina Early Childhood Credential or its equivalent.	4
50% of the teachers counted in staff-child ratios shall have: <ul style="list-style-type: none"> • The North Carolina Early Childhood Credential or its equivalent; and • (3semester hours in early childhood education or child development (not including North Carolina Early Childhood Credential coursework). 	5
50% of the teachers counted in staff/child ratios shall have: <ul style="list-style-type: none"> • The North Carolina Early Childhood Credential or its equivalent; and • 3 semester hours in early childhood education or child development (not including North Carolina Early Childhood Credential coursework); and • 1 year of full-time verifiable early childhood work experience. 	6
50% of the teachers counted in staff/child ratios shall have: <ul style="list-style-type: none"> • The North Carolina Early Childhood Credential or its equivalent; and • 6semester hours in early childhood education or child development (not including North Carolina Early Childhood Credential coursework); and • 2 years of full-time verifiable early childhood work experience. 	7

Family Child Care Homes

Criteria	Points
The operator shall have completed: <ul style="list-style-type: none"> • The North Carolina Family Child Care Credential or its equivalent; • 4 semester credit hours in early childhood education or child development (not including the North Carolina Family Child Care Credential coursework); or • 5 years verifiable early childhood work experience and 8 additional clock hours of annual in-service training. 	2
The operator shall have completed the North Carolina Family Child Care Credential or its equivalent.	3
The operator shall have completed: <ul style="list-style-type: none"> • The North Carolina Family Child Care Credential or its equivalent; and • 6 semester credit hours in early childhood education or child development (not including the North Carolina Family Child Care Credential coursework). 	4

Criteria	Points
The operator shall have completed: <ul style="list-style-type: none"> • The North Carolina Family Child Care Credential or its equivalent; • 12 semester credit hours in early childhood education or child development (not including the North Carolina Family Child Care Credential coursework); and • 2 of 12 semester hours in early childhood education are in child care administration or 1 year verifiable early childhood work experience. 	5
The operator shall have completed: <ul style="list-style-type: none"> • The North Carolina Family Child Care Credential or its equivalent; • 18 semester credit hours in early childhood education or child development (not including the North Carolina Family Child Care Credential coursework); and • 5 of the 18 semester hours in early childhood education are in child care administration or 2 years verifiable early childhood work experience. 	6
The operator shall have completed: <ul style="list-style-type: none"> • At least an A.A.S. degree in any major with at least 12 semester credit hours in early childhood education/child development coursework and 2 years of full-time verifiable early childhood work experience; or • At least an A.A.S. in early childhood education/child development and 18 months of full-time verifiable early childhood work experience. 	7

Ohio

QRS name: Step Up to Quality

Web site: www.stepuptoquality.org

■ *Step Up to Quality Benchmarks and Indicators*

http://jfs.ohio.gov/cdc/docs/Statewide_tiers.pdf

Staff Education and Qualifications

Ohio's State Licensing Regulations	Anyone counted in ratio must have a minimum of a high school diploma. Administrators must have 2 years from an accredited college; or 2 years as a CCSM in a licensed center and 1 of the following: 4 courses in early childhood education; Pre-K certificate; CDA and 2 years experience; Accredited Montessori Certificate
Step One	Administrator has a CDA or Career Pathways Level 2 AND One lead teacher with an AA in ECE or Career Pathways Level 3 Stand alone school-age programs must have one lead teacher with an AA in related field or Career Pathways Level 3.

Step Two	<p>Administrator has an AA in ECE or Career Pathways Level 3</p> <p>AND</p> <p>50% of lead teachers have an AA in ECE or related field for school-age teachers or Career Pathways Level 3</p>
Step Three	<p>Administrator has an AA in ECE or the Career Pathways Level 3</p> <p>AND</p> <p>Each classroom has a lead teacher with an AA in ECE or related field for school age teachers or Career Pathways Level 3</p> <p>AND</p> <p>50% of classrooms have assistant teachers who have a CDA or Career Pathways Level 2</p>

Specialized Training

Ohio's State Licensing Regulations	<p>Unless exempt from in-service training requirements, administrators and child care staff members must complete 45 clock hours of in-service training.</p> <p>20 of the 45 hours must be in child development related topics.</p>
Step One	<p>Administrators, lead teachers, and assistant teachers receive a minimum of 5 clock hours of specialized training annually.</p> <p>The specialized training must be approved and training hours must be job specific and/or related to the age group of children with which the teacher works.</p>
Step Two	<p>Administrators, lead teachers, and assistant teachers receive a minimum of 10 clock hours of specialized training annually.</p> <p>The specialized training must be approved and training hours must be job specific and/or related to the age group of children with which the teacher works.</p>
Step Three	<p>Administrators, lead teachers, and assistant teachers receive a minimum of 15 clock hours of specialized training annually.</p> <p>The specialized training must be approved and training hours must be job specific and/or related to the age group of children with which the teacher works.</p>

Oklahoma

QRS name: Reaching for the Stars

www.okdhs.org/programsandservices/cc/stars/

Criteria vary by Star level. One Star is licensing; Three Star is accreditation.

■ *340:110-1-8.3. Certification of facilities to receive a differential quality rate*

Revised 6-1-05

www.okdhs.org/library/policy/oac340/110/01/0008003.htm.

Child Care Centers

Criteria: Director Qualifications

One Star Plus

- At initial star approval the director meets director qualifications as set forth by the applicable licensing requirements and must have documentation of 40 hours of training, within the last 12 months. At least 20 of those hours must be Tier II or Tier III training in administration and management.
- If a new director is hired, the director must have documentation of 40 hours of training, within the last 12 months. At least 20 of those hours must be Tier II or Tier III training in administration and management.
- In subsequent years, directors must have documentation of 30 hours of Tier I, Tier II, or Tier III job-related training per employment year.
- In-service training such as videos and on-site staff training is counted for a maximum of six hours per year. Reading does not count for stars training.
- An individual may not be considered as the director of more than one facility certified as one star plus, two star, or three star unless the facilities are programs that do not operate concurrently at any given time. For an exception to this rule to be considered, a written request must be submitted by the provider and approved by the stars program manager or designee.

Criteria: Staff Training

One Star Plus

- At initial application, center staff employed at the facility for at least 12 months and counted toward meeting the staff-child ratio must have 20 hours of Tier I, II, or III training per employment year. At application, training may be counted if training was obtained within the last 12 months or within the staff's employment year.
- After initial approval for certification, the training criteria must be met within the staff's employment year.
- The training requirement applies to part-time staff and permanent substitutes who have worked at the child care center more than 40 hours. Staff used for the sole purpose of performing auxiliary duties, such as cooking, transportation, or maintenance are exempt from this training requirement.
- In-service training such as videos and on-site staff training is counted for a maximum of six hours per year. Reading does not count for stars training.

- Training may be counted to meet minimum licensing requirements.
- The director assists teachers in selecting training that enhances their overall professional growth based upon a review of the teacher's training record.

Criteria: Master Teacher Qualifications

Two Star

Master teachers must be at least 18 years of age and employed and on site on a full-time basis.

Master teachers must currently meet and maintain one of these qualifications:

- An occupational child care competency certificate through an Oklahoma technology center and 3 months of satisfactory full-time experience in a licensed or legally exempt child care setting; or
- A current Child Development Associate (CDA) or Certified Childcare Professional (CCP) credential; or
- A 2-year college Certificate of Mastery in early childhood education or child development from an accredited Oklahoma college; or
- 30 credit hours from an accredited college or university, including 12 credit hours in early childhood education, child development, or an approved related subject; or
- A 4-year degree from an accredited college or university with 6 college credit hours in child development, early childhood education, or an approved related subject; or
- A 2- or 4-year degree from an accredited college or university in early childhood education or child development.

There are additional requirements for school-age master teachers.

Family Child Care Homes

Criteria: Home Provider Training

One Star Plus

At initial application, the family child care home provider must have documentation of 20 clock hours of Tier I, II, or III training. At application, the training may be counted if training was obtained within the last 12 months or within the provider's employment year.

After initial approval for certification, the training criteria must be met within the provider's employment year.

- After being employed 12 months, any assistant caregiver required to meet the staff-child ratio must have documentation of 20 clock hours of Tier I, II, or III training per employment year.
- In-service training such as videos, on-site, and home association training is counted for a maximum of six hours per year. Reading does not count for stars training.
- Training may also be counted to meet licensing training requirements.

Criteria: Provider Qualifications

Two Star

The provider or large family child care home assistant must currently meet and maintain one of these qualifications:

- If approved prior to June 1, 2004, 120 hours of job-related Tier I, II, or III training within the last 5 years, 5 years of full-time experience in a licensed or legally exempt child care setting, and every 2 years a minimum score of 5.0 on the Family Day Care Rating Scale; or
- An occupational child care competency certificate through an Oklahoma technology center and 3 months of satisfactory full-time experience in a licensed or legally exempt child care setting; or
- A current Child Development Associate (CDA) or Certified Childcare Professional (CCP) credential; or
- A 2-year college Certificate of Mastery in early childhood education or child development from an accredited Oklahoma college or university; or
- 30 credit hours from an accredited college or university including 12 credit hours in early childhood education, child development, or an approved related subject; or
- A 4-year degree from an accredited college or university with 6 college credit hours in early childhood education, child development, or an approved related subject; or
- A 2- or 4-year degree from an accredited college or university in early childhood education or child development.

Pennsylvania

QRS name: Keystone STARS: A System of Continuous Quality Improvement for Child Care Through Standards, Training, Assistance, Resource, and Support

Web site: www.dpw.state.pa.us/child/childcare/KeystoneStarChildCare/

- *Center Performance Standards for FY 2006-07 (7-01-06)*

www.dpw.state.pa.us/Child/ChildCare/KeyStoneStarChildCare/PerformanceStandards/003671059.htm

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Child Care Centers

General (applies to all criteria below)	
STAR 1	Must maintain regular Certificate of Compliance.
STAR 2	Must meet all standards for STAR 1 and maintain regular Certificate of Compliance
STAR 3	Must meet all standards for STAR 1 and 2 and maintain regular Certificate of Compliance.
STAR 4	Must meet all standards for STAR 1, 2, and 3 and maintain regular Certificate of Compliance.

Criteria: Staff Qualifications, Professional Development & Compensation

Director Qualifications (effective until 6/30/08)	
STAR 1	No requirements
STAR 2	1. Complete the Keystone STARS Core Training Series. 2. Attend child abuse mandated reporter training.
STAR 3	A.A. or Bachelor's degree in an ECE or related field.
STAR 4	Bachelor's degree in an ECE or related field.

Director Development (effective until 6/30/08)	
STAR 1	No requirements
STAR 2	1. Annual training plan is developed based on needs identified in the Professional Development Record (PDR). 2. Annually participate in one professional growth and development activity. 3. 15 annual clock hours of training based on the PDR, including the Director's section.
STAR 3	1. Annually participate in two professional growth and development activities. 2. 21 annual clock hours of training based on the PDR, including the Director's section. 3. Enrolled in the PA Director's Core Certificate or accumulate 3 college credit hours at any time addressing management and/or administration.
STAR 4	1. Annually participate in three professional growth and development activities. 2. 27 annual clock hours of based on the PDR, including the Director's section.

Criteria: Staff Qualifications & Professional Development

Staff Qualifications (effective until 6/30/08)	
STAR 1	No requirements
STAR 2	1. New Staff Orientation training completed by all aides and new staff within 90 days of start of employment. 2. 33% of full-time staff has enrolled in or completed a CDA/CCP, AA or above in ECE or related field.
STAR 3	50% of full time staff are enrolled in or completed a CDA/ CCP, AA or above 12 in ECE or related field.
STAR 4	1. 66% of full-time staff are enrolled in or completed a CDA/CCP, AA or above in ECE or related field. 2. One half of the 66% has completed a CDA/ CCP, AA, or above in ECE or related field.

Staff Development	
STAR 1	No requirements
STAR 2	<ol style="list-style-type: none"> 1. Annual training plan is developed for each staff member based on needs identified in the Professional Development Record (PDR) and documented on the Professional Development Training plan in the PDR. 2. 12 annual clock hours of training, based on PDR, taken by each staff member. 3. One staff member from each classroom must have current pediatric first aid certification. 4. All staff must have two hours of common illnesses training annually. 5. All staff must attend training annually on child observation, inclusive practices, and/or ERS .
STAR 3	<ol style="list-style-type: none"> 1. For each Teacher/Assistant Teacher, 18 annual clock hours of training based on PDR; each Aide 12 total hours based on PDR. 2. Annually, all staff involved in one professional growth and development activity. 3. All staff must have current pediatric first aid certification. 4. Teachers/Assistant Teachers must attend training annually on curriculum, program or child assessment, and/or the age-appropriate Learning Standards.
STAR 4	<ol style="list-style-type: none"> 1. For each Teacher/ Assistant Teacher, 24 annual clock hours of training based on PDR; each Aide 15 clock hours based on PDR. 2. Annually, all staff involved in two professional growth and development activities.

■ *Group Home Performance Standards for FY 2006-07 (7-01-06)*

www.dpw.state.pa.us/Child/ChildCare/KeyStoneStarChildCare/PerformanceStandards/003671058.htm

Group Homes

General (applies to all criteria below)	
STAR 1	No requirements
STAR 2	Must meet all standards for STAR 1.
STAR 3	Must meet all standards for STAR 2.
STAR 4	Must meet all standards for STARS 2 and 3.

Criteria: Staff Qualifications, Professional Development, & Compensation

Primary Staff Person as the Operator Qualifications	
STAR 1	No requirements
STAR 2	<ol style="list-style-type: none"> 1. Keystone STARS Orientation/Pre-service training for all who lack documentation of such. 2. Complete the Keystone STARS Core Training Series. 3. Current pediatric first aid certification.
STAR 3	Must be enrolled in a CDA/CCP or have completed 15 college credit hours in ECE or human service field.
STAR 4	Must have CDA/CCP, AA in ECE or 30 college credit hours in ECE or human service field.

Primary Staff Person as the Operator Development	
STAR 1	No requirements
STAR 2	<ol style="list-style-type: none"> 1. Annual training plan developed based on needs identified in the Director's section of the Professional Development Record (PDR). 2. 12 annual clock hours of training (6 additional hours above the required 6 hours based on the PDR training plan). 3 of the 6 clock hours must be in management, professionalism, supervision, leadership and/or administration.
STAR 3	<ol style="list-style-type: none"> 1. Annually participate in one professional development activity. 2. 15 annual clock hours of training (9 additional hours above the required 6 hours, based on the PDR).
STAR 4	24 annual clock hours of training (12 additional hours above the required 6 hours, based on the PDR).

Additional Staff Qualifications	
STAR 1	No requirements
STAR 2	Keystone STARS Orientation/Pre-service training for all staff and Aides, who lack documentation of such, within 90 days of start of employment.
STAR 3	All additional staff must meet primary staff licensing requirements.
STAR 4	Maintain at minimum at least one additional full-time staff that is enrolled in a CDA/CCP or have completed 15 college credit hours in ECE or human service field.

Additional Staff Development	
STAR 1	Annual site based training plan.
STAR 2	<ol style="list-style-type: none"> 1. Annual training plan developed for each staff member based on needs identified in the Professional Development Record (PDR) and documented on the Professional Development Training plan in the PDR. 2. 9 annual clock hours of training taken by each staff member (3 clock hours above the required 6 hours based on PDR). Additional hours must include annual fire safety.
STAR 3	<ol style="list-style-type: none"> 1. 15 annual clock hours of training (6 above STAR 2 based on PDR); each Aide 12 total hours (3 above STAR 2 based on the PDR). 2. Annually, all staff involved in one professional development activity. 3. All staff must have current pediatric first aid certification. 4. All staff must have two hours annual training on common illnesses in child care.
STAR 4	18 annual clock hours of training (3 above STAR 2 based on PDR); each Aide 15 total hours (3 above STAR 3 based on the PDR).

- *Family Day Care Home Performance Standards for FY 2006-07 (7-01-06)*
www.dpw.state.pa.us/Child/ChildCare/KeyStoneStarChildCare/PerformanceStandards/003671060.htm

Family Day Care Home

General (applies to all criteria below)	
STAR 1	No requirements
STAR 2	Must meet all standards for STAR 1.
STAR 3	Must meet all standards for STAR 2.
STAR 4	Must meet all standards for STARS 2 and 3.

Criteria: Staff Qualifications & Professional Development

Owner/Operator & Primary Caregiver Qualifications	
STAR 1	1. High school diploma or GED. 2. Completed 12 hours of documented child care training in the two years prior to applying for initial STAR designation. 3. Two of these 12 hours are in the areas of health and safety. 4. Successful completion of pediatric first aid training.
STAR 2	1. Complete the Core Series of Training. 2. Working towards a CDA/CCP or 3 college credits in ECE/CD or related field.
STAR 3	Enrolled in a CDA/CCP program or 6 college credits in ECE/CD or related field.
STAR 4	Current CDA/CCP or 9 college credits in ECE/CD or related field.

Owner/Operator & Primary Caregiver Development	
STAR 1	Completion of Family Day Care Home Provider Self- evaluation provided by DPW in the self-study packet.
STAR 2	1. Annual training plan developed, based on needs identified in the Professional Development Record (PDR) and documented on the professional development training plan in the PDR. 2. 12 annual clock hours of training (6 additional hours above the required 6 hours based on PDR).
STAR 3	1. Annually participate in one professional development activity. 2. 15 annual clock hours of training (9 additional hours above the required 6 hours, based on PDR).
STAR 4	18 annual clock hours of training (12 additional hours above the required 6 hours, based on PDR) and training plan.

Substitutes & Assistants Qualifications	
STAR 1	Successful completion of pediatric first aid training.
STAR 2	Documented training in the past 2 years in the following areas: <ul style="list-style-type: none"> • health and safety issues in child care homes; • basic child development; • planning developmentally appropriate activities for children in mixed aged groups.

STAR 3	No requirements
STAR 4	No requirements

Substitutes & Assistants Development	
STAR 1	No requirements
STAR 2	<ol style="list-style-type: none"> 1. Annual training plan, based on needs identified in the PDR and documented on the professional development training plan in the PDR. 2. Substitutes: 3 annual clock hours of training, based on the PDR. 3. Assistants: 6 annual clock hours of training, based on the PDR. 4. Substitutes & Assistants are familiar with the children, the rules and routines, and the emergency plans of the program.
STAR 3	<ol style="list-style-type: none"> 1. Substitutes: 6 annual clock hours of training, based on the PDR. 2. Assistants: 9 annual clock hours of training, based on the PDR.
STAR 4	<ol style="list-style-type: none"> 1. Substitutes: 9 annual clock hours of training, based on the PDR. 2. Assistants: 12 annual clock hours of training, based on the PDR.

Tennessee

QRS name: Child Care and Evaluation Report Card Program and Star-Quality Child Care Program

Web site: www.tnstarquality.org/

The Child Care Evaluation and Report Card Program is required for all licensed and approved child care providers in Tennessee. The Star-Quality Child Care Program, unlike the report card program, is voluntary. This program recognizes child care providers who meet a higher standard of quality.

Child Care Evaluation and Report Card Program

When a child care program receives its yearly license from the Department of Human Services (DHS), it will receive a report card showing how it rated in specific areas and overall. Providers must post the report card for parents and visitors to see. This initial report card has check marks next to the criteria the facility achieved. The higher check marks indicate higher quality, ranging from minimum standards, better, and higher quality standards. There are four levels of criteria on the Report Card that range in a continuum from “Minimum Standards” to “Better” to “Higher Quality Standards.” The standards are excerpted below in order from lowest to highest level.

■ *Report Card for Child Care Centers*

Child Care Centers

Criteria: Director Qualifications

High school diploma and 4 years full-time work experience with young children.

- 4 hours of pre-employment training.
- 30 hours TECTA (Tennessee Early Childhood Training Alliance) or comparable training, or 4 years of college and one year full-time work experience with young children; or 2 years of college with at least 30 hours in business or management, child or youth development, early childhood education or related field, and 2 years full-time work experience with young

children; or was employed as an on-site director or child care agency owner as of July 1, 2000.
<ul style="list-style-type: none"> • High school diploma or its equivalent. • 30 hours of pre-service orientation training, including age specific training, inclusion of children with special needs and business/management administration. • 8 years of experience in early care and/or education, with 4 years experience administering an early care and/or education program.
<ul style="list-style-type: none"> • High school diploma or its equivalent. • 30 hours of pre-service orientation training, including age specific training, inclusion of children with special needs and business/management administration. • 5 years of experience in early care and/or education, with 4 years experience administering an early care and/or education program.
<p>20 hours of training annually. including the minimum training hours required to meet existing Department licensing requirements. 1 of the following:</p> <ul style="list-style-type: none"> • High school diploma or its equivalent with Child Development Associate credential or equivalent and 7 years of experience administering an early care and/or education program; or • Associates Degree in a relevant area (including early childhood education, child development, education, liberal arts, business administration, human ecology and/or consumer sciences) and 4 years experience administering an early care and/or education program; or • Bachelor's Degree or higher in a relevant area (including early childhood education, child development, education, liberal arts, business administration, human ecology, and/or consumer sciences) and 2 years experience administering an early care and/or education program.

Criteria: Professional Development (Qualifications of Teaching Staff)

<ul style="list-style-type: none"> • First year: Completion of 18 hours of in-service training including 2 hours of pre-service training within the first 30 days, an additional 6 hours within the first 6 months, and the remaining 10 hours before the end of the first year. • After first year: Completion of 12 hours of training annually.
<ul style="list-style-type: none"> • All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent. • 10% of teaching staff have 30 hours of training through TECTA Orientation, a Tennessee Technology Center, or, as recognized by the Department, equivalent training on a standardized curriculum specific to age group/setting which includes working with children with special needs. • All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by Department regulations.
<ul style="list-style-type: none"> • All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent. • 25% of teaching staff have 1 of the following: <ul style="list-style-type: none"> • 3 years of experience in early care and/or education and 30 hours of training through TECTA Orientation, a Tennessee Technology Center, or, as recognized by the Department, equivalent training on a standardized curriculum specific to age group/setting which includes working with children with special needs, or documented

<p>enrollment therein; or</p> <ul style="list-style-type: none"> • Instructor documentation of enrollment in a Child Development Associate program. All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by Department regulations. • All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by department regulations
<ul style="list-style-type: none"> • All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent. • Agency has a written plan for transitioning children affected by teaching staff turnover. • All teaching staff receive at least 6 hours of annual training in addition to the training required by Department licensing regulations. • 50% of teaching staff have 1 of the following: <ul style="list-style-type: none"> • 4 years experience in an early care and/or education program and documented enrollment in TECTA Orientation, a Tennessee Technology Center, or equivalent training as recognized by the Department; or • 3 years experience in an early care and/or education program and documented enrollment in a Child Development Associate credential program or equivalent; or • 2 years experience in an early care and/or education program and a Child Development Associate credential or equivalent; or • 1 year experience in an early care and/or education program and Associate’s Degree in a relevant field; or • Bachelor’s Degree or higher in a relevant field.

■ *Report Card for Family & Group Child Care Homes*

Family and Group Child Care Homes

Criteria: Professional Development

<ul style="list-style-type: none"> • All Caregivers: 2 hours in-service training, training in detection, reporting and prevention of child abuse. • Family Home: Primary Caregiver – 4 hours of in-service training. • Group Home: Primary Caregiver – 8 hours of in-service training.
<ul style="list-style-type: none"> • The primary caregiver shall have 30 hours of family child care training or documented enrollment therein through TECTA, a Tennessee Technology Center, or other training as recognized by the Department. • Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 10 hours of training in excess of the Department’s annual training requirements.
<ul style="list-style-type: none"> • The primary caregiver shall have 30 hours of family child care training or documented enrollment therein through TECTA, a Tennessee Technology Center, or other training as recognized by the Department. • Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 15 hours of training in excess of the Department’s annual training requirements. • The primary caregiver shall maintain membership in a family care support group, local, state, or national association; or

- Complete 40 classroom hours toward the Child Development Associate credential.
- Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 20 hours of training in excess of the Department’s annual training requirements.
- The primary caregiver maintains membership, and documented participation in, a family care support group, local, state, or national association.
- The primary caregiver has a current Child Development Associate credential; or an Associates Degree or higher and 2 years of early care and/or other education program.

Star-Quality Child Care Program

Providers who participate in the Star-Quality Child Care Program get a Star Report Card. It is more detailed and more colorful than the regular one. The Star Report Card lists every area that applies to the provider’s program and the rating it earned in each one. It also shows the overall star rating—1, 2, or 3 stars. Providers can earn from 1 Star to 3 Stars in each area and on their overall rating. This Star Report Card lets parents know that the provider qualified for and is participating in the Star-Quality Child Care Program.

- *Star-Quality Child Care Program Report Card for Child Care Centers*

Child Care Centers

Criteria: Director Qualifications

<p>High school diploma and 4 years full-time work experience with young children.</p> <ul style="list-style-type: none"> • 4 hours of pre-employment training. • 30 hours TECTA (Tennessee Early Childhood Training Alliance) or comparable training, or 4 years of college and one year full-time work experience with young children; or 2 years of college with at least 30 hours in business or management, child or youth development, early childhood education or related field, and 2 years full-time work experience with young children; or was employed as an on-site director or child care agency owner as of July 1, 2000.
<ul style="list-style-type: none"> • High school diploma or its equivalent. • 30 hours of pre-service orientation training, including age specific training, inclusion of children with special needs and business/management administration. • 8 years of experience in early care and/or education, with 4 years experience administering an early care and/or education program.
<ul style="list-style-type: none"> • High school diploma or its equivalent. • 30 hours of pre-service orientation training, including age specific training, inclusion of children with special needs and business/management administration. • 5 years of experience in early care and/or education, with 4 years experience administering an early care and/or education program.

20 hours of training annually. including the minimum training hours required to meet existing Department licensing requirements. 1 of the following:

- High school diploma or its equivalent with Child Development Associate credential or equivalent and 7 years of experience administering an early care and/or education program; or
- Associates Degree in a relevant area (including early childhood education, child development, education, liberal arts, business administration, human ecology and/or consumer sciences) and 4 years experience administering an early care and/or education program; or
- Bachelor's Degree or higher in a relevant area (including early childhood education, child development, education, liberal arts, business administration, human ecology, and/or consumer sciences) and 2 years experience administering an early care and/or education program.

Criteria: Professional Development (Qualifications of Teaching Staff)

- First year: Completion of 18 hours of in-service training including 2 hours of pre-service training within the first 30 days, an additional 6 hours within the first 6 months, and the remaining 10 hours before the end of the first year.
- After first year: Completion of 12 hours of training annually.

- All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent.
- 10% of teaching staff have 30 hours of training through TECTA Orientation, a Tennessee Technology Center, or, as recognized by the Department, equivalent training on a standardized curriculum specific to age group/setting which includes working with children with special needs.
- All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by Department regulations.

- All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent.
- 25% of teaching staff have 1 of the following:
 - 3 years of experience in early care and/or education and 30 hours of training through TECTA Orientation, a Tennessee Technology Center, or, as recognized by the Department, equivalent training on a standardized curriculum specific to age group/setting which includes working with children with special needs, or documented enrollment therein; or
 - Instructor documentation of enrollment in a Child Development Associate program. All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by Department regulations.
- All teaching staff receive annually a minimum of 3 hours training in excess of the training hours required by department regulations

- All paid staff that work with children and are used to meet adult:child ratios have high school diploma or its equivalent.
- Agency has a written plan for transitioning children affected by teaching staff turnover.
- All teaching staff receive at least 6 hours of annual training in addition to the training required by Department licensing regulations.
- 50% of teaching staff have 1 of the following:
 - 4 years experience in an early care and/or education program and documented enrollment in TECTA Orientation, a Tennessee Technology Center, or equivalent training as recognized by the Department; or
 - 3 years experience in an early care and/or education program and documented enrollment in a Child Development Associate credential program or equivalent; or
 - 2 years experience in an early care and/or education program and a Child Development Associate credential or equivalent; or
 - 1 year experience in an early care and/or education program and Associate's Degree in a relevant field; or
 - Bachelor's Degree or higher in a relevant field.

■ *Star-Quality Child Care Program Report Card for Family & Group Child Care Homes*

Family and Group Child Care Homes

Criteria: Professional Development

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| <ul style="list-style-type: none"> • All Caregivers: 2 hours in-service training, training in detection, reporting and prevention of child abuse. • Family Home: Primary Caregiver – 4 hours of in-service training. • Group Home: Primary Caregiver – 8 hours of in-service training. |
| <ul style="list-style-type: none"> • The primary caregiver shall have 30 hours of family child care training or documented enrollment therein through TECTA, a Tennessee Technology Center, or other training as recognized by the Department. • Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 10 hours of training in excess of the Department's annual training requirements. |
| <ul style="list-style-type: none"> • The primary caregiver shall have 30 hours of family child care training or documented enrollment therein through TECTA, a Tennessee Technology Center, or other training as recognized by the Department. • Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 15 hours of training in excess of the Department's annual training requirements. • The primary caregiver shall maintain membership in a family care support group, local, state, or national association; or • Complete 40 classroom hours toward the Child Development Associate credential. |

- Each year after the foregoing 30 hours of training are completed, the primary caregiver shall complete annually 20 hours of training in excess of the Department’s annual training requirements.
- The primary caregiver maintains membership, and documented participation in, a family care support group, local, state, or national association.
- The primary caregiver has a current Child Development Associate credential; or an Associates Degree or higher and 2 years of early care and/or other education program.

Vermont

QRS name: STARS (STep Ahead Recognition System)

Web site: www.starsstepahead.org/

Up to 3 points are earned in each STARS Arena of Action.

1 - 4 points = 1 Star

5 - 7 points = 2 Stars

8 - 10 points = 3 Stars

11 - 13 points = 4 Stars

14 - 15 points = 5 Stars

■ *Vermont’s STep Ahead Recognition System for Child Care, Early Education, and Afterschool Programs: Program Guide* (March 2005)

www.starsstepahead.org/press/program_guide.pdf

Criteria: Qualifications and Training

Points	Standards	Indicators
	All staff hold qualifications as required by applicable regulations. Any deficiencies have been remedied and any required corrective action has been completed.	The program is operating according to and in compliance with regulations.
1	In addition to qualifications defined in state regulations, at least 50% of staff members who have been employed in the program at least 6 months and are or could be alone with children (1) prepare an annual training plan (e.g. an IPDP) and (2) complete 12 hours of professional growth activities per year above regulatory minimum, distributed across core knowledge areas as designated in the training plan. Staff members may or may not hold certifications or college degrees.	Annual professional development plan with areas for growth indicated, confirmation of hours through professional development form, transcripts, certificate or other documentation

Points	Standards	Indicators
2	At least 50% of staff members who have been employed in the program at least six months and are or could be alone with children have (1) at least CDA, 15 college credits, Associates degree or higher (BA, MA, PhD) in a relevant field, certificate of completion from the Registered Child Care Apprenticeship Program or other nationally recognized child care credential, (2) professional development plan prepared annually, (3) 24 hours of professional growth activities per year above regulatory minimum, distributed across core knowledge areas as per the training plan and (4) at least two years experience in an early childhood or after school setting.	Confirmation of degree or certification, confirmation of hours through professional development form, transcripts, certificate or other documentation, annual professional development plan with areas for growth indicated, work history for the last two years. Relevant fields for degrees include Early Childhood Education, Elementary Education, Developmental Psychology, Child Development or other fields with coursework relevant to children’s growth and learning or relevant for a specific staff position.
3	At least 50% of staff members who have been employed in the program at least six months and are or could be alone with children have (1) a minimum of a BA, BS, MA, Ph.D. or 30 college credits in a relevant field, (2) professional development plan prepared annually, (3) 36 hours of professional growth activities per year above regulatory minimum, distributed across core knowledge areas as per the training plan and (4) at least five years experience in an early childhood or after school setting.	confirmation of degree, confirmation of hours through professional development form, transcripts, certificate or other documentation, annual professional development plan with areas for growth indicated, work history for the last five years. Relevant fields are as listed above.

The National Child Care Information Center, a service of the Child Care Bureau, does not endorse any organization, publication, or resource. For more information, please contact NCCIC: 10530 Rosehaven Street, Suite 400, Fairfax, Virginia 22030; Ph: 800-616-2242; Fax: 800-716-2242; TTY: 800-516-2242; E-mail: info@nccic.org; Web site: <http://nccic.acf.hhs.gov>.