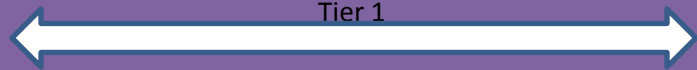


## Iowa Early Care and Education Knowledge and Competency Framework For Teaching Roles

Teaching Role Tiers	Orientation	Iowa Teaching Roles Foundational Knowledge <sup>1</sup>			Tier 2	Tier 3	Tier 4	Tier 5	Tier 6 <sup>2</sup>	Tier 7	Tier 8
		 Tier 1									
<b>Career Options</b>	Everyone <sup>3</sup>	1.Child Care Associate 2.Preschool Associate 3.CD Home Assistant 4.Family, Friend, and Neighbor Care	1.Child Care Associate 2.Preschool Associate 3.CD Home Assistant 4.Family, Friend, and Neighbor Care	1.Child Care Associate 2.Preschool Associate 3.CD Home Assistant 4.Family, Friend, and Neighbor Care	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.CD Home Teacher or Assistant 4.Family, Friend, and Neighbor Care 5.Head Start Assistant 6.SWVPP Assistant 7.Shared Visions Assistant 8.NAEYC Accredited Preschool or Center Assistant 9.Para-Educator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.CD Home Teacher or Assistant 4.Head Start Assistant 5.SWVPP Assistant 6.Shared Visions Assistant 7.NAEYC Accredited Preschool or Center Assistant 8.Para-Educator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.CD Home Teacher or Assistant 4.Head Start Assistant 5.SWVPP Assistant 6.Shared Visions Assistant 7.NAEYC Accredited Preschool or Center Assistant 8.Para-Educator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.CD Home Teacher or Assistant 4.Head Start Teacher or Assistant 5.SWVPP Assistant 6.Shared Visions Assistant 7.NAEYC Accredited Preschool or Center Assistant 8.Para-Educator	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.CD Home Lead Teacher 4.Head Start Lead Teacher 5.SWVPP Assistant 6.Shared Visions Lead Teacher 7.NAEYC Accredited Preschool or Center Lead Teacher	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.CD Home Lead Teacher 4.Head Start Lead Teacher 5.SWVPP Teacher 6.Shared Visions Lead Teacher 7.NAEYC Accredited Preschool or Center Lead Teacher 8.K-3 Teacher 9.ECSE Teacher	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.CD Home Lead Teacher 4.Head Start Lead Teacher 5.SWVPP Teacher 6.Shared Visions Lead Teacher 7.NAEYC Accredited Preschool or Center Lead Teacher 8.K-3 Teacher 9.ECSE Teacher
<b>Education Details</b>	<b>PRE-SERVICE TRAINING: (30-40 hours)</b>  <b>Center:</b> 1.New Staff Orientation 2.Welcome to Child Care  <b>CD Home:</b> Child Net  <b>School – age Teachers:</b> Quality School Age Care  <b>SWVPP:</b> Quality Preschool Program Standards  <b>All Teachers:</b> 1.First Aid 2.Universal Precautions 3.CPR 4.Mandatory Child Abuse Reporter Training 5.Additional Recommended Health and Safety Training such as SIDS or Medication Administration or As Adopted through the Federal Child Care Bureau  <b>OR AS DETERMINED BY REGULATIONS AND DEPENDENT ON OTHER PRE-SERVICE EDUCATION</b>	<b>STEP 1 – (40 hours)</b>  <b>Competencies addressed include:</b>  Promoting Child Development and Learning Competencies (This includes competencies regarding Health and Safety.)  Becoming a Professional Competencies  <b>Examples of Trainings as of Fall 2013 might include:</b> 1.Program for Infant/Toddler Care 2.Environmental Rating Scales 3.Iowa Early Learning Standards	<b>STEP 2 – (40 hours)</b>  <b>Competencies addressed include:</b>  Building Family and Community Relationships Competencies  Using Developmentally Effective Approaches to Connect with Children and Families Competencies  <b>Examples of Trainings as of Fall 2013 might include:</b> 1.Early Childhood Positive Behavior Interventions and Supports 2.Cultural Competencies 3.Classroom Assessment Scoring System	<b>STEP 3 – (40 hours)</b>  <b>Competencies addressed include:</b>  Using Content Knowledge to Build Meaningful Curriculum Competencies  Observing, Documenting and Assessing to Support Young Children and Families Competencies  <b>Examples of Trainings as of Fall 2013 might include:</b> 1.Every Child Reads 2.Evidenced-Based Curriculum 3.Evidenced-Based Assessment 4.Early Care and Education Institute or local conferences	CDA Through Clock Hours  OR ECE Para-Educator Through Clock Hours	CDA Through College Credit  OR ECE Para-Educator Through Credit	ECE Community College Diploma  Associate Degree with less than 12 ECE Credits	Associate Degree in ECE  Associate Degree plus or including 24 ECE Credits	Bachelor’s Degree in ECE  Bachelor’s Degree in Child Development OR Child, Adult and Family Services – Child Service Option OR Human Development and Family Studies – Child Option  Bachelor’s Degree in Early Childhood Administration  Bachelor’s Degree plus or including 24 ECE Credits  Credentials Specific to Adult Educator or Program Administrator Will Align Here	BOEE Licensure with ECE Endorsements: 100, 103, 106 or 262	Master’s Degree with Teaching License (MA/MS in ECE)
<b>Competency Levels<sup>4</sup></b>					Level 1 Assistant Teacher Progressing	Level 2 Assistant Teacher Skilled	Level 3 Assistant Teacher Mastery	Level 4 Teacher Progressing	Level 5 Teacher Skilled	Levels 5 & 6 Teacher Skilled & Mastery	Level 6 Teacher Mastery
<b>WAGES<sup>5</sup> Levels<sup>5</sup></b>		LEVEL 1	LEVEL 1	LEVEL 1	LEVEL 2	LEVELS 2, 3, & 4	LEVEL 5	LEVELS 6 & 7	LEVELS 8 & 9	LEVEL 10	LEVEL 10

<sup>1</sup> It is recommended that teachers who enter the Career Pathway at Stage 1 should acquire the Iowa Foundational Knowledge in Steps 1-3 based on the requirements of the employing auspice’s professional development requirements.

<sup>2</sup> The degrees listed are examples of what is available in Iowa; additional consideration may be given to related degrees.

<sup>3</sup> Anyone beginning work in centers or preschools licensed by DHS or in a registered CD Home must have pre-service training before beginning work. Pre-service training must be taken by all new employees unless prior training can be verified.

<sup>4</sup> As defined with the Teaching Role Competencies located at [http://www.state.ia.us/earlychildhood/files/state\\_system/professional\\_development/PLC\\_Task\\_Force\\_Final\\_Report\\_Final.pdf](http://www.state.ia.us/earlychildhood/files/state_system/professional_development/PLC_Task_Force_Final_Report_Final.pdf)

<sup>5</sup> Child Care WAGES<sup>®</sup> Iowa is a salary supplement program operated through Iowa AEYC and is a licensed program of Child Care Services Association. For more information, contact [info@iowaaeyc.org](mailto:info@iowaaeyc.org)