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

### Teaching Role Tiers

<table>
<thead>
<tr>
<th>Orientation</th>
<th>Iowa Teaching Roles Foundational Knowledge&lt;sup&gt;1&lt;/sup&gt;</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
<th>Tier 5</th>
<th>Tier 6&lt;sup&gt;2&lt;/sup&gt;</th>
<th>Tier 7</th>
<th>Tier 8</th>
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</thead>
</table>

### Career Options

| All Teachers | 1. First Aid 2. Universal Precautions 3. CPR 4. Mandatory Child Abuse Reporting Training 5. Additional Recommended Health and Safety Training such as 100, 103, 106 or 262 or Medication Administration or Adapted through the Federal Child Care Bureau OR AS DETERMINED BY REGULATIONS AND DEPENDENT ON OTHER PRE-SERVICE EDUCATION |

### Education Details

**PRE-SERVICE TRAINING:** (30-40 hours)

- **Center:** 1. New Staff Orientation 2. Welcome to Child Care
- **School:** 1. Child Care 2. Child Care
- **Quality School Age Care:**

  **SWVPP:** Quality Pre-School Program Standards

### Examples of Competencies

**Step 1:** (40 hours)

- **Naming:** Promoting Child Development and Learning Competences (This includes competences regarding Health and Safety.)
- **Becoming:** Professional Competences

**Examples of Trainings as of Fall 2013 might include:**

1. Program for Infant/Toddler Care
2. Environmental Rating Scales
3. Iowa Early Learning Standards

**Step 2:** (40 hours)

- **Naming:** Promoting Child Development and Learning Competences (This includes competences regarding Health and Safety.)
- **Becoming:** Professional Competences

**Examples of Trainings as of Fall 2013 might include:**

1. Early Childhood Positive Behavior Interventions and Supports
2. Cultural Competences
3. Classroom Assessment Scoring System

**Step 3:** (40 hours)

- **Naming:** Promoting Child Development and Learning Competences (This includes competences regarding Health and Safety.)
- **Becoming:** Professional Competences

**Examples of Trainings as of Fall 2013 might include:**

1. Early Childhood Positive Behavior Interventions and Supports
2. Cultural Competences
3. Classroom Assessment Scoring System

**Examples of Trainings as of Fall 2013 might include:**

1. Every Child Reads 2. Endorsed-Based Curriculum 3. Endorsed-Based Assessment 4. Early Care and Education Institute or local conferences

### Competency Levels<sup>4</sup>

<table>
<thead>
<tr>
<th>WAGE&lt;sup&gt;5&lt;/sup&gt; Levels&lt;sup&gt;5&lt;/sup&gt;</th>
<th>LEVEL 1</th>
<th>LEVEL 2</th>
<th>LEVEL 3</th>
<th>LEVEL 4</th>
<th>LEVEL 5</th>
<th>LEVEL 6</th>
<th>LEVEL 7</th>
<th>LEVEL 8</th>
<th>LEVEL 9</th>
<th>LEVEL 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 1</td>
<td>Assistant Teacher Progressing</td>
<td>Assistant Teacher Skilled</td>
<td>Assistant Teacher Mastery</td>
<td>Teacher Progressing</td>
<td>Teacher Skilled</td>
<td>Teacher Skilled &amp; Mastery</td>
<td>Level 6 &amp; 7</td>
<td>Levels 8 &amp; 9</td>
<td>Level 10</td>
<td>Level 10</td>
</tr>
</tbody>
</table>

<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 agency'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> 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/ecd/Career/Files/state_systems/professional_development/RCL_Task_Forum_Final_Report_Final.pdf](http://www.state.ia.us/ecd/Career/Files/state_systems/professional_development/RCL_Task_Forum_Final_Report_Final.pdf)

<sup>5</sup> Child Care Registry<sup>®</sup> Iowa is a salary supplement program operated through Iowa’s AECC and is a licensed program of Child Care Services Association. For more information, contact info@iowaaeyc.org

11.18.13 (updated October 2015)