

QUALITYstarsNY Program Standards

Qualifications & Experience Category – 2018 Update

Center-based and School-based Programs

On December 3, 2018, QUALITYstarsNY updated its Qualifications & Experience (Q & E) Standards to better align with the evolving early childhood field and workforce. The updated Q & E Standards offer weighted points for a wider array of early childhood education (ECE)-related educational experiences and qualifications that are appropriate and relevant to the roles of teachers and administrators in a high quality early learning program.

The updated Q & E Standards more appropriately reflect the diversity of educational experiences in early childhood providers and still uphold the research that proves a workforce with specialized content knowledge in ECE is the best prepared to promote optimal learning outcomes for young children.

| Updated Qualifications & Experience Standards |
|--|
| Points offered for: |
| <ul style="list-style-type: none">✓ ECE-specific degrees✓ Degrees related to ECE✓ Unrelated degrees with credits relevant to administrator and teacher roles in a high quality early childhood program |
| <ul style="list-style-type: none">✓ Undergraduate degrees✓ Graduate degrees |

Please note, the December 3, 2018 update applied only to Standards in the Qualifications & Experience category for Center-based and School-based programs – no changes were made to the other QUALITYstarsNY Program Standards categories.

QUALITYstarsNY Qualification & Experience Standards

Center-based and School-based Early Learning and Development Programs

Updated December 3, 2018

Research Rationale: There is substantial evidence that teacher education and training are related to other measures of program quality and child outcomes. Similarly, research shows that director professional development is related to other measures of program quality, and some, though limited, evidence suggests that director professional development is related to child outcomes. While there is limited and conflicting evidence that staff experience is related to other measures of program quality or child development outcomes, staff experience is valued by consumers.

Note: A program can earn points in both the administrator and the teaching staff categories. Points are earned for the degrees and coursework completed AND for each of several credentials AND for experience. **For Standards in the Qualifications & Experience category, teaching staff points are weighted by part-time or full-time status and averaged** (to account for programs with different numbers of staff). Documentation pertaining to professional qualifications and experiences are collected and verified through The Aspire Registry.

Administrator Qualifications (AQ) - 24 points

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|---|--|---|---|--|--------|
| <i>AQ 1 and AQ 2 each award points only once for the highest applicable degree or credit category. Points are based on Admin staff average.</i> | | | | | |
| AQ 1 | Administrator has undergraduate degree to manage a high quality program. | Administrator has educational background to manage a high quality program. | As indicated in Aspire, verified with transcript. | <p>One of the following is indicated and verified in Aspire:</p> <p>Bachelor's degree in:</p> <ul style="list-style-type: none"> <input type="checkbox"/> Early Childhood Education (ECE) (12 points) <input type="checkbox"/> ECE-related field with 24 or more ECE credits (12 points) <input type="checkbox"/> ECE-related field with 18-23 ECE credits (10 points) <input type="checkbox"/> ECE-related field with 0-17 ECE credits (8 points) <input type="checkbox"/> Field unrelated to ECE (6 points) <p>Associate's degree in:</p> <ul style="list-style-type: none"> <input type="checkbox"/> ECE (6 points) <input type="checkbox"/> ECE-related field with 12 or more ECE credits (6 points) <input type="checkbox"/> ECE-related field with 9-11 ECE credits (4 points) <input type="checkbox"/> ECE-related field with 0-8 ECE credits (2 points) | 2-12 |
| AQ 2 | Administrator has graduate-level degree or college credits in ECE-related leadership, administration or management to manage a high quality program. | Administrator has graduate-level degree or relevant college credits to manage a high quality program. | As indicated in Aspire, verified with transcript. | <p>One of the following is indicated and verified in Aspire:</p> <p>Master's degree or higher in:</p> <ul style="list-style-type: none"> <input type="checkbox"/> ECE (8 points) <input type="checkbox"/> ECE-related field with 15 or more ECE credits (8 points) <input type="checkbox"/> ECE-related field with 5-14 ECE credits (6 points) <input type="checkbox"/> ECE-related field with 0-4 ECE credits (4 points) <input type="checkbox"/> Field unrelated to ECE (2 points) <p>College credits in ECE-related leadership, administration or management:</p> <ul style="list-style-type: none"> <input type="checkbox"/> 9 or more credits (4 points) <input type="checkbox"/> 6-8 credits (1 point) | 1-8 |

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|------|--|--|---|---|--------|
| AQ3 | Administrator has relevant certificate or credential in management, supervision, leadership, and/or administration to manage a high quality program. | Administrator has a relevant certificate or credential in management, supervision, leadership, and/or administration to manage a high quality program. | As indicated in Aspire, verified with certificate/credential. | One of the following is indicated and verified in Aspire: <input type="checkbox"/> CPAC <input type="checkbox"/> NYS School Building Leader Certificate <input type="checkbox"/> School Administrator/Supervisor Certificate | 4 |

Administrator Experience (AE) - 3 points

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|------|--|--|--|---|--------|
| AE 1 | At least 3 years of experience in supervision or management in an early care or education program. | Administrator has experience supervising or managing an ECE program. | As indicated in Aspire employee profile. | <input type="checkbox"/> 3 years of experience in supervision or management in an ECE program | 3 |

Teaching Staff Qualifications (TSQ) - 55 points

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|---|--|--|---|--|--------|
| <i>Points for all TSQ Standards are based on the weighted average of program's teaching staff.</i> | | | | | |
| TSQ 1 | First Aid/CPR training. | Staff is adequately prepared to administer First Aid and CPR in the event of an emergency. | As indicated in Aspire, verified with training or certification card. | Indicated and verified in Aspire: <input type="checkbox"/> First Aid and CPR training or certificate cards obtained within the last two years | 1 |
| <i>TSQ 2 and TSQ 3 each award points once per teacher for their highest applicable degree type.</i> | | | | | |
| TSQ 2 | Teaching staff has undergraduate education to provide developmentally appropriate and high quality care. | Teaching staff has undergraduate education to provide developmentally appropriate and high quality care. | As indicated in Aspire, verified with transcript. | One of the following is indicated and verified in Aspire: Bachelor's degree in: <input type="checkbox"/> ECE (34 points) <input type="checkbox"/> ECE-related field with at least 24 ECE credits (34 points) <input type="checkbox"/> ECE-related field with 18-23 ECE credits (32 points) <input type="checkbox"/> ECE-related field with 0-17 ECE credits (30 points) <input type="checkbox"/> Field unrelated to ECE with at least 18 ECE credits (27 points) Associate's degree in: <input type="checkbox"/> ECE (28 points) <input type="checkbox"/> ECE-related field with 12 or more ECE credits (28 points) <input type="checkbox"/> ECE-related field with 9-11 ECE credits (27 points) <input type="checkbox"/> ECE-related field with 0-8 ECE credits (26 points) <input type="checkbox"/> Field unrelated to ECE with 12 or more ECE credits (24 points) | 24-34 |

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS | |
|---|---|---|---|---|--|---|
| TSQ 3 | Teaching staff has graduate level or higher education to provide developmentally appropriate and high quality care. | Teaching staff has graduate level or higher education to provide developmentally appropriate and high quality care. | As indicated in Aspire, verified with transcript. | One of the following is indicated and verified in Aspire: Master's degree or higher in: <input type="checkbox"/> ECE (8 points) <input type="checkbox"/> ECE-related field with 15 or more ECE credits (8 points) <input type="checkbox"/> ECE-related field with 5-14 ECE credits (6 points) <input type="checkbox"/> ECE-related field with 0-4 ECE credits (4 points) | 4-8 | |
| <i>TSQ 4 awards full points to staff that DO NOT hold higher education degrees and conditional points to staff that do hold higher education degrees. Points are only awarded once for the highest applicable category, regardless of the number of credits or certifications earned.</i> | | | | | POINTS (If no degree in TSQ 2 or TSQ 3) | POINTS (If has degree in TSQ 2 or TSQ 3) |
| TSQ 4 | Teaching staff has relevant credential(s) and/or ECE college credits apart from their completed degrees to provide developmentally appropriate and high quality care. | Teaching staff has relevant credential(s) and/or ECE college credits apart from their completed degrees to provide developmentally appropriate and high quality care. | As indicated in Aspire, verified with transcript, certificate, or credential. | <input type="checkbox"/> NYS Infant Toddler Care & Education Credential (ITCEC) | 26 | 6 |
| | | | | <input type="checkbox"/> American or International Montessori Infant/Toddler or Early Childhood Credential | 23 | 4 |
| | | | | <input type="checkbox"/> Child Development Associate (CDA) with Infant-Toddler or Preschool specialization | 20 | 2 |
| | | | | <input type="checkbox"/> 12 ECE college credits in ECE/Child Development | 12 | 0 |

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|--|---|---|--|--|--------|
| <i>TSQ 5 and TSQ 6 each award points only once per Standard, regardless of the number of certifications held in each category.</i> | | | | | |
| TSQ 5 | Teaching staff has relevant early childhood credentials or teaching certificates. | Teaching staff has relevant credentials to provide developmentally appropriate and high quality care. | As indicated in Aspire, verified with certificate. | One of the following credential is indicated in Aspire staff profile and verified with certificate: <input type="checkbox"/> NYS Early Childhood Teacher (B-Gr 2) Certificate <input type="checkbox"/> B-2 Extension <input type="checkbox"/> NYS Students with Disabilities (B-Gr 2) Certificate <input type="checkbox"/> NYS Teacher (N-6) Certificate | 4 |
| TSQ 6 | Teaching staff has relevant, specialized certificates or teaching credentials. | Teaching staff has relevant credentials to provide developmentally appropriate and high quality care. | As indicated in Aspire, verified with certificate. | One of the following credential is indicated in Aspire staff profile and verified with certificate: <input type="checkbox"/> NYS Literacy B-Gr 6 <input type="checkbox"/> NYS PreK-6 <input type="checkbox"/> NYS Bilingual <input type="checkbox"/> National Board Teacher Certification | 2 |

Teaching Staff Experience (TSE) - 4 points

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|--|--|---|---------------------------------------|---|--------|
| <i>TSE 1 points are based on the weighted average of program teaching staff.</i> | | | | | |
| TSE 1 | At least 3 years of experience teaching in an early childhood education program. | Teaching staff has experience working in an ECE program to provide developmentally appropriate and high quality care. | As indicated in Aspire employment tab | <input type="checkbox"/> At least 3 years of experience teaching in an ECE program documented in Aspire | 4 |

Retention (R) - 4 points

| CODE | STANDARD | INTENTION | DOCUMENTATION | MINIMUM REQUIREMENTS | POINTS |
|------------|--|--|--|--|--------|
| R 1 | The overall retention rate for teaching staff is 80% or above. | The program maintains a healthy work environment that encourages staff to continue employment. | Calculated automatically based on employment information in Aspire | Calculated automatically based on employment information in Aspire | 4 |