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.

<table>
<thead>
<tr>
<th>Updated Qualifications &amp; Experience Standards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Points offered for:</td>
</tr>
<tr>
<td>✓ ECE-specific degrees</td>
</tr>
<tr>
<td>✓ Degrees related to ECE</td>
</tr>
<tr>
<td>✓ Unrelated degrees with credits relevant to administrator and teacher roles in a high quality early childhood program</td>
</tr>
<tr>
<td>✓ Undergraduate degrees</td>
</tr>
<tr>
<td>✓ Graduate degrees</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>CODE</th>
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</thead>
</table>
| 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. | One of the following is indicated and verified in Aspire:  
  - Bachelor’s degree in:  
    - Early Childhood Education (ECE) (12 points)  
    - ECE-related field with 24 or more ECE credits (12 points)  
    - ECE-related field with 18-23 ECE credits (10 points)  
    - ECE-related field with 0-17 ECE credits (8 points)  
    - Field unrelated to ECE (6 points)  
  - Associate’s degree in:  
    - ECE (6 points)  
    - ECE-related field with 12 or more ECE credits (6 points)  
    - ECE-related field with 9-11 ECE credits (4 points)  
    - 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. | One of the following is indicated and verified in Aspire:  
  - Master’s degree or higher in:  
    - ECE (6 points)  
    - ECE-related field with 15 or more ECE credits (8 points)  
    - ECE-related field with 5-14 ECE credits (6 points)  
    - ECE-related field with 0-4 ECE credits (4 points)  
    - Field unrelated to ECE (2 points)  
  - College credits in ECE-related leadership, administration or management:  
    - 9 or more credits (4 points)  
    - 6-8 credits (1 point) | 1-8 |
<table>
<thead>
<tr>
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</table>
| 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:  
- CPAC  
- NYS School Building Leader Certificate  
- School Administrator/Supervisor Certificate | 4 |

### Administrator Experience (AE) - 3 points

<table>
<thead>
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</thead>
<tbody>
<tr>
<td>AE 1</td>
<td>At least 3 years of experience in supervision or management in an early care or education program.</td>
<td>Administrator has experience supervising or managing an ECE program.</td>
<td>As indicated in Aspire employee profile.</td>
<td>3 years of experience in supervision or management in an ECE program</td>
<td>3</td>
</tr>
</tbody>
</table>

### Teaching Staff Qualifications (TSQ) - 55 points

Points for all TSQ Standards are based on the weighted average of program’s teaching staff.

<table>
<thead>
<tr>
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</table>
| 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:  
- First Aid and CPR training or certificate cards obtained within the last two years | 1 |

TSQ 2 and TSQ 3 each award points once per teacher for their highest applicable degree type.

<table>
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</table>
| 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:  
  - ECE (34 points)  
  - ECE-related field with at least 24 ECE credits (34 points)  
  - ECE-related field with 18-23 ECE credits (32 points)  
  - ECE-related field with 0-17 ECE credits (30 points)  
  - Field unrelated to ECE with at least 18 ECE credits (27 points)  
- Associate’s degree in:  
  - ECE (28 points)  
  - ECE-related field with 12 or more ECE credits (28 points)  
  - ECE-related field with 9-11 ECE credits (27 points)  
  - ECE-related field with 0-8 ECE credits (26 points)  
  - Field unrelated to ECE with 12 or more ECE credits (24 points) | 24-34 |
<table>
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<tr>
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</table>
| **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:  
  - ECE (8 points)  
  - ECE-related field with 15 or more ECE credits (8 points)  
  - ECE-related field with 5-14 ECE credits (6 points)  
  - ECE-related field with 0-4 ECE credits (4 points) | 4-8 |
| **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. |  
- NYS Infant Toddler Care & Education Credential (ITCEC)  
- American or International Montessori Infant/Toddler or Early Childhood Credential  
- Child Development Associate (CDA) with Infant-Toddler or Preschool specialization  
- 12 ECE college credits in ECE/Child Development |  
|   |   |   |   | POINTS (If no degree in TSQ 2 or TSQ 3) | POINTS (If has degree in TSQ 2 or TSQ 3) | 26 | 6 | 23 | 4 | 20 | 2 | 12 | 0 |
| **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:  
- NYS Early Childhood Teacher (B-Gr 2) Certificate  
- B-2 Extension  
- NYS Students with Disabilities (B-Gr 2) Certificate  
- 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:  
- NYS Literacy B-Gr 6  
- NYS PreK-6  
- NYS Bilingual  
- National Board Teacher Certification | 2 |
### Teaching Staff Experience (TSE) - 4 points

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<tr>
<td>TSE 1</td>
<td>At least 3 years of experience teaching in an early childhood education program.</td>
<td>Teaching staff has experience working in an ECE program to provide developmentally appropriate and high quality care.</td>
<td>As indicated in Aspire employment tab</td>
<td>At least 3 years of experience teaching in an ECE program documented in Aspire</td>
<td>4</td>
</tr>
</tbody>
</table>

### Retention (R) - 4 points

<table>
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<tr>
<td>R 1</td>
<td>The overall retention rate for teaching staff is 80% or above.</td>
<td>The program maintains a healthy work environment that encourages staff to continue employment.</td>
<td>Calculated automatically based on employment information in Aspire</td>
<td>Calculated automatically based on employment information in Aspire</td>
<td>4</td>
</tr>
</tbody>
</table>