

APPENDIX B

APPENDIX B, EARLY CHILDHOOD CAREER PATHWAY and KEYSTONE STARS EDUCATIONAL QUALIFICATIONS PHASE IN

Degree	+	Specialized Knowledge	=	Career Level
BS/BA In ECE or Related Degree		1 Year Relevant Experience Director's Credential		ECE Teacher Level A Administrator Level A
BS/BA in Unrelated Field		CDA and/or Pk-4 Instructional Certification 3 Years Relevant Experience Director's Credential		ECE Teacher Level B Administrator Level B
AA/AS/AAS in ECE or Related Degree		1 Year Relevant Experience		ECE Teacher Level B
AA/AS/AAS in Unrelated Field		Child Development Associate (CDA)		ECE Teacher Level C
High School Diploma or Equivalency		Child Development Associate (CDA)		ECE Teacher Level D

Appendix A STARS Education Qualifications Phase in for STAR 3 and 4

YEAR	STAR 1 Certification Requirements	
Current/ 2018	<p>Director Qualifications / STARS Leadership Team Equivalent- A director shall have attained one of the following qualification levels: (1) A bachelor's (BA/BS) degree from an accredited college or university in early childhood education (ECE), child development, special education, elementary education or the human services field and 1 year of experience with children. (2) A BA/BS degree from an accredited college or university, including 30 credit hours in ECE, child development, special education, elementary education or the human services field and 2 years of experience with children. (3) An associate's (AA/AS) degree from an accredited college or university in ECE, child development, special education, elementary education or the human services field and 3 years of experience with children. (4) An AA/AS degree from an accredited college or university, including 30 credit hours in ECE, child development, special education, elementary education or the human services field and 4 years of experience with children.</p> <p>Group Supervisor / STARS Lead Teacher Equivalent - A group supervisor shall have attained one of the following qualification levels: (1) A BA/BS degree from an accredited college or university in ECE, child development, special education, elementary education or the human services field. (2) A BA/BS degree from an accredited college or university, including 30 credit hours in ECE, child development, special education, elementary education or the human services field and 1 year of experience with children. (3) An AA/AS degree from an accredited college or university in ECE, child development, special education, elementary education or the human services field and 2 years of experience with children. (4) An AA/AS degree from an accredited college or university, including 30 credit hours in ECE, child development, special education, elementary education or the human services field and 3 years of experience with children.</p> <p>Assistant group supervisor / STARS Asst Teacher Equivalent to - An assistant group supervisor shall have attained one of the following qualification levels: (1) A high school diploma (HSD) or a general educational development (GED) certificate and 30 credit hours from an accredited college or university in early childhood education, child development, special education, elementary education or the human services field. (2) A HSD or a GED certificate, including 600 or more hours of secondary training (3) A HSD or a GED certificate, 15 credit hours from an accredited college or university in early childhood education, child development, special education, elementary education or the human services field and 1 year of experience with children. (4) A HSD or a GED certificate and completion of a post-secondary training curriculum (5) A HSD or a GED certificate and 2 years experience with children.</p>	
YEAR	STAR 3 (Points)	STAR 4 (REQUIRED)
7/1/2019	25% of lead teachers have a minimum of an AA in ECE or related field 50% of all additional teachers have or are enrolled in a CDA or higher ECE degree/ credential Leadership team has at least one staff AA in ECE or related field or higher Home-based programs: Primary staff person is enrolled in or holds a CDA or higher	100% of lead teachers hold a minimal BA/BS or AA/AAS in ECE or related field 25% of teachers have a CDA or higher in ECE or related field credential Leadership team has at least one staff with a BA or BS in ECE Home-based programs: Primary staff person holds a CDA or higher
7/1/2021	25% of lead teachers hold a BA or BS in ECE or related field All additional lead teachers have an AA/AAS in ECE or are enrolled in a ECE degree/credential 50% of all additional teachers have a CDA or higher ECE credential 50% of leadership team has at least an AA in ECE or related field or Business and the rest are enrolled in attaining ECE or related field credentials Home-based programs: Primary staff person holds a CDA or higher	50% of lead teachers hold a minimal BA/BS in ECE or related field remainder have an AA/AAS in ECE or related field 75% of teachers have a CDA or higher ECE or related field credential Leadership team has at least 1 staff with a Admin Level A 50% of leadership team has staff with a BA or BS in ECE the rest are enrolled in attaining ECE credentials Home-based programs: Primary staff person enrolled in or holds a minimum of an AA/AAS in ECE or related field
7/1/2024	50% of lead teachers hold a BA or BS in ECE and the remainder have an AA in ECE or related field All additional teaching staff have a minimum of CDA 50% of leadership team has staff with a BA or BS in ECE or related field the rest are enrolled in attaining ECE or related field credentials Leadership team has at least one staff with Administrator A or higher Home-based programs: Primary staff person enrolled in or holds a minimum of an AA/AAS in ECE or related field	90% of lead teachers hold a BA/BS in ECE or related field and the remainder are enrolled in a minimal ECE or related field BA/BS All teaching staff have a minimum of CDA and 25% have an AA/AAS 50% of leadership team has staff with a BA or BS in ECE the rest are enrolled in attaining ECE or related field credentials Leadership team has at least one staff Administrator B Home-based programs: Primary staff person holds a minimum of an AA/AAS in ECE or related field. All secondary staff are enrolled in or hold a minimum of a CDA.
7/1/2028	75% of lead teachers hold a BA or BS in ECE or related field and the remainder of lead teachers have an AA in ECE or related field All additional teaching staff have a minimum of CDA with at least 25% enrolled in an AA/AAS Program 50% of leadership team has staff with a BA or BS in ECE or related field the rest are enrolled in attaining ECE credentials The Program's Leadership team has at least one staff member with a BA/or higher in any field AND 9 college credits in business or program administration one staff member with a BA/BS or higher in ECE or related field. Home-based programs: Primary staff person holds a minimum of an AA/AAS in ECE or related field. All secondary staff are enrolled in or hold a minimum of a CDA.	All lead teachers have BA/BS in ECE or related field All teaching staff have a minimum of CDA and 50% have an AA/AAS Home-based programs: Primary staff person holds a minimum of an AA/AAS in ECE or related field. All secondary staff hold a minimum of a CDA.