



Excerpt from New America and NAEYC's Policy and Regulatory Scan

Alliance for Early Success Partner Summit
November 8, 2017

COMPETENCIES SECTION

- **Do competencies exist for the teaching role in early childhood education?**
 - Is there one set of competencies for teachers of children birth through age 8?
 - If **yes**, are all teachers across all settings (licensed and unlicensed child care; family child care; state pre-K; elementary school) expected to meet them?
 - If **no**, what are the divisions?
 - infant/toddler?
 - Pre-K?
 - K-3?
 - 0-5?
 - Do they differ by setting; i.e., are there different competencies for family child care providers, licensed child care centers, QRIS participants, etc.?
 - When were the competencies established / updated? Is there a schedule for revision and updating?
 - What agenc(ies) created them?
 - Who approves, maintains, and conducts reviews?
 - What is involved in the “review” process?
- **Are there competencies for assistant teachers/paraprofessionals?**
 - Who is expected to meet these competencies? Are those expectations monitored?
 - Assistant teachers/paraprofessionals in child care programs?
 - Assistant teachers/paraprofessionals in elementary schools?

- Assistant teachers/paraprofessionals in family child care programs?

- **How are these competencies implemented?**

- Are they aligned with state-based credentials or certificates?
- Are they aligned with higher education degree coursework?
- Are they embedded in the training or trainer approval process?
- Are they embedded in the state higher education approval process?

- **Are there current or planned efforts in the state to revise competencies?**

WORKFORCE / EDUCATOR LICENSING SECTION

- **Is an individual level licensing required for teachers?**
 - For what settings?
 - Elementary
 - Licensed child care centers
 - Licensed family child care
 - Only for those receiving state pre-K funding? Or QRIS funding?

 - Is there an early childhood license for educators teaching in public / charter schools?
 - What age range or grades are covered in this license?
 - Are there specializations such as special ed or DLL?
 - What exam must applicants complete to earn this license?
 - What are the educational requirements for earning this license?
 - What agency (ies) is responsible for issuing individual license?
 - Is student teaching experience required?
 - For what setting?
 - For what age span?
 - Under what conditions can this license be revoked?
 - Is this data stored and tracked in a database? Is some of this data public facing?
 - How often are requirements reviewed? What is the review process? Who is responsible?

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 - Under what conditions can this license be revoked?
 - Is this data stored and tracked in a database? Is some of this data public facing?
 - How often are requirements reviewed? What is the review process? Who is responsible?
- **What agency(ies) / body(ies) approves ECE and elementary preparation programs that prepare graduates for the state teaching license?**
 - Is there a governing board? If so, what is the name? What governance powers do they have, and over whom (universities, college, only public, including private?)
 - What agency(ies) sets the content requirements?
 - Is higher education accreditation required for state approval? If so, what accreditors are approved by the state?
 - Does the state monitor preparation program effectiveness?
 - Is alignment with the ECE competencies a requirement for state approval?
- **What agency(ies) or organizations approve early childhood or child development degree programs that DO NOT prepare graduates for the state teaching license?**
 - Is there a governing board? If so, what is the name? What governance powers do they have, and over whom (universities, college, only public, including private?)
 - What agency(ies) sets the content requirements?
 - Is higher education accreditation required for state approval? If so, what accreditors are approved by the state?
 - Does the state monitor preparation program effectiveness?
 - Is alignment with the ECE competencies a requirement for state approval?
- **What, if any, other optional licenses/certifications/endorsements exist?**

- **What role does QRIS play?** (Example: Higher rating for licensed teachers?)
- **Are there any supports for candidates who may face barriers attaining credentials?**
- **How is professional experience or demonstration of competencies recognized through the licensing process?**
- **Does the state require an induction period?** What does it entail? How long is it?
- **What agency(ies)/body(ies) have oversight of recertification?**

PREPARATION SECTION

INITIAL PREPARATION

- **What is the minimum educational requirement for teachers in:**
 - Licensed child care centers / with public PreK funding / in QRIS?
 - Elementary schools?
 - Family child care programs?
 - NOTE: Options may include, but are not limited to:
 - Less than / more than 80 hours of training on specific topics
 - CDA / ECE state credentials
 - AA / BA (certain subject?)

- **How are education standards included and embedded in state policy beyond the minimum?**
 - Is it embedded in the state's licensing system? In the QRIS?
 - What are the incentives to participate?
 - What is the proportion of programs across settings at various levels within the QRIS?

- **Which institutions in the state prepare teachers of children up through 3rd grade?**
 - AA / BA / Masters programs / Doctoral programs
 - In which departments are preparation programs located in these institutions?
 - What institutions offer CDA and/or allow the CDA to transfer for a number of credits toward an AA or BA? If so, how many?

- **Is a practicum or student teaching required for an AA? For a BA?**
 - In what setting(s)? With what age span?

- **Does the state require articulation agreements between 2-year and 4-year ECE degree programs in state colleges and universities?**
 - Yes, and it impacts all state funded 2-year and 4-year ECE degree programs
 - Yes, and it impacts some 2-year and 4-year ECE degree programs

- No, this is not a state requirement

- **Are there regularly scheduled collaboration opportunities for ECE faculty in the state?**

- **Are there initiatives in the state to encourage teachers to increase their degree or educational attainment?**
 - What do they look like? Who is responsible for administering those initiatives?
 - Is there public funding to support it? What other funding sources?
 - How long has the initiative(s) been in existence?
 - Who/what organizations in the state advocate for these structures

- **Are there efforts in the state specifically designed to support access to and completion of higher education degrees / credentials for a diverse group of early childhood educators?**
 - What do they look like?
 - Do they include any of the following: Dual-enrollment programs? Cohort models? Guidance counselors? Scholarships and grants? Recognition of previous experience? Online or night-time courses?
Who funds or administers these supports? Who has influence over these programs and strategies?

CAREER LATTICES / REGISTRIES SECTION

- **Does the state provide an ECE career pathway or lattice?**
 - What roles are referenced in the ECE career pathway or lattice?
 - What settings are referenced in the ECE career pathway or lattice?
 - What age groups are referenced in the ECE career pathways or lattice?

- **What agency(ies) is responsible for developing and maintaining the ECE career pathway or lattice?** (Please provide a link to the ECE career pathway or lattice).

- **Is there a certificate awarded for meeting the requirements for levels on the career pathway or lattice?**
 - What agency(ies) issue these certificates?

- **Do ECE teachers have access to guidance / counseling to help them advance along the career ladder?**

- **Are there efforts in the state specifically designed to support early childhood educators advance along the career ladder, especially for those teachers of color?**
 - What do they look like?
Who funds or administers these supports? Who has influence over these programs and strategies?

LEADERSHIP SECTION

ELEMENTARY SCHOOL PRINCIPALS

- What is the minimum education requirement to be an elementary school principal?
- What is the grade span of the state’s license for elementary school principals?
- Does the state require principal preparation programs to offer specific coursework around early learning and/or child development?
 - What courses or topics?
- Does the state require elementary school principals to have prior teaching experience?
 - Does the experience have to be in elementary school or early learning?
- Are aspiring elementary school principals required to have clinical experience in elementary schools during preparation?
- Does the state offer professional learning (such as training, mentoring, or coaching) around early childhood education or PreK–3rd alignment for elementary principals?
- Does principal evaluation include any early learning-specific indicators? Who has influence over principal evaluation?
- Who has influence over principal certification requirements?
- What competencies are principal certification program aligned to?

EARLY CHILDHOOD CENTER DIRECTORS

- What is the minimum level of education required to be a center director according to state licensing standards?
 - NOTE: Options may include, but are not limited to:
 - Less than / more than 80 hours of training on specific topics
 - CDA / ECE state credentials
 - AA / BA (certain subject?)

- **According to licensing standards, do center directors need to have prior experience working in child care?**
- **Are there competencies for program administrators?**
 - Who is expected to meet these competencies? Are those expectations monitored?
 - Administrators in child care programs?
 - Administrators in elementary schools?
 - Administrators family child care programs?
- **Does the state have a center director credential? If so, is it required for licensing?**
 - What's required to attain the credential?
 - Is there alignment with competencies for program leaders if they exist?
- **Does the state's QRIS tie center director qualifications to different tier levels?**
- **Does center director evaluation include any early learning-specific indicators?**
- **Who has influence over requirements (education or credential) to become a program director?**