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| **Policy Number:**JD 002 | **Title:** Preschool Teacher Education Credentials |
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| **Performance Standard:**45 CFR 1304.52(f)HSA Sec. 648A  | **Effective Date:** 05/06/2010 |
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| **Policy Council Approval/Revision:** 05/06/2010 |

**PERFORMANCE STANDARD:** Head Start Act - Sec. 648A. (a) Classroom Teachers-

(1) PROFESSIONAL REQUIREMENTS- The Secretary shall ensure that each Head Start classroom in a center-based program is assigned 1 teacher who has demonstrated competency to perform functions that include--(A) planning and implementing learning experiences that advance the intellectual and physical development of children, including improving the readiness of children for school by developing their literacy, phonemic, and print awareness, their understanding and use of language, their understanding and use of increasingly complex and varied vocabulary, their appreciation of books, their understanding of early math and early science, their problem-solving abilities, and their approaches to learning; (B) establishing and maintaining a safe, healthy learning environment; (C) supporting the social and emotional development of children; and (D) encouraging the involvement of the families of the children in a Head Start program and supporting the development of relationships between children and their families.

(2) DEGREE REQUIREMENTS- (A) HEAD START TEACHERS- The Secretary shall ensure that not later than September 30, 2013, at least 50 percent of Head Start teachers nationwide in center-based programs have—(i) a baccalaureate or advanced degree in early childhood education; or (ii) a baccalaureate or advanced degree and coursework equivalent to a major relating to early childhood education, with experience teaching preschool-age children.

(3) ALTERNATIVE CREDENTIALING AND DEGREE REQUIREMENTS- The Secretary shall ensure that, for center-based programs, each Head Start classroom that does not have a teacher who meets the qualifications described in clause (i) or (ii) of paragraph (2)(A) is assigned one teacher who has the following during the period specified:(A) Through September 30, 2011-- (i) a child development associate credential that is appropriate to the age of children being served in center-based programs; (ii) a State-awarded certificate for preschool teachers that meets or exceeds the requirements for a child development associate credential; (iii) an associate degree in early childhood education; (iv) an associate degree in a related field and coursework equivalent to a major relating to early childhood education, with experience teaching preschool-age children; or (v) a baccalaureate degree and has been admitted into the Teach For America program, passed a rigorous early childhood content exam, such as the Praxis II, participated in a Teach For America summer training institute that includes teaching preschool children, and is receiving ongoing professional development and support from Teach For America's professional staff.

(B) As of October 1, 2011--(i) an associate degree in early childhood education; (ii) an associate degree in a related field and coursework equivalent to a major relating to early childhood education, with experience teaching preschool-age children; or (iii) a baccalaureate degree and has been admitted into the Teach For America program, passed a rigorous early childhood content exam, such as the Praxis II, participated in a Teach For America summer training institute that includes teaching preschool children, and is receiving ongoing professional development and support from Teach For America's professional staff.

**POLICY:** Heartland Head Start will hire the most qualified person available for preschool teaching positions. Whenever possible, Heartland Head Start will hire a minimum of a bachelor degreed teacher with a Kansas teaching license that qualifies her/him to teach preschool. When Heartland has attempted unsuccessfully to recruit an individual with these qualifications, Heartland will attempt to hire an elementary school teacher with preschool experience.

Heartland defines “related field and coursework equivalent to a major in early childhood education” to include a licensed elementary school teacher if they have a minimum of 6 related courses, previous experience teaching preschool and have demonstrated the competencies to perform functions that include--(A) planning and implementing learning experiences that advance the intellectual and physical development of children, including improving the readiness of children for school by developing their literacy, phonemic, and print awareness, their understanding and use of language, their understanding and use of increasingly complex and varied vocabulary, their appreciation of books, their understanding of early math and early science, their problem-solving abilities, and their approaches to learning; (B) establishing and maintaining a safe, healthy learning environment; (C) supporting the social and emotional development of children; and (D) encouraging the involvement of the families of the children in a Head Start program and supporting the development of relationships between children and their families.

Coursework equivalent to a major relating to early childhood education includes but is not limited to courses that focus on child development, early childhood education, and curriculum, early childhood teaching and assessment, psychology, family development, health and physical development, mathematics, science and children’s literature. When available, the catalog and/or course description will be reviewed to determine which college classes will count towards the major. A team that includes the HR Specialist, Program Coordinator and Director will make the final determination.