Iowa Early Care and Education Knowledge and Competency Framework For Teaching Roles

### Teaching Role Tiers

<table>
<thead>
<tr>
<th>Career Options</th>
<th>Orientation</th>
<th>Iowa Teaching Roles Foundational Knowledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everyone</td>
<td>1. Child Care Associate 2. Preschool Associate 3. CD Home Assistant 4. Family, Friend, and Neighbor Care</td>
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<td></td>
<td>1. Child Care Teacher, Assistant, or Associate 2. Preschool Teacher, Assistant, or Associate 3. CD Home Teacher or Assistant 4. Head Start Assistant 5. SWVPP Assistant 6. Shared Visions Assistant 7. NAEYC Accredited Preschool or Center Assistant 8. Para-Educator</td>
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### Education Details

**PRE-SERVICE TRAINING: (30-40 hours)**

**Center:**
- New Staff Orientation
- Welcome to Child Care

**CD Home:**
- Child Nut

**School-age Teachers:**
- Quality School Age Care

**SWVPP:**
- Quality Preschool Program Standards

**All Teachers:**
- 1. First Aid
- 2. Universal Precautions
- 3. CPR
- 4. Mandatory Child Abuse Reporter Training
- 5. Additional Recommended Health and Safety Training such as SIDS or Medication Administration or ASR
- Adopted through the Federal Child Care Bureau

**OR AS DETERMINED BY REGULATIONS AND DEPENDENT ON OTHER PRE-SERVICE EDUCATION**

**STEP 1 (40 hours)**

<table>
<thead>
<tr>
<th>Competency addressed include:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoting Child Development and Learning Competencies (This includes competencies regarding Health and Safety)</td>
</tr>
<tr>
<td>Becoming a Professional</td>
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</table>

**STEP 2 (40 hours)**

<table>
<thead>
<tr>
<th>Competency addressed include:</th>
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<tbody>
<tr>
<td>Building Family and Community Relationships Competencies</td>
</tr>
<tr>
<td>Using Developmentally Effective Approaches to Connect with Children and Families Competencies</td>
</tr>
</tbody>
</table>

**Examples of Trainings as of Fall 2013 might include:**

1. Program for Infants/Toddlers
2. Environmental Rating Scales
3. Iowa Early Learning Standards

**STEP 3 (40 hours)**

<table>
<thead>
<tr>
<th>Competency addressed include:</th>
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<tbody>
<tr>
<td>Using Content Knowledge to Build Meaningful Curriculum Competencies</td>
</tr>
<tr>
<td>Observing, Documenting and Assessing to Support Young Children and Families Competencies</td>
</tr>
</tbody>
</table>

**Examples of Trainings as of Fall 2013 might include:**

1. Early Childhood Positive Behavior Interventions and Supports
2. Cultural Competencies
3. Classroom Assessment Scoring System

### WAGES® Levels

**LEVEL 1**

<table>
<thead>
<tr>
<th>Level 1</th>
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<tbody>
<tr>
<td>Assistant Teacher Progessing</td>
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<table>
<thead>
<tr>
<th>Level 2</th>
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<tbody>
<tr>
<td>Assistant Teacher Skilled</td>
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<table>
<thead>
<tr>
<th>Level 3</th>
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</thead>
<tbody>
<tr>
<td>Assistant Teacher Mastery</td>
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<table>
<thead>
<tr>
<th>Level 4</th>
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</thead>
<tbody>
<tr>
<td>Teacher Progressing</td>
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<table>
<thead>
<tr>
<th>Level 5</th>
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</thead>
<tbody>
<tr>
<td>Teacher Skilled</td>
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<table>
<thead>
<tr>
<th>Levels 5 &amp; 6</th>
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<tbody>
<tr>
<td>Teacher Skilled &amp; Mastery</td>
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</table>

<table>
<thead>
<tr>
<th>Level 8</th>
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</thead>
<tbody>
<tr>
<td>Teacher Mastery</td>
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1. It is recommended that teachers who enter the Career Pathway at Stage 1 should acquire the Iowa Foundational Knowledge in Steps 1-3 based on the requirements of the employing agency’s professional development requirements.
2. The degrees listed are examples of what is available in Iowa; additional consideration may be given to related degrees.
3. Anyone beginning work in centers or preschools licensed by DHS or in a registered CD Home must have pre-service training before beginning work. Pre-service training must be taken by all new employees unless prior training can be verified.
5. Child Care WAGES® Iowa is a salary supplement program operated through Iowa AEYC and is a licensed program of Child Care Services Association. For more information, contact info@iowawages.org.

11.18.13 (updated October 2015)