

## **Policy-Education Qualifications for Center Staff and Home Base Educators**

All Center-Based classroom staff and Home-Based Educators must meet the staff qualification requirements in 648(A) of the Head Start Act of 2007 and section 1302.91 of the Head Start Program Performance Standards, unless a waiver has been granted by the Office of Head Start. Arrowhead Head Start will give preference in the hiring process to applicants meeting or exceeding Head Start/Early Head Start teacher qualification requirements. It is up to each applicant to provide Arrowhead Head Start with official documentation (license, diploma, or transcripts) to demonstrate that the courses address early childhood education or child development. The Head Start Director and Head Start or Early Head Start Program Manager will complete a final review and approval of the credentials/coursework.

### **Head Start Center-Based Teacher Requirements:**

- a Baccalaureate Degree in Early Childhood Education or a related degree with an Early Childhood Education focus, preference for a Minnesota State Teaching License.
- a Baccalaureate or Advanced Degree in Education or a related degree and coursework equivalent to a major relating to Early Childhood Education, with Early childhood teaching experience.

In the event that Arrowhead Head Start is unable to recruit and hire Center-Based Teachers with the above qualifications, the following will be considered:

- Associate Degree in Early Childhood Education (60 Credits) A.A.S. with Preschool experience as a teacher, aide or student intern.
- Associate Degree in a related field with coursework equivalent to a major relating to Early Childhood Education that includes college courses totaling 30 Semester credits (720 clock hours) of Early Childhood Education coursework and preschool experience as a teacher, aide or student intern.

Center-Based Teachers hired with and Associates Degree will be encouraged and supported to obtain a Baccalaureate degree in Early Childhood Education and to seek a Minnesota teaching license.

### **Early Head Start Home Based Educator Qualifications:**

- Baccalaureate Degree in Early Childhood Education, or a Baccalaureate Degree in Early Childhood Education with a Minnesota State Pre-K or Birth to Grade 3 License, Pre-K License or Early Childhood Special Education (ECSE), or Social Work or related degree.

- Home Base Educators that do not have a degree or credential in Early Childhood Education will be required to complete the Home Visitor CDA within 2 years of hire.
- All Home Base Educators will be required to complete their Family Service Credential.

### **Teacher Assistant Qualifications:**

- a high school diploma or GED and at least 18 years of age.
- a current Child Development Associate Credential (CDA);  
or be enrolled in a CDA credential program that will be completed within two years from the time of hire;
- or are enrolled in a program that will lead to an associate or baccalaureate degree;
- or, have an Associate or Baccalaureate degree in Early Childhood Education;
- or, have an Associate or Baccalaureate degree (in related area) plus, 9 semester credits (216 clock hours) in early childhood

### **Classroom Assistant Qualifications:**

- High school diploma or GED
- A current Child Development Associate Credential (CDA);
- or willing to obtain a CDA credential after 480 hours of experience and a successful probation period
- preference for early childhood education and experience

**This policy complies with 648(A) of the Head Start Act of 2007 and Section 1302.91 of the Head Start Program Performance Standards.**

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