

**HEAD START PROCEDURES FOR:
Staff Qualifications-Early Head Start
COMPONENT: CENTER FOR YOUNG LEARNERS**

- 1.0 Scope:** This describes the process for ensuring that all Early Head Start center-based teachers will have a CDA, be enrolled in a program leading to an associates or baccalaureate or be enrolled in a child development associate credential program. 645A(h), 1302.91(e)(1)
- 2.0 Responsibility:**
- 2.1 Head Start Director
 - 2.2 ESC Management Staff
- 3.0 Resources:**
- 3.1 Employee File Tracking Form
 - 3.2 Employee File
 - 3.3 myHeadStart GoEngage
 - 3.4 Personnel Master Staff Tracking Form
 - 3.5 CDA Progress Tracking Form
 - 3.6 Transcripts
 - 3.7 Copies of Child Development Associates Certificate
 - 3.8 CDA Renewal Tracking Form
- 4.0 Procedures:**
- 4.1 To insure that we recruit and hire highly qualified and highly trained individuals to be an Early Head Start Teacher and to maintain this we will do the following:
 - 4.1.1 All candidates will have at least a high school diploma or GED and have passed the criminal record checks outlined in P & P 1302.90(b)(1)(i)(ii).
 - 4.1.2 Grantee will advertise the positions stating that they must have an Infant/Toddler CDA or an AA in Early Childhood Education or a bachelor's degree in Early Childhood Education or a related field.
 - 4.1.2 If we are not able to hire someone with a CDA then the candidate must be enrolled in an Associate's program or in a CDA program to be completed within 18 months- of employment.
 - 4.1.3 If pursuing an Associate's degree, the teacher must turn in a copy of their current transcript after each semester is completed, and a list of the courses they will be taking for the upcoming semester.
 - 4.1.4 While completing the course, the teacher will receive their CDA Competency Book and an Essentials for Working with Young Children to start on their Professional Portfolio. The date that these

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- books are given to the candidate will be documented on the CDA Progress Tracking Form.
- 4.1.5 Once the Professional Portfolio and the CDA courses are completed, and a transcript given to ESC Head Start the application process can begin.
 - 4.1.6 The ESC Consultant will then start the application process through the CDA Council and pay for the application fee. The date that this is completed will be documented on the CDA Progress Tracking Form.
 - 4.1.7 The teacher must choose a PD Specialist to do their observation. The PD Specialist will be chosen from a list through the CDA Council.
 - 4.1.8 The PD Specialist will come out and observe the teacher and look over their Professional Portfolios. They will then fill out a score sheet and turn that into the Council no later than 48 hours after the observation.
 - 4.1.9 The teacher must also sign up to take an online test. They can choose which one of these they want to do first, the observation or the test.
 - 4.1.10 Once the teacher has scheduled their observation and test they must inform the ESC Head Start of these dates so they can be documented on the CDA Progress Tracking Form
 - 4.1.11 Once the teacher gets their CDA, then a copy will be placed in their Employee File.
 - 4.1.12 The date that the teacher received their CDA will be documented in **myHeadStart the web-based data system** and also on the CDA Progress Tracking Form.
 - 4.1.13 The teacher must renew the CDA every three years. This will be tracked by ESC Head Start using the CDA Renewal Tracking Form.

5.0 Associated Documents:

- 5.1 Employee File
- ~~5.2 Personnel Master Staff Tracking Form~~
- 5.3 CDA Progress Tracking Form
- 5.4 Transcripts
- 5.5 Copies of Child Development Associates

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5.6 CDA Renewal Tracking Form

6.0 Record Retention Table:

Identification	Format	Storage	Retention	Disposition	Protection
Staff personnel files	Print	CYL Office	7 years	Shredded	CYL Office, locked cabinets

7.0 Monitoring:

- 7.1 CDA Progress Tracking Form
- 7.2 CDA Renewal Tracking Form

8.0 Revision History:

Date:	Revision#	Description of Revision
7-2018	Created	
1-2019	1.0 & 4.1.2.	1.0 Removed one year 4.1.2. Removed one year and added two years
6/2019	3.3, 4.1.12	Changed "PROMIS" to myHeadStart
4/2021	4.1.2	Changed two years to 18 months
4/2022		Reviewed
12/2022	3.0, 3.3	Remove "myHeadStart" replace with "GoEngage"
12/2022	3.0, 3.4	Remove "Personnel Master Staff Tracking Form"
12/2022	4.0, 4.1, 4.1.12	Remove "myHeadStart" replace with "the web-based data system"
12/2022	5.0, 5.2	Remove "Personnel Master Staff Tracking Form"