

Iowa School-Age Care Career Pathway

Competency Level	Orientation	Tier 1: Entry	Tier 2: Developing	Tier 3: Proficient	Tier 4: Advanced	Tier 5: Mastery
Career Options & Regulatory Hours*	Everyone (within first 90 days)	Teachers/Caregivers 10 initial year/6 annually	Lead Caregiver/ Assistant Team Lead 10 initial year/8 annually	On-Site Supervisors/ Team Lead 10 initial year/8 annually	Assistant Program Director 10 initial year/8 annually	Program Director 10 initial year/8 annually
Core Knowledge Content Areas	Basic health & safety	Any Core Knowledge Content Area** 1. Child and Youth Growth and Development 2. Learning Environment and Curriculum 3. Child/Youth Observation and Assessment 4. Interactions with Children and Youth 5. Youth Engagement 6. Cultural Competency and Responsiveness 7. Family, School, and Community Relationships 8. Safety and Wellness 9. Program Planning and Development 10. Professional Development and Leadership				
Recommended Education			Related work experience or Para-educator Certificate Or School Age or Youth Development Credential (available in other states)	Level 2 plus related work experience or Associate's Degree plus related work experience or Bachelor's Degree plus related work experience  Degrees In: Child/Adolescent Development Youth & Family Development Elementary Ed Special Ed Family Services Social Work Leisure/Sports/Recreation	Level 3 plus related work experience or Bachelor's Degree plus related work experience  Degrees In: Child/Adolescent Development Youth & Family Development Elementary Ed Special Ed Family Services Social Work Leisure/Sports/Recreation Management/Business	Bachelor's Degree plus related work experience or Master's Degree plus related work experience  Degrees in: Child/Adolescent Development Youth & Family Development Elementary Ed Special Ed Family Services Social Work Leisure/Sports/Recreation Management/Business
Training	Required: -Preservice/Orientation ("Essentials") -CPR -First Aid -Universal Precautions -Mandatory Child Abuse Reporter Training	Recommended: ISACA Trainings ISACA Conference Quality School Age Care(QSAC) Cypherworks (OST classes) College Credit Courses- (approved by licensing consultant)	Recommended: Level 1 plus: SACERS	Recommended: Level 2 plus: Leadership Day (ISACA Conference) Youth Program Quality Assessment (YPQA)	Recommended: Level 3 plus: National Afterschool Association Conference	Recommended: Level 4 plus: National Administrator's Credential

\*\*Individual competencies per level are in the NAA's [Core Knowledge and Competencies for Afterschool and Youth Development Professionals](#)

## Iowa School-Age Care Career Pathway Glossary

ISACA=Iowa School-Age Care Alliance

NAA=National Afterschool Association

OST=Out of School Time

QSAC=Quality School Age Care. A training developed by Iowa Child Care Resource & Referral for professionals that work with school-age children.

SACERS=School Age Care Environmental Rating Scale. In Iowa a training on using the SACERS is taught by Iowa State University and Extension staff that are trained in all of the Environmental Rating Scales.

### \*Iowa Child Care Provider Training Registry

The training registry can be access at <https://ccmis.dhs.state.ia.us/TrainingRegistry/Home.aspx>

A list of Approved Professional Development opportunities for child care providers can be viewed on the Iowa DHS website at [http://dhs.iowa.gov/sites/default/files/CC\\_Professional\\_Development.pdf](http://dhs.iowa.gov/sites/default/files/CC_Professional_Development.pdf)

### From National Afterschool Association's document: *Core Knowledge and Competencies for Afterschool and Youth Development Professionals*

LEVEL ONE (Entry): Level 1 includes the knowledge and skills expected of an entry-level worker who is new to the child/youth development field and has minimal specialized training/education or experience.

LEVELTWO (DEVELOPING): Level 2 includes the foundational knowledge and skills expected of someone with some experience in the field. Level 2 includes Level 1 plus the knowledge and skills that might be commensurate with a Youth Development Credential, a certificate in child/ youth development, or equivalent training/education or related work experience.

LEVELTHREE (PROFICIENT): Level 3 describes a practitioner who can apply knowledge and information in the setting. It includes Levels 1 and 2 plus knowledge and skills that might be commensurate with an associate's degree in child/adolescent development or related fields (e.g., Social Work, Recreation, Special Education, Education) or related work experience.

LEVELFOUR (ADVANCED): Level 4 describes a seasoned practitioner who can apply knowledge and information in increasingly nuanced ways. It includes Levels 1, 2, and 3 plus the knowledge and skills that might be commensurate with a bachelor's degree in child/adolescent development or related fields or related work experience.

LEVELFIVE (MASTERY): Professionals at this level have advanced from basic knowledge and understanding to analysis, synthesis, and evaluation. Level 5 includes Levels 1, 2, 3, and 4 plus knowledge and skills commensurate with an advanced degree in child/adolescent development or related fields or related work experience. This level reflects the skills and attributes of leaders (e.g., administrators, directors, supervisors). This level includes administrative competencies, which may apply to those in an administrative role, but also to those who play dual roles.

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4/1/2017