

IOWA EARLY CARE AND EDUCATION TEACHING ROLES



Teaching Role Tiers	ORIENTATION			TIER 1			TIER 2	TIER 3	TIER 4	TIER 5	TIER 6 ²	TIER 7	TIER 8
Unifying Framework for the Early Childhood Education Profession	ECE I			ECE I			ECE I	ECE I	ECE II	ECE II	ECE III	ECE III	ECE III
Education Details	<p>REQUIRED TRAINING 30-40 training hours⁵ requirements prior to service or during orientation vary by</p> <ul style="list-style-type: none"> setting (child development home, center, statewide voluntary preschool, Head Start) agency program <p>AND</p> <p>as determined by regulation, as adopted by Federal Child Care Bureau, and/or dependent on other pre-service education</p>			<p>STEP 1 total of 40 training hours</p> <p>OR</p> <p>3 Early Childhood Education college semester credits</p>	<p>STEP 2 total of 80 training hours</p> <p>OR</p> <p>6 Early Childhood Education college semester credits</p>	<p>STEP 3 total of 120 training hours</p> <p>OR</p> <p>9 Early Childhood Education college semester credits</p>	<p>Child Development Associate® (CDA) Credential™ through training hours</p> <p>OR</p> <p>Early Childhood Education Paraeducator through training hours</p>	<p>Child Development Associate® (CDA) Credential™ through college semester credits</p> <p>OR</p> <p>Early Childhood Education Paraeducator through college semester credits</p> <p>OR</p> <p>12 Early Childhood Education college semester credits</p>	<p>Early Childhood Education Community College Diploma</p> <p>OR</p> <p>Associate Degree or higher with a minimum of 12 Early Childhood Education college semester credits</p> <p>OR</p> <p>36 college semester credits INCLUDING a minimum of 12 Early Childhood Education college semester credits</p>	<p>Associate Degree² in Early Childhood Education</p> <p>OR</p> <p>Associate Degree or higher with a minimum of 24 Early Childhood Education college semester credits</p> <p>OR</p> <p>64 college semester credits INCLUDING a minimum of 24 Early Childhood Education college semester credits</p>	<p>Bachelor's Degree in any of the following:</p> <ul style="list-style-type: none"> Early Childhood Education Child Development Child, Adult and Family Services Child Service Option Human Development and Family Studies Child Option Early Childhood Administration <p>OR</p> <p>Bachelor's Degree with a minimum of 24 Early Childhood Education college semester credits</p>	<p>BOEE Licensure with Early Childhood Education Endorsement(s): 100, 103, 106, 262, or 1001</p> <p>OR</p> <p>Master's Degree in Early Childhood Education without teaching license</p>	<p>Master's Degree in Early Childhood Education with teaching license</p>
WAGE\$® Levels ⁴						Level 2	Levels 2 and 3	Levels 5 and 6	Levels 6 and 7	Levels 7, 8, and 9	Level 10	Level 10	Level 10 Master's or Doctorate Degree plus or including 24 credits
Iowa Quality for Kids (IQ4K) Points				1 Point	2 Points	3 Points	5 Points	5 Points Associate Degree in non-related field	8 Points Bachelor's Degree in non-related field	10 Points Bachelor's Degree in related field	20 Points	20 Points	30 Points

1 Those who enter the Teaching Roles Career Pathway at Tier 1 Step 1 should acquire the Iowa Foundational Knowledge in Tier 1 Steps 1-3 based on the professional development requirements of the employer.

2 Degrees listed are examples of available degrees in Iowa; additional consideration may be given to related degrees or those earned out of state.

3 Anyone working in centers or preschools licensed by the Iowa Department of Human Services (DHS) or in a registered Child Development Home must have pre-service training before beginning work. Pre-service training is required by all new employees unless prior training is verified.

4 Child Care WAGE\$® Iowa is a salary supplement program operated through Iowa AEYC and is a licensed program of Child Care Services Association. For more information, contact wages@iowaaeyc.org.

5 One (1) training hour = 60 minutes