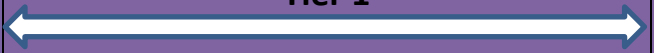


Iowa Early Care and Education Teaching Roles Career Pathway

Teaching Role Tiers	Orientation	Iowa Teaching Roles Foundational Knowledge ¹ Tier 1			Tier 2	Tier 3	Tier 4	Tier 5	Tier 6	Tier 7	Tier 8
Career Options	Everyone ³				1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.Child Development Home Assistant 4.Family, Friend, and Neighbor Care 5.Head Start Assistant 6.Statewide Voluntary Preschool Program Assistant 7.Shared Visions Assistant 8.NAEYC A credited Preschool or Center Assistant 9.Paraeducator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.Child Development Home Teacher or Assistant 4.Head Start Assistant 5.Statewide Voluntary Preschool Program Assistant 6.Shared Visions Assistant 7.NAEYC Accredited Preschool or Center Assistant 8.Paraeducator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.Child Development Home Teacher or Assistant 4.Head Start Assistant 5.Statewide Voluntary Preschool Program Assistant 6.Shared Visions Assistant 7.NAEYC Accredited Preschool or Center Assistant 8.Paraeducator	1.Child Care Teacher, Assistant, or Associate 2.Preschool Teacher, Assistant, or Associate 3.Child Development Home Teacher or Assistant 4.Head Start Assistant 5.Statewide Voluntary Preschool Program Assistant 6.Shared Visions Assistant 7.NAEYC A credited Preschool or Center Assistant 8.Paraeducator	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.Child Development Home Lead Teacher 4.Head Start Lead Teacher 5.Statewide Voluntary Preschool Assistant 6.Shared Visions Lead Teacher 7.NAEYC A credited Preschool or Center Lead Teacher	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.Child Development Home Lead Teacher 4.Head Start Lead Teacher 5.Statewide Voluntary Preschool Assistant 6.Shared Visions Lead Teacher 7.NAEYC Accredited Preschool or Center Lead Teacher 8.K-3 Teacher 9.Early Childhood Special Education Teacher	1.Child Care Lead Teacher 2.Preschool Lead Teacher 3.Child Development Home Lead Teacher 4.Head Start Lead Teacher 5.Statewide Voluntary Preschool Assistant 6.Shared Visions Lead Teacher 7.NAEYC Accredited Preschool or Center Lead Teacher 8.K-3 Teacher 9.Early Childhood Special Education Teacher
Education Details	REQUIRED TRAINING (30-40 training hours) ⁶ requirements prior to service or during orientation vary by - setting (child development home, center, statewide voluntary preschool, Head Start) - agency - program AND as determined by regulation, as adopted by Federal Child Care Bureau, and/or dependent on other pre-service education	STEP 1 total of 40 training hours or 3 Early Childhood Education semester credit hours ⁷	STEP 2 total of 80 training hours or 6 Early Childhood Education semester credit hours)	STEP 3 total of 120 training hours or 9 Early Childhood Education semester credit hours)	Child Development Associate (CDA) through training hours OR Early Childhood Education Paraeducator through training hours	Child Development Associate (CDA) through semester credit hours OR Early Childhood Education Paraeducator through semester credit hours OR 12 Early Childhood Education semester credit hours	Early Childhood Education Community College Diploma OR Associate Degree or higher with a minimum of 12 Early Childhood Education semester credit hours OR 36 semester credit hours INCLUDING a minimum of 12 Early Childhood Education semester credit hours	Associate Degree² in Early Childhood Education OR Associate Degree or higher with a minimum of 24 Early Childhood Education semester credit hours OR 64 semester credit hours INCLUDING a minimum of 24 Early Childhood Education semester credit hours	Bachelor's Degree in any of the following: - Early Childhood Education - Child Development - Child, Adult and Family Services – Child Service Option - Human Development and Family Studies – Child Option - Early Childhood Administration OR Bachelor's Degree with a minimum of 24 Early Childhood Education semester credit hours	BOEE Licensure with Early Childhood Education Endorsement(s): 100, 103, 106 or 262 OR Master's Degree in Early Childhood Education without teaching license	Master's Degree in Early Childhood Education with teaching license

Iowa Early Care and Education Teaching Roles Career Pathway

Teaching Role Tiers	Orientation	Tier 1			Tier 2	Tier 3	Tier 4	Tier 5	Tier 6 ²	Tier 7	Tier 8
Competency Levels ⁴					Level 1 Assistant Teacher Progressing	Level 2 Assistant Teacher Skilled	Level 3 Assistant Teacher Mastery	Level 4 Teacher Progressing	Level 5 Teacher Skilled	Levels 5 and 6 Teacher Skilled & Mastery	Level 6 Teacher Mastery
WAGE\$ [®] Levels ³		LEVEL 1			LEVEL 2	LEVELS 2, 3, and 4	LEVEL 5	LEVELS 6 and 7	LEVELS 8 and 9	LEVEL 10	LEVEL 10
Quality Rating Improvement System (QRIS) Points		1 POINT (TIER 1 STEP 1)	2 POINTS (TIER 1 STEP 2)	3 POINTS (TIER 1 STEP 3)	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 As defined with the [Teaching Role Competencies](#)

⁵ 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 info@iowaaeyc.org.

⁶ One (1) training hour = 60 minutes

⁷ Convert quarter credit hours to semester hours using this [chart](#)