# Iowa Early Care and Education Teaching Roles Career Pathway

## Teaching Role Tiers

<table>
<thead>
<tr>
<th>Career Options</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
<th>Tier 5</th>
<th>Tier 6</th>
<th>Tier 7</th>
<th>Tier 8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Everyone&lt;sup&gt;1&lt;/sup&gt;</td>
<td>1. Child Care Teacher, Assistant, or Associate</td>
<td>1. Child Health, Assistant, or Associate</td>
<td>1. Child Development Home Teacher or Assistant</td>
<td>1. Child Care Teacher, Assistant, or Associate</td>
<td>1. Child Care Lead Teacher</td>
<td>1. Child Care Lead Teacher</td>
<td>1. Child Care Lead Teacher</td>
<td>1. Child Care Lead Teacher</td>
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<tr>
<td>1. Child Care Associate</td>
<td>2. Preschool Teacher, Assistant, or Associate</td>
<td>2. Preschool Teacher, Assistant, or Associate</td>
<td>2. Preschool Teacher, Assistant, or Associate</td>
<td>2. Preschool Teacher, Assistant, or Associate</td>
<td>2. Preschool Lead Teacher</td>
<td>2. Preschool Lead Teacher</td>
<td>2. Preschool Lead Teacher</td>
<td>2. Preschool Lead Teacher</td>
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<tr>
<td>8. NAEYC Accredited Preschool or Center Assistant</td>
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## Education Details

### REQUIRED TRAINING (30-40 training hours)<sup>2</sup>
- 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

### Tier 1
- 120 semester credit hours

### Tier 2
- 30 semester credit hours

### Tier 3
- 15 semester credit hours

### Tier 4
- 10 semester credit hours

### Tier 5
- 5 semester credit hours

### Tier 6
- 2 semester credit hours

### Tier 7
- 1 semester credit hours

### Tier 8
- 2 semester credit hours

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1. Federal Child Care Bureau, regulation
2. OR

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**FOR MORE INFORMATION CONTACT**
- Iowa Department of Human Services
- Early Childhood Iowa
- Early Childhood Iowa - www.earlychildhoodiowa.org

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**APPLICABLE LICENSURE**
- Iowa Department of Human Services
- Early Childhood Iowa - www.earlychildhoodiowa.org

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**APPRECIATION**
- Iowa Department of Human Services
- Early Childhood Iowa - www.earlychildhoodiowa.org

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**COMMENTS?**
- Iowa Department of Human Services
- Early Childhood Iowa - www.earlychildhoodiowa.org

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**Iowa Department of Education**
### Iowa Early Care and Education Teaching Roles Career Pathway

<table>
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<tr>
<th>Teaching Role Tiers</th>
<th>Orientation</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
<th>Tier 5</th>
<th>Tier 6</th>
<th>Tier 7</th>
<th>Tier 8</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Competency Levels</strong></td>
<td>Level 1 Assistant Teacher Progressing</td>
<td>Level 2 Assistant Teacher Skilled</td>
<td>Level 3 Assistant Teacher Mastery</td>
<td>Level 4 Teacher Progressing</td>
<td>Level 5 Teacher Skilled</td>
<td>Levels 5 and 6 Teacher Skilled &amp; Mastery</td>
<td>Level 6 Teacher Mastery</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>WAGE$® Levels</strong></td>
<td>LEVEL 1</td>
<td>LEVEL 2</td>
<td>LEVELS 2, 3, and 4</td>
<td>LEVEL 5</td>
<td>LEVELS 6 and 7</td>
<td>LEVELS 8 and 9</td>
<td>LEVEL 10</td>
<td>LEVEL 10</td>
<td></td>
</tr>
<tr>
<td><strong>Quality Rating Improvement System (QRIS) Points</strong></td>
<td>1 POINT (TIER 1 STEP 1)</td>
<td>2 POINTS (TIER 1 STEP 2)</td>
<td>3 POINTS (TIER 1 STEP 3)</td>
<td>5 POINTS</td>
<td>5 POINTS Associate Degree in non-related field</td>
<td>8 POINTS Bachelor’s Degree in non-related field</td>
<td>10 POINTS Bachelor’s Degree in Related Field</td>
<td>20 POINTS</td>
<td>20 POINTS</td>
</tr>
</tbody>
</table>

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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 preschool 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 the chart.

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Early Childhood Iowa Professional Development Iowa Early Care and Education Teaching Roles Career Pathway 8.2.2017
Teaching Roles Career Pathway with tiers, career options, training and education details, competency levels, WAGE$ levels, and QRIS points.
Update: Iowa AEYC website post date.