

Early Achievers Professional Development Quality Standards



Professional Development supports program success in all areas of quality. The Washington State Department of Children, Youth, and Families (DCYF) awards professional development points during the Early Achievers quality recognition process based on information in the Workforce Registry (MERIT) about staff working at the facility.



POINTS CHART

Programs receive up to 10 points. All point totals listed are for degrees in early childhood education (ECE), or related, or recognized equivalent for Early Achievers Professional Development points.

NEW: The Early Achievers Quality Recognition process now recognizes completed degrees that are not in ECE or a related field. We count these degrees at the points level below that of a degree in ECE.

Professional Development Points for Child Care Centers

Quality Standard	Quality Standard Criteria	Points
<p>DIRECTOR The center director or supervisor has eligible education verified in MERIT. The number of points earned is based on the highest education level achieved by a Director, Assistant Director, Program Supervisor, Head Start Site Contact/Manager, or ECEAP Site Contact/Manager.</p>	<p>Director or Program Supervisor has met one of the following criteria:</p> <ul style="list-style-type: none"> • 1 point: ECE state certificate or equivalent • 2 points: AA in ECE or equivalent • 3 points: BA in ECE or related field • 4 points: MA or higher in ECE or related field 	4
<p>TEACHING STAFF The center's lead and assistant teachers* have eligible education verified in MERIT. The number of points earned is based on the average number of points earned by the 25% of teaching staff with the highest educational levels.</p>	<p>The final score will be determined by the average number of points earned by the top 25% of teaching staff:</p> <ul style="list-style-type: none"> • 2 points: Initial certificate or equivalent • 3 points: Short certificate or equivalent • 4 points: State certificate or equivalent • 5 points: AA in ECE or equivalent • 6 points: BA or higher in ECE or related field 	6
TOTAL PROFESSIONAL DEVELOPMENT POINTS POSSIBLE (CENTER)		10

*Assigned any **Lead or Assistant Teacher** role in MERIT including: Center, ECEAP, Early ECEAP, Head Start, or Early Head Start



Washington State Department of
CHILDREN, YOUTH & FAMILIES

Professional Development Points for Family Home Child Care

Quality Standard	Quality Standard Criteria	Points
The family home child care educator or primary worker has eligible education verified in MERIT. The number of points earned is based on the highest level of education achieved by a Family Home Child Care Licensee, Provider, Owner, or Primary Worker.	<p>Family Home Child Care Primary Worker has met one of the following criteria:</p> <ul style="list-style-type: none"> • 2 points: Initial certificate or equivalent • 3 points: Short certificate or equivalent • 4 points: State certificate or equivalent • 6 points: AA in ECE or equivalent • 8 points: BA in ECE or related field • 10 points: MA or higher in ECE or related Field 	10
TOTAL PROFESSIONAL DEVELOPMENT POINTS POSSIBLE (FAMILY HOME)		10

Staff Roles and Program Types

All programs must verify current staff employment information in MERIT. You can find more information about adding or updating employment records on the DCYF website at www.dcyf.wa.gov/services/earlylearning-profdev/merit.

Family Home Child Care programs can receive up to 10 points for the highest level of education earned by a staff member in the role of Family Home Child Care Licensee, Provider, Owner, or Primary Worker.

Child Care Center programs can receive up to 10 points based on the following:

- Up to four points for the highest level of education earned by a leadership staff member in the role of Director, Assistant Director, Program Supervisor, Head Start Site Contact/Manager, or ECEAP Site Contact/Manager.
- Up to six points for center teaching staff. DCYF determines this by calculating the average number of points earned by the 25% of teaching staff (lead teachers and assistant teachers) with the highest education levels.

Education Verification

Please ensure education records for staff are current and verified before rating. DCYF recommends prioritizing this task early in the Quality Recognition Cycle to allow ample time for verification.

What Certificates and Credentials are Approved?

- To learn about what certificates and credentials are accepted, review the publication *Equivalent Options for Education chart* (EPS_0037) available online at www.dcyf.wa.gov/publications-library/EPS_0037.
- To learn more about which degrees are considered to be in ECE and related, review the Alternative Credentials Guide available online at www.dcyf.wa.gov/sites/default/files/pdf/AlternativeCredentialGuide.pdf.



QUESTIONS?

For more information about education or staff verification, please contact the MERIT inbox at merit@dcyf.wa.gov.

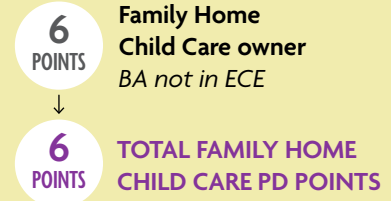
For more information about Early Achievers PD point calculation, please contact the QRIS inbox at QRIS@dcyf.wa.gov.

Sample Calculations

Family Home Child Care

Professional development points for family home child care programs are determined by the education level of the owner or primary worker. This Family Home Child Care Owner has a BA but the degree is not in ECE, so they will receive 6 PD points.

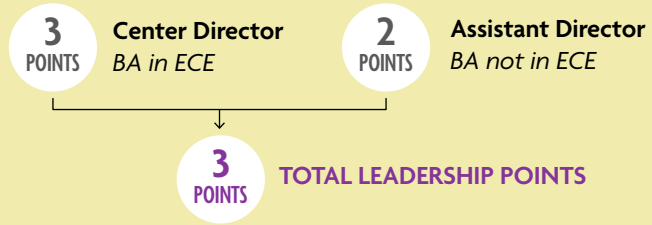
Because this family home child care owner has a BA that is not in ECE or a related field, they receive 6 Professional Development points, or the equivalent of an AA in ECE.



Child Care Center

Leadership

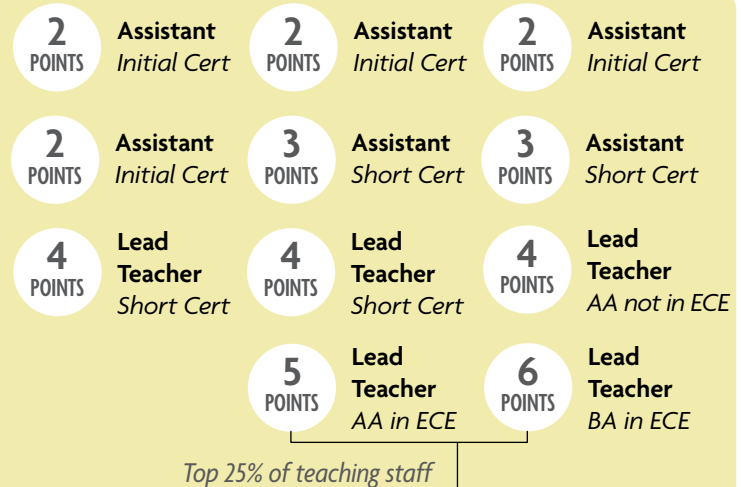
This center has a Director and Assistant Director. The Director has the highest level of education, so this center will receive a score of 3 points for leadership education.



Teaching Staff

DCYF determines the professional development points for center teaching staff by calculating the average number of points earned by the 25% of teaching staff (lead teachers and assistant teachers) with the highest education levels.

This center has 11 teaching staff. 25% of 11 is 2.75, or 2, teachers. DCYF selects the two teachers based on the highest level of education earned.



The two staff with the highest number of points received 5 points for an AA in ECE and 6 points for a BA in ECE.



These points average out to 5.5 points, which will receive a score of 6 points for teaching staff education.



If the 25% calculation does not result in a whole number, DCYF will round down the number of staff.

- For example, 25% of staff in a program with 10 teachers is 2.5. Since this is not a whole number, DCYF will round down to 2. This means that the points for a program with 10 teachers would be determined by the average number of points earned by the 2 teaching staff with the highest levels of education.
- If the average calculation for the points earned for their education does not result in a whole number, DCYF will round up the Professional Development points.

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