



## **Staff and Leadership Qualifications**

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**Staffing qualifications must be met and are counted outside of the indicators.**

Initial *Pathways* accreditation requires that each classroom score a minimum of 9.0 for accreditation and 10.0 for reaccreditation. The point value for each classroom staff person comes from three areas: education, early childhood classroom experience, and professional development. Each person's points from each category are added together to determine the total. Calculations are made through an automated template, which weighs each individual data point. Center directors will receive this automated template during Phase Two for a "practice run." During Phase three, the final calculations must be completed before the site visit.

**The leadership team must also meet qualifications.** The leadership team must meet a minimum 17 point average. The points are calculated the same way as for the classroom staff. They are weighted for education, experience, and professional development, with the additional consideration of experience in early childhood administration. Use the template provided in Phase Two; it will calculate the points.

### **Points for Staff and Leadership Qualifications**

**For determining classroom staff qualifications points and leadership qualifications points, please use the following tables only as a preliminary scoring. The automated template you will receive through e-mail scores most accurately because individual scores in each category are weighted.**

## Staff Qualifications

I. Education		+	II. Years of Full-Time Experience in Early Childhood Education		+	III. Professional Development (clock hours over a three-year period)	
Degree	Points		Years	Points		Hours	Points
PhD/EdD	20		≥ 5	5		> 225	3
NYS Educ Admin Credential/CAS in Educ Leadership	17		4	4		181 – 225	2.5
MS ECE	15		3	3		136 – 180	2.0
BA ECE	12		2	2		91 – 135	1.5
MS El. Ed.	10		1	1		46 – 90	1
BS in El. Ed./MS in unrelated field	8		< 1	0		16 – 45	0.5
AAS ECE/valid CDA	7					≤ 15	0
BA in related field	5						
BA in unrelated field/AAS related field	4						
AAS unrelated	1						
High School or GED							

## Leadership Qualifications

I. Education		+	II. Years of ECE Experience Admin & Non-Admin		+	III. Years of Non-ECE Administrative Experience		+	IV. Professional Development in ECE Administration (clock hours over a three-year period)	
Degree	Points		Years	Points		Years	Points		Hours	Points
EdD/PhD	20		≥ 5	5		≥ 5	2.5		> 225	3.0
CAS/NYS Educ. Admin credential	17		4	4		4	2		181 – 225	2.5
MS ECE/Admin credential	15		3	3		3	1.5		136 – 180	2.0
BA ECE	12		2	2		2	1		91 – 135	1.5
MS El. Ed.	10		1	1		1	0.5		46 – 90	1.0
BS in El. Ed./MS in unrelated field	8		< 1	0		< 1	0		16 – 45	0.5
AAS ECE/valid CDA	7								≤ 15	0
BA in related field	5									
BA in unrelated field/AAS related field	4									
AAS unrelated	2									
High School or GED	1									