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<th>Teaching Role Tiers</th>
<th>Orientation</th>
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| Education Details   | REQUIRED TRAINING (30-40 training hours)² | Child Development Associate (CDA) Content Areas:  
- planning a safe and healthy learning environment  
- advancing children's physical and intellectual development  
- supporting children’s social and emotional development  
- building productive relationships with families  
- managing an effective program operation  
- maintaining a commitment to professionalism  
- observing and recording children’s behavior  
- understanding principles of child development and learning | Child Development Associate (CDA) through training hours OR Early Childhood Education Paraprofessional through training hours | Early Childhood Education Paraprofessional through semester credit hours | Early Childhood Education Community College Diploma | Associate Degree² in Early Childhood Education | 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 | ROE License in 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 |

¹ Everyone includes individuals with various backgrounds and levels of experience who seek to enter the profession of early childhood education. 
² Training 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. 
³ Includes a minimum of 12 Early Childhood Education semester credit hours. 
⁴ Includes a minimum of 24 Early Childhood Education semester credit hours. 
⁵ Includes a minimum of 24 Early Childhood Education semester credit hours.
### Iowa Early Care and Education Teaching Roles Career Pathway

#### Teaching Role Tiers

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<th>Orientation</th>
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| Competency Levels
| LEVEL 1        | 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
| 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**

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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@iowaeayc.org.

6. One (1) training hour = 60 minutes.

7. Convert quarter credit hours to semester hours using the chart.