

	Numbers Matter	Qualified Teachers Matter	Ongoing Professional Development Matters	Administrative Supports Matter	Curriculum Matters
	RATIO, GROUP SIZE, ACCREDITATION (Group size twice the ratio unless starred)	STAFF EDUCATION AND QUALIFICATIONS	STAFF TRAINING (Training may not include refresher courses.)	WORKPLACE CHARACTERISTICS	EARLY LEARNING (Training must be completed no earlier than January 2002.)
STEP THREE	<p>Be NAEYC Accredited AND Meet Step 2 Ratios</p> <p>OR</p> <p>Infants/Toddlers 0-18 months - 1:3 18-36 months - 1:5</p> <p>Preschoolers 36-48 months - 1:9 48-60 months - 1:11</p> <p>Family or Mixed Age Groups 0-36 months - 1:4 36-60 months - 1:10</p> <p>School-Agers 5-11 years - 1:15 11-15 years - 1:15</p>	<p>Each classroom has a Lead Teacher with a minimum of:</p> <p>An Associates Degree in Early Childhood Education</p> <p>OR</p> <p>Career Pathways Intermediate Professional Level II</p>	<p>Administrator and all teachers/child care staff members receive a minimum of 12 clock hours specialized training annually.</p> <p>AND</p> <p>Administrator training must include at least 5 of the 12 clock hours on administrative topics;</p> <p>AND</p> <p>Administrator and all teachers/child care staff members must have an individual professional development plan that documents training hours, goals for future professional development, and a system for assessing the accomplishment of goals.</p>	<p>All staff receive an employee handbook with personnel policies and procedures; formal orientation;</p> <p>AND</p> <p>A documented salary structure based on education and length of employment;</p> <p>AND</p> <p>3 of the following: Employer pays a portion of health insurance; 5 days of paid leave; Paid professional membership; Tuition reimbursement; Retirement fund; Discount on child care.</p>	<p>Each classroom has a Lead Teacher with a minimum of 10 hours of in-service training in:</p> <p>Language and Literacy Development;</p> <p>AND/OR</p> <p>Ohio's Early Learning Content Standards;</p> <p>AND</p> <p>There is an on-going child assessment system aligned to Ohio's Early Learning Content Standards;</p> <p>AND</p> <p>A literacy action plan is developed and implemented based on ELLCO self-assessment.</p>
STEP TWO	<p>Infants/Toddlers 0-18 months - 1:4 18-36 months - 1:6</p> <p>Preschoolers 36-48 months - 1:10 48-60 months - 1:12</p> <p>Family or Mixed Age Groups 0-36 months - 1:5 36-60 months - 1:11</p> <p>School-Agers 5-11 years - 1:16 11-15 years - 1:16</p>	<p>50% of the Lead Teachers have a minimum of:</p> <p>A Child Development Associate Certificate</p> <p>OR</p> <p>An Associates Degree in Early Childhood Education</p> <p>OR</p> <p>Career Pathways Intermediate Professional Level II</p>	<p>Administrator and all teachers/child care staff members receive a minimum of 8 clock hours specialized training annually.</p> <p>AND</p> <p>Administrator training must include at least 5 of the 8 clock hours on administrative topics;</p> <p>AND</p> <p>Administrator and all teachers/child care staff members must have an individual professional development plan that documents training hours and goals for future professional development.</p>	<p>All staff receive an employee handbook with personnel policies and procedures; formal orientation;</p> <p>AND</p> <p>A documented salary structure based on education and/or length of employment; annual standardized performance evaluation;</p> <p>AND</p> <p>2 of the following: Employer pays a portion of health insurance; 5 days of paid leave; Paid professional membership; Tuition reimbursement; Retirement fund; Discount on child care.</p>	<p>50% of the Lead Teachers have a minimum of 10 hours of in-service training in:</p> <p>Language and Literacy Development;</p> <p>AND/OR</p> <p>Ohio's Early Learning Content Standards;</p> <p>AND</p> <p>Curriculum planning reflects Ohio's Early Learning Content Standards;</p> <p>AND</p> <p>Each classroom conducts an annual self-assessment using the ELLCO.</p>
STEP ONE	<p>Infants/Toddlers 0-12 months - 1:5 *0-12 months - 3:12 12-18 months - 1:6 *12-18 months - 2:11 18-36 months - 1:7</p> <p>Preschoolers 36-48 months - 1:11 48-60 months - 1:13</p> <p>Family or Mixed Age Groups 0-36 months - 1:5 36-60 months - 1:12</p> <p>School-Agers 5-11 years - 1:17 11-15 years - 1:19</p>	<p>One teacher/child care staff member per center holds a minimum of:</p> <p>A Child Development Associate Certificate</p> <p>OR</p> <p>An Associates Degree in Early Childhood Education</p> <p>OR</p> <p>Career Pathways Intermediate Professional Level II</p> <p>If the center has more than 50 children, the employee fulfilling this requirement may not be the Administrator.</p>	<p>Administrator and all teachers/child care staff members receive a minimum of 4 clock hours of specialized training annually.</p> <p>AND</p> <p>Administrator and all teachers/child care staff members must have an individual professional development plan that at a minimum documents training hours.</p>	<p>All staff receive an employee handbook with personnel policies and procedures;</p> <p>AND</p> <p>Receive a formal orientation;</p> <p>AND</p> <p>Receive an annual standardized performance evaluation;</p> <p>AND</p> <p>1 of the following: Offer health insurance; 5 days of paid leave; Paid professional membership; Tuition reimbursement; Retirement fund; Discount on child care.</p>	<p>One teacher/child care staff member, per center has a minimum of 10 hours of in-service training in:</p> <p>Language and Literacy Development;</p> <p>AND/OR</p> <p>Ohio's Early Learning Content Standards;</p> <p>AND</p> <p>At a minimum one copy of Ohio's Early Learning Content Standards is available for use on the premises.</p>
OHIO'S STATE LICENSING REGULATIONS	<p>Infants/Toddlers 0-12 months - 1:5 *0-12 months - 2:12 12-18 months - 1:6 *12-18 months - 2:12 18-30 months - 1:7 30-36 months - 1:8</p> <p>Preschoolers 36-48 months - 1:12 48-60 months - 1:14</p> <p>Family or Mixed Age Groups 0-36 months - 1:5 36-60 months - 1:12</p> <p>School-Agers 5-11 years - 1:18 11-15 years - 1:20</p>	<p>Anyone who is counted in meeting the ratio requirements must have a minimum of a high school diploma.</p> <p>All Administrators must have a high school diploma; and 2 years from an accredited college; or 2 years as a child care staff member in a licensed center;</p> <p>AND</p> <p>1 of the following: 4 courses in early childhood education; Pre-K certificate; CDA and 2 years experience; Accredited Montessori Certificate</p>	<p>Unless exempt from in-service training requirements, administrators and child care staff members must complete 45 clock hours of in-service training.</p> <p>After 4/1/03, 20 of the 45 hours must be in child development-related topics.</p>	<p>All staff have access to state licensing rules;</p> <p>AND</p> <p>Receive a copy of the center's policies and procedures, including parent information.</p>	<p>None</p> 