

# Educational Requirements for Select Early Childhood Programs in Pennsylvania – November 2008



Studies have shown that the presence of teachers with a bachelor's degree with specialized training in early childhood education leads to better outcomes for young children. In light of these findings, state and federal programs have increased the educational qualifications for teachers and assistant teachers working in early childhood education programs. The chart below shows the changes in requirements and the growing need for qualified early childhood education professionals.

Program	Current Requirement	Future Requirement
<b>KEYSTONE STARS</b>		
Keystone STARS STARS 3 <b>Lead Teachers, Group Supervisors</b>	100% must have an Associate's (AA) or Associate's of Applied Science (AAS) degree with 60/65 credits including 18 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>As of 2010:</b> 100 % must have an Associate's (AA) or Associate's of Applied Science (AAS) degree with 60/65 credits including 18 ECE credits.
Keystone STARS STARS 3 <b>Assistant Teachers, Assistant Group Supervisors</b>	25% must have at least 30 credits including 12 ECE credits. 75% must have a credential, certificate or 6 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>As of 2010:</b> 25% must have at least 30 credits including 12 ECE credits; 75% must have a credential, certificate or 6 ECE credits.
Keystone STARS STAR 3 <b>Aides</b>	25% must have at least 45 Hours or 3 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>As of 2010:</b> 25% must have at least 45 Hours or 3 ECE credits.
Keystone STARS STARS 4 <b>Lead Teachers, Group Supervisors</b>	100% must have an Associate's/AAS degree with 60 /65 credits including 18 ECE credits; 25% must have bachelor's degree including 30 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>By 2010:</b> 100% must have an Associate's/AAS degree with 60/65 credits including 18 ECE credits; 50% must have bachelor's degree including 30 ECE credits.
Keystone STARS STARS 4 <b>Assistant Teachers, Assistant Group Supervisors</b>	50% must have 30 credits including 12 ECE credits; 25% must have an Associate's/AAS degree with 60 /65 credits including 18 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>By 2010:</b> 50% must have 30 credits including 12 ECE credits; 25% must have an Associate's/AAS degree with 60 /65 credits including 18 ECE credits.
Keystone STARS STAR 4 <b>Aides</b>	50% must have at least 45 Hours or 3 ECE credits.  This requirement may be extended to 2010 with a detailed staff qualification plan.	<b>As of 2010:</b> 50% must have at least 45 Hours or 3 ECE credits.

Program	Current Requirement	Future Requirement
<b>PENNSYLVANIA PRE-K COUNTS</b>		
PA Pre-K Counts <b>Lead Teachers</b>	<p>Lead teachers in Head Start and child care programs must have minimum of an Associate's degree in Early Childhood Education or Child Development.</p> <p>Lead teachers in licensed nursery school program providers must have a minimum of a Bachelor's degree, 18 ECE credits, and a license to teach in a private academic school.</p> <p>Lead teachers in school districts must have a Bachelor's degree and ECE Certification.</p>	<p><b>By December 2011:</b> All lead teachers are required to have a Bachelor's degree and certification in ECE</p>
PA Pre-K Counts <b>Teachers Aides</b>	No specific requirements until July 2009.	<p><b>By July 2009:</b> Teacher aides must complete at least 2 years of postsecondary study or demonstrate knowledge and ability through a formal state or local academic assessment or possession of a Child Development Associate's (CDA) certificate.</p>
<b>HEAD START</b>		
Head Start <b>Education Coordinator</b>	CDA, State Awarded Certificate, Associate's degree in ECE or a degree in a related field with experience teaching preschool children and a state awarded certificate to teach preschool aged children.	<p><b>As of September 2013:</b> Bachelor's (BA/BS) degree in ECE specific credits or related degree with course work equating to a major in ECE and experience teaching preschool aged children.</p>
Head Start <b>Lead Teachers</b>	Through 2011, CDA, State Awarded Certificate, Associate's degree in ECE, or enrolled with a BA in Teach for America, After 2011, State Awarded Certificate, Associate's degree in ECE, a BA/BS in a related field with coursework equating to a major in ECE with experience teaching preschool aged children, enrolled with a BA in Teach for America and passed an exam such as the Praxis II.	<p><b>As of September 2013:</b> 50% teachers nationwide, Bachelor's (BA/BS) degree in ECE, or a related degree with coursework equating to a major in ECE and experience teaching preschool aged children.</p>
Head Start <b>Teachers Aides</b>	High School equivalency.	<p><b>As of September 2013:</b> At least CDA or enrolled in program for Associate's (AA) or Associate's of Applied Science (AAS).</p>

**Financial Supports for Keystone STARS  
STAR 1 and Higher Child Care Programs:**

- ★ T.E.A.C.H. Scholarships
- ★ Tuition Reimbursement Voucher Program
- ★ Keystone STARS Support Grants for STAR 1 providers (based on eligibility)
- ★ Keystone STARS Merit Awards and Education & Retention Awards for STAR 2 and above (based on eligibility)

**Financial Supports for Child Care and  
Head Start Pre-K Counts Classrooms:**

- ★ T.E.A.C.H. Scholarships
- ★ Tuition Reimbursement Voucher Program
- ★ PA Pre-K Counts operating grants

Questions? Visit [www.pakeys.org](http://www.pakeys.org) or contact  
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