

Journey to Quality

A GUIDE FOR CHILD CARE PROFESSIONALS

As a child care professional, you are hearing a lot about “quality.” One reason for this is YoungStar—Wisconsin’s child care quality rating and improvement system. Another is the training you are required to complete each year to keep current with regulatory requirements. All training—including that which focuses on YoungStar content—helps you deliver quality care to young children.

WHERE IS YOUR QUALITY JOURNEY TAKING YOU?

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Path 1

FOCUS ON YOUNGSTAR

YoungStar evaluates four key areas:

- Educational Qualifications
- Learning Environment and Curriculum
- Business and Professional Practices
- Health and Wellness

Identify the star level you are aiming for and the type of child care you provide.

The charts below tell you everything that YoungStar requires based on star level and type of child care provided.

1. Call WECA at 800-783-9322 option 3 to contact a Professional Development Counselor and discuss your career goals. (Para ayuda en español contacte a WECA al 800-783-9322 x7264 o escriba al correo electrónico oneira@wisconsinearlychildhood.org)
2. Discuss training options with your YoungStar Technical Consultant. Review your YoungStar "Quality Improvement Plan" for training areas you've identified.
3. Include trainings that don't have specific "points" associated with them. Trainings without points can help you obtain points later.
4. Consider who should attend trainings. The YoungStar standards focus mainly on the Director and Lead Teachers, but remember, other teaching staff have the potential to one day move into lead teacher positions.

FAMILY CHILD CARE

GROUP CHILD CARE

SCHOOL-AGE CARE

3 stars

- Provider at Registry level 9
- Written self-assessment
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 4 additional points

- Lead teachers in half of classrooms at Registry level 7
- Director at Registry level 10
- Written self-assessment
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- At least 5 additional points

- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions

- Half of all group leaders must be Registry level 7
- Site supervisor, coordinator, director, or administrator at Registry level 10. Must have 6 credits in supervision/personnel and financial management coursework
- Written self-assessment
- Signed YoungStar contract

- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 3 additional points

4 stars

- Provider at Registry level 10
- Written self-assessment
- Average score of 4 on Environment Rating Scales
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Has parent handbook
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 6 additional points

- Lead teachers in half of classrooms at Registry level 9. Other half at level 7
- Director at Registry level 12
- Written self-assessment
- Average score of 4 on Environment Rating Scales
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- At least 10 additional points

- Written employment policies
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions

- All group leaders at Registry level 7
- Site supervisor, coordinator, director, or administrator at Registry level 12. Must have 6 credits in supervision/personnel and financial management coursework
- Written self-assessment
- Average score of 4 on Environment Rating Scales
- Signed YoungStar contract

- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Written employment policies and procedures
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 8 additional points

5 stars

- Provider at Registry level 12
- Written self-assessment
- Average score of 5 on Environment Rating Scales
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Has parent handbook
- Has written policies to reduce risk
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 12 additional points

- All lead teachers at Registry level 12
- Director at Registry level 13
- Written self-assessment
- Average score of 5 on Environment Rating Scales
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping
- Written employment policies
- At least 13 additional points

- Use of model work standards
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions

- Half of all group leaders must be Registry level 9
- Site supervisor, coordinator, director, or administrator at Registry level 13
- Written self-assessment
- Average score of 5 on Environment Rating Scales
- Signed YoungStar contract
- Ongoing yearly budget, completes taxes, and demonstrates recordkeeping

- Written employment policies and procedures
- Uses model work standards
- Participates in Child & Adult Care Food Program or serves food that meets CACFP guidelines
- Written policies & procedures to address children's allergies and dietary restrictions
- At least 13 additional points

For complete details

on training and Registry levels go to The Registry website at www.the-registry.org where you can also set up a profile and register for the workshops.

Other helpful websites include:

supportingfamilies.together.org
youngstar.wi.gov
wisconsinearlychildhood.org

Your local Child Care Resource and Referral office

is a valuable resource for YoungStar training! To find your nearest office, go to supportingfamilies.together.org/CCR_R.html

Your YoungStar journey is a commitment to providing children with the best care and education possible. Shoot for the stars!



Path 2

ANNUAL TRAINING REQUIREMENTS FOR LICENSING

PROFESSIONAL DEVELOPMENT COUNSELING

Professional Development Counseling is a free service for child care providers of all experience and educational backgrounds.

To start, fill out a confidential questionnaire at wisconsinearlychildhood.org and then call WECA at 800-783-9322 option 3. Use the service to:

- Discuss your learning goals
- Apply for a T.E.A.C.H. scholarship
- Learn about credit for prior learning
- Identify training options, and more!

Para ayuda en español contacte a WECA al 800-783-9322 x7264 o escriba al correo electrónico oneira@wisconsinearlychildhood.org

Contact a Professional Development Counselor at WECA to discuss your career.

Determine the minimum number of hours you need for the coming year (25 hours if working in a child care center, 15 hours if working in school-age child care, and 15 hours if working in a family child care home) and identify months in which you are most likely to have time for training.

Check if on-site training will be provided by your employer.

Determine if this is the year some of your on-going training requirements might expire (e.g. CPR certification) and include them in your plan.

Make sure you join The Registry. To create or update your individual and organization Registry profile go to the-registry.org. From the site you can track your hours easily and print out a report for your licensor.

Review your Registry "learning record" to identify any gaps you may have in the core competencies.

Read through the YoungStar trainings. Whether or not you are participating in YoungStar, these trainings are available to you.

Consider attending an early childhood conference hosted by colleges and professional associations or consider taking a credit-based course.

Check out different ways to learn. Trainings are held face-to-face, completely online, or a mix of both. Independent study is an option too.

Your commitment to meeting your annual licensing requirements is a commitment to quality, to your career, and most importantly to the children that you care for and educate.

Take advantage of the many professional resources available and you'll be closer to your annual licensing requirements.

Path 3

A COLLEGE DEGREE OR CREDENTIAL

Contact a Professional Development Counselor at WECA
Discuss your career goals and create a plan that builds on your strengths and interests.

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Determine if you are eligible for a T.E.A.C.H. scholarship.
T.E.A.C.H. works together with child care providers and the programs they work for to make credit-based education affordable. To find out if you are eligible, call WECA at 800-783-9322 option 3 or go to wisconsinearlychildhood.org. If you are eligible, apply. Your application will be reviewed, a contract created, and a scholarship counselor assigned to you.

With your counselor determine what colleges will best meet your needs, your schedule, and your learning style.

Contact colleges you are considering to see what additional resources they may offer you and to check on course offerings. Ask if they offer credit for prior learning and/or work experience. Your "learning record" with The Registry will help you document prior learning.

Seek support from your family, your employer, and your network of friends and colleagues. Balancing work and family with school is not easy and a support network will be important.

Apply for federal financial aid (whether or not you are on T.E.A.C.H.). Your Professional Development Counselor will guide you through this process.

Earning a college degree or credential opens the door to new opportunities.
Develop your plan and use the many professional resources available to you. Before you know it, you'll be enrolled in class.

Path 4

LIFELONG LEARNING

Do you seek new classes because you love to learn? The following actions will help you find options that address your professional interests.

Consider attending a professional conference for workshops and opportunities to network.

Expand your skills by taking a class outside of the early childhood education arena, for example, American Sign Language, Spanish, gardening, or yoga.

Join an early childhood education professional association. By joining WECA, for example, you get professional support and mentoring, print and web-based information, and discounts on conference fees. For more information go to wisconsinearlychildhood.org.

People you should know

Many people are ready and willing to support you on your quality journey. Your support team includes:

- YoungStar Technical Consultant
- Professional Development Counselor
- T.E.A.C.H. Scholarship Counselor
- Trainers at your local Child Care Resource and Referral agency
- Leaders at your local WECA affiliate
- Licensing or Certification Specialist

Your commitment to nurturing and educating young children is also a commitment to personal growth and learning throughout your career.

It's a journey we hope you're on for a long time. Enjoy the ride!

We're here to help

- Go online to wisconsinearlychildhood.org
- Call a WECA Professional Development Counselor at 800-783-9322 option 3 or send an email to professionaldevelopment@wisconsinearlychildhood.org
- Para ayuda en español contacte a WECA al 800-783-9322 x7264 o escriba al correo electrónico oneira@wisconsinearlychildhood.org