

Justification
Obtaining Early Head Start Lead Teacher Credential
Grantee 06CH011282/02

Date	Description	
4/27/2021	CSNT Update to Staff Development Policies and Procedures for Early Head Start Lead Teachers without a required credential. Updated Policy Below:	
	Area	Concerns
	Human Resources 1302.91(e)(1)	EHS Lead Teachers will have at a minimum a CDA or similar credential

Staff Development & Training Standard Operating Manual

**Section II.C. Improving Head Start School Readiness Act of 2007:
Teacher Degree/Certificate Requirements**

2. All CSNT Early Head Start employees holding the position of Lead Teacher will have at least a CDA or comparable credential and have been trained or have equivalent coursework in early childhood development with a focus on infant and toddler development. If there are no candidates for hire with the required credentials, CSNT will hire an employee to work as General Support Staff in the Early Head Start Classroom, while actively seeking an employee with the required credential. The General Support Staff will have one year from the date of employment to obtain the required credential. Once the General Support Staff obtains the required credential, they may be offered the Early Head Start Lead Teacher position. If someone is hired with the required credential at least 90 days prior to the General Support Staff receiving the required credential, the credentialed employee will be hired for the Early Head Start Lead Teacher position. The General Support Staff employee will be moved to another open position if one is available. CSNT Early Head Start Lead Teachers that have a Pre-K CDA will have 12 months to obtain a CDA or comparable credential with emphasis in infants and toddlers.