

# Hybrid System

## How do programs earn their rating?

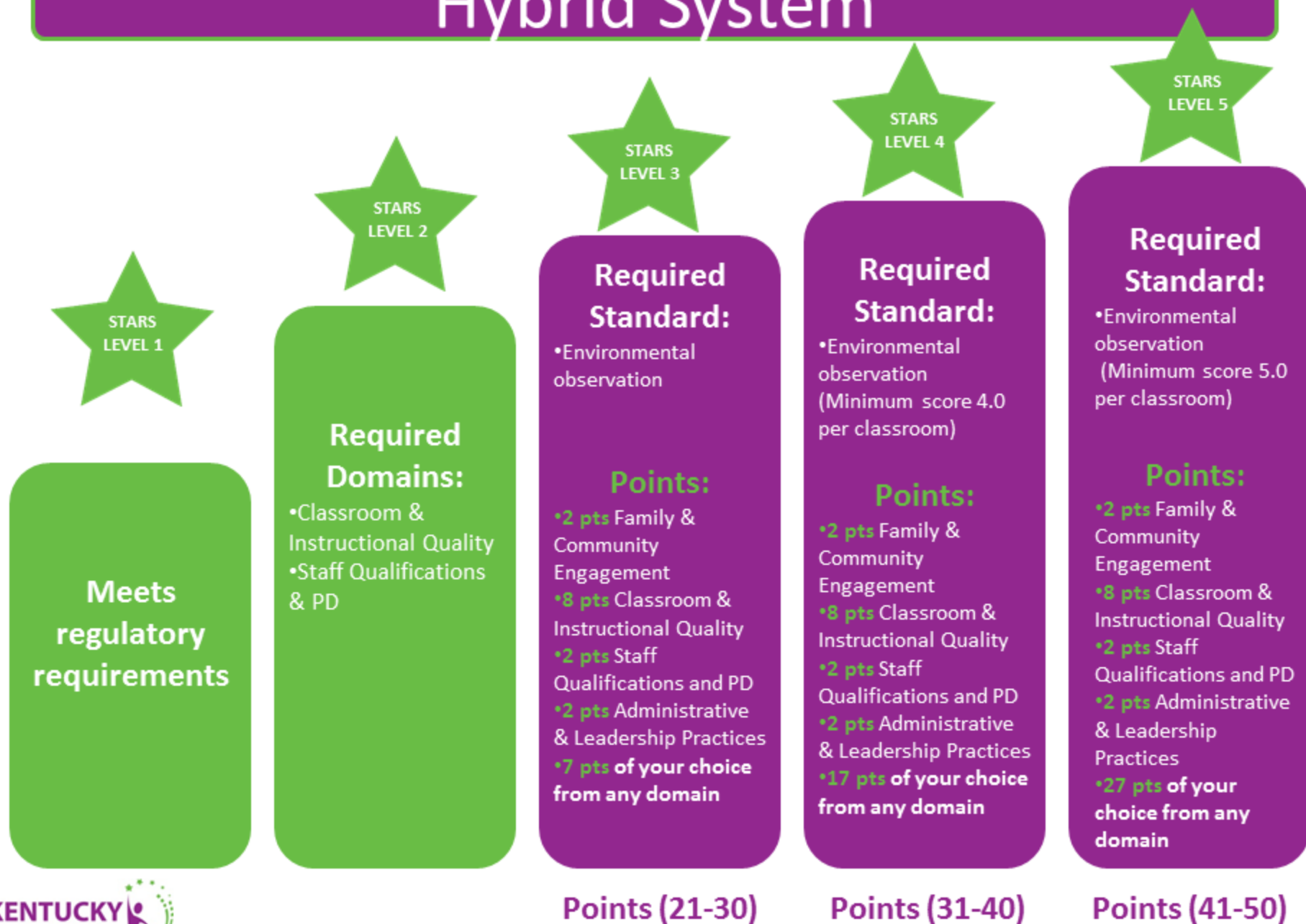
On the expanded five-star scale, STARS level one is obtained by meeting regulatory requirements. STARS level two is obtained by completing a set of required domains and standards. STARS levels three through five feature a range of points programs must meet in order to move up on the rating scale. While there are required domains for these three STARS levels, programs can choose from a menu of standards to fulfill the requirements.

## How do programs participate?

Programs will move to the Kentucky All STARS system in phases:

- ★ All state-funded preschools enter the Kentucky All STARS system at a STARS Level 3 – Summer of 2016
- ★ Child care programs will migrate in three phases:
  - ★ Migration Phase 1: July 1-December 31, 2016
  - ★ Migration Phase 2: January 1-March 31, 2017
  - ★ Migration Phase 3: April 1-June 30, 2017
- ★ All required early care and education programs enter Kentucky All STARS – June 30, 2017

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## Kentucky All STARS Standards of Quality

Domain	Max Points	Standard	
<b>Family and Community Engagement</b>  <b>(10 points)</b>	2 Points	Program/Site administrator and 75% of staff complete professional learning activities related to strengthening family engagement.	
	2 Points	Implement family engagement activities that promote children's development and learning. <ul style="list-style-type: none"> <li>Implement at least one family engagement activity per year that promotes children's development and learning.</li> <li>Implement at least three family engagement activities per year that promote children's development and learning.</li> </ul>	
	2 Points	Two-way communication with families.	
	2 Points	Implements transition supports for children and families.	
	1 Point	Share community resources with families.	
	1 Point	Builds partnerships with community agencies.	
	<b>Classroom and Instructional Quality</b>  <b>(20 points)</b>	<b>Required</b>	50% of teaching staff have professional learning activities in developmental screening.
		2 points	Ensure developmental screening within 90 days of enrollment and referral (if needed) within 30 days of screening for all enrolled children.
<b>Required</b>		Complete an environmental self-assessment using a valid and reliable tool appropriate for the ages/settings of children served.	
2 points		Implements curriculum that aligns with Kentucky Early Learning Standards (KYEL).	
1 point		Implements specialized supplemental curricula.	
2 points		KY Early Learning Standards are incorporated into lesson plans.	
2 points		Staff support IFSP/IEP goals of individual children.	
2 points		Staff conduct ongoing curriculum-based assessment to inform instruction.	
2 points		Assessment results are used to inform individual and group instruction.	
2 points		Instructional assessment findings are shared with families.	
<b>Required</b>		Participate in an environmental observation on a valid and reliable tool: <ul style="list-style-type: none"> <li>No minimum at Level 3</li> <li>Minimum of 4.0 per classroom at Level 4</li> <li>Minimum of 5.0 per classroom at Level 5</li> </ul>	
1 point		National Accreditation acknowledged by state approved organization.	
4 points		Maintain NAEYC staff-to-child ratios and group size requirements: <ul style="list-style-type: none"> <li>Meets for infants</li> <li>Meets for Toddlers</li> <li>Meets for Preschoolers</li> </ul>	

<b>Staff Qualifications and PD  10 points)</b>	<b>Required</b>	Program/site Administrator/director receives 10 hours of professional learning in curriculum, instructional practices and/or teaching and learning OR have an approved early childhood credential or degree.
	<b>Required</b>	50% of teaching staff receive 10 hours of professional learning in curriculum, instructional practices and/or teaching and learning OR have an approved early childhood credential or degree.
	1 point	50% of teaching staff participate in professional learning activities related to curriculum-based assessment.
	1 point	Program/Site Administrator achieves the Kentucky Director Credential OR holds an administrator certificate in a field not related to early childhood and the equivalent of 3 credit hours in child development or at least 5 years full time related experience in early childhood field.
	3 points	Program/Site Administrator achieves appropriate Credential as outlined on the Kentucky Career Lattice: <ul style="list-style-type: none"> <li>• Level 2 or above on the Kentucky Career Lattice</li> <li>• Level 3 or above on the Kentucky Career Lattice</li> <li>• Level 4 or above on the Kentucky Career Lattice</li> </ul>
	4 points	Teaching staff complete appropriate credentials: <ul style="list-style-type: none"> <li>• 50% achieve Level 1 or above on the Kentucky Career Lattice</li> <li>• 40% achieve Level 2 or above on the Kentucky Career Lattice</li> <li>• 30% achieve Level 3 or above on the Kentucky Career Lattice</li> <li>• 20% achieve Level 4 or above on the Kentucky Career Lattice</li> </ul>
	1 point	Individual PD plan aligns with state identified professional core knowledge and competencies.
<b>Administrative and Leadership Practices  (10 points)</b>	1 point	Administrator/Director is a member of EC Professional organization.
	2 points	Teaching staff are provided weekly lesson planning time.
	2 points	Has a system for evaluating staff performance by monitoring and providing feedback for improvement.
	2 points	Implements a continuous improvement plan: <ul style="list-style-type: none"> <li>• Seeks input from staff on the continuous improvement plan.</li> <li>• Seeks input from families annually on implementation of the continuous improvement plan</li> </ul>
	3 points	Provide at least 11 days Paid Time Off Annually 1 point; Health Insurance 1 point; Retirement 1 point

**50 points possible**

**A minimum of:**

2 points from Family Community Engagement

8 points from Classroom and Instructional Quality

2 points from Staff Qualifications and PD

2 points from Administrative and Leadership Practices

**TOTAL POINTS:**

3 Stars 21-30

4 Stars 31-40

5 Stars 41-50

## Kentucky Career Lattice

LEVELS	EDUCATION & EXPERIENCE
1	H.S. Diploma or equivalent Commonwealth Child Care Credential
2	CDA
3	Associate degree in early childhood or the equivalent of 30 credit hours in early childhood coursework OR Bachelor's degree in a field related to early childhood and at least 1 year full time related experience in early childhood field OR Bachelor's degree in a field not related to early childhood and 10 years full time related experience in early childhood field
4	At least a Bachelor's degree in early childhood OR Bachelor's degree in a related field to early childhood and the equivalent of 3 credit hours in child development and at least 1 year full time related experience in EC field OR Bachelor's degree in a field not related to early childhood, the equivalent of 3 credit hours in child development, and at least 10 years full time related experience in early childhood field
5	Master's degree in early childhood OR Master's degree in a field related to early childhood, 3 credit hours in child development, and 1 year full time related experience early childhood field OR Master's degree in a field not related to early childhood, the equivalent of 3 credit hours in child development, and at least 10 years full time related experience in early childhood field
Administrator/Director	Holds a Kentucky Director's Credential OR Holds an administrator certificate in a field not related to early childhood and the equivalent of 3 credit hours in child development or at least 5 years full time related experience in early childhood field