

Higher Quality Standards

Better

Minimum Standards

Director Qualifications	Professional Development <small>Qualifications of Teaching Staff* * Exception for practicum/technical child care program students</small>	Developmental Learning	Parent/Family Engagement	Ratio and Group Size <small>Adult:child ratios in multi-age grouping*</small>	Staff Compensation	Program Assessment	Child Health and Well-being																																										
<b>THREE STAR RATING</b>																																																	
<ul style="list-style-type: none"> <li>High School diploma or equivalent with current Child Development Associate credential or Early Childhood Technical Certificate or equivalent and 7 years of experience administering an early care and/or education program.</li> <li>6 hours annual training, in addition to required training for directors.</li> <li>Annually updated Professional Development Plan.</li> <li>One (1) of the following:                             <ul style="list-style-type: none"> <li>Associates degree in a relevant area and 4 years' experience administering an early care and/or education program.</li> <li>Relevant bachelor's degree or higher and 2 years' experience administering an early child care and/or education program.</li> <li>Program Administrator Credential.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1 educator in each classroom has a high school diploma or equivalent; and                             <ul style="list-style-type: none"> <li>current CDA; or</li> <li>completed 1 academic course in child development or early childhood education.</li> </ul> </li> <li>All teaching staff have an annually updated Professional Development Plan and training hours that support the goals of the plan.</li> <li>Written plan for transitioning children affected by teaching staff turnover.</li> <li>All teaching staff receive at least 6 hours annual training in addition to the training required by department regulations.</li> <li>50% of teaching staff have 1 of the following:                             <ul style="list-style-type: none"> <li>4 years' experience in an early care and/or education program and documented enrollment in TECTA orientation or equivalent training.</li> <li>3 years' experience in an early care and/or education program and documented enrollment in Child Development Associate credential or Early Childhood Technical Certificate program or equivalent.</li> <li>2 years' experience in an early care and/or education program and a current Child Development Associate credential or Early Childhood Technical Certificate or equivalent.</li> <li>1 year experience in an early care and/or education program and associates degree in relevant field.</li> <li>Bachelor's degree or higher in relevant field.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Maintain copies of applicable developmental learning standards on site and available to staff.</li> <li>Director and 100% of teaching staff participate in 3 hours of DHS-approved training on the applicable developmental learning standards.</li> <li>Director shall observe and document the use of the applicable developmental learning standards.</li> </ul>	<ul style="list-style-type: none"> <li>Provides a monthly updated bulletin board for communications and announcements to parents.</li> <li>Provides written communication to parents monthly.</li> <li>Offers and documents 1 group parent meeting per licensing year to all parents of enrolled children.</li> <li>Offers and documents 3 individual parent conferences per licensing year that focuses on the child's developmental status or needs.</li> <li>Provides parent education handouts to all parents.</li> <li>Offers and documents 1 project or activity involving families in the child care center.</li> <li>Offers 1 parent education training per licensing year to all families receiving service.</li> <li>Provides list of current community resources for enrolling parents.</li> <li>Offer parents an annual opportunity to evaluate the curriculum, structure, and parent involvement aspects of the program.</li> <li>Maintain a Parent Advisory Council with documented meetings at least 2 times per year.</li> <li>Offer and document monthly opportunities for parent participation in the classroom.</li> </ul>	<ul style="list-style-type: none"> <li>Meets the following adult:child (A:C) ratios and group sizes:                             <table border="1"> <thead> <tr> <th>Age</th> <th>A:C Ratio</th> <th>Group Size</th> </tr> </thead> <tbody> <tr><td>Infant</td><td>1:4</td><td>8</td></tr> <tr><td>Toddler</td><td>1:4</td><td>12</td></tr> <tr><td>2 yrs.</td><td>1:5</td><td>10</td></tr> <tr><td>3 yrs.</td><td>1:8</td><td>16</td></tr> <tr><td>4 yrs.</td><td>1:13</td><td>20</td></tr> <tr><td>5 yrs.</td><td>1:15</td><td>20</td></tr> </tbody> </table> <small>(Not in Kindergarten)</small> <ul style="list-style-type: none"> <li>K-8 yrs. 1:17 25</li> <li>9-12 yrs. 1:19 25</li> </ul>                             *The adult:child ratio in a multi-age grouping shall be determined by the age of the majority of the children in the group unless the group contains an infant, in which case the adult:child ratio for infants shall always be maintained. If the ages of the children are evenly divided and, thus, there is no majority age, the adult:child ratio for the group shall be determined by the adult:child ratio required in a single age grouping of the youngest child in the group.                             <ul style="list-style-type: none"> <li>Meets the following adult:child (A:C) ratios and group sizes:                                     <table border="1"> <thead> <tr> <th>Age</th> <th>A:C Ratio</th> <th>Group Size</th> </tr> </thead> <tbody> <tr><td>Infant</td><td>1:4</td><td>8</td></tr> <tr><td>Toddler</td><td>1:5</td><td>10</td></tr> <tr><td>2 yrs.</td><td>1:6</td><td>12</td></tr> <tr><td>3 yrs.</td><td>1:9</td><td>18</td></tr> <tr><td>4 yrs.</td><td>1:13</td><td>20</td></tr> <tr><td>5 yrs.</td><td>1:16</td><td>20</td></tr> </tbody> </table> <small>(Not in Kindergarten)</small> <ul style="list-style-type: none"> <li>K-8 yrs. 1:18 25</li> <li>9-12 yrs. 1:20 25</li> </ul>                                     *The adult:child ratio in a multi-age grouping shall be determined by the age of the majority of the children in the group unless the group contains an infant, in which case the adult:child ratio for infants shall always be maintained. If the ages of the children are evenly divided and, thus, there is no majority age, the adult:child ratio for the group shall be determined by the adult:child ratio required in a single age grouping of the youngest child in the group.                                 </li> </ul> </li></ul>	Age	A:C Ratio	Group Size	Infant	1:4	8	Toddler	1:4	12	2 yrs.	1:5	10	3 yrs.	1:8	16	4 yrs.	1:13	20	5 yrs.	1:15	20	Age	A:C Ratio	Group Size	Infant	1:4	8	Toddler	1:5	10	2 yrs.	1:6	12	3 yrs.	1:9	18	4 yrs.	1:13	20	5 yrs.	1:16	20	<ul style="list-style-type: none"> <li>Provides a pay scale for all staff;</li> <li>Provides a pay scale for teaching staff that is related to the employee's education/training and longevity in child care/early childhood services.</li> <li>Provides at least 4 of the following employee benefits listed below:                             <ul style="list-style-type: none"> <li>Payment of individual professional membership or association fees.</li> <li>Insurance supplement.</li> <li>Paid leave (e.g., sick, vacation, holiday, personal, family, bereavement).</li> <li>Reduced fee to staff for child care services.</li> <li>Money or cash equivalent bonuses (e.g., gift cards).</li> <li>Insurance (e.g., health, life, accident, disability, dental, vision).</li> <li>Tuition for academic education.</li> <li>Paid participation in staff development/training.</li> <li>Retirement fund.</li> <li>Flex time.</li> <li>Differential shift pay.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Selected rooms or groups were assessed by trained observers using a scale that indicates the level of quality in the room or group as being either "Inadequate," "Minimal," "Average," "Good," or "Excellent."</li> <li>This agency received a score of 5.0 or above. This score indicates a level of quality observed in this child care agency that was at least GOOD or higher as compared to national findings.</li> <li>Following the annual agency assessment, has developed an improvement plan based upon the agency's Assessment Results.</li> </ul>	<ul style="list-style-type: none"> <li>One hundred percent (100%) of all staff have current certification in CPR and First Aid.</li> <li>The child care agency meets requirements for Gold Sneaker certification.</li> </ul>
Age	A:C Ratio	Group Size																																															
Infant	1:4	8																																															
Toddler	1:4	12																																															
2 yrs.	1:5	10																																															
3 yrs.	1:8	16																																															
4 yrs.	1:13	20																																															
5 yrs.	1:15	20																																															
Age	A:C Ratio	Group Size																																															
Infant	1:4	8																																															
Toddler	1:5	10																																															
2 yrs.	1:6	12																																															
3 yrs.	1:9	18																																															
4 yrs.	1:13	20																																															
5 yrs.	1:16	20																																															
<b>TWO STAR RATING</b>																																																	
<ul style="list-style-type: none"> <li>High School diploma or an equivalent with current Child Development Associate credential or Early Childhood Technical Certificate.</li> <li>30 hours of pre-service orientation training, including age specific training, children with special needs, and business management/administration.</li> <li>4 hours annual training, in addition to required training for directors.</li> <li>Annually updated Professional Development Plan.</li> <li>One (1) of the following:                             <ul style="list-style-type: none"> <li>8 years' experience in early care and/or education, with 4 years' experience administering an early care and/or education program.</li> <li>A bachelor's degree or higher in a relevant area and 5 years of experience in early (child) care and/or education.</li> <li>A Program Administrator Credential.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1 educator in each classroom has a high school diploma or equivalent.                             <ul style="list-style-type: none"> <li>current CDA; or</li> <li>completed 1 academic course in child development or early childhood education.</li> </ul> </li> <li>At least 75% of teaching staff have an annually updated Professional Development Plan and training hours that support the goals of the plan.</li> <li>At least 25% of teaching staff have 1 of the following:                             <ul style="list-style-type: none"> <li>3 years' experience in early care and/or education and 30 hours training through TECTA, a Tennessee Technology Center, or equivalent training.</li> <li>Documentation of enrollment in a Child Development Associate credential or Early Childhood Technical Certificate program.</li> </ul> </li> <li>All teaching staff receive at least 3 hours annual training in addition to the training required by department regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain copies of applicable developmental learning standards on site and available to staff.</li> <li>Director and 75% of teaching staff participate in 3 hours of DHS-approved training on the applicable developmental learning standards.</li> <li>Director shall observe and document the use of the applicable developmental learning standards.</li> </ul>	<ul style="list-style-type: none"> <li>Provides a monthly updated bulletin board for communications and announcements to parents.</li> <li>Provides written communication to parents every two months.</li> <li>Offers and documents 1 group parent meeting per licensing year to all parents of enrolled children.</li> <li>Offers and documents 1 individual parent conference per licensing year that focuses on the child's developmental status or needs.</li> <li>Provide parent education handouts to all parents.</li> <li>Completes 2 additional items from the 3 star category</li> </ul>	<ul style="list-style-type: none"> <li>Meets the following adult:child (A:C) ratios and group sizes:                             <table border="1"> <thead> <tr> <th>Age</th> <th>A:C Ratio</th> <th>Group Size</th> </tr> </thead> <tbody> <tr><td>Infant</td><td>1:4</td><td>8</td></tr> <tr><td>Toddler</td><td>1:5</td><td>10</td></tr> <tr><td>2 yrs.</td><td>1:6</td><td>12</td></tr> <tr><td>3 yrs.</td><td>1:9</td><td>18</td></tr> <tr><td>4 yrs.</td><td>1:13</td><td>20</td></tr> <tr><td>5 yrs.</td><td>1:16</td><td>20</td></tr> </tbody> </table> <small>(Not in Kindergarten)</small> <ul style="list-style-type: none"> <li>K-8 yrs. 1:18 25</li> <li>9-12 yrs. 1:20 25</li> </ul>                             *The adult:child ratio in a multi-age grouping shall be determined by the age of the majority of the children in the group unless the group contains an infant, in which case the adult:child ratio for infants shall always be maintained. If the ages of the children are evenly divided and, thus, there is no majority age, the adult:child ratio for the group shall be determined by the adult:child ratio required in a single age grouping of the youngest child in the group.                             <ul style="list-style-type: none"> <li>Meets the following adult:child (A:C) ratios and group sizes:                                     <table border="1"> <thead> <tr> <th>Age</th> <th>A:C Ratio</th> <th>Group Size</th> </tr> </thead> <tbody> <tr><td>Infant</td><td>1:4</td><td>8</td></tr> <tr><td>Toddler</td><td>1:6</td><td>12</td></tr> <tr><td>2 yrs.</td><td>1:7</td><td>14</td></tr> <tr><td>3 yrs.</td><td>1:9</td><td>18</td></tr> <tr><td>4 yrs.</td><td>1:13</td><td>20</td></tr> <tr><td>5 yrs.</td><td>1:16</td><td>20</td></tr> </tbody> </table> <small>(Not in Kindergarten)</small> <ul style="list-style-type: none"> <li>K&amp; Above 1:20 25</li> </ul>                                     *The adult:child ratio in a multi-age grouping shall be determined by the age of the majority of the children in the group unless the group contains an infant, in which case the adult:child ratio for infants shall always be maintained. If the ages of the children are evenly divided and, thus, there is no majority age, the adult:child ratio for the group shall be determined by the adult:child ratio required in a single age grouping of the youngest child in the group.                                 </li> </ul> </li></ul>	Age	A:C Ratio	Group Size	Infant	1:4	8	Toddler	1:5	10	2 yrs.	1:6	12	3 yrs.	1:9	18	4 yrs.	1:13	20	5 yrs.	1:16	20	Age	A:C Ratio	Group Size	Infant	1:4	8	Toddler	1:6	12	2 yrs.	1:7	14	3 yrs.	1:9	18	4 yrs.	1:13	20	5 yrs.	1:16	20	<ul style="list-style-type: none"> <li>Provides a pay scale for teaching staff.</li> <li>Provides at least 3 of the following employee benefits listed below:                             <ul style="list-style-type: none"> <li>Payment of individual professional membership or association fees.</li> <li>Insurance supplement.</li> <li>Paid leave (e.g., sick, vacation, holiday, personal, family, bereavement).</li> <li>Reduced fee to staff for child care services.</li> <li>Money or cash equivalent bonuses (e.g., gift cards).</li> <li>Insurance (e.g., health, life, accident, disability, dental, vision).</li> <li>Tuition for academic education.</li> <li>Paid participation in staff development/training.</li> <li>Retirement fund.</li> <li>Flex time.</li> <li>Differential shift pay.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Selected rooms or groups were assessed by trained observers using a scale that indicates the level of quality in the room or group as being either "Inadequate," "Minimal," "Average," "Good," or "Excellent."</li> <li>This agency received a score of 4.50 to 4.99. This score indicates a level of quality observed in this child care agency that was between AVERAGE and GOOD as compared to national findings.</li> <li>Following the annual agency assessment, has developed an improvement plan based upon the agency's Assessment Results.</li> </ul>	<ul style="list-style-type: none"> <li>75% of all staff have current certification in CPR and First Aid.</li> <li>Agency displays updated child health and well-being practices throughout the program.</li> <li>Agency has a daily lesson plan that reflects health and well-being practices.</li> <li>Agency provides parent information on health and well-being monthly.</li> </ul>
Age	A:C Ratio	Group Size																																															
Infant	1:4	8																																															
Toddler	1:5	10																																															
2 yrs.	1:6	12																																															
3 yrs.	1:9	18																																															
4 yrs.	1:13	20																																															
5 yrs.	1:16	20																																															
Age	A:C Ratio	Group Size																																															
Infant	1:4	8																																															
Toddler	1:6	12																																															
2 yrs.	1:7	14																																															
3 yrs.	1:9	18																																															
4 yrs.	1:13	20																																															
5 yrs.	1:16	20																																															
<b>ONE STAR RATING</b>																																																	
<ul style="list-style-type: none"> <li>High School diploma or equivalent with a Child Development Associate credential or Early Childhood Technical Certificate.</li> <li>30 hours of pre-service orientation training including age specific training, inclusion of children with special needs and business management/administration.</li> <li>2 hours annual training, in addition to required training for directors.</li> <li>Annually updated Professional Development Plan.</li> <li>One (1) of the following:                             <ul style="list-style-type: none"> <li>5 years of experience in early care and/or education, with 4 years' experience administering an early care and/or education program.</li> <li>Program Administrator Credential.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>1 educator in each classroom has a high school diploma or equivalent; and                             <ul style="list-style-type: none"> <li>current CDA; or</li> <li>completed 1 academic course in child development or early childhood education.</li> </ul> </li> <li>50% of teaching staff have an annually updated Professional Development Plan and training hours that support the goals of the plan.</li> <li>10% of teaching staff have 30 hours training through TECTA orientation, a Tennessee Technology Center, or equivalent training.</li> <li>All teaching staff receive at least 3 hours annual training in addition to the training required by department regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Maintain copies of applicable developmental learning standards on site and available to staff.</li> <li>Director and 50% of teaching staff participate in 3 hours of DHS-approved training on the applicable developmental learning standards.</li> <li>Director shall observe and document the use of the applicable developmental learning standards.</li> </ul>	<ul style="list-style-type: none"> <li>Provides a quarterly updated bulletin board for communications/announcements to parents.</li> <li>Provides written communication to parents quarterly.</li> <li>Offers and documents 1 group parent meeting per licensing year for all parents of enrolled children.</li> <li>Offers and documents 1 individual parent conference per licensing year that focuses on the child's developmental status or needs.</li> <li>Completes 1 additional item from the 3 star category.</li> </ul>	<ul style="list-style-type: none"> <li>Meets the following adult:child (A:C) ratios and group sizes:                             <table border="1"> <thead> <tr> <th>Age</th> <th>A:C Ratio</th> <th>Group Size</th> </tr> </thead> <tbody> <tr><td>Infant</td><td>1:4</td><td>8</td></tr> <tr><td>Toddler</td><td>1:6</td><td>12</td></tr> <tr><td>2 yrs.</td><td>1:7</td><td>14</td></tr> <tr><td>3 yrs.</td><td>1:9</td><td>18</td></tr> <tr><td>4 yrs.</td><td>1:13</td><td>20</td></tr> <tr><td>5 yrs.</td><td>1:16</td><td>20</td></tr> </tbody> </table> <small>(Not in Kindergarten)</small> <ul style="list-style-type: none"> <li>K&amp; Above 1:20 25</li> </ul>                             *The adult:child ratio in a multi-age grouping shall be determined by the age of the majority of the children in the group unless the group contains an infant, in which case the adult:child ratio for infants shall always be maintained. If the ages of the children are evenly divided and, thus, there is no majority age, the adult:child ratio for the group shall be determined by the adult:child ratio required in a single age grouping of the youngest child in the group.                             <ul style="list-style-type: none"> <li>Provides a pay scale for teaching staff.</li> <li>Provides at least 2 of the following employee benefits listed below:                                     <ul style="list-style-type: none"> <li>Payment of individual professional membership or association fees.</li> <li>Insurance supplement.</li> <li>Paid leave (e.g., sick, vacation, holiday, personal, family, bereavement).</li> <li>Reduced fee to staff for child care services.</li> <li>Money or cash equivalent bonuses (e.g., gift cards).</li> <li>Insurance (e.g., health, life, accident, disability, dental, vision).</li> <li>Tuition for academic education.</li> <li>Paid participation in staff development/training.</li> <li>Retirement fund.</li> <li>Flex time.</li> <li>Differential shift pay.</li> </ul> </li> </ul> </li></ul>	Age	A:C Ratio	Group Size	Infant	1:4	8	Toddler	1:6	12	2 yrs.	1:7	14	3 yrs.	1:9	18	4 yrs.	1:13	20	5 yrs.	1:16	20	<ul style="list-style-type: none"> <li>Selected rooms or groups were assessed by trained observers using a scale that indicates the level of quality in the room or group as being either "Inadequate," "Minimal," "Average," "Good," or "Excellent."</li> <li>This agency received a score of 4.0 to 4.49. This score indicates a level of quality observed in this child care agency that was AVERAGE compared to national findings.</li> <li>Following the annual agency assessment, has developed an improvement plan based upon the agency's Assessment Results.</li> </ul>	<ul style="list-style-type: none"> <li>50% of all staff have current certification in CPR and First Aid.</li> <li>Agency provides parent information on health and well-being monthly.</li> </ul>																						
Age	A:C Ratio	Group Size																																															
Infant	1:4	8																																															
Toddler	1:6	12																																															
2 yrs.	1:7	14																																															
3 yrs.	1:9	18																																															
4 yrs.	1:13	20																																															
5 yrs.	1:16	20																																															
<b>COMPLIES WITH LICENSING STANDARDS</b>																																																	
<ul style="list-style-type: none"> <li>The director shall meet 1 of the minimum requirements:                             <ul style="list-style-type: none"> <li>4 years college or registered nurse (RN) with less than 4 year degree and 1 year full-time experience with children in a group setting.</li> <li>36 credit hours of college coursework with at least 30 hours in business or management, child or youth development, early childhood education, or closely related field or a Tennessee Early Childhood Program Administrator Credential and 2 years full-time experience with children in a group setting.</li> <li>High school diploma or equivalent and 30 hour TECTA Administrator Orientation or equivalent and 4 years full-time work experience with children in a group setting.</li> <li>Employed as an on-site director or child care agency owner since July 1, 2000.</li> <li>6 Hours of health and safety training annually.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>First Year: Completion of 16 clock hours of training, 6 hours of which shall be completed within the first 6 months of employment and at least 6 hours must be health and safety.</li> <li>After the first year: Completion of 12 training hours to include:                             <ul style="list-style-type: none"> <li>3 hours of training on pre-literacy skills and education implementation.</li> <li>6 hours of health and safety training.</li> </ul> </li> <li>Evidence of completing training in Adverse Childhood Experiences every 5 years.</li> </ul>	<ul style="list-style-type: none"> <li>All staff completes 3 hours of training on the applicable developmental learning standards within first 3 months.</li> <li>Director observes and documents use of the applicable developmental learning standards.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing communication with parents/guardians to include curriculum, changes in personnel and any changes affecting children's routine care.</li> <li>Provides information about the benefits of immunizing children against influenza each August or September to parents/guardians of all children enrolled in the child care agency.</li> <li>Has a written expulsion policy.</li> <li>Documents use of a developmental checklist as a guide for conducting annual individual parent meetings to discuss the child's progress and development.</li> </ul>	<ul style="list-style-type: none"> <li>Complies with licensing standards.</li> </ul>	<ul style="list-style-type: none"> <li>No minimum licensing standards.</li> </ul>	<ul style="list-style-type: none"> <li>No minimum licensing standards.</li> </ul>	<ul style="list-style-type: none"> <li>All staff obtains First Aid and CPR training within 90 days of employment.</li> <li>At least one staff member who has current certification in First Aid on-site at all times.</li> <li>At least one staff member who has current certification in CPR on site at all times.</li> <li>"No Smoking" signs posted conspicuously at each child care entrance.</li> </ul>																																										