

Staff Compliance Plan

Licensed Site Name: _____

Location: _____

Classroom: _____

Position Requesting Compliance Plan: _____

Staff Member Name: _____

Date of Initial Vacancy: _____

The Michigan Department of Education recognizes that "Gains in a young child's development are increased when the child has meaningful relationships with responsive adults who have a sophisticated understanding of early childhood education. For this reason, it is critical that GSRPs hire qualified teachers. Programs that employ staff who do not meet credentialing requirements are in noncompliance status."

Prior Steps Taken to Hire Qualified Teacher (Including timeline, job posting locations, etc.):

Working to obtain the following credentials:

Lead Teacher:

- Bachelor's Degree in Child Development or Early Childhood Education
- Master's Degree in Child Development or Early Childhood Education
- Early Childhood (B-K) or Lower Elementary (PK-3) Endorsement on Teaching Certificate
- Other: _____

Credits Already Earned: _____ Credits Needed: _____

Associate Teachers with 5 years* GSRP, Head Start, or licensed child care center experience, along with significant but incomplete training in early childhood education or child development, may be hired as a Lead Teacher on a compliance plan.

of years in GSRP: _____ # of years in non-GSRP: _____

Anticipated completion date of required coursework:** _____

Associate Teacher:

- Preschool CDA
- Associate's Degree in Child Development or Early Childhood Education
- Other: _____

Credits Already Earned: _____ Credits Needed: _____

Applicants must have at least 1 course in child development or early childhood education completed, or, beginning in 2023-2024, enroll in a child development associate credential with at least 6 months of verified experience in early education and care.

Anticipated completion date of required coursework*:** _____

***Submit documentation of completed courses and future plan of work for approval.**

By signing below, all parties agree to monitor and support the staff member to achieve compliance.

Staff Member Signature: _____

Printed Name: _____ Date: _____

Program Administrator/Director Signature: _____

Printed Name: _____ Date: _____

Early Childhood Specialist Signature: _____

Printed Name: _____ Date: _____

For RESA Use Only:

Compliance Plan Approved: YES ___ NO ___ If no, reason: _____

Date Approved: _____

Wayne RESA ECC Signature: _____

*Beginning in 2023-2024, individuals may qualify with at least 3 years of experience and significant training in early childhood education or child development, based on the recommendation of the intermediate district after a classroom observation by an ISD representative.

**Minimum requirements: Two credits per year. All required coursework must be completed within three (3) years.

***Minimum requirements: Two courses, 60 clock hours, or an equivalent of training per calendar year. All coursework must be completed within (3) years.