

F. Staffing Patterns

GOAL: The program is sufficiently staffed to meet the needs of and promote the physical, social, emotional, and cognitive development of children.

RATIONALE: An important determinant of the quality of a program is the way in which it is staffed. Well-organized staffing patterns facilitate individualized services. Research strongly suggests that smaller group sizes and larger ratios of staff to children are related to such positive outcomes for children as increased interaction among staff and children, and less aggression and more cooperation among children.

F-1 - The number of children in a group is limited to facilitate staff-child interaction and constructive activity among children. Groups of children may be age-determined or multi-age and include children with a variety of needs.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
* For children ages birth - 2 1/2, the staff/child ratio is 1:3.								
* For children ages 2 1/2 - 4, the staff/child ratio is 1:6.								
* For children ages 4-6, there is a maximum of 15 children in a classroom with a ratio of one teacher and one other adult per class.								
* For children ages 6-8, the staff/child ratio is 1:12.								
* For programs serving multi-age groups of children ages 3-5, there is a maximum of three children with disabilities in the classroom. However, there may be fewer children with special needs depending upon the severity of the children's needs, the qualifications and experience of the staff, and the support services available.								

Notes/Comments:

F-2 - Both group size and staff/child ratio are determined on the basis of the number and ages of children enrolled.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource

Notes/Comments:

F-2a - Sufficient staff with responsibility for working directly with children are available to provide frequent personal contact, meaningful learning activities and supervision, and to offer immediate care as needed.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-2b - Substitutes are provided to maintain staff/child ratios when regular staff is absent.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-3 - Young children develop optimally through close, affectionate relationships with other people, particularly adults.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-3a - Each staff member has chief responsibility for and develops a deeper attachment to an identified group of children.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-3b - Every attempt is made to have continuity of adults who work directly with children, particularly infants and toddlers.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-3c - Infants and toddlers spend the majority of the time interacting with the same adult each day.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								

F-4 - A majority of the child's day is spent in activities utilizing recommended group size limitations, while minimizing the number of transitions or regroupings children experience.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								
F-5 - Every effort is made to have at least one adult available in the program to communicate in the family's native language when one child speaks a language different than the rest of the children.	EVALUATION			STATUS			NEED	
	Needs Improvement	Satisfactory	Strength	Goal for the Year	Emerging	In Place	Technical Assistance	Resource
Notes/Comments:								