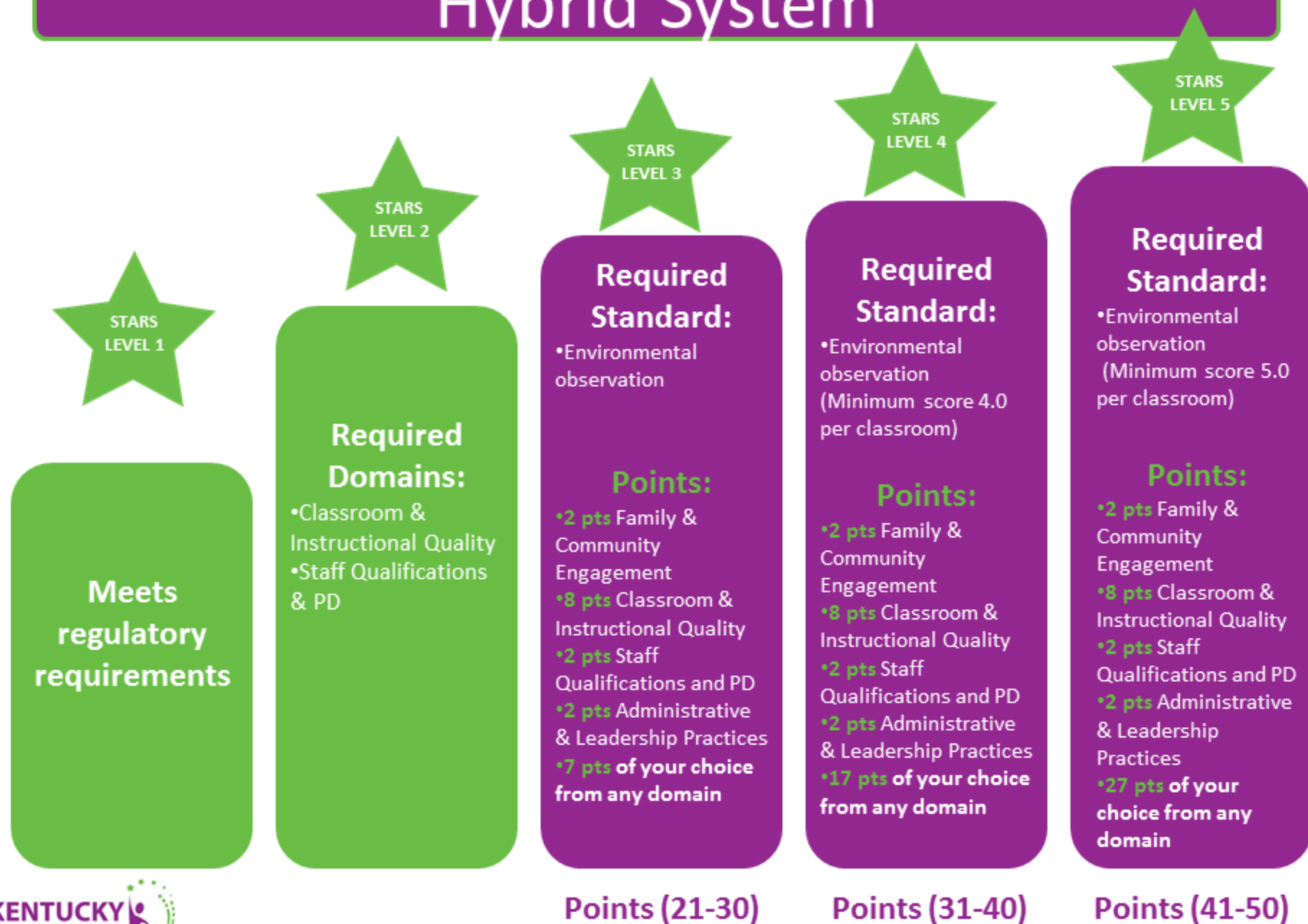# Hybrid System

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

KENTUCKY ALLSTARS

Hybrid System

STARS LEVEL 1

Meets regulatory requirements

STARS LEVEL 2

Required Domains:
- Classroom & Instructional Quality
- Staff Qualifications & PD

STARS LEVEL 3

Required Standard:
- Environmental observation

Points:
- **2 pts** Family & Community Engagement
- **8 pts** Classroom & Instructional Quality
- **2 pts** Staff Qualifications and PD
- **2 pts** Administrative & Leadership Practices
- **7 pts of your choice from any domain**

Points (21-30)

STARS LEVEL 4

Required Standard:
- Environmental observation (Minimum score 4.0 per classroom)

Points:
- **2 pts** Family & Community Engagement
- **8 pts** Classroom & Instructional Quality
- **2 pts** Staff Qualifications and PD
- **2 pts** Administrative & Leadership Practices
- **17 pts of your choice from any domain**

Points (31-40)

STARS LEVEL 5

Required Standard:
- Environmental observation (Minimum score 5.0 per classroom)

Points:
- **2 pts** Family & Community Engagement
- **8 pts** Classroom & Instructional Quality
- **2 pts** Staff Qualifications and PD
- **2 pts** Administrative & Leadership Practices
- **27 pts of your choice from any domain**

Points (41-50)

KENTUCKY ALLSTARS

Kentucky All STARS Standards of Quality

Domain	Max Points	Standard
Family and Community Engagement **(10 points)**	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. • Implement at least one family engagement activity per year that promotes children's development and learning. • Implement at least three family engagement activities per year that promote children's development and learning.
	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.
Classroom and Instructional Quality **(20 points)**	**Required**	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.
	Required	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.
	Required	Participate in an environmental observation on a valid and reliable tool: • No minimum at Level 3 • Minimum of 4.0 per classroom at Level 4 • Minimum of 5.0 per classroom at Level 5
	1 point	National Accreditation acknowledged by state approved organization.
	4 points	Maintain NAEYC staff-to-child ratios and group size requirements: • Meets for infants • Meets for Toddlers • Meets for Preschoolers

Staff Qualifications and PD **10 points)**	**Required**	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.
	Required	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: • Level 2 or above on the Kentucky Career Lattice • Level 3 or above on the Kentucky Career Lattice • Level 4 or above on the Kentucky Career Lattice
	4 points	Teaching staff complete appropriate credentials: • 50% achieve Level 1 or above on the Kentucky Career Lattice • 40% achieve Level 2 or above on the Kentucky Career Lattice • 30% achieve Level 3 or above on the Kentucky Career Lattice • 20% achieve Level 4 or above on the Kentucky Career Lattice
	1 point	Individual PD plan aligns with state identified professional core knowledge and competencies.
Administrative and Leadership Practices **(10 points)**	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: • Seeks input from staff on the continuous improvement plan. • Seeks input from families annually on implementation of the continuous improvement plan
	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