

**ATTACHMENT I  
DELAWARE PERSONNEL STANDARDS and GUIDELINES MATRIX**

Personnel	Highest Entry-Level Academic Degree and/or Recognized Comparable Qualifications	Delaware Recognized Current Standard for Practice <sup>1</sup>	Guidelines for Part C <sup>2</sup>	Preferred Courseware/Experience for Best Practice
1. Audiologist	Master	Licensure, CCC-A	Pediatric Experience	Pediatric Coursework. Supervised Experience with infants & toddlers.
2. Nurse	Licensure as R.N.	R.N. <sup>3</sup>	Nurse with MSN or BSN with 1-3 yrs NICU, PH, Peds or OB experience, training in developmental screening, infant health management.	Nurse with MSN in PH, MCH, Peds with training & experience in developmental screening, infant health management.
Advanced Practice Nurse	M.S.N.	M.S.N.	Nurse with MSN or BSN with 3-5 yrs NICU, OB, Peds, PH experience, advanced training in developmental assessment, knowledge of family dynamics, inter-agency coordination.	Nurse with MSN in MCH, PH with advanced training in developmental assessment, 1-3 yrs experience in infant evaluations, developmental assessments or early intervention, knowledge of family dynamics, inter-agency coordination.
3. Nutritionist	BS in Nutrition	B.S. in Nutrition	B.S. in Nutrition	Masters in Nutrition
Dietitian	B.S. Registered Dietitian and Dietetic Internship or Equivalent	Registered Dietitian	Coursework and/or experience with infants and toddlers with developmental disabilities.	Masters in Nutrition. Coursework in Pediatrics and Developmental Disabilities. Supervised experience with infants and toddlers with developmental disabilities.
4. Occupational Therapist	B.S. Certification, O.T.R.	Licensure, O.T.R.	Pediatric coursework plus Level II pediatric field work, with supervision by an experienced birth-3 OTR during first year.	Masters with pediatric coursework and 3 yrs supervised experience with specialized courses in treatment approaches.
5. Physical Therapist	M.S. Licensure, L.P.T. or B.S. Licensure, L.P.T.	Licensure, L.P.T.	Pediatric coursework plus Pediatric Affiliation or infant and toddler experience under supervision during first year.	Masters with pediatric concentration. Supervised experience in treatment with infants and toddlers.
6. Physician	Licensure, M.D., D.O.	M.D. or D.O. plus three-year residence. Diagnostician-based certified or board eligible in pediatrics/family practice	State standard	Consultation for appropriate sub-specialist: Board-eligibility or board certification in Infant and Child Psychiatry, Pediatric Neurology, Orthopedics with special interest in Pediatrics, Neonatology, Developmental Medicine, or Clinical Genetics.

<sup>1</sup> Must be combined with highest entry-level academic degree column for Part C Birth to Three systems in Delaware.

<sup>2</sup> Any new early intervention providers (PT, OT, SLP, ECSE) without at least 6 months previous Part C/Early Intervention experience will be required to complete a 6 month mentoring period with their agency. A written plan for mentoring should be submitted to the Part C QM Coordinator for approval. During this period they will receive mentoring and supervision from an identified mentor on the philosophy of early intervention, the role of the EI provider and best practice including routines based intervention with families. It is expected that they will be observed a minimum of 1 time with each new child/family assigned to them during their mentoring period.

<sup>3</sup> Must be combined with highest entry-level academic degree column for Part C Birth to Three systems in Delaware.

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7. Psychologist Clinical  School	Ph.D. (including one-year internship)  Masters (60 graduate hour minimum). Licensure and/or certification	Licensure (including post-doctoral supervision)  Licensure and/or Certification	State standard  State standard	Coursework in infant assessment, child/family therapy, child psychopathology, child/clinical specialties. Supervised experience (at least 3 months) specific to infancy. Coursework in assessment, child/family intervention. Supervised experience specific to infant/toddlers/families.
8. Social Worker	MSW Licensure	Licensure, LCSW MSW	State standard	Coursework with infants/toddlers/families. Assessment and intervention with families of children with disabilities. Supervised experience with infants, toddlers and families in interagency collaboration and inter-system coordination.
9. Special Educator <sup>1</sup> (Early Childhood Special Educator)	Collegiate Professional Certificate with Early Childhood Special Education endorsement	Collegiate Professional Certificate with Early Childhood Special Education endorsement	State standard and supervised experience with infants, toddlers, and their families.	Masters in Early Childhood Special Education, coursework with focus on infants/toddlers/families. Supervised experience with families with infants and toddlers with disabilities.
10. Speech and Language Pathologist	Masters and Licensure	Licensure, CCC-SLP, SLP-CF <sup>2</sup>	State standard plus supervised experience with infants/toddlers and their families.	Coursework in parent-infant interaction in context of communication, alternative service delivery model, and oral-motor development/feeding. Supervised experience with infants, toddlers, and families.
11. Family Counselor	Masters and Licensure, LPC	Licensure, LPC	State standard	Coursework in interdisciplinary family counseling with infants/toddlers. Marriage and family specialty.
12. Orientation and Mobility Specialist	MS & AER Certification	B.S. or M.S. and AER Certification	State standard and supervised with infants and toddlers	MS & AER certification, coursework and experience in interdisciplinary programming for infants and toddlers and their families.

<sup>2</sup> Birth to Three allows the use of licensed Clinical Fellows (CF's) following State regulations and ASHA standards. If the CF is working in more than one setting, the percentage of direct onsite contact with the mentor should be equivalent to time spent working in EI. For example, a CF who is working in EI for 50% of their clinical fellowship, should have at least 3 hours (50% of 6) of direct onsite supervision with their mentor during each segment.

**Para Professionals:**

<u>Nursing</u>	<u>Occupational Therapy</u>	<u>Physical Therapy</u>	<u>Education</u>	<u>Social Work</u>	<u>Other</u>
Licensed Practical Nurse	Certified Occupational Therapy Assistant	Physical Therapy Assistant	Teacher Aide	Social Service Specialist	Child Development Specialist
Nurse's Aide	Occupational Therapy Aide	Physical Therapy Aide			Case Manager Family Service Coordinator

<sup>1</sup> Alternative Licensure as: Teacher of the Visually Impaired, Teacher of the Hearing Impaired, Educational Interpreter/Tutor for Hearing Impaired, Early Childhood Education/Child Care.