COMPETENCY AREA # 1
TYPICAL / ATYPICAL CHILD DEVELOPMENT
SPECIALIST

OUTCOME

EI/ECSE specialist demonstrates knowledge across domains of typical child development, the characteristics of delayed development, and patterns of atypical development associated with disabilities.

CORE COMPETENCIES

1.1	Knowledge of developmental areas and the typical range of child development within the domains: receptive / expressive language, social-emotional, fine and gross motor, cognitive, and self-help.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2 3 4 5** 6 7 8 9 10

1.2	Knowledge of the impact of culture on an individual's values, beliefs, and behaviors regarding child development.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** 3 4 5 6 **7** 8 **9** 10

1.3	Knowledge of etiology, characteristics, and impact of common developmental disabilities on development and learning.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** 3 4 **5 6** 7 8 **9** 10

1.4	Knowledge of medical conditions and disability characteristics and potential needs and impact on child's development and learning (e.g. mobility, nursing, environmental accommodations).
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2 3 4 5** 6 7 8 9 10

1.5	Knowledge of factors that affect the mental health and social-emotional development of infants and young children and the impact on other areas of growth and development.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** **4** 5 **6** **7** 8 **9** 10

1.6	Knowledge of impact of language delays on behavior, cognitive, adaptive, and motor areas of development.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** **4** 5 6 **7** 8 9 10

COMPETENCY AREA # 2
ASSESSMENT
<u>SPECIALIST</u>

OUTCOME

EI/ECSE specialist selects, administers, and interprets information through the use of appropriate instruments for screening, eligibility, program planning, child progress, and program evaluation.

CORE COMPETENCIES

2.1	Knows the functions of different types of assessment tools and selects and administers appropriate assessments (e.g., screening, standardized, curriculum-based) for the following activities: screening; diagnosis; evaluation; curriculum planning; identifying family strengths, resources, and needs; and monitoring progress.
Mastery Profile: NA 1 2 3 4 **5**	Documentation: **1 2 3 4** 5 6 7 8 9 10

2.2	Uses culturally unbiased assessment practices and procedures.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2 3 4** 5 6 **7** 8 9 10

2.3	Conducts family interviews in ways that are sensitive to family culture and includes family input, strengths, and priorities as part of the team assessment information**.**
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2 3 4** 5 6 **7** 8 9 **10**

2.4	Collects observational information of the child in a variety of authentic environments (i.e., home, classroom, and community settings).
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 2 3 **4** 5 6 **7** 8 9 10

2.5	Demonstrates confidentiality with respect to assessment information, records, and family issues.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1 2 3** 4 5 6 7 8 9 10

2.6	Understands eligibility criteria and is able to interpret, summarize in writing, and effectively communicate assessment results to professionals and family members.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2 3 4** 5 6 7 8 9 10

2.7	Uses evaluation results to refer children and families to appropriate education, health, and social service agencies.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 **1 2 3** 4 5 6 7 8 9 **10**

COMPETENCY AREA # 3
FAMILY
SPECIALIST

OUTCOME

EI/ECSE specialist recognizes the family as the major long-term influence in a child's life and supports families, in all their diversity, in their hopes and plans for their child.

CORE COMPETENCIES

3.1	Demonstrates ability to apply family guided services and work in a partnership with families, mutually exploring options, soliciting input about what families want for their child, and respecting their choices.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1** 2 **3** **4** 5 6 **7** 8 9 10

3.2	Demonstrates knowledge about family relationships and how a disability can affect those relationships.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1** **2** 3 4 5 6 **7** 8 9 **10**

3.3	Respects, understands, and is responsive to the family within the context of their culture, ethnicity, and unique family circumstances.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** **4** 5 6 **7** 8 9 **10**

3.4	Advocates for families by addressing their concerns and priorities (e.g., providing information; accessing inclusive settings, community resources and services; identifying appropriate goals and teaching strategies).
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** 4 5 6 **7** 8 9 **10**

3.5	Actively engages families in the design and implementation of home and classroom activities and routines.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** 3 **4** 5 6 **7** 8 9 10

3.6	Is sensitive and flexible in approaches to support families in their participation regarding identification, implementation, and evaluation of child and family outcomes/goals.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** 4 5 6 **7** 8 9 **10**

3.7	Communicates effectively with families regarding daily activities, their child's program, and responds to family questions in a timely manner.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** **4** 5 6 **7** 8 9 10

3.8	Assists families to embed goals/objectives into daily activities and routines at home and other community settings.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2** **3** **4** 5 6 **7** 8 9 10

COMPETENCY AREA # 4
SERVICE DELIVERY
SPECIALIST

OUTCOME

EI/ECSE specialist designs, implements, and evaluates appropriate services for EI/ECSE children and their families in their local communities.

CORE COMPETENCIES

4.1	Knowledge of early childhood and EI/ECSE best practices, as defined by appropriate professional organizations.	
Mastery Profile: NA 1 2 3 **4** 5		Documentation: **1** **2** **3** 4 5 **6** 7 8 **9** 10

4.2	Creates and supports safe, inclusive, and culturally responsive learning environments to engage all children in meaningful learning activities and social interactions with peers.	
Mastery Profile: NA 1 2 3 **4** 5		Documentation: **1** **2** **3** **4** 5 6 7 8 9 10

4.3	Demonstrates positive instructional interactions with children.	
Mastery Profile: NA 1 2 3 **4** 5		Documentation: **1** 2 **3** 4 5 6 7 8 9 **10**

4.4	Understands development and individual learning processes to address individual needs of children.	
Mastery Profile: NA 1 2 3 **4** 5		Documentation: **1** **2** **3** **4** 5 6 **7** 8 9 **10**

4.5	Understands and uses general and specialized content knowledge for teaching across curricular content areas (i.e., Literacy, Math) to differentiate and provide instruction to address individual needs.	
Mastery Profile: NA 1 2 3 **4** 5		Documentation: **1** **2** **3** **4** 5 6 7 8 9 10

4.6	Uses a variety of evidence based strategies (e.g., activity based instruction, positive behavior intervention and supports, discrete trial, routine based interventions, pivotal response) to systematically implement developmentally and functionally appropriate interventions within general classroom activities and daily routines.
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 **1 2 3 4** 5 6 **7** 8 9 10

4.7	Aligns individualized goals with developmental and academic content.
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 **1 2 3 4** 5 6 **7** 8 9 10

4.8	Integrates individualized accommodations and supports in all learning environments to support self-advocacy, independence, and active participation in age-appropriate activities (i.e., behavior plans, augmentative communication strategies, adaptive technologies, and equipment).
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 1 **2 3 4** 5 6 **7** 8 9 10

4.9	Designs and implements IFSPs based on assessment information. Implementation of IFSP goals occurs through a variety of strategies in classrooms, homes, and community settings.
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 **1 2 3 4** 5 6 7 8 9 10

4.10	Develops and applies appropriate systems to regularly monitor child progress and make program changes accordingly (e.g., data collection tools, consistent data collection, review of data for decision making).
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 1 **2** 3 **4** 5 6 **7** 8 9 10

4.11	Collaborates, consults, and provides coaching to community partners, families, and staff on how to implement specific programs, routines, and procedures with children, individually and in groups.
	Mastery Profile: Documentation: NA 1 2 3 **4** 5 **1 2 3 4** 5 6 7 8 9 **10**

4.12	Understands different team formats (i.e., multidisciplinary & trans-disciplinary), their strengths and limitations, and has the ability to take on various roles as a collaborative team member.
	Mastery Profile: Documentation: NA 1 2 **3** 4 5 **1 2** 3 4 **5 6** 7 8 9 **10**

COMPETENCY AREA # 5
PROGRAM MANAGEMENT
SPECIALIST

OUTCOME

EI/ECSE specialist adheres to professional ethics and applies federal and state legislative regulations (IDEA, Oregon Administrative Rules), policies, and procedures to establish classroom guidelines which best utilize people, materials, time, and dollars.

CORE COMPETENCIES

5.1	Knowledge of contractor's/subcontractor's vision, goals, guidelines, and operating procedures which drive services for children and families.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1** 2 **3 4** 5 6 **7** 8 **9** 10

5.2	Manages daily responsibilities such as scheduling meetings, assigning tasks, supervising activities, and following through with assignments to effectively utilize time and resources (i.e., including education assistants and related service personnel).
Mastery Profile: NA 1 2 3 **4** 5	Documentation: 1 **2 3 4** 5 6 **7** 8 9 **10**

5.3	Follows federal and state policies and regulations when providing services to children and families.
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1** 2 **3** 4 5 6 7 8 9 10

5.4	Understands and follows policies and regulations governing confidentiality and mandatory reporting
Mastery Profile: NA 1 2 3 **4** 5	Documentation: **1** 2 **3** 4 5 6 7 8 9 10

COMPETENCY AREA # 6
SERVICE COORDINATION
SPECIALIST

OUTCOME

EI/ECSE specialist provides coordinated services in a manner that ensures the efforts of the family, the EI/ECSE program, other early childhood programs, and community services are complementary, unduplicated, and focused on family identified strengths, needs and priorities.

CORE COMPETENCIES

6.1	Demonstrates knowledge of resources for children, families, and colleagues available through the program, agency, and community.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2 3 4** 5 6 **7** 8 9 **10**

6.2	Demonstrates good communication skills and applies productive problem solving strategies as a collaborative team member.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 **1 2 3** 4 5 6 7 8 9 **10**

6.3	Knowledge and implementation of procedures and timelines associated with evaluation, assessment, IFSPs, and program responsibilities in accordance to state and federal regulations.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 **1 2 3 4** 5 6 7 8 9 10

6.4	Develops and implements plans to support the successful transition of children from EI to ECSE, ECSE to public school, or during any change in services or setting (i.e., new program, new service provider).
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2 3 4** 5 6 **7** 8 9 10

6.5	Provides services in collaboration with other early childhood programs and community resources.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2 3 4** 5 6 **7** 8 9 10

6.6	Understands parental rights and procedural safeguards and how to effectively inform parents of these rights.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2** 3 4 5 6 **7** 8 9 **10**

COMPETENCY AREA # 7
RESEARCH
SPECIALIST

OUTCOME

EI/ECSE specialist demonstrates knowledge of research in relevant fields and application to intervention practices.

CORE COMPETENCIES

7.1	Understands how to identify, analyze, and apply evidence based practices and implements them to improve outcomes for children.	
	Mastery Profile:	Documentation:
	NA 1 2 3 **4** 5	1 **2 3 4** 5 6 **7** 8 9 **10**

7.2	Contributes to body of knowledge in field by participating in professional organizations, studies, sharing of evaluation data, writing and/or presenting information and experiences.	
	Mastery Profile:	Documentation:
	NA 1 2 **3** 4 5	1 **2** 3 **4** 5 6 **7** 8 **9 10**

COMPETENCY AREA #8
PROFESSIONAL DEVELOPMENT VALUES / ETHICS
<u>SPECIALIST</u>

OUTCOME

EI/ECSE specialist reflects on their current performance, identifies professional goals, and participates in staff development activities that contribute to improved professional practices.

CORE COMPETENCIES

8.1	Reflects on practices for the purpose of targeting goals and specifying steps to ensure ongoing personal professional growth.
	Mastery Profile: Documentation:
	NA 1 2 **3** 4 5 **1** **2** 3 4 5 6 **7** 8 9 10

8.2	Collaborates with others to establish professional goals, and facilitates their attainment (e.g., shares appropriate resources and supports to improve practices).
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2** **3** **4** 5 6 **7** 8 9 10

8.3	Receives performance feedback in a professional manner and uses the information to improve practice.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 **1** **2** **3** 4 5 6 7 8 9 **10**

8.4	Participates in ongoing professional learning and inservice training.
	Mastery Profile: Documentation:
	NA 1 2 3 **4** 5 1 **2** 3 4 **5** **6** 7 8 **9** **10**

8.5	Adheres to a code of professional ethics as identified by licensure agency, professional organization, and/or employer.
	Mastery Profile: Documentation:
	NA 1 2 3 4 **5** **1** **2** **3** 4 5 6 7 8 9 **10**