

Sample Staffing Pattern

Position	% of time		Degree	NYS Certification
	Even Start	In-kind		
Coordinator	100%		BS Elementary Education/MS Elementary Education	Certified Elementary Education
Adult Education Instructional Staff		75%	BS Education (K-12)	Adult Education Certification
Early Childhood Instructional Staff	100%		BS Elementary Education/MS Elementary Education	Certified Elementary Education
	5%	10%	BS Elementary Education/MS Elementary Education	Certified Special Education
	100%		BS Elementary Education	Currently taking graduate classes in Literacy (Birth to 6)
Parenting Education Instructional Staff	100%		BS Health and Human Services	Certified in Parents as Teachers and Family Development Credential
	100%		BS Psychology – Human Services	Certified in Parents as Teachers and Family Development Credential
Paraprofessionals (for academic support)	100%		AAS Liberal Arts	
Other Support Staff	100%		AAS Business Administration	