

Sample Staffing Pattern

Position	% of time		Degree	NYS Certification
	Even Start	In-kind		
Coordinator	50%		MS Early Childhood BS Secondary Ed.	Yes
Adult Education Instructional Staff	50% 100%	50% 10% 20% 20%	Ph.D. Drama & Lit MS TESOL. MS Reading MS English MS Adult Ed MS ESOL	K- 3 Bilingual Cert. Adult Ed. Adult Ed. Adult Ed. ESOL
Early Childhood Instructional Staff	50% 50%	 13%	Ph.D. Drama & Lit MS Early Childhood BA Elementary Education	Certified K – 3 Certified Elem. Ed. MA in process
Parenting Education Instructional Staff		2% 2%	BS Home & Careers	
Paraprofessionals (for academic support)	100% 100% 100% 100%		HS BS Management BS Social Welfare HS	TA Certification TA Certification TA Certification TA Certification
Other Support Staff	100% 100%		BS Social Welfare GED	