

**RESOLUTION OF THE  
WHITE MOUNTAIN APACHE TRIBE OF THE  
FORT APACHE INDIAN RESERVATION**

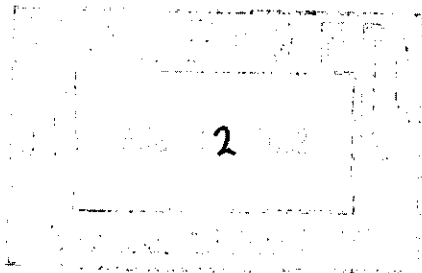
- WHEREAS,** the White Mountain Apache Tribal Council has the power to act in all matters that concern the welfare of the Tribe and its members; and
- WHEREAS,** the Division of Early Childhood Development, Head Start Program, is governed by the Head Start Act as amended, and the Head Start Performance Standards under Section 45 Code of Federal Regulations, Part 1304; and
- WHEREAS,** the White Mountain Apache Tribe and the Head Start regulations requires the Head Start Program teaching staff to retain their Child Development Associate Certification (CDA); and
- WHEREAS,** the White Mountain Apache Tribe's Head Start program provides a high quality conducive learning environment and maintain high standards in their delivery of services; and
- WHEREAS,** it is vital for teaching staff of the Division of Early Childhood Development to keep their Child Development Associate (CDA) certifications current; and
- WHEREAS,** the White Mountain Apache Tribe, in accordance with the Head Start Regulations and the mission and objectives of the Division of Early Childhood Development, is in support of teaching staff CDA credentialing that requires a valid CDA accreditation renewal every 5 years; and
- WHEREAS,** the staff is informed of the requirements and are to comply with the requirements of the White Mountain Apache Tribe and Head Start regulations; and
- WHEREAS,** failure to conform to the requirements of the White Mountain Apache Tribe's Head Start Program will be a DHHS/ACF Head Start Bureau's review finding resulting in program deficiency and/or a probable loss of funding; and
- WHEREAS,** in the best interest for the Head Start Program and the children of the White Mountain Apache Tribe, the White Mountain Apache Head Start Program is seeking support of the White Mountain Apache Tribal Council to enforce the professional development and educational requirements of the Head Start Program for their Head Start teaching staff.

**Resolution No. 07-2002-154**

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the Professional Development requirements be made a priority and a policy of the Head Start Program staff development policies supports of the implementation of professional standards.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it authorizes the Executive Director of the Division of Early Childhood Development to enforce the Child Development Associate certification requirements in accordance with the Division's Personnel Policy Manual.

The foregoing resolution was on July 10, 2002, adopted by a vote of NINE for and ZERO against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (s), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe on September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Handwritten signature of Dallas Massey, Sr.

Dallas Massey, Sr.  
Chairman of the Tribal Council

Handwritten signature of Cindy Harvey-Burnette.

Cindy Harvey-Burnette  
Secretary of the Tribal Council

**WHITE MOUNTAIN APACHE HEADSTART**

**STATEMENT OF POLICY/PROCEDURE**

Policy Council Review/Approval Date: Old 2-5-98

Effective Date: February 5, 1998

**SUBJECT OF POLICY: REQUIREMENTS FOR TEACHING STAFF**

**ALL TEACHING STAFF WILL BE REQUIRED TO MEET THE FOLLOWING:**

1. Be enrolled in the CDA program with a deadline for assessment.
  - a. Interns will carry three modules a semester.
2. To renew you CDA before it expires, and must meet the following criteria:
  - a. Hold a current First Aid Certificate
  - b. Have completed at least 4.5 Continuing Education Units (C.E.U.), or a 3 credit hour course in early childhood education/child development, within the past five years.
  - c. Have recent (within past year) work experience with young children (at a minimum of 80 hours)
  - d. Know an Early Childhood Education Professional who can complete a letter of Recommendation regarding competence with young children.
  - e. Hold membership (within current year) in a national or local Early Childhood Professional organization. Pay on your own.

Be enrolled in a Early Childhood college class. One per school year, with a passing grade. Grade must be submitted to your Head Start Personnel File. If you do not pass, you must reimburse Head Start for the tuition.

4. To make home visits four times a year, August, November, January and April.
5. To attend all teacher/aides meeting, inservice, PC meetings (when asked)
6. To turn in all weekly or end of month reports on time
7. Complete lesson plans in a timely manner
8. To comply with all job requirements listed on the job description.
9. As a professional, I will abide and comply with the ACF policies and procedures to protect confidentiality

TEACHING STAFF SIGNATURE

DATE

EDUCATION ADVOCATE

DATE

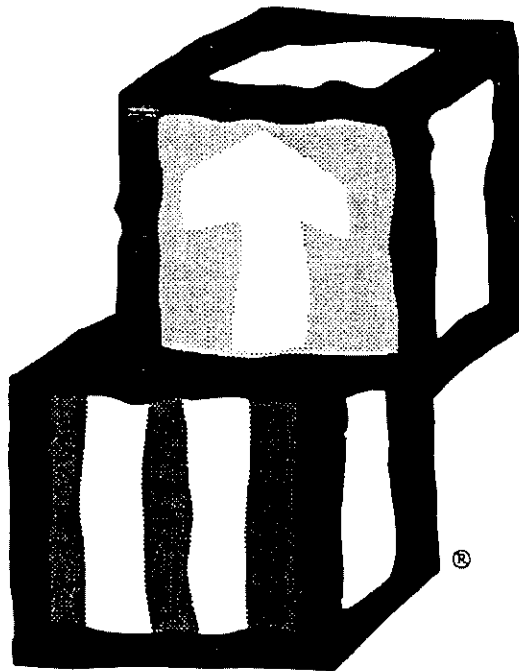
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
Administration for Children and Families  
Administration on Children, Youth and Families  
Head Start Bureau

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# HEAD START ACT

(AS AMENDED OCTOBER 27, 1998)



arts and interactive programs using electronic media to enhance the learning experience of Head Start children. Special consideration shall be given to entities that have demonstrated effectiveness in educational programming for preschool children that includes components for parental involvement, care provider training, and developmentally appropriate related activities.

(e) The Secretary shall provide, either directly or through grants or other arrangements, funds from programs authorized under this subchapter to support an organization to administer a centralized child development and national assessment program leading to recognized credentials for personnel working in early childhood development and child care programs, training for personnel providing services to non-English language background children (**including services to promote the acquisition of the English language**), training for personnel in helping children cope with community violence, and resource access projects for personnel working with disabled children.

#### STAFF QUALIFICATIONS AND DEVELOPMENT

Sec. 648A. (a) CLASSROOM TEACHERS.--

(1) **PROFESSIONAL REQUIREMENTS.**--The Secretary shall ensure that each Head Start classroom in a center-based program is assigned one teacher who has **demonstrated competency to perform functions that include --**

(A) **planning and implementing learning experiences that advance the intellectual and physical development of children, including improving the readiness of children for school by developing their literacy and phonemic, print, and numeracy awareness, their understanding and use of language, their understanding and use of increasingly complex and varied vocabulary, their appreciation of books, and their problem solving abilities;**

(B) **establishing and maintaining a safe, healthy learning environment;**

(C) **supporting the social and emotional development of children; and**

(D) **encouraging the involvement of the families of the children in a Head Start program and supporting the development of relationships between children and their families.**

(2) **DEGREE REQUIREMENTS.**--

~~(A)~~ (A) **IN GENERAL.**--The Secretary shall ensure that not later than September 30, 2003, at least 50 percent of all Head Start teachers nationwide in center-based programs have--

(i) **an associate, baccalaureate, or advanced degree in early childhood education; or**

(ii) **an associate, baccalaureate, or advanced degree in a field related to early childhood education, with experience in teaching preschool children.**

(B) **PROGRESS.**--The Secretary shall require Head Start agencies to demonstrate continuing progress each year to reach the result described in subparagraph (A)

(3) **ALTERNATIVE CREDENTIALLING REQUIREMENTS.**---The Secretary shall ensure that, for center-based programs, each Head Start classroom that does not

have a teacher that meets the requirements of clause (i) or (ii) of paragraph (2)(A) is assigned one teacher who has--

(A) a child development associate (CDA) credential that is appropriate to the age of the children being served in center-based programs;

(B) a State-awarded certificate for preschool teachers that meets or exceeds the requirements for a child development associate credential; or

(C) a degree in a field related to early childhood education with experience in teaching preschool children and a State-awarded certificate to teach in a preschool program.

(4) WAIVER.--

(A) **IN GENERAL.**--On request, the Secretary shall grant a 180-day waiver of the requirements of paragraph (3), for a Head Start agency that can demonstrate that the agency has unsuccessfully attempted to recruit an individual who has a credential, certificate, or degree described in paragraph (3), with respect to an individual who--

(i) is enrolled in a program that grants any credential, certificate, or degree; and

(ii) will receive such credential certificate, or degree under the terms of such program not later than 180 days after beginning employment as a teacher with such agency.

(B) **LIMITATION.**--The Secretary may not grant more than one such waiver with respect to such individual.

(b) MENTOR TEACHERS.--

(1) **DEFINITION; FUNCTION.**--For purposes of this subsection, the term "mentor teacher" means an individual responsible for observing and assessing the classroom activities of a Head Start program and providing on-the-job guidance and training to the Head Start program staff and volunteers, in order to improve the qualifications and training of classroom staff, to maintain high quality education services, and to promote career development, in Head Start programs.

(2) **REQUIREMENT.**--In order to assist Head Start agencies in establishing positions for mentor teachers, the Secretary shall--

(A) provide technical assistance and training to enable Head Start agencies to establish such positions;

(B) give priority consideration, in providing assistance pursuant to subparagraph (A), to Head Start programs that have substantial numbers of new classroom staff or that are experiencing difficulty in meeting applicable education standards;

(C) encourage Head Start programs to give priority consideration for such positions to Head Start teachers at the appropriate level of career advancement in such programs; and

(D) promote the development of model curricula, designed to ensure the attainment of appropriate competencies of mentor teachers in Head Start programs.

(c) **FAMILY SERVICE WORKERS.**--In order to improve the quality and effectiveness of staff providing in-home and other services (including needs assessment, development of service plans, family advocacy, and coordination of service delivery) to families of children