

Staff Changes During a Formal Rating

Eligibility for a Formal Rating is based on the educational qualifications of program staff at the time the Formal Rating is requested. If there is turnover of a Lead Teacher/Group Leader between the time that the FR request is submitted and the time that the FR takes place, the following is true:

- If there is another room that can be observed in the same age group (ITERS, ECERS, or SACERS) as the one where the Lead Teacher/Group Leader has left, then the Formal Rating can take place.
 - Any grace period that might arise from the staff change will be handled by the Technical Consultant from the local YoungStar office, and will not impact the program's Formal Rating eligibility. A program will still be eligible for a FR whether or not the program can replace the staff person within the grace period.
- If there is not another classroom to observe in the same age group (ITERS, ECERS, or SACERS), the program may or may not still be eligible for a Formal Rating.
 - If the program is eligible for, and uses, a grace period, the program will remain eligible for a FR in a "pending" status during a 60-day grace period (no observations or evaluation criteria review will be completed during that time). The grace period will be handled by the TC office.
 - If a Lead Teacher/Group Leader who meets the FR requirements is hired before the 60-day period expires, the Formal Rating will be completed as soon as possible.
 - If the 60-day period expires without hiring a qualified Lead Teacher/Group Leader, the program will lose eligibility for a FR, and a Technical Rating will be completed.
 - If the program is not eligible for a grace period (the grace period has already been used, or the change does not trigger a grace period), then the program will lose eligibility for a FR, and a Technical Rating will be completed.