

Alignment of the Aim4Excellence™ National Director Credential TO NAEYC/NCATE JOINT STANDARDS

Outcomes and assessments for Aim4Excellence are aligned with both the standards for initial licensure and advanced degree programs in early childhood teacher preparation. The National Association for the Education of Young Children (NAEYC) and the National Council for Accreditation of Teacher Education (NCATE) collaborated to [establish joint standards](#) that are used across both organizations' accreditation systems and across associate, baccalaureate, and graduate degree levels: [2010 NAEYC Standards for Initial and Advanced Early Childhood Professional Preparation Programs](#). Abbreviated documents that separately summarize the standards for [Initial](#) and [Advanced](#) programs are also available.

Aim4Excellence Module	Outcomes	NAEYC/ NCATE Standards	Assessments to evaluate candidate performance
MODULE 1 Leading the Way	Recognize the skills and competencies required for effective leadership and assess own leadership style	NAEYC Initial: 6a, 6b, 6c, 6d, and 6e NAEYC Advanced: 6a, 6b, 6c, 6d, 6e, and 6f	<ul style="list-style-type: none"> ▪ Influential Leaders in Your Life (5 points) ▪ Quiz (25 points) ▪ Reflections on Your Professional Journey (5 points) ▪ Leadership Style Inventory (1 point) ▪ Work Orientation (1 point) ▪ Learning Style and Preferred Perceptual Modality (3 points) ▪ Capitalizing on Your Style (35 points) ▪ Thinking About Your Ideal (5 points) ▪ Ethical Responsibility (20 points)
MODULE 2 Recruiting, Selecting and Orienting Staff	Identify ways to use the authority and influence of the director's role to empower other staff members	NAEYC Initial: 6a, 6b, 6c, 6d, and 6e NAEYC Advanced: 6a, 6b, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ What Issues Impact Me? (5 points) ▪ Calculating My Annual Turnover (5 points) ▪ The High Cost of Turnover (5 points)
	Know how to screen, interview, and select the right applicant for the job and organization in accordance with the law by using "fit criteria" developed with appropriate staff	NAEYC Initial: 6b, 6c, and 6d NAEYC Advanced: 6b, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ Professional Associations—Recruitment Resources (5 points) ▪ My Networking Contacts (5 points) ▪ Quiz 1: The Challenge of Attracting and Recruiting Staff (10 points) ▪ Identifying and Writing Fit Criteria (30 points) ▪ Ethical Responsibility (10 points) ▪ Quiz 2: Screening, Interviewing, and Selecting Staff (10 points)
	Develop a plan for conducting a successful and phased orientation of new staff	NAEYC Initial: 6a, 6b, and 6c NAEYC Advanced: 6a, 6b, 6c, and 6f	<ul style="list-style-type: none"> ▪ Orientation to My Current Position (5 points) ▪ Quiz 3: Orienting Staff Right from the Start (10 points)

Aim4Excellence Module	Outcomes	NAEYC/ NCATE Standards	Assessments to evaluate candidate performance
MODULE 3 Promoting Peak Performance	Apply the concepts of motivation theory to early childhood work environments and describe the elements of a positive work climate	NAEYC Initial: 4a, 4b, 4c, 4d, 5a, 5b, and 5c NAEYC Advanced: : 4a, 4b, 4c, 4d, 5a, 5b, and 5c	<ul style="list-style-type: none"> ▪ Individual Profile (25 points) ▪ Quiz—Promoting Peak Performance (40 points)
	Implement a developmental approach to supervision and create individualized professional development plans for teachers	NAEYC Initial: 4a, 4b, 4c, 4d, 5a, 5b, 5c, 6a, 6b, and 6c NAEYC Advanced: : 4a, 4b, 4c, 4d, 5a, 5b, 5c, 6a, 6b, 6c, and 6f	<ul style="list-style-type: none"> ▪ Exercise: Objective or Subjective? (15 points) ▪ My Commitment to Action (20 points)
MODULE 4 Managing Program Operations	Understand what operations management in early childhood programs involves	NAEYC Initial: 2c, 3d, 4d, 5c, 6a, 6b, 6c, and 6d NAEYC Advanced: 2c, 3d, 4d, 5c, 6a, 6b, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ Organizational Analysis (20 points) ▪ My List of Necessary Operating Systems (20 points)
	Use specific tools for managing systems including standard operating procedures, workflow analysis, calendars, and Gantt charts	NAEYC Initial: 4b, 6c, and 6d NAEYC Advanced: 4b, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ My Stakeholders (20 points)
MODULE 5 Building a Sound Business Strategy	Create a budget and cash flow projection to plan program finances; use financial records to maintain fiscal health of organization	n/a	<ul style="list-style-type: none"> ▪ A Tour of My Office (15 points) ▪ How Does a Budget Reflect a Program’s Priorities and Values (14 points) ▪ Fee-Setting at Your Center (12 points) ▪ Breakeven Analysis at Your Program (12 points) ▪ A Cash Flow Emergency at Little Tots (12 points)
	Use customer feedback to improve the quality of external relationships and develop marketing messages to strengthen the image of the program	NAEYC Initial: 2a, 2b, 2c, 6a, 6b, 6c, 6d, and 6e NAEYC Advanced: 2a, 2b, 2c, 6a, 6b, 6c, 6d, 6e, and 6f	<ul style="list-style-type: none"> ▪ Unique Marketing Message—Features and Benefits (15 points) ▪ Marketing Communications Piece (20 points)

Aim4Excellence Module	Outcomes	NAEYC/ NCATE Standards	Assessments to evaluate candidate performance
MODULE 6 Planning Indoor and Outdoor Environments	Design and equip indoor and outdoor environments for children that are safe, educational, age appropriate, and aligned with the program’s values	NAEYC Initial: 1a, 1b, 1c, 2a, 2b, 4a, 4c, 5a, 5b NAEYC Advanced: 1a, 1b, 1c, 2a, 2b, 4a, 4c, 5a, 5b	<ul style="list-style-type: none"> ▪ Environmental Tour or Visualization (10 points) ▪ What Values Does My Program’s Environment Embody? (10 points) ▪ Values Statement (10 points) ▪ Health and Safety Considerations at My Center (10 points) ▪ Assessing My Indoor Environment and Action Plan (25 points)
	Create adequate spaces for teaching, administrative, and support staff to reflect, plan, and work together in partnership with parents	NAEYC Initial: 2a, 2b, 2c, 4a, 6b, and 6d NAEYC Advanced: : 2a, 2b, 2c, 4a, 6b, and 6d	<ul style="list-style-type: none"> ▪ The Good (or Bad) News about Support Space at My Center (10 points) ▪ Quiz—Indoor and Outdoor Environment (25 points)
MODULE 7 Supporting Children’s Development and Learning	Create a warm, responsive, and caring environment to support children’s development and learning	NAEYC Initial: 1a, 1b, 1c, 2a, 2b, 2c, 4a, 4b, 4c, and 4d NAEYC Advanced: 1a, 1b, 1c, 2a, 2b, 2c, 4a, 4b, 4c, and 4d	<ul style="list-style-type: none"> ▪ Quiz 1—The Interactive Environment (12 points)
	Understand and support effective teaching strategies for implementing curriculum, and child observation and assessment	NAEYC Initial: 3a, 3b, 3c, 3d, 4b, 4c, 4d, 5a, 5b, and 5c NAEYC Advanced: 3a, 3b, 3c, 3d, 4b, 4c, 4d, 5a, 5b, and 5c	<ul style="list-style-type: none"> ▪ Quiz 2—DAP and the Role of Play (18 points) ▪ Quiz 3—Curriculum (10 points) ▪ Quiz 4—Observation and Assessment (10 points) ▪ DAP in Action (35 points) ▪ Ethical Responsibility (10 points) ▪ Assessment Checklist (5 points)
MODULE 8 Creating Partnerships with Families	Identify the values, principles, and defining characteristics of family-centered programming	NAEYC Initial: 2a, 2b, 2c, 3d, 6b, 6c, and 6d NAEYC Advanced: 2a, 2b, 2c, 3d, 6b, 6c, and 6d	<ul style="list-style-type: none"> ▪ Who Decides What? (5 points) ▪ Quiz 1: Family-Centered Programs (10 points) ▪ Does My Environment Welcome Families? (5 points) ▪ Ethical Responsibility (10 points) ▪ Quiz 2: Nurturing and Sustaining Partnerships (10 points)
	Implement family-centered practices that meet the needs of diverse families	NAEYC Initial: 2a, 2b, 2c, 3d, 6b, 6c, and 6d NAEYC Advanced: 2a, 2b, 2c, 3d, 6b, 6c, and 6d	<ul style="list-style-type: none"> ▪ Family-Centered Programming: Where I Am Now? (5 points) ▪ Quiz 3: Planning, Implementing, and Evaluating Family-Centered Programs (10 points) ▪ Family-Centered Programming Calendar (15 points) ▪ Family-Centered Programming Action Plan (30 points)
MODULE 9 Evaluating Program Quality	Understand the types, purposes, and ethical principles of program evaluation	NAEYC Initial: 2c, 3a, 6a, 6b, 6c, and 6d NAEYC Advanced: 2c, 3a, 6a, 6b, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ Informal or Formal Data? (5 points) ▪ How Does It Feel? (5 points) ▪ Ethical Responsibility (10 points) ▪ Quiz 1— Understanding Program Evaluation (20 points) ▪ Learning from Head Start (5 points) ▪ Internal Communications at My Center (5 points) ▪ Quiz 2—Scoring PAS Item 9 (15 points) ▪ Quiz 3—Tools for Program Evaluation (10 points)
	Use the program improvement cycle—assess program needs, define desired outcomes, develop an action plan, evaluate progress, redefine desired outcomes— to promote norms of continuous quality improvement	NAEYC Initial: 6a, 6c, and 6d NAEYC Advanced: 6a, 6c, 6d, and 6f	<ul style="list-style-type: none"> ▪ Identifying a Problem (5 points) ▪ Analyzing the Situation (5 points) ▪ Generating Possible Solutions (5 points) ▪ Quiz 4—The Program Improvement Process (10 points)

