



DEPARTMENT OF PUBLIC HEALTH AND SOCIAL SERVICES (DPHSS)
DIVISION OF CHILDREN'S WELLNESS
BUREAU OF CHILD CARE SERVICES (BCCS)
Child Care Assistance Program
www.guamchildcare.com
671-735-7256



**GUAM'S PLAN FOR PROFESSIONAL DEVELOPMENT (GPPD) PATH A
FREQUENTLY ASKED QUESTIONS (FAQ)**

What is the purpose of the Guam's Plan for Professional Development (GPPD)?

The GPPD provides a plan for early childhood assistants and teachers in all child care, HeadStart, and related early years settings, to advance in their profession. The GPPD shall be used by Early Childhood Professionals in planning their education, training, and other components of professional development, to ensure they are well prepared to provide quality care and education to young children.

What type of childcare providers are required to submit an application for Path A certification?

Early Childhood Providers employed for compensation who provide direct care in a licensed child care facility (assistant teachers, teachers, assistant director, director) must comply with the requirements promulgated in 26 GAR § 1109.5(a) which identifies each staff member must determine their educational qualifications to care for children, that is validated by the Guam Early Learning Council's (GELC) Early Childhood Professional Development (ECPD) Subcommittee.

Who is not required to submit an Application for Path A Certification?

Employees who do not provide direct care to children to include, but not limited to kitchen staff, maintenance staff, and administrative staff, are not required to submit an Application for Path A Certification.

Are child care providers allowed to work in a licensed facility without a valid GPPD Certification?

Child care providers are allowed to work at a licensed child care facility without a GPPD Certification, but is required to submit an application within two months from hire date or two months before expiration date. The licensed child care facility must maintain compliance with personnel requirements set forth in 26 GAR § 1109 or will be subject to a letter of warning and/or a corrective action plan issued by Licensing.

When do I submit my Application for Path A Certification?

Providers must submit their application within two months from hire date or two months before the expiration date. The Early Childhood Director/Owner is responsible for reviewing, submitting and receiving their center's employees' Application for Path A Certification. BCCS will accept the submission of Application for Path A Certification during the first five (5) business days of the month. Electronic submission will not be accepted and no appointments are needed.

Who validates the Application for Path A Certification?

The GELC ECPD Subcommittee will review and validate the credentials of a prospective Early Childhood Provider pursuing certification as an Early Childhood Professional under Path A of the GPPD. The GELC ECPD Subcommittee is comprised of one representative from the following entities: University of Guam, Guam Community College, Guam Department of Education, Guam Early Learning Council, and Guam Child Care and Development Association.

How long are Path A Certifications valid?

- Assistant Provider Pre-Credential & Lead Provider Pre-Credential Certification is valid for (1) year and must meet requirements for Level 1 within (1) year.
- Assistant Provider Levels 1 – 4, Lead Provider Levels 1 – 4, Master Provider Pre-Credential – 4 Certifications are valid for three (3) years.

Will I need to submit an application for Path A Certification if I work at another licensed child care facility or at multiple child care facilities?

No. As long as your Path A Certification has not expired, you may utilize the same Path A Certification for multiple child care facilities.



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What happens if I do not meet the renewal requirements past the certification period?

Failure to meet requirements within the length of Certification period will result in non-renewable application. All non-renewable applications will not receive a Path A Certification and must submit an application for re-evaluation once requirements are met.

Licensed child care centers with employees who received a non-renewable application will be subject to a letter of warning and/or a corrective action plan issued by Licensing, if personnel requirements set forth in 26 GAR § 1109 are not met.

When can I submit an application for re-evaluation?

You may submit an application for re-evaluation for any of the following reasons:

- If you have completed additional training or education that may elevate your current level of certification prior to the expiration of current Path A Certification.
- If you believe that your credentials were not properly evaluated.

BCCS requires any provider interested in requesting for a re-evaluation to submit a letter addressed to the GELC ECPD Subcommittee justifying your submission for re-evaluation. Request for re-evaluation may be submitted up to three (3) times during certification period. Submission for re-evaluation does not guarantee a higher certification level.

EDUCATION

Am I required to submit my high school diploma or GED?

For a new application, a copy of your high school diploma or GED must be submitted. Applications submitted for renewal are not required to provide evidence of a high school diploma or GED.

If I completed college courses but have not received my degree, do I need to submit evidence of having completed high school or my GED?

Yes. If you have not received a college degree, you must provide a copy of your high school diploma or GED for a new application.

If I completed some college courses but have not received my degree, do I need to submit evidence of my college credits?

Yes. If you have completed some college courses without a degree, you must provide evidence of college credits earned by providing an official or unofficial college transcript.

What courses can I take in lieu of CD285-Child Care Management?

In lieu of CD285-Child Care Management, you may complete a minimum 3 college credit course with key words of Early Childhood Education Administration or Management, from an accredited college.

If I received a college degree, do I need to provide a copy of my high school diploma or GED?

No. If you received a college degree, you only need to submit a copy of your college diploma or transcript.

If I received my college education from an international institution, what documents are needed to support my Application for Path A Certification?

The GELC ECPD Subcommittee may request for your college degree and/or transcripts from the international institution be converted to U.S. standards from U.S. evaluation companies.



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TRAINING

What type of training certificates are applied towards training and education in-service requirements?

Training certificates that meet the National Association for the Education of Young Children (NAEYC) from the following Early Childhood Education (ECE) core knowledge areas:

- Promoting Child Development and Learning
- Building Family and Community Relationships
- Observing, Documenting and Assessing
- Teaching and Learning
- Becoming a Professional

Training certificates that meet Child Care Development Fund (CCDF) Health & Safety Training Requirements:

- Prevention & control of infectious diseases (including immunization)
- Prevention of sudden infant death syndrome and use of safe sleeping practices
- Administration of medication, consistent with standards for parental consent
- Prevention and response to emergencies due to food and allergic reactions
- Building and physical premises safety, including identification of and protection from hazards, bodies of water, and vehicular traffic
- Prevention of shaken baby syndrome, abusive head trauma, and child maltreatment
- Emergency preparedness and response planning for emergencies resulting from a natural disaster
- Handling and storage of hazardous materials and the appropriate disposal of bio contaminants
- Appropriate precautions in transporting children, if applicable
- Pediatric first aid and cardiopulmonary resuscitation
- Recognition and reporting of child abuse and neglect

What information does the GELC ECPD Subcommittee validate on training certificates that apply towards CEU hours?

All training certificates must include at a minimum, the following information:

- Child Care Provider/Attendee Name
- Training Topic
- Date of training
- Hours of training (If not indicated on the training certificate, training will not apply to CEU requirement)
- Presenter/Institution

The GELC ECPD Subcommittee reserves the right to request for additional documents as needed.

What training certificates will not be accepted?

Certificates that are not relevant to Early Childhood Education will not be accepted. Certificates completed prior to your last certification and application date will not be accepted for renewal.

What qualifies as work experience with relevant & appropriate age group to satisfy the Master Provider Level 1 – 4 requirements?

Master Provider Levels 1 – 4 require compensated employment experience attained from working directly with children in the appropriate and relevant age group in a childcare setting (ex. Experience attained from working as a teacher in a childcare center).

Who do I contact regarding any questions regarding my application for Path A Certification?

You may contact the Education, Training, Professional Development, and Outreach (ETPDO) section within the Bureau of Child Care Services via email at childcare@dphss.guam.gov or call (671)735-7256.