

MISSOURI FIRST STEPS – PERSONNEL STANDARDS

EFFECTIVE JUNE 30, 2010

TITLE	RESPONSIBILITIES	EDUCATIONAL QUALIFICATIONS	CERTIFICATES OR LICENSE
ABA Implementer	Implements ABA instruction	High school graduate or GED.	Must have ongoing supervision and training by an ABA program consultant.
ABA Program Consultants	Provides direct service to families and children, provides consultation with others, assists with assessing and understanding behaviors, writes reports, and attends IFSP meetings. May design and facilitate intense behavioral programming as identified in a child's IFSP. May train ABA implementers in instructional techniques such as discrete trial training.	Bachelor's or Master's degree in human service field.	At least one of the following qualifications: National or State Certification in Applied Behavior Analysis; OR Documentation of specific training in ABA with application to young children; AND Documentation of experience in designing and implementing an ABA program with young children, with autism spectrum disorders
Audiologist	Plans and implements screening, evaluation/diagnosis, and early intervention services for children who are deaf/hearing impaired.	Master's Degree	License issued by the State Board of Registration for the Healing Arts
Counselor, Licensed Professional	Provides individual and group counseling techniques, direct service to families and children, provides consultation with others, assists with assessing and understanding behaviors, conducts psychological assessments, writes reports, and attends IFSP meetings.	Master's Degree	Licensed by the Committee for Professional Counseling
Dietitian	Provides direct service to families and children, provides consultation with others, conducts individualized nutritional assessments, writes reports, develops nutritional plans, and attends IFSP meetings.	Bachelor's Degree and internship	Licensed by the State Committee of Dietitians, effective July 1, 2000
Interpreter for the Deaf	Facilitates communication for individuals who are deaf/hearing impaired.	High school diploma or GED	Intermediate certificate issued by the Commission for the Deaf and license issued by the Division of Professional Registration.

Nurse, LPN	Provides health services under the direction of an RN or Physician.	Diploma from accredited LPN program One year course of study in practical nursing	Licensed by the State Board of Nursing.
Nurse, RN	Provides screening, evaluation, and diagnostic health information. Provides health services to families and children, consultation with others, and attends IFSP meetings.	Associate's Degree	Licensed by the State Board of Nursing
Occupational Therapist	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Bachelor's Degree (prior to 2007) Master's Degree (effective 2007)	License issued by the Missouri Board of Occupational Therapy
Occupational Therapy, Certified Assistant (COTA)	Provides occupational therapy services under the direction of an enrolled First Steps Occupational Therapist.	Associate of Arts degree	License issued by the Missouri Board of Occupational Therapy
Optometrist	Administers vision tests, participates on evaluation teams, provides vision services to eligible children with disabilities as specified on the IFSP, conducts consultation with others, and assists in planning and implementing early intervention	Graduate of Approved School of Optometry	Licensed by Missouri Board of Optometry
Orientation and Mobility Specialist	Provides orientation and mobility services.	Bachelor's Degree with specialization in orientation and mobility, teaching the blind and visually impaired, rehabilitation teaching, special education, occupational therapy, physical therapy or closely related area	<ul style="list-style-type: none"> • Certified by the Association for Education and Rehabilitation (AER) OR • Demonstrated proficiency in O&M as required by a current contract with Rehabilitation Services for the Blind OR • Visually Impaired Certification by the State Board of Education
Other Early Intervention provider (e.g., Assistive Technology provider, Translator, Transportation provider)	Any trained professional not identified above, who is deemed an appropriate service provider for an IFSP service.	Personnel must have academic preparation in the intervention area or job related experience in the intervention area.	The provider must be identified by the IFSP team and approved by DESE prior to conducting services.
Paraprofessional in Early Intervention	Assists with the implementation of IFSPs under the direction of an enrolled First Steps Special Instructor, Speech Language Pathologist, Occupational Therapist or Physical Therapist.	High school diploma or GED	Must have ongoing supervision and training under the direction of designated supervisor.

Parent Advisor for children with sensory impairments	Provides parent education for parents of children who are blind, visually impaired, deaf or hearing impaired.	Bachelor's Degree	Successful completion of parent education for parents of children with sensory impairments provided through the Missouri School for the Deaf and/or Missouri School for the Blind
Physical Therapist	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings.	Bachelor's Degree (prior to December 31, 2002) Master's Degree (effective December 31, 2002)	License issued by the State Board of Registration for the Healing Arts
Physical Therapist Assistant	Provides Physical Therapy services under the direction of an enrolled First Steps Physical Therapist.	60 hours prescribed course of study, Associate's degree	License issued by State Board of Registration for the Healing Arts
Physician	Provides medical services for evaluation and diagnostic purposes only. May assist in planning and implementing early intervention services for children with disabilities.	Medical Degree	Physician licensed by the State Board of Registration for the Healing Arts
Psychologists	Administers psychological tests, provides psychological services to family and child, and assists in planning and implementing early intervention services.	Master's Degree	Licensed by the State Committee of Psychologists
Service Coordinator	Coordinates evaluation/ assessments, facilitates the IFSP meeting, coordinates and monitors delivery of early intervention services, informs families of advocacy services, coordinates with medical and health providers, facilitates transition from the First Steps Program.	Bachelor's or Master's degree in one of the following (with 1 year documented experience working with families): <ul style="list-style-type: none"> • Early Childhood Special Education • Early Childhood • Elementary Education • Special Education • Child / Human Development • Social Work • Nursing • Psychology • Education Administration • Sociology • Family Science/Studies • Counseling 	First Steps Credential Service Coordination Module

Social Worker, Licensed Clinical	Conducts individualized evaluation/ assessment, diagnostic, and counseling methods or techniques to families and children, consults with providers in the prevention and identification of mental or social emotional conditions, and attends IFSP meetings.	Master's degree	License issued by Missouri State Committee for Social Workers
Special Instructor	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Bachelor's or Master's Degree	<p>Degree in one of the following (with one (1) year documented experience working with infants and toddlers with disabilities 0 – 5 and their families):</p> <ul style="list-style-type: none"> • Child / Human Development • Special Education • Elementary Education • Education Administration • Early Childhood Special Education <p>Degree in one of the following (with three (3) years documented experience working with infants and toddlers with disabilities 0 – 5 and their families):</p> <ul style="list-style-type: none"> • Psychology • Sociology • Social Work • Family Science/Studies • Nursing
Special Instructor – Deaf/ Hearing impaired Special Instructor – Blind/ Partially Sighted	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Bachelor's Degree	Special Education certification by the state board of education in Deaf and Hearing Impaired or Blind and Partially Sighted.
Speech-Language Pathologist	Provides direct service to families and children, conducts consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Master's Degree	License issued by the State Board of Registration for the Healing Arts