

MISSOURI FIRST STEPS – PERSONNEL STANDARDS

EFFECTIVE: MARCH 30, 2014

TITLE	RESPONSIBILITIES	EDUCATIONAL QUALIFICATIONS	MODULE TRAINING REQUIREMENTS	CERTIFICATES OR LICENSE	SUPERVISION
ABA Implementer	Implements ABA instruction	High school graduate or GED	Module 1	None	Requires ongoing supervision and training by an ABA Consultant
ABA Consultant	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	Bachelors or Masters degree	Modules 1 – 4	Behavior Analyst License issued by the State Committee of Psychologists; OR National or State Certification in Applied Behavior Analysis; OR Documentation of specific training in ABA with application to young children and experience in designing and implementing an ABA program with young children with autism spectrum disorders	None
Assistive Technology Provider	Obtains assistive technology devices identified in a child's IFSP, whether acquired commercially off the shelf, modified, or customized	Documentation of an established assistive technology/durable medical equipment business	None	Identified by the IFSP team and approved by DESE prior to obtaining devices	None
Audiologist	Plans and implements screening, evaluation/diagnosis, and early intervention services for children who are deaf/hearing impaired	Masters Degree	None	License issued by the State Board of Registration for the Healing Arts	None
Counselor, Licensed Professional	Provides individual and group counseling techniques, direct services, provides consultation with others, assists with assessing and understanding behaviors, conducts psychological assessments, writes reports, and attends IFSP meetings	Masters Degree	Modules 1 – 4	License issued by the Committee for Professional Counselors	None

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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	Bachelors Degree and internship	Modules 1 – 4	License issued by the State Committee of Dietitians	None
EI Examiner	Conducts an evaluation of the child in order to assist with eligibility determination	Bachelors Degree	Module 1 – 4	Certificate of attendance at a DESE sponsored training	None
Family Member Transportation	Provides transportation in order for a First Steps child to receive services identified on the child's IFSP	None	None	Current driver's license	None
Family Child Care Assistance	Reimbursement of in-home or other care of a First Steps child in order for the family to participate in family services identified on the child's IFSP	None	None	Identified by the IFSP team and approved by DESE prior to reimbursement	None
Interpreter for the Deaf	Facilitates communication for individuals who are deaf/hearing impaired	High school diploma or GED	None	Intermediate certificate issued by the Commission for the Deaf and license issued by the Division of Professional Registration	None
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	Modules 1, 3, 4	License issued by the State Board of Nursing	Requires direction of an RN or Physician
Nurse, RN	Provides screening, evaluation, and diagnostic health information. Provides health services to families and children, consultation, and attends IFSP meetings	Associates Degree	Modules 1 – 4	License issued by the State Board of Nursing	None
Occupational Therapist	Provides direct service to families and children, consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Bachelors Degree (prior to January 1, 2008). Masters Degree (effective January 1, 2008)	Modules 1 – 4	License issued by the Missouri Board of Occupational Therapy	None

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Occupational Therapy Assistant / COTA	Provides occupational therapy services under the direction of an enrolled First Steps Occupational Therapist	Associate of Arts degree	Modules 1, 3, 4	License issued by the Missouri Board of Occupational Therapy	Requires direction of an enrolled First Steps Occupational Therapist
Ophthalmologist	Provides optical services for evaluation and diagnostic purposes only. May assist in planning and implementing early intervention services for children with disabilities	Medical Degree	None	Physician license issued by the Missouri Board of Healing Arts, and Certification from the American Board of Ophthalmology	None
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	None	License issued by Missouri Board of Optometry	None
Orientation and Mobility Specialist	Provides orientation and mobility services	Bachelors 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	Modules 1 – 4	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	None
Other Early Intervention provider	Any trained professional not identified above, who is deemed an appropriate service provider for an IFSP service	Academic preparation in the intervention area or job related experience in the intervention area	None	Identified by the IFSP team and approved by DESE prior to conducting services	None
Paraprofessional in Early Intervention	Assists with the implementation of IFSPs under the direction of an enrolled First Steps Special	High school diploma or GED	Module 1	None	Requires ongoing supervision and training under the

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Paraprofessional – <i>continued</i>	Instructor, Speech Language Pathologist, Occupational Therapist or Physical Therapist				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 hard of hearing	Bachelors Degree	Modules 1 – 4	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	None
Physical Therapist	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Bachelors Degree (prior to December 31, 2002) Masters Degree (effective December 31, 2002)	Modules 1 – 4	License issued by the State Board of Registration for the Healing Arts	None
Physical Therapist Assistant / PTA	Provides Physical Therapy services under the direction of an enrolled First Steps Physical Therapist	60 hours prescribed course of study, Associates degree	Modules 1, 3, 4	License issued by State Board of Registration for the Healing Arts	Requires direction of an enrolled First Steps Physical Therapist
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	None	Physician licensed by the State Board of Registration for the Healing Arts	None
Psychologist	Administers psychological tests, provides psychological services to family and child, and assists in planning and implementing early intervention services	Masters Degree	Modules 1 – 4	License issued by the State Committee of Psychologists	None
Service Coordinator	Conducts the family assessment, collects information on the child's development, coordinates evaluation/ assessments, facilitates the IFSP meeting, coordinates and monitors delivery of early intervention services,	Bachelors or Masters degree in one of the following (with one year documented experience working with families): - Early Childhood	Modules 1 – 5	None	None

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Service Coordinator - <i>continued</i>	informs families of advocacy services, coordinates with medical and health providers, facilitates transition from the First Steps Program	Special Education - Early Childhood - Elementary Education - Special Education - Child / Human Development - Social Work - Nursing - Psychology - Education Administration - Sociology - Family Science/Studies - Counseling			
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	Masters degree	Modules 1 – 4	License issued by Missouri State Committee for Social Workers	None
Speech Language Pathologist	Provides direct service to families and children, conducts consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	Masters Degree	Modules 1 – 4	License issued by the State Board of Registration for the Healing Arts	None
Speech Language Pathologist (Provisional)	Provides Speech Language services under the supervision of a licensed Speech Language Pathologist	Masters Degree	Modules 1 - 4	Provisional license issued by State Board of Registration for the Healing Arts	Requires supervision of a licensed Speech Language Pathologist
Speech Language Pathology Assistant / SLPA	Provides Speech Language services under the direction of an enrolled First Steps Speech Language Pathologist	Bachelors Degree	Modules 1, 3, 4	Registration issued by the State Board of Registration for the Healing Arts	Requires direction of an enrolled First Steps Speech Language Pathologist

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Special Instructor	Provides direct service to families and children, provides consultation with others, conducts individualized assessments, writes reports, and attends IFSP meetings	<p>Bachelors or Masters Degree in one of the following (with one year documented experience working with children 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 - Early Childhood Special Education <p>Degree in one of the following (with three years documented experience working with children with disabilities 0 – 5 and their families):</p> <ul style="list-style-type: none"> - Psychology - Sociology - Social Work - Family Science/Studies - Nursing 	Modules 1 – 4	None	None
Special Instructor – Deaf/ Hard of Hearing 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	Bachelors Degree	Modules 1 - 4	Special Education certification issued by the State board of education in Deaf and Hearing Impaired or Blind and Partially Sighted.	None

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Translator	Provides information to parents in the native language and to providers as identified in the child's IFSP	High school diploma or GED and academic preparation or job related experience in the specified foreign language	None	Identified by the IFSP team and approved by DESE prior to conducting translations	None