### Step 3

**for Child Care Centers**

<table>
<thead>
<tr>
<th>STANDARD</th>
<th>REQUIREMENTS</th>
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| **Health and Safety**          | • Directors are trained and use IRIS.  
• Items from the Nutrition and Active Physical Play Checklist are observed in practice.  
• Items from the Thinking Active Physical Play Checklist are observed in practice.  
• Each classroom completes a Vision and Action Plan for Food and Nutrition annually.  
• Each classroom completes a Vision and Action Plan for Active Physical Play annually.  
• The center completes a Vision and Action Plan for Food and Nutrition and Active Physical Play annually. |
| **Staffing and Professional Development** | • Teachers complete Essential Training 3 or have a minimum of a current CDA, or 12 ECE credits.  
• Directors have a high school diploma or GED.  
• Directors complete Essential Training 3, a minimum of a current CDA, 12 ECE credits or an approved Director’s Credential.  
• Directors complete 15 additional hours of business management training. |
| **Child Growth, Development and Learning** | • ERS assessment meets minimum overall and interaction scores.  
• Guidance policy reflects positive responsive practice.  
• Program formally documents each child’s progress. |
| **Children with Diverse Abilities** | • Inclusion statement is included in the program’s policy and procedures.  
• Staff agrees to practice confidentiality as outlined in the program’s policy and procedures. |
| **Strengthening Families and Communities** | • A communication system provides regular opportunities for connecting parents and staff.  
• Social and educational events and opportunities to volunteer are provided for families. |
| **Leadership and Management** | • Directors complete the Program Administration Scale Self-assessment annually. |

Programs verified at Step 3 must meet the indicators in this current step, and all previous steps (1 and 2).