

Alabama's Early Intervention System



Personnel Standards for Alabama's Early Intervention System

Developed by the Personnel
Subcommittee and approved by
the AEIS Interagency
Coordinating Council



In the provision of services and in employment practices, Alabama's Early Intervention System does not discriminate on the basis of race, sex, creed, national origin, religion, age or disabilities.

§ 303.22 Qualified.

As used in this part, *qualified* means that a person has met State approved or recognized certification, licensing, registration, or other comparable requirements that apply to the area in which the person is providing early intervention services.

(Authority: 20 U.S.C. 1432(4))

NOTE: These regulations contain the following provisions relating to a State's responsibility to ensure that personnel are qualified to provide early intervention services:

1. Section 303.12(a)(4) provides that early intervention services must meet State standards. This provision implements a requirement that is similar to a longstanding provision under part B of the Act (i.e., that the State educational agency establish standards and ensure that those standards are currently met for all programs providing special education and related services).

2. Section 303.12(a)(3)(ii) provides that early intervention services must be provided by qualified personnel.

3. Section 303.361(b) requires statewide systems to have policies and procedures relating to personnel standards.

[58 FR 40959, July 30, 1993. Redesignated at 3FR 18294, Apr. 14, 1998].

This document has been developed by the Personnel Subcommittee of the AEIS Interagency Coordinating Council in response to the requirements of IDEA Regulations, Part 303.22. The standards designate the "minimum" requirements that individuals must achieve in each service area in order to be considered qualified to deliver that service. The standards are updated annually based on disciplinary board/organization changes at the state and/or national level as well as recommendations from the Personnel Subcommittee.

Initial staff orientation:

Attendance at the **Message ReVITALIZED: Journey II** training is required of all new vendors and other new disciplinary staff (defined as direct service providers, therapists, and contract staff) within six months of employment in AEIS (unless prior approval for an extended timeline is obtained from the AEIS state office).

Service Coordinators are required to complete the "**Journey through Early Intervention in Alabama-Level I**" training and "**Message ReVITALIZED: Journey II**" This training can only be taken after a Service Coordinator has worked in the position for at least 3 months. This training, however, must be completed by the sixth month of employment (unless prior approval for an extended timeline is obtained from the AEIS state office). A Service Coordinator mentor will be assigned to work with the new Service Coordinator for at least the first 3 months of employment and the Service Coordinator handbook will be given to the new Service Coordinator as a guide.

Continuing Education Requirements:

(Effective January 1, 2007. Includes individuals hired under temporary status.) Individuals with no certification or licensure requirement for continuing education are required to participate in 16 contact hours, every 2 years, of continuing education activities related to early intervention/pediatrics, working with children and families, or child development. Acceptable continuing education activities would include conferences such as the Alabama Early Intervention and Preschool Conference; AEIS Special Instruction Workshop/Mentorship; AEIS Social-Emotional Webinar; workshops such as those sponsored by the AEIS District Coordinating Councils; and other related training activities for which certificates of contact hours are issued.

(Effective June 16, 2010) All early intervention personnel are required to complete the training instruction "**Message ReVITALIZED: Journey II**" within every three years during their employment with AEIS. (Early Intervention Personnel are defined as direct service providers, therapists, early intervention administrators, service coordinators, contract staff and vendors providing one of the 17 deliverable services, and Interpreters who interpret a language for a provider to provide a service for a family.)

Supervision:

The purpose of supervision of assistants and paraprofessionals is to assure collaboration and safe, quality services for children and families in accordance with the AEIS Core Values. Alabama's Early Intervention System (AEIS) defines "assistants" as Certified Occupational Therapy Assistants, and Licensed Physical Therapist Assistants, and "paraprofessionals" as Special Instructor Assistants, Licensed Counselor Associates, and Marriage and Family Counselor Associates. AEIS standards require supervision of assistants and paraprofessionals who are assisting in the delivery of services-

Supervision requirements for therapy assistants are as follows:

- a. One-on-one joint visits will be conducted by the supervising therapist with the licensed assistant who has been in Alabama's Early Intervention System for less than one year or has not practiced as a LPTA or COTA for Alabama's Early Intervention System within the past 3 years. These joint visits will be conducted every 6th visit or 90 days, whichever comes first.
- b. Once past the one-year timeline, joint visits will no longer be required between the supervising therapist and the assistant. Instead, the supervising therapist will provide the service every 6th visit or 90 days, with formal, ongoing communication occurring between the supervising therapist and assistant using the "**6th Visit/90-Day Supervisory Form**" (Appendix A). This form is to be completed by the licensed assistant and given to the supervising therapist PRIOR to the 6th visit/90-day supervisory visit.

- c. The supervisory form, as with all therapy notes, will not be considered complete until it is in the child's record and co-signed by the supervising therapist and the assistant as per licensure rules for Physical Therapists and per AEIS rules for Occupational Therapists. This rule is new for Occupational Therapists. Monitors will be reviewing these notes regularly.

NOTE: It is the responsibility of each practicing therapist (PT and OT) to follow all supervisory requirements for billing purposes.

Additional types of supervisory activities include verbal communication, review of progress notes, attending team meetings, and video review. Assistants and the supervising professionals share responsibility for assuring that licensure standards and payer requirements are met.

Use of Interns: Interns/students cannot provide services alone. Interns/students may only provide services under the direct, onsite supervision of licensed professionals. Students should adhere to university department policies, professional organization guidelines, and licensure regulation.

*SUPERVISION NOTE: For COTAs and PTAs working as a special instructor, supervision should be provided by another special instructor and billing should be for special instruction services only. If serving a dual role, then the percentage of time not working as a special instructor should be supervised as per the disciplinary licensure requirements and billed accordingly.

Additional Service Coordinator Qualifications:

Individuals hired to provide Service Coordination must have documentation of a child development course that includes infants and toddlers. Documentation of one of the following must be submitted to the program supervisor which will be reviewed through the PAR process.

- a. Completion of a child development course through college coursework that includes infants and toddlers
- b. Completion of the Special Instruction Workshop/Mentorship
- c. Completion of the online development course at Texas A&M Agrilife Extension course
<http://extensiononline.tamu.edu/courses/courseListByCatID.php?category=27&pCatTitle=Child20Care&subtitle=Child+Growth+and+Development>

Conditional Approval for Special Instructors

Individuals wanting to provide special instruction services within AEIS must have a degree in Early Childhood Special Education, Teacher of the Visually Impaired, or Teacher of the Hearing Impaired. Individuals without a degree in one of these areas will fall under the "Conditional" category.

Conditional Candidates:

An individual falling within the "Conditional" category for Special Instruction Services must meet personnel standards under one of the 17 deliverable services (excluding Transportation services) as determined by the AEIS state office to be approved to move forward in completing requirements to become a special instructor. The following documents must be submitted to the state office for review:

- a. Completed and signed **EARLY INTERVENTION EXPERIENCE FORM** documenting acceptable experience in working with very young children with disabilities, age birth to five, and their families (Appendix B);
- b. Official transcript documenting their Bachelor's and/or other degree (e.g., Master's, Doctoral degree)
- c. Resume or vita with documentation of previous employment, educational experience, references, and any additional training related to service delivery for very young children, age birth to five, and their families.

Should the "Conditional" candidate be approved, then, in accordance with the SI supervision requirements, they may provide special instruction services for up to 1 year from initial employment in AEIS while working towards the completion of the Special Instruction Workshop/Mentorship (unless obtaining special permission from the state office). **The candidate must enroll in the next available workshop** (see AEIS website for applications and deadlines). The 1-year timeline does not restart upon employment with a different AEIS program. Inquiries and documents for review should be submitted to AEIS State Office, 602 S. Lawrence Street, Montgomery, AL 36104.

Any individual employed by an AEIS program who meets personnel standards for one or more of the 17 deliverable services (excluding Transportation services) may participate in the Special Instruction Workshop/Mentorship with

approval by the state office. In order to be approved for enrollment in the workshop, a copy of their official college transcript must be submitted to the state office for confirmation of their degree.

ADRS Early Intervention Vendor applicants:

Individuals wishing to apply as a "Conditional" special instructor for ADRS Early Intervention through the District Offices must complete the AEIS Vendor Application (available for download on the AEIS website at www.rehab.alabama.gov/ei) and submit the application along with official transcripts to the state office for confirmation. If approved, **the candidate must enroll in the next available Special Instructor Workshop/Mentorship upon hire** (see AEIS website for applications and deadlines).

Specialists from Other States:

An individual from outside of Alabama who is interested in being employed as a special instructor in AEIS will be determined qualified to pursue special instruction employment under the following considerations:

The individual:

- a. Has an appropriate college degree (per the AEIS Personnel Standards);
- b. Has been employed as a "special instructor" (or similar category) for a minimum of 6 months within the past 2 years in another state;
- c. Provides satisfactory job references;
- d. Provides documentation of training related to service delivery for infants, toddler with disabilities and families; and
- e. Is approved by the Personnel Review Committee as designated by the AEIS Personnel Subcommittee.

The same documents as listed above must be submitted to the state office for review.

Request for exemption from Special Instruction Workshop/Mentorship:

An individual falling within the "Conditional" category for Special Instruction Services through AEIS (i.e., other than Early Childhood Special Education, Teacher of the Visually Impaired or Teacher of the Hearing Impaired) who requests a waiver from the Special Instruction Workshop/Mentorship must submit the records as listed above under Conditional Candidates and be acknowledged by the state office as meeting personnel standards for one of the 17 deliverable services (excluding Transportation services).

The Personnel Review committee will examine the records of each individual requesting an exemption and make a determination within 30 days of submission (with a consensus 3/4 vote) as to whether the SI Workshop/Mentorship will be waived.

The Personnel Review Committee will include:

- 1 ECSE professional from the Personnel Subcommittee
- 1 invited ECSE professional from the university level
- 1 invited professional provider working in the field
- 1 AEIS State Office Liaison

Evaluator Qualifications:

Individuals providing evaluations to determine eligibility under AEIS must submit documentation to their supervisor of the following criteria which will be reviewed through the PAR process. For vendors applying as evaluators, documentation of completion of all the following criteria must be submitted along with their vendor application. All criteria must be met.

- a. Meets personnel standards for one of the EI services.
- b. Has had a child development course that includes infants and toddlers or has completed the Special Instruction Workshop/Mentorship.
- c. Has had training or course work on the specific tool(s) to be used and is in conformity with test protocol requirements for administering the test (to be monitored through the PAR process).
- d. Has completed a minimum of 1 observation (by a mentor approved by state office) administering the tool(s) and a minimum of 1 supervised administration of the tool(s) (by a mentor approved by the state office). The Evaluator Checklist will be used by the mentor to document that this requirement has been completed (available on the AEIS website).

Use of Paraprofessionals as Evaluators: As per the requirements under each disciplinary section of the personnel standards, paraprofessionals are not eligible to serve as evaluators for AEIS, except under Nursing Services where assessment of health status for the provision of nursing care is allowed. The use of paraprofessionals for service delivery is defined within each service delivery category, none of which involve the performance of evaluations.

Requirements for Individuals Delivering Early Intervention Services

Minimum Qualifications: To meet minimum standards, individuals must possess a degree/license/certificate equal to or higher than the minimum requirements listed below. Discipline-specific requirements for billing purposes may vary per funding source.

1. Assistive Technology

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiology	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
EDUCATORS	Early Childhood Education: ECE	Bachelor's degree in Early Childhood Education	
	Early Childhood Special Education: ECSE	Bachelor's degree in Early Childhood Special Education	
	Education For Hearing Impairment: HI	Bachelor's degree in Education of the Hearing Impaired	
	Education For Visual Impairment: VI	Bachelor's degree in Education of the Visually Impaired	
	Elementary Education	Bachelor's degree in Elementary Education	
	Special Education	Bachelor's Degree in Special Education, Collaborative Teacher	
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
NURSES	Certified Registered Nurse Practitioner: CRNP – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; <u>and</u> certified by the ABN in the practice of advanced practice nursing
	Licensed Practical Nurse Supervised	Practical Nursing	Licensed by the Alabama Board of Nursing (supervised by RN or physician as it pertains to nursing services)
	RN	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing
	Orientation/Mobility Specialist: OMS	Bachelor's degree in Visual Impairment	Certification in O & M by the Association for Education and Rehabilitation of the Blind and Visually Impaired
OCCUPATIONAL THERAPISTS/ASST	Occupational Therapist	Occupational Therapy	Occupational Therapist licensed by Alabama Board of Occupational Therapy (ASBOT)
	Occupational Therapy Assistant: COTA Supervised	Associate Degree	Licensed by Alabama Board of Occupational Therapy (ASBOT), and supervised by a licensed Occupational Therapist as required by the AL Board of OT and the AEIS Personnel Standards.

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
PHYSICAL THERAPISTS/ASST	Physical Therapist: PT	Physical Therapy	Physical Therapist licensed by Alabama Board of Physical Therapy
	Physical Therapist Assistant: PTA Supervised	Associate Degree	Licensed by Alabama Board of Physical Therapy, and supervised by a licensed Physical Therapist as required by the AL Board of PT and the AEIS Personnel Standards.
REHABILITATION SPECIALISTS	Rehabilitation Counselor	Master's Degree in Rehabilitation Counseling	
	Rehabilitation Technology Specialist: RTS I	Bachelor's degree in rehabilitation engineering, industrial design, biomedical engineering, electrical engineering, industrial engineering, mechanical engineering, or closely related field	
SPEECH PATHOLOGISTS	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines
VISION SPECIALISTS	Ophthalmologist		Licensed Doctor of Medicine (MD) and Licensed Ophthalmologist in Alabama
	Optometrist		Licensed Optometrist in Alabama

2. Audiology

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiology	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines

3A. Family Training/Home Visits

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiology	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
	Child Development: CD Prerequisite: Special Instruction	Bachelor's degree in Child Development	

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Workshop/Mentorship		
COUNSELERS	Associate Licensed Counselor: ALC	Master's degree or above in counseling,	Six months supervised experience as an Associate Licensed Counselor in Alabama by a qualified Supervising Licensed Professional Counselor, and passage of Board approved examination
	Licensed Professional Counselor LPC	Master's or Doctoral Degree in Counseling from a CACREP or CORE accredited program	3000 hours supervised experience in professional counseling with Board approved supervision, and passage of Board approved examination
	Dietitian: RD Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Nutrition	Licensed by Alabama Board of Examiners for Dietitian/Nutrition Practice
EDUCATORS	Early Childhood Education: ECE	Bachelor's degree in Early Childhood Education	
	Early Childhood Special Education: ECSE	Bachelor's degree in Early Childhood Special Education	
	Education For Hearing Impairment: HI	Bachelor's degree in Education of the Hearing Impaired	
	Education For Visual Impairment: VI	Bachelor's degree in Education of the Visually Impaired	
	Elementary Education	Bachelor's degree in Elementary Education	
	Special Education	Bachelor's Degree in Special Education, Collaborative Teacher	
MARRIAGE AND FAMILY THERAPISTS	Licensed Marriage & Family Therapist: LMFT	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12 month internship as per Board approved rules and regulations plus passage of marriage and family therapy Board approved examination	2 years post-degree full time experience, 200 hours post degree supervision, and 1000 post degree direct client hours
	Marriage & Family Therapy Associate	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12month internship as per Board approved rules and regulations	
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
	Music Therapist: RMT, CMT, ACMT Prerequisite: Special Instruction Workshop/Mentorship	Degree from an approved college music therapy curricula (including an internship)	Board Certified, Credentialed Music Therapist (BC-MT) with successful completion of the national examination by the Certification Board for Music Therapists
NURSES	Certified Registered Nurse Practitioner: CRNP – RN Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; and certified by the ABN in the practice

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
			of advanced practice nursing
	RN Prerequisite: Special Instruction Workshop/Mentorship	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing
	Orientation/Mobility Specialist: OMS	Bachelor's degree in Visual Impairment	Certification in O & M by the Association for Education and Rehabilitation of the Blind and Visually Impaired
OCCUPATIONAL THERAPISTS/ASST	Occupational Therapist	Occupational Therapy	Occupational Therapist licensed by Alabama Board of Occupational Therapy (ASBOT)
	Occupational Therapy Assistant: COTA Supervised	Associate Degree	Licensed by Alabama Board of Occupational Therapy (ASBOT), and supervised by a licensed Occupational Therapist as required by the AL Board of OT and the AEIS Personnel Standards.
PHYSICAL THERAPISTS/ASST	Physical Therapist: PT	Physical Therapy	Physical Therapist licensed by Alabama Board of Physical Therapy
	Physical Therapist Assistant: PTA Supervised	Associate Degree	Licensed by Alabama Board of Physical Therapy, and supervised by a licensed Physical Therapist as required by the AL Board of PT and the AEIS Personnel Standards.
PSYCHOLOGISTS	Psychology Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Psychology	
	Licensed Psychologist Prerequisite: Special Instruction Workshop/Mentorship	Ph.D.	Licensed by Alabama Board of Examiners in Psychology with coursework and supervised experience in area of child and family
REHABILITATION SPECIALISTS	Rehabilitation Counselor Prerequisite: Special Instruction Workshop/Mentorship	Master's Degree in Rehabilitation Counseling	Rehabilitation Counselor
	Rehabilitation –Disability Studies Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Rehabilitation Studies – Disability Studies	Rehabilitation –Disability Studies
SPEECH-LANGUAGE PATHOLOGISTS	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines
	Service Coordinator	Individuals who meet the minimum qualifications for case management of the targeted population under Alabama Medicaid Agency (BA or BS, preferably in human services related field or SW, or possess certification as a RN) or Bachelor's degree in related area such as, but not limited to, education, social science, behavioral science, health services administration, rehabilitation, allied health, child/human development, and RN in Alabama	

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
SOCIAL WORKERS	Social Work: LBSW (Licensed Bachelor Social Worker) Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Social Work from a program accredited by the Council on Social Work Education and licensed by the Alabama Board of Social Work.	NOTE: LBSW must be supervised during the first two years in the same position/place of employment by a licensed MSW who is approved by the Social Work Board - either a LGSW (Licensed Graduate Social Worker) or a LCSW (Licensed Certified Social Worker) who is employed by the same agency or a PIP (Private Independent Practitioner) who does not have to be employed by the same agency. Change in position/job responsibilities or place of employment requires the LBSW to repeat six months of supervision.
	Social Work: Licensed Certified Social Worker: LCSW Prerequisite: Special Instruction Workshop/Mentorship	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	
	Social Work: Licensed Graduate Social Worker: LGSW Prerequisite: Special Instruction Workshop/Mentorship	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	NOTE: LGSW must be supervised by a LCSW for two years to obtain board approval to take the LCSW exam.
	Sociology Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Sociology	
SPEECH-LANGUAGE PATHOLOGISTS	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines

3B. Counseling

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
COUNSELERS	Associate Licensed Counselor: ALC	Master's degree or above in counseling,	Six months supervised experience as an Associate Licensed Counselor in Alabama by a qualified Supervising Licensed Professional Counselor, and passage of Board approved examination
	Licensed Professional Counselor LPC	Master's or Doctoral Degree in Counseling from a CACREP or CORE accredited program	3000 hours supervised experience in professional counseling with Board approved supervision, and passage of Board approved examination
MARRIAGE AND FAMILY THERAPISTS	Licensed Marriage & Family Therapist: LMFT	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12 month internship as per Board approved rules and regulations plus passage of marriage and family therapy Board approved examination	2 years post-degree full time experience, 200 hours post degree supervision, and 1000 post degree direct client hours
	Marriage & Family Therapy Associate Supervised	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12month internship as per Board approved rules and regulations	
	Psychology: Licensed Psychologist	Ph.D.	Licensed by Alabama Board of Examiners in

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
			Psychology with coursework and supervised experience in area of child and family
	Rehabilitation Counselor	Master's Degree in Rehabilitation Counseling	Rehabilitation Counselor
SOCIAL WORKERS	Social Work: Licensed Graduate Social Worker: LGSW	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	NOTE: LGSW must be supervised by a LCSW for two years to obtain board approval to take the LCSW exam.
	Social Work: Licensed Certified Social Worker: LCSW	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	

4. Health

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Dietitian: RD	Bachelor's degree in Nutrition	Licensed by Alabama Board of Examiners for Dietitian/Nutrition Practice
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
NURSES	Certified Registered Nurse Practitioner: CRNP – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; <u>and</u> certified by the ABN in the practice of advanced practice nursing
	Licensed Practical Nurse Supervised	Practical Nursing	Licensed by the Alabama Board of Nursing (supervised by RN or physician as it pertains to nursing services)
	RN	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing

5. Medical

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
NURSES	Certified Registered Nurse Practitioner: CRNP – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).

6. Nursing

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
NURSES	Certified Registered Nurse Practitioner: CRNP – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; <u>and</u> certified by the ABN in the practice of advanced practice nursing
	Licensed Practical Nurse Supervised	Practical Nursing	Licensed by the Alabama Board of Nursing (supervised by RN or physician as it pertains to nursing services)
	RN	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing

7. Nutrition

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Dietitian: RD	Bachelor's degree in Nutrition	Licensed by Alabama Board of Examiners for Dietitian/Nutrition Practice
NURSES	Certified Registered Nurse Practitioner: CRNP – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; <u>and</u>

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Dietitian: RD	Bachelor's degree in Nutrition	Licensed by Alabama Board of Examiners for Dietitian/Nutrition Practice
	Licensed Practical Nurse	Practical Nursing	certified by the ABN in the practice of advanced practice nursing Licensed by the Alabama Board of Nursing (supervised by RN or physician as it pertains to nursing services)
	RN	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama

8. Occupational Therapy

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
OCCUPATIONAL THERAPISTS/ASST	Occupational Therapist	Occupational Therapy	Occupational Therapist licensed by Alabama Board of Occupational Therapy (ASBOT)
	Occupational Therapy Assistant: COTA Supervised	Associate Degree	Licensed by Alabama Board of Occupational Therapy (ASBOT), and supervised by a licensed Occupational Therapist as required by the AL Board of OT and the AEIS Personnel Standards.

9. Physical Therapy

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
PHYSICAL THERAPISTS/ASST	Physical Therapist: PT	Physical Therapy	Physical Therapist licensed by Alabama Board of Physical Therapy
	Physical Therapist Assistant: PTA Supervised	Associate Degree	Licensed by Alabama Board of Physical Therapy, and supervised by a licensed Physical Therapist as required by the AL Board of PT and the AEIS Personnel Standards.

10. Psychology

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
PSYCHOLOGISTS	Psychology	Bachelor's Degree in Psychology	
	Psychology: Licensed Psychologist	Ph.D.	Licensed by Alabama Board of Examiners in Psychology with coursework and supervised experience in area of child and family
	Psychology: Psychological Technician Supervised	Master's degree in Psychology with coursework and supervised experience in area of child and family	Licensed by the Alabama Board of Examiners in Psychology (must be supervised by Licensed Psychologist)
	Psychology: School Psychologist		Certified by the Alabama Department of Education for the AA Certificate as a School Psychologist and/or holds the National Certification in School Psychology (NCSP).
	Psychology: School Psychometrist		Certified by the Alabama Department of Education for the A Certificate as a School Psychometrist and/or listed in the Alabama

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
			Roster of Approved Psychologists and Psychometrists for Testing Children Referred for Placement in Special Education Classes

11. Service Coordination

Individuals who meet the minimum qualifications for case management of the targeted population under Alabama Medicaid Agency (BA or BS, preferably in human services related field or SW, or possess certification as a RN) or Bachelor’s degree in related area such as, but not limited to, education, social science, behavioral science, health services administration, rehabilitation, allied health, child/human development, and RN in Alabama.

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiology Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
	Child Development: CD Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Child Development	
COUNSELORS	Associate Licensed Counselor: ALC Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Master’s degree or above in counseling,	Six months supervised experience as an Associate Licensed Counselor in Alabama by a qualified Supervising Licensed Professional Counselor, and passage of Board approved examination
	Licensed Professional Counselor LPC Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Master’s or Doctoral Degree in Counseling from a CACREP or CORE accredited program	3000 hours supervised experience in professional counseling with Board approved supervision, and passage of Board approved examination
	Dietitian: RD Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Nutrition	Licensed by Alabama Board of Examiners for Dietitian/Nutrition Practice
EDUCATORS	Early Childhood Education: ECE Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Early Childhood Education	
	Early Childhood Special Education: ECSE Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Early Childhood Special Education	
	Education For Hearing Impairment: HI Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Education of the Hearing Impaired	
	Education For Visual Impairment: VI Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor’s degree in Education of the Visually Impaired	
	Elementary Education	Bachelor’s degree in Elementary	

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Education	
	Special Education Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's Degree in Special Education, Collaborative Teacher	
	Music Therapist: RMT, CMT, ACMT Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Degree from an approved college music therapy curricula (including an internship)	Board Certified, Credentialed Music Therapist (BC-MT) with successful completion of the national examination by the Certification Board for Music Therapists
NURSES	Certified Registered Nurse Practitioner: CRNP – RN Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; and certified by the ABN in the practice of advanced practice nursing
	RN Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing
	Licensed Marriage & Family Therapist: LMFT Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12 month internship as per Board approved rules and regulations plus passage of marriage and family therapy Board approved examination	2 years post-degree full time experience, 200 hours post degree supervision, and 1000 post degree direct client hours
	Orientation/Mobility Specialist: OMS Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's degree in Visual Impairment	Certification in O & M by the Association for Education and Rehabilitation of the Blind and Visually Impaired
	Occupational Therapist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Occupational Therapy	Occupational Therapist licensed by Alabama Board of Occupational Therapy (ASBOT)
	Physical Therapist: PT Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Physical Therapy	Physical Therapist licensed by Alabama Board of Physical Therapy
REHAB SPECIALIS	Rehabilitation Counselor Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Master's Degree in Rehabilitation Counseling	Rehabilitation Counselor

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Rehabilitation –Disability Studies Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's Degree in Rehabilitation Studies – Disability Studies	Rehabilitation –Disability Studies
	Speech/Language Pathology: SLP Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) OR in clinical fellowship year with supervision in accordance with ASHA guidelines
PSYCHOLOGISTS	Psychology: Licensed Psychologist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Ph.D.	Licensed by Alabama Board of Examiners in Psychology with coursework and supervised experience in area of child and family
	Psychology: School Psychologist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Certified by the Alabama Department of Education for the AA Certificate as a School Psychologist and/or holds the National Certification in School Psychology (NCSP).
	Psychology: School Psychometrist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Certified by the Alabama Department of Education for the A Certificate as a School Psychometrist and/or listed in the Alabama Roster of Approved Psychologists and Psychometrists for Testing Children Referred for Placement in Special Education Classes
	Psychology Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's Degree in Psychology	
SOCIAL WORKERS	Social Work: LBSW (Licensed Bachelor Social Worker) Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's Degree in Social Work from a program accredited by the Council on Social Work Education and licensed by the Alabama Board of Social Work.	NOTE: LBSW must be supervised during the first two years in the same position/place of employment by a licensed MSW who is approved by the Social Work Board - either a LGSW (Licensed Graduate Social Worker) or a LCSW (Licensed Certified Social Worker) who is employed by the same agency or a PIP (Private Independent Practitioner) who does not have to be employed by the same agency. Change in position/job responsibilities or place of employment requires the LBSW to repeat six months of supervision.
	Social Work: Licensed Certified Social Worker: LCSW Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	
	Social Work: Licensed Graduate Social Worker: LGSW Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	NOTE: LGSW must be supervised by a LCSW for two years to obtain board approval to take the LCSW exam.

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Sociology Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II	Bachelor's Degree in Sociology	
SPEECH-LANGUAGE PATHOLOGISTS	Speech/Language Pathology: SLP Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines
VISION SPECIALISTS	Ophthalmologist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Licensed Doctor of Medicine (MD) and Licensed Ophthalmologist in Alabama
	Optometrist Prerequisite: Additional SC-Child Development Requirement Must Be Met Prerequisite: Journey I and II		Licensed Optometrist in Alabama

12. Sign Language/Cued Language

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiologist: Au.D.	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
	American Sign Language Instructor		Advanced Rating on Sign Communication Proficiency Interview (SCPI)
EDUCATORS	Teacher of the Hearing Impaired: HI	Bachelor's degree in Education of the Hearing Impaired	
	Interpreter		Licensed/permitted
SPEECH-LANGUAGE PATHOLOGISTS	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines

13. Social Work

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Social Work: LBSW (Licensed Bachelor Social Worker)	Bachelor's Degree in Social Work from a program accredited by the Council on Social Work Education and licensed by the Alabama Board of Social Work.	NOTE: LBSW must be supervised during the first two years in the same position/place of employment by a licensed MSW who is approved by the Social Work Board - either a LGSW (Licensed Graduate Social Worker) or a

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
			LCSW (Licensed Certified Social Worker) who is employed by the same agency or a PIP (Private Independent Practitioner) who does not have to be employed by the same agency. Change in position/job responsibilities or place of employment requires the LBSW to repeat six months of supervision.
	Social Work: Licensed Certified Social Worker: LCSW	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	
	Social Work: Licensed Graduate Social Worker: LGSW	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	NOTE: LGSW must be supervised by a LCSW for two years to obtain board approval to take the LCSW exam.

14. Special Instruction

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Audiology Prerequisite: Special Instruction Workshop/Mentorship	Doctoral Degree plus 4 th year internship (for new licenses beginning January 2007)	Licensed by the Alabama Board of Examiners in Speech/ Language Pathology and Audiology (unless exempt from licensure).
EDUCATORS	Early Childhood Education: ECE Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Early Childhood Education	
	Early Childhood Special Education: ECSE	Bachelor's degree or Certification in Early Childhood Special Education	
	Teacher of the Hearing Impaired: HI	Bachelor's degree in Education of the Hearing Impaired	
	Teacher of the Visually Impaired: VI	Bachelor's degree in Education of the Visually Impaired	
	Elementary Education Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Elementary Education	
	Special Education Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Special Education, Collaborative Teacher	
	Music Therapist: RMT, CMT, ACMT Prerequisite: Special Instruction Workshop/Mentorship	Degree from an approved college music therapy curriculum (including an internship)	Board Certified, Credentialed Music Therapist (BC-MT) with successful completion of the national examination by the Certification Board for Music Therapists
NURSES	Certified Registered Nurse Practitioner: CRNP – RN Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; certified by the ABN in the practice of advanced practice nursing; and subject to collaborative practice agreements with an Alabama physician (MD or DO).
	Clinical Nurse Specialist: CNS – RN Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Nursing	Licensed as a registered nurse by the Alabama Board of Nursing (ABN); completion of an organized program of nursing education at the graduate level for advanced practice roles; <u>and</u> certified by the ABN in the practice of advanced practice nursing
	RN Prerequisite: Special Instruction Workshop/Mentorship	BSN Bachelor's Degree	Licensed as a registered nurse by the Alabama Board of Nursing

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Child Development: CD Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Child Development	
COUNSELING	Associate Licensed Counselor: ALC Prerequisite: Special Instruction Workshop/Mentorship	Master's degree or above in counseling,	Six months supervised experience as an Associate Licensed Counselor in Alabama by a qualified Supervising Licensed Professional Counselor, and passage of Board approved examination
MARRIAGE/FAMILY THERAPISTS	Licensed Professional Counselor LPC Prerequisite: Special Instruction Workshop/Mentorship	Master's or Doctoral Degree in Counseling from a CACREP or CORE accredited program	3000 hours supervised experience in professional counseling with Board approved supervision, and passage of Board approved examination
	Licensed Marriage & Family Therapist: LMFT Prerequisite: Special Instruction Workshop/Mentorship	Masters or Doctoral Degree in Marriage and Family Therapy and completion of 12 month internship as per Board approved rules and regulations plus passage of marriage and family therapy Board approved examination	2 years post-degree full time experience, 200 hours post degree supervision, and 1000 post degree direct client hours
	Orientation/Mobility Specialist: OMS Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's degree in Visual Impairment	Certification in O & M by the Association for Education and Rehabilitation of the Blind and Visually Impaired
	Occupational Therapist Prerequisite: Special Instruction Workshop/Mentorship	Occupational Therapy	Occupational Therapist licensed by Alabama Board of Occupational Therapy (ASBOT)
	Physical Therapist: Prerequisite: Special Instruction Workshop/Mentorship	Physical Therapy	Physical Therapist licensed by Alabama Board of Physical Therapy
REHAB SPECIALISTS	Rehabilitation Counselor Prerequisite: Special Instruction Workshop/Mentorship	Master's Degree in Rehabilitation Counseling	Rehabilitation Counselor
	Rehabilitation –Disability Studies Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Rehabilitation Studies – Disability Studies	Rehabilitation –Disability Studies
PSYCHOLOGISTS	Psychology Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Psychology	
	Psychology: Licensed Psychologist Prerequisite: Special Instruction Workshop/Mentorship	Ph.D.	Licensed by Alabama Board of Examiners in Psychology with coursework and supervised experience in area of child and family
SOCIAL WORKERS	Social Work: LBSW (Licensed Bachelor Social Worker) Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Social Work from a program accredited by the Council on Social Work Education and licensed by the Alabama Board of Social Work.	NOTE: LBSW must be supervised during the first two years in the same position/place of employment by a licensed MSW who is approved by the Social Work Board - either a LGSW (Licensed Graduate Social Worker) or a LCSW (Licensed Certified Social Worker) who is employed by the same agency or a PIP (Private Independent Practitioner) who does not have to be employed by the same agency. Change in position/job responsibilities or place of employment requires the LBSW to repeat six months of supervision.
	Social Work: Licensed Certified Social Worker: LCSW Prerequisite: Special Instruction	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Workshop/Mentorship		
	Social Work: Licensed Graduate Social Worker: LGSW Prerequisite: Special Instruction Workshop/Mentorship	Master's degree in Social Work from a program accredited by the Council on Social Work Education.	NOTE: LGSW must be supervised by a LCSW for two years to obtain board approval to take the LCSW exam.
	Sociology Prerequisite: Special Instruction Workshop/Mentorship	Bachelor's Degree in Sociology	
	Speech/Language Pathology: SLP Prerequisite: Special Instruction Workshop/Mentorship		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines

15. Speech-Language Pathology

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
	Speech/Language Pathology: SLP		Certificate of Clinical Competence in Speech/Language Pathology and licensed by the Alabama Board of Examiners for Speech/Language Pathology and Audiology (unless exempt from licensure) <u>OR</u> in clinical fellowship year with supervision in accordance with ASHA guidelines

16. Transportation

Possession of a valid Alabama Driver's License or Commercial Driver's License (CDL, Class C or B) as appropriate

Cost of travel (e.g. mileage or travel by taxi, common carrier, or other means) and other costs (e.g. tolls and parking expenses) that are necessary to enable a child eligible under this part and the child's family to receive early intervention services.

17. Vision

	DISCIPLINE	EDUCATIONAL CREDENTIALS	CERTIFICATION/LICENSURE
PHYSICIANS	Physician		Licensed Doctor of Medicine (MD) *Physician Assistant and Certified Registered Nurse Practitioner within their scope of practice in Alabama
	Physician Assistant		M.S.P.A.S., Licensed as PA in Alabama
VISION SPECIALISTS	Orientation/Mobility Specialist: OMS	Bachelor's degree in Visual Impairment	Certification in O & M by the Academy for Certification of Vision Rehabilitation and Education Professionals (ACVREP)
	Ophthalmologist		Licensed Doctor of Medicine (MD) and Licensed Ophthalmologist in Alabama
	Optometrist		Licensed Optometrist in Alabama
	Vision Rehabilitation Therapist	Bachelor's degree with an emphasis in the area of VRT	(ACVREP) Certified Vision Rehabilitation Therapist (CVRT) by the Academy for Certification of Vision Rehabilitation & Education Professionals (ACVREP)
	Teachers of Visually Impaired (TVI)	Masters in Visual Impairment	Class A, Special Education: Visual Impairments: P-12

DESCRIPTION OF SERVICES	
1. ASSISTIVE TECHNOLOGY	<ul style="list-style-type: none"> ○ The evaluation of the needs for assistive technology of a child with a disability, including a functional evaluation of the child in the child's customary environment. ○ Purchasing, leasing, or otherwise providing for the acquisition of assistive technology devices. ○ Selecting, designing, fitting, customizing, adapting, applying, maintaining, repairing, or replacing assistive technology devices. ○ Coordinating and using other therapies, interventions, or services with assistive technology devices. ○ Training or technical assistance for a child with disabilities or, if appropriate, that child's family. ○ Training or technical assistance for professionals (including individuals providing early intervention services), or other individuals who provide services to or are otherwise substantially involved in the major life functions of individuals with disabilities existing education and rehabilitation plans and programs.
2. AUDIOLOGY	<ul style="list-style-type: none"> ○ Identification of children with auditory impairment, using at risk criteria and appropriate audiologic screening techniques. ○ Determination of the range, nature and degree of hearing loss and communication functions by use of audiological evaluation procedures. ○ Referral for medical and other services necessary for the habilitation or rehabilitation of children with auditory impairment. ○ Provision of auditory training, aural rehabilitation, speech reading and listening device orientation and training, and other services. ○ Determination of the child's need for individual amplification, including selecting, fitting, and dispensing appropriate listening and vibrotactile devices and evaluating the effectiveness of those devices. ○ Provision of services for the prevention of hearing loss.
3. FAMILY TRAINING, COUNSELING, AND HOME VISITS	<ul style="list-style-type: none"> ○ Family Training and Home Visits (i.e., services provided, as appropriate, by social workers, psychologists, and other qualified personnel to assist the family of a child eligible under this part [IDEA, Part C] in understanding the special needs of the child and enhancing the child's development [in coordination with and under the guidance of the IFSP team and as outlined on the IFSP]). ○ Counseling (Formal, therapeutic interventions specifically designed to meet the emotional needs of children and their families). <p>TRAINING REQUIREMENT: Disciplines requiring completion of the Special Instruction Workshop/Mentorship to deliver these services must enroll in the next available Special Instruction Workshop through Troy University (See chart above for those disciplines requiring this training. See the AEIS website for applications and information on enrollment in the Workshop). This service may be provided for up to 1 year from initial employment in AEIS while working towards the completion of the AEIS Special Instruction Workshop/Special Instruction Mentorship. The 1 year timeline does not restart upon employment with a different AEIS program.</p>
4. HEALTH SERVICES	<ul style="list-style-type: none"> ○ Services such as clean intermittent catheterization, tracheotomy care, tube feeding, the changing of dressings or colostomy collection bags, and other health services. ○ Consultation by physicians with other service providers concerning the special health care needs of eligible children that will need to be addressed in the course of providing other early intervention services.
5. MEDICAL SERVICES	<ul style="list-style-type: none"> ○ Diagnostic purposes. ○ Evaluation purposes.
6. NURSING SERVICES	<ul style="list-style-type: none"> ○ The assessment of health status for the purpose of providing nursing care, including the identification of patterns of human response to actual or potential health problems. ○ The provision of nursing care to prevent health problems, restore or improve functioning, and promote optimal health and development. ○ Administration of medications, treatments, and regimens prescribed by a licensed physician.

DESCRIPTION OF SERVICES	
7. NUTRITION	<ul style="list-style-type: none"> ○ Conducting individual assessments in nutritional history and dietary intake; anthropometric, biochemical, and clinical variables; feeding skills and feeding problems; and food habits and food preferences. ○ Developing and monitoring appropriate plans to address the nutritional needs of children eligible under this part, based on the findings of the individual nutritional assessment. ○ Making referrals to appropriate community resources to carry out nutritional goals.
8. OCCUPATIONAL THERAPY	<ul style="list-style-type: none"> ○ Identification, assessment, and intervention of children birth to three ○ Adaptation of the environment and selection, design, and fabrication of assistive and orthotic devices to facilitate development and promote the acquisition of functional skills. ○ Prevention or minimization of the impact of initial or future impairment, delay in development, or loss of functional ability.
9. PHYSICAL THERAPY	<ul style="list-style-type: none"> ○ Screening, evaluation, and assessment of infants and toddlers to identify movement dysfunction. ○ Obtaining, interpreting, and integrating information appropriate to program planning, to prevent, alleviate, or compensate for movement dysfunction and related functional problems. ○ Providing individual and group services or treatment to prevent, alleviate, or compensate for movement dysfunction and related functional problems.
10. PSYCHOLOGICAL SERVICES	<ul style="list-style-type: none"> ○ Administering psychological and developmental tests and other assessment procedures. ○ Interpreting assessment results. ○ Obtaining, integrating and interpreting information about child behavior, and child and family conditions related to learning, mental health, and development. ○ Planning and managing a program of psychological services, including psychological counseling for children and parents, family counseling, consultation on child development, and parent training, and education programs.
11. SERVICE COORDINATION	<ul style="list-style-type: none"> ○ Coordinating all services across agency lines. ○ Serving as the single point of contact in helping parents to obtain the services and assistance they need. ○ Assisting parents of eligible children in gaining access to the early intervention services and other services identified in the IFSP. ○ Coordinating the provision of early intervention services and other services (such as medical services for other than diagnostic and evaluation purposes) that the child needs or is being provided. ○ Facilitating the timely delivery of available services. ○ Continuously seeking the appropriate services and situations necessary to benefit the development of each child being served for the duration of the child's eligibility. ○ Coordinating the performance of evaluations and assessments. ○ Facilitating and participating in the development, review, and evaluation of IFSPs. ○ Assisting families in identifying available service providers. ○ Coordinating and monitoring the delivery of available services. ○ Informing families of the availability of advocacy services. ○ Coordinating with medical and health providers. ○ Facilitating the development of a transition plan to preschool services, if appropriate.
12. SIGN LANGUAGE AND CUED LANGUAGE	<ul style="list-style-type: none"> ○ Teaching sign language, cued language. ○ Auditory/oral language. ○ Providing oral transliteration services (such as amplification), and providing sign and cued language interpretation.
13. SOCIAL WORK SERVICES	<ul style="list-style-type: none"> ○ Making home visits to evaluate the child's living conditions and patterns of parent-child interaction. ○ Preparing a social or emotional development assessment of the child within the family context. ○ Providing individual and family-group counseling with parents and other family members, and providing appropriate social skill-building activities with the child and parents. ○ Working with those problems in a child's and family's living situation (home, community, and any center where early intervention services are provided) that affect the child's maximum utilization of early intervention services.

DESCRIPTION OF SERVICES	
	<ul style="list-style-type: none"> ○ Identifying, mobilizing, and coordinating community resources and services to enable the child and family to receive maximum benefit from early intervention services.
14. SPECIAL INSTRUCTION SERVICES	<ul style="list-style-type: none"> ○ The design of learning environments and activities that promote the child's acquisition of skills in a variety of developmental areas, including cognitive processes and social interaction. ○ Curriculum planning, including the planned interaction of personnel, materials, and time and space that leads to achieving the outcomes in the child's IFSP. ○ Providing families with information, skills, and support related to enhancing the skill development of the child. ○ Working with the child to enhance the child's development. <p>TRAINING REQUIREMENT: Approved disciplines other than ECSE, VI, and HI must enroll in the next available Special Instruction Workshop through Troy University (see AEIS website for applications and information on enrollment). Special Instruction services, in accordance with the AEIS supervision requirements, may be provided for up to 1 year from initial employment in AEIS while working towards the completion of the AEIS Special Instruction Workshop/Mentorship. The 1-year timeline does not restart upon employment with a different AEIS program.</p>
15. SPEECH-LANGUAGE PATHOLOGY	<ul style="list-style-type: none"> ○ Identification of children with communicative or oropharyngeal disorders and delays in development of communication skills, including the diagnosis and appraisal of specific disorders and delays in those skills. ○ Referral for medical or other professional services necessary for the habilitation or rehabilitation of children with communicative or oropharyngeal disorders and delays in development of communication skills. ○ Provision of services for habilitation, rehabilitation, or prevention of communicative or oropharyngeal disorders and delays in development of communication skills.
16. TRANSPORTATION	<ul style="list-style-type: none"> ○ Cost of travel (e.g. mileage or travel by taxi, common carrier, or other means) and other costs (e.g. tolls and parking expenses) that are necessary to enable a child eligible under this part and the child's family to receive early intervention services.
17. VISION SERVICES	<ul style="list-style-type: none"> ○ Evaluation and assessment of visual functioning, including the diagnosis and appraisal of specific visual disorders, delays, and abilities. ○ Referral for medical or other professional services necessary for the habilitation or rehabilitation of visual functioning disorders, or both. ○ Communication skills training, orientation and mobility training for all environments, visual training, independent living skills training, and additional training necessary to activate visual motor abilities.

APPENDIX A

**6TH VISIT/90 DAY SUPERVISORY FORM
("HAND OFF" COMMUNICATION BETWEEN COTA AND OT/LPTA AND PT)**

*****This form is to be completed by the licensed assistant and given to the supervising therapist PRIOR to the 6th visit/90-day supervisory visit*****

Child's Name: _____ **Date:** _____

Caregiver present for sessions and location for sessions (home, day care):

Update on child's progress as related to current IFSP outcomes:

Update on recent medical appointments/information per caregiver:

Update on concerns/questions that family may have regarding their child's progress or diagnosis:

Other relevant information regarding the visits with this child and family/caregiver since the last supervisory visit:

Signature of Therapist

Signature of Licensed Assistant

APPENDIX B

EARLY INTERVENTION EXPERIENCE FORM

For Special Instructor candidates falling within the "Conditional Other" category of the AEIS Personnel Standards

Please describe your experience in working with very young children with disabilities, age birth to three and their families by completing a separate form for each **WORK POSITION / FAMILY EXPERIENCE**.

FOR USE AS NECESSARY BY REVIEW COMMITTEE ⇨	POINT SCORES		
A. NAME, ADDRESS, AND PHONE NUMBER OF AGENCY/ORGANIZATION:	NA		
B. TYPE OF AGENCY/ORGANIZATION (Check all that apply): <table style="width: 100%; margin-left: 20px;"> <tr> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Service delivery agency <input type="checkbox"/> Child care program <input type="checkbox"/> School System (preschool/primary/secondary) <input type="checkbox"/> Hospital <input type="checkbox"/> Private outpatient office or group practice </td> <td style="width: 50%; vertical-align: top;"> <input type="checkbox"/> Home care <input type="checkbox"/> Academic institution (college, university, etc.) <input type="checkbox"/> Health and wellness facility <input type="checkbox"/> Research center <input type="checkbox"/> Other _____ </td> </tr> </table>	<input type="checkbox"/> Service delivery agency <input type="checkbox"/> Child care program <input type="checkbox"/> School System (preschool/primary/secondary) <input type="checkbox"/> Hospital <input type="checkbox"/> Private outpatient office or group practice	<input type="checkbox"/> Home care <input type="checkbox"/> Academic institution (college, university, etc.) <input type="checkbox"/> Health and wellness facility <input type="checkbox"/> Research center <input type="checkbox"/> Other _____	5
<input type="checkbox"/> Service delivery agency <input type="checkbox"/> Child care program <input type="checkbox"/> School System (preschool/primary/secondary) <input type="checkbox"/> Hospital <input type="checkbox"/> Private outpatient office or group practice	<input type="checkbox"/> Home care <input type="checkbox"/> Academic institution (college, university, etc.) <input type="checkbox"/> Health and wellness facility <input type="checkbox"/> Research center <input type="checkbox"/> Other _____		
C. POSITION TITLE AND DESCRIPTION OF JOB/DUTIES (closely related to special instruction type services):	10		
D. REFERENCES: <ol style="list-style-type: none"> 1. Name, title and contact information of character reference: 2. Name, title and contact information of work related reference (immediate supervisor): 3. Name, title and contact information of second work related reference: 	10		
E. DOCUMENTATION OF ACCEPTABLE EXPERIENCE CLOSELY RELATED TO SPECIAL INSTRUCTION TYPE SERVICE:	30		
F. LIST THE MOST COMMON TYPES OF DISABILITIES WITH WHICH YOU HAVE HAD EXPERIENCE (e.g., Developmental Delay, Cerebral Palsy, Down Syndrome, Autism, etc.):	5		
G. PERSONAL EXPERIENCE WORKING WITH AN INDIVIDUAL WITH SPECIAL NEEDS: <ol style="list-style-type: none"> a. With whom did you gain experience (e.g., your child, another family member)? b. What was the age of the person(s) with whom you had experience? c. What type of setting(s) (e.g., home, church, hospital, other)? d. Describe the typical interactions (e.g., daily care, occasional babysitting). 	5		
H. EXPERIENCE IN COLLABORATING WITH/COACHING FAMILIES:	35		
Total points maximum =	100		

I verify that the information provided above is accurate and provides a true representation of my experience with very young children with disabilities, age birth to five, and their families. I also give permission for this information to be verified with the contact person(s) listed above.

Applicant Name: _____

Address: _____

Phone: _____ Email: _____

Signature: _____

Signature of potential employer (if applicable): _____