

SCFS BabyNet Policy Manual, Appendix 7d: Comprehensive System of Personnel Development

Table 1a: South Carolina BabyNet Personnel Qualifications by System Role

Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
BabyNet System Manager	Appropriate related degree LPHA*	None unless otherwise required by individual discipline	Local Public Health Dept	Yes	X	---	Yes	No
Intake or Service Coordinator Supervisor (with exception of BabyNet System Managers)	Minimum Bachelor's degree: <ul style="list-style-type: none"> ● Child/Human Development ● Education: Early Childhood, Special Education, Early Childhood Special Education, or Elementary Education ● Family and Consumer Sciences ● LPHA (all) ● Psychology ● Public Health ● Social Work ● Sociology And, either: 1 year experience in field of early childhood education, OR 1 year experience working with infants and toddlers, OR 1 year experience with children age birth to 5 years with disabilities.	Required for Social Workers and Registered Nurses; Psychologists if at Masters level or higher	Local Public Health Dept, DDSN and SCSDB	Yes	X	---	Yes	No
Intake Coordinator Coordinate evaluation and assessments, facilitate and participate in IFSPs, assist families in identifying CBA providers, inform families of advocacy services, coordinate with medical and health providers, facilitate transition from Part C to B, if appropriate.	Minimum Bachelor's degree: <ul style="list-style-type: none"> ● Child/Human Development ● Education: Early Childhood, Special Education, Early Childhood Special Education, or Elementary Education ● Family and Consumer Sciences ● LPHA (all) ● Psychology ● Public Health ● Social Work ● Sociology And, either: 1 year experience in field of early childhood education, OR 1 year experience working with infants and toddlers, OR 1 year experience with children age birth to 5 years with disabilities.	Required for Social Workers and Registered Nurses; Psychologists if at Masters level or higher Intake Coordinators must meet the standards and training requirements of the Service Coordinator at the Specialist Level.	Local Public Health Dept	Yes	X	---	Yes	No
Service Coordinator Coordinate evaluation and assessments, facilitate and participate in IFSPs, assist families in identifying service providers, coordinate and	Minimum Bachelor's degree: <ul style="list-style-type: none"> ● Child/Human Development ● Education: Early Childhood, Special Education, Early Childhood Special Education, or Elementary Education ● Family and Consumer Sciences ● LPHA (all) ● Psychology ● Public Health ● Social Work ● Sociology 	Required for Social Workers and Registered Nurses; Psychologists if at Masters level or higher	Local Public Health Dept, DDSN & its contracted providers, and SCSDB	Yes	X	---	Yes	No

SCFS BabyNet Policy Manual, Appendix 7d: Comprehensive System of Personnel Development

Table 1a: South Carolina BabyNet Personnel Qualifications by System Role

Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
monitor delivery of early intervention services, inform families of advocacy services, coordinate with medical and health providers, facilitate transition from Part C to B, if appropriate.	And, either: 1 year experience in field of early childhood education, OR 1 year experience working with infants and toddlers, OR 1 year experience with children age birth to 5 years with disabilities.							
Service Coordinator Associate Works under the supervision of a fully credentialed service coordinator.	Must meet the requirement of any category of Associate-level of service provider Must have ongoing supervision and training by a Service Coordinator. Cannot serve as Intake Coordinator.	None	Local Public Health Dept	Yes	---	X	Yes	No
Eligibility Determination Team Member	Must first meet the requirements of any category of any Specialist-level of service provider, Can include Licensed Practitioners of the Healing Arts (LPHA) and demonstrate competencies related to role of eligibility determination team member.	As required by individual discipline	Local Public Health Dept or under contract with Lead Agency	Yes	X	---	Yes	No
Curriculum-Based Assessment (CBA) Provider	Must first meet the requirements of any category of any Specialist-level of service provider, Can include Licensed Practitioners of the Healing Arts (LPHA), and demonstrate competencies related to role of CBA provider as monitored through supervision.	As required by individual discipline	Under contract with Lead Agency unless employed by DDSN, DHEC, or SCSDB	Yes	X	---	Yes	No
BabyNet Service Provider (BNSP)	See Table 1b	As required by individual discipline	Under contract with Lead Agency unless employed by DDSN, DHEC, or SCSDB	Yes with exceptions as noted in Table 1b	X	X	Yes	Yes

*LPHA refers to Licensed Practitioners of the Health Arts, and includes the following disciplines/professions: Physician Assistant, Psychologist, School Psychologist II/III, Registered Nurse, Licensed Practical Nurse, Speech-Language Pathologist, Audiologist, Physical Therapist, Occupational Therapist, LISW, LMSW, Licensed Professional Counselor, Licensed Marriage and Family Therapist, and other staff as approved in writing by DHHS.

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
ABA Pgm Consultant Provides assessments for ABA services, designs and facilitates ABA programming for child. May train ABA providers in instructional techniques such as discrete trial training.	At least one of the following: *National or State Certification in Applied Behavior Analysis at Masters Level 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.	National or State Certification in Applied Behavior Analysis	Under contract with Lead Agency	Yes	X	---	Yes	Yes
ABA Provider Implements ABA instruction	High school diploma or GED and *Documentation of specific training in ABA with application to young children AND *Documentation of experience in implementing an ABA program with young children with autism spectrum disorders. Must have ongoing supervision and training by an ABA program consultant.	Trained through SCDDSN CARE Centers	Under contract with Lead Agency	Yes	---	X	Yes	Yes
Audiologist Plans and implements screening, evaluation, diagnosis, and early intervention services for hearing impaired children.	A post-graduate degree in or audiology from a school or program determined by the board to be equivalent to those accredited by the Council on Professional Standards of the American Speech-Language Hearing Association (ASHA); and (b) meets ASHA's standards for Certificate of Clinical Competence or its equivalent as approved by the board, in or Audiology in effect at the time of application; or (c) have a current ASHA Certificate of Clinical Competence or its equivalent as approved by the board. Training Requirement Note: Orientation Module only unless also providing auditory-verbal therapy	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	---	---	Yes	Yes

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Counselor, Licensed Professional (LPC) Provides individual and group counseling techniques, methods or procedures for the purposes of assessing, understanding or influencing behavior. Conducts assessments for aptitudes, intelligence, attitudes, abilities, achievement, interests or personal characteristics.	Master's degree in counseling divinity, school counseling, psychology, social work, etc, with LPC and or LMFT certification. Individuals who have satisfactorily passed the testing for LPC and /or LMFT and are in the process of completing supervised clinical experience requirements for licensure may provide services as noted so long as such services are approved by the clinical supervisor	SC Department of Labor, Licensing and Regulation and National Board of Certified Counselors	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Dietitian, Registered Conducts individual assessments, develops and monitors nutrition plans, makes referrals to appropriate community resources.	Bachelor's degree and internship Registered with American Dietetic Association	None	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Interpreter of the Deaf Facilitates communication between individuals with hearing impairments and hearing persons	Associate or Bachelor Degree in Interpreting Training Requirement Note: Orientation Module	National certification through Registry of Interpreters of the Deaf (RID) or National Association of the Deaf (NAD), Levels III, IV or V	Under contract with Lead Agency	No	---	---		

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Nurse, RN, BSN or higher Provides screening, evaluative, and diagnostic health information. Provides health services to eligible children with disabilities as specified on the IFSP.	BSN - Four year program leading to a Baccalaureate Degree in Nursing, OR RN to BSN - Program for registered nurses leading to a Baccalaureate Degree in Nursing	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Nurse, RN Provides health services under the direction of an RN or physician.	Two-year program leading to an Associate Degree in Nursing OR diploma program Must be under the supervision of a physician or RN.	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	---	X	Yes	Yes
Occupational Therapist Provides training and consultation, evaluation services and occupational therapy.	Masters Degree or Licensure by the State at Bachelor's level Master Degree if entering field after 2002 and adopted by individual state.	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Certified Occupational Therapy Assistant (COTA) Provides occupational therapy services under the direction of a licensed occupational therapist.	Associate of Arts degree May only perform services under direction of licensed OT.	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	---	X	Yes	Yes
Optometrist	Graduate of Approved School of Optometry Training Requirement Note: Orientation Module	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	No	---	---	Yes	Yes

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Orientation and Mobility Specialist Provides orientation and mobility services.	Bachelor's degree in Orientation and Mobility Training Requirement Note: Orientation Module	Certified by the Academy for Certification of Vision Rehabilitation and Education Professionals (ACVREP)	Under contract with Lead Agency	No	---	---	Yes	Yes
Physical Therapist Provides training and consultation, evaluation services and physical therapy	Masters Degree or Licensure by the State at Bachelor's level	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Registered Physical Therapy Assistant (R-PTA) Provides physical therapy services under the direction of a physical therapist	Associate of Arts degree Must work under direction of a licensed PT	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	---	X	Yes	Yes
Physician Provides medical, evaluative, and diagnostic services, and assists in planning and implementing early intervention services for children with disabilities. (e.g., Ophthalmologist)	Medical degree; licensed and in good standing with the state Training Requirement Note: Orientation Module	SC Board of Medical Examiners	Under contract with Lead Agency	No	---	---	Yes	Yes

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Psychologist Administers psychological tests, participates on evaluation teams, provides psychological services to eligible children with disabilities as specified on the IFSP, and assists in planning and implementing early intervention services.	Doctorate Degree or Licensure by the State at Masters level	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Social Worker, Licensed Clinical Provides methods, principles, and techniques of casework, group work client centered advocacy, community organization, administration, planning, evaluation, consultation, research, psychotherapy and counseling methods and techniques to persons, families, and groups in assessment, diagnosis, treatment, prevention and amelioration of mental emotional conditions	Masters Degree or Licensure by the State at Bachelor's level Master social workers (LMSW); and Licensed independent social workers (LISW-CP) and (LISW-AP). Baccalaureate social workers (LBSW) may serve only as service coordinators, or under the supervision of an LMSW.	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes

Comprehensive System of Personnel Development
Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided
Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Speech-Language Pathologist Provides training and consultation, evaluation services and speech-language therapy.	A post-graduate degree in speech-language pathology from a school or program determined by the board to be equivalent to those accredited by the Council on Professional Standards of the American Speech-Language Hearing Association (ASHA); and (b) meets ASHA's standards for Certificate of Clinical Competence or its equivalent as approved by the board, in Speech-Language Pathology in effect at the time of application; or (c) have a current ASHA Certificate of Clinical Competence or its equivalent as approved by the board. May provide all services except supervision while completing Clinical Fellowship Year (CFY).	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	X	---	Yes	Yes
Speech-Language Pathology Assistant Assists with the implementation of IFSPs under the direction of a licensed speech/language pathologist.	A Bachelor's degree in Speech-Language Pathology must include as a minimum the following core curriculum of 36 semester hours and not less than 100 clock hours of clinical practicum. Must have supervision by a licensed Speech Pathologist.	SC Department of Labor, Licensing and Regulation	Under contract with Lead Agency	Yes	---	X	Yes	Yes
Service Coordinator & Special Instruction Supervisor	Minimum Bachelor's degree: <ul style="list-style-type: none"> ● Child/Human Development ● Education: Early Childhood, Special Education, Early Childhood Special Education, or Elementary Education ● Family and Consumer Sciences ● LPHA (all) ● Psychology ● Public Health ● Social Work ● Sociology And, either: 1 year experience in field of early childhood education, OR 1 year experience working with infants and toddlers, OR 1 year experience with children age birth to 5 years with disabilities.	None	DDSN & its contracted providers; SCSDB	Yes	X	---	Yes	No

Comprehensive System of Personnel Development

Table 1b: South Carolina BabyNet Personnel Qualifications by Service Provided

Note: a glossary of terms can be found at the end of this table

Title	Qualifications	Certification, Licensure, or Registration	Employed Through	Credential Required	Credentialed Specialist	Credentialed Associate	Background Check	Liability Coverage
Special Instructor Provides direct child services, consultation with providers, develop IFSPs, writing evaluation reports, individualized assessments.	Minimum Bachelor's degree: <ul style="list-style-type: none"> ● Child/Human Development ● Education: Early Childhood, Special Education, Early Childhood Special Education, or Elementary Education ● Family and Consumer Sciences ● LPHA (all) ● Psychology ● Public Health ● Social Work ● Sociology And, either: 1 year experience in field of early childhood education, OR 1 year experience working with infants and toddlers, OR 1 year experience with children age birth to 5 years with disabilities.	None	DDSN & its contracted providers, and SCSDB	Yes	X	---	Yes	No
Other Early Intervention Provider , e.g., transportation providers, medical equipment providers, foreign language interpreters /translators	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 have contractual approval of DHEC/BabyNet. Training Requirement Note: Orientation Module	Foreign language interpreters and translators must be certified by the State.	Under contract with Lead Agency	No	---	---	Yes	Yes

Glossary of Terms, Table 1a: South Carolina BabyNet Personnel Qualifications

Title	Title of BabyNet System Role or Service to be provided
Qualifications	Minimum educational and experiential requirements for role and/or service
Certification/Licensure	State requirements for certification or licensure for each applicable role/service as established by the South Carolina Department of Labor, Licensing and Regulation and professional association standards
Employed Through	BabyNet Partnering Agency or Contract
Credential Required	BabyNet Infant/Toddler Credential requirement for role/service
Credentialed Specialist	Specialist level of BabyNet Infant/Toddler Credential: minimum Bachelor's degree unless otherwise noted
Credentialed Associate	Associate level of BabyNet Infant/Toddler Credential: minimum Associate's degree unless otherwise noted
Background Check	Requirement for Criminal Background Check for each applicable role/service
Liability Coverage	Requirement for Liability Insurance coverage for applicable each role/service