

Illinois Director Credential (IDC) Legal & Fiscal Management Assessment (Levels I-III)

Legal & Fiscal Policies & Procedures Project

IDC Competencies	<p><u>LFM1:</u> Develop policies and procedures and implement best practices in alignment with federal, state, and local mandates.</p> <p><u>LFM2:</u> Develop fiscal policies and procedures and implement best practices to support sound fiscal operations.</p> <p><u>LFM3:</u> Develop and/or implement policies and practices that align funding stream requirements and long-term fiscal health, equitable compensation for staff, and high-quality services for children and families.</p> <p><u>LFM4:</u> Analyze and adapt, based on best practice, the effectiveness of operating budgets, resource allocation, and the utilization of blended funding streams.</p>
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Assessment Guidelines

Adherence to legal and fiscal policies is a critical component of the administrative role. In this assessment, you are required to outline legal and fiscal policies and procedures for an early childhood organization.

Part 1: Legal Policies

For Part I of this assessment, you will develop legal policies and procedures for your center/ organization. All policies and procedures should represent evidence-based practice as well as state, federal and local mandates. You are required to identify the type of early childhood organization you are developing policies and procedures for. Your legal policies and procedures should include but are not limited to, the following:

- Reporting policies, procedures, and training for staff regarding identification and reporting of child abuse and neglect.
- Policies, procedures, and training for staff regarding the inclusion of children with special needs.
- Policies, procedures, and training for staff regarding the confidentiality of work-related information.

Part 2: Fiscal Policies

Part 2 of this assessment requires the identification of appropriate fiscal policies and procedures. Policies and procedures developed are required to align with state, federal, and local mandates, as well as reflect evidence-based practice in the field. Your fiscal policies and procedures should include, but are not limited to, the following:

- Annual budget expenses:
 - Salaries: inclusive of an equitable salary scale based on role, level of generalized education, specialized education, and experience.
 - Benefits
 - Equipment upgrades, depreciation, & repair
 - Supplies
 - Materials
 - Food service
 - Parent training

- Staff training and professional development
- Excursions and special activities
- Ongoing recruitment/marketing
- Telephone
- Postage
- Printing
- Uncollected fees
- Revenue
 - Tuition (including daily, ½ day, hourly rates and sliding scale parameters)
 - Fees (including registration, diaper, late, late payment, vacation etc.)
 - Bookkeeping system and tuition collection policies for assessing, billing and collecting fees and tuition

Additional budget information:

- Cash flow projections and budget allocations based on the current operating budget and allowable expenses.
- Areas of opportunity in terms of monetary and resource allocation.
- Areas of opportunity to adjust operating budget, resource allocation, and the utilization of blended funding streams.

Part 3:

Part 3 requires the development of advanced fiscal policies and procedures for your center/organization/school. You are required to identify policies and procedures for each of the following:

- Fundraising activities
- Grant solicitation
- Petty cash use and reimbursement system
- Annual fiscal audit and review of funding streams

IDC Legal & Fiscal Management Master Rubric					
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
LFM1: Develop policies and procedures and	Policies and procedures outlined demonstrate clear alignment with federal,	Developed policies comply with federal and state laws related to wages and	Developed policies comply with federal or state laws related to wages and	Policies developed do not comply with federal or state laws related to wages	

IDC Legal & Fiscal Management Master Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
<p>implement best practices in alignment with federal, state, and local mandates.</p>	<p>state, and local mandates and clear connections to research and the evidence-base of the field.</p>	<p>working conditions, inclusive of mechanisms for recourse and adjustment.</p> <p>Appropriate legal resources to support effective program administration are identified.</p> <p>Effective policies, procedures, and training for staff regarding the identification and reporting of child abuse and neglect are outlined.</p> <p>Effective policies, procedures, and training for staff regarding inclusion of children with special needs, in accordance with the Americans with Disabilities Act and/or the Individuals with Disability in Education Act, and the confidentiality of work-related information are clearly outlined.</p>	<p>working conditions, inclusive of mechanisms for recourse and adjustment.</p> <p>Legal resources to support effective program administration are identified.</p> <p>Policies, procedures, and training for staff regarding the identification and reporting of child abuse and neglect are partially outlined.</p> <p>Effective policies, procedures, and training for staff regarding inclusion of children with special needs, in accordance with the Americans with Disabilities Act and/or the Individuals with Disability in Education Act, or the confidentiality of work-related information are clearly outlined.</p>	<p>and working conditions.</p> <p>Legal resources identified are limited in support of support effective program administration..</p> <p>Policies, procedures, and training for staff regarding the identification and reporting of child abuse and neglect are incorrectly or insufficiently outlined.</p> <p>Policies, procedures, and training for staff regarding inclusion of children with special needs fail to account for federal mandates and/or confidentiality requirements.</p>	
<p>LFM2: Develop fiscal policies and procedures and implement best practices to support sound fiscal operations.</p>	<p>Articulates and models for other ECE professionals, fiscal policies that are examples of best practices and are in alignment with federal, state, and local mandates.</p>	<p>Operating budget and accounting policies that protects against mismanagement of funds are comprehensively outlined.</p> <p>Short and long-range fundraising goals and grant</p>	<p>Formulates center/program fiscal policies and attempts to align with federal, state, and local mandates.</p>	<p>Creates center/program fiscal policies that do not reflect best practices or align applicable mandates.</p>	

IDC Legal & Fiscal Management Master Rubric					
Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
		proposals that support a program's mission are comprehensively developed.			
<p><u>LFM3:</u> Develop and/or implement policies and practices that align funding stream requirements and long-term fiscal health, equitable compensation for staff, and high-quality services for children and families.</p>	Collaborates with all stakeholder groups to incorporate sustainable, substantive fiscal policies and procedures reflective of best practices that support long-term fiscal health, equitable compensation for staff, and effective services for children and families.	<p>Cash flow projections and budget allocations based on current operating budget and allowable expenses are clearly outlined and implemented.</p> <p>An equitable salary scale based on the following criteria: (1) role (2) level of generalized education (3) specialized education (4) and experience is clearly developed and/or implemented.</p> <p>Grant proposal developed is compelling and includes all components required in Request for Proposal (RFP) or funder guidelines</p>	<p>Cash flow projections and budget allocations based on current operating budget and allowable expenses are partially outlined and implemented.</p> <p>An equitable salary scale based on the following criteria: (1) role (2) level of generalized education (3) specialized education (4) and experience is partially developed and/or implemented.</p> <p>Grant proposal developed includes all components required in Request for Proposal (RFP) or funder guidelines.</p>	<p>Cash flow projections and budget allocations based on current operating budget and allowable expenses are incorrectly outlined and implemented.</p> <p>An salary scale based on the following criteria: (1) role (2) level of generalized education (3) specialized education (4) and experience is partially developed and/or implemented.</p> <p>Grant proposal developed includes limited components required in Request for Proposal (RFP) or funder guidelines.</p>	
<p><u>LFM4:</u> Analyze and adapt, based on best practice, the effectiveness of operating budgets, resource allocation, and the utilization of blended funding streams.</p>	Connections to evidence-based practice supporting operating budgets, resource allocation, and the utilization of blended funding stream are clearly outlined and adhered to.	<p>Areas of opportunity in monetary and resource allocations are clearly outlined and plans for remediation are identified.</p> <p>Identifies opportunities to adjust operating budgets, resource allocations, and the utilization of blending</p>	<p>Areas of opportunity in monetary and resource allocations are clearly outlined.</p> <p>Identifies opportunities to adjust operating budgets, resource allocations, and the utilization of blended funding streams.</p>	<p>Areas of opportunity in monetary and resource allocations are incorrectly outlined.</p> <p>Opportunities to adjust operating budgets, resource allocations, and the utilization of blending funding streams lack</p>	

IDC Legal & Fiscal Management Master Rubric

Competency	Distinguished	Proficient	Needs Improvement	Unsatisfactory	Unable to Assess
		funding streams based on fluctuating contextual factors, program needs and allowable expenditures.		comprehension and connections to evidence.	

Level I—Beige

Level II—Blue

Level III—Purple