

## **ITERS Monitor Guidance**

The ITERS consists of seven Subscales: Spaces and Furnishings, Personal Care Routines, Listening and Talking, Activities, Interaction, Program Structure, and Parents and Staff. Each Subscale is made up of three or more Items.

Each Subscale is determined to be Met or Not Met based on the guidelines listed below. Recommendations will be given to encourage and guide staff development. The results of the ITERS monitor will be reflected in employee evaluations. If a low rating is due to agency or facility restrictions, the issue may not directly reflect on the classroom staff.

### **Met**

- Subscale average of 5 and above
- No observed violation of general Head Start Performance Standards, Community Care Licensing, CACFP (food program) or other regulations

### **Recommendations**

- Item score of 4 or below
- Areas of potential growth based on individual child or staff need

### **Not Met/Action Plan**

- Subscale average score less than 5
- Item score of 4 or below that may also be a hazard
- Observed violation of specific Head Start Performance Standards, Community Care Licensing, CACFP (food program) or other regulations
- Individual staff member performance issue that is not reflected in the ITERS score