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How to become a dental hygienist salary

After completing the majority of core courses, students proceed to their lecture/clinical hygiene studies. Both 2 and 4-year degree programs include similar hygiene coursework (lecture and clinical) and sit for the same board exams. Dental hygienists spend much of their day working with their hands, cleaning teeth with a combination of hand and power tools. Pursuing a bachelor's degree in dental hygiene can take about two additional years. What Qualities Should a Dental Hygienist Have? Due to the hands-on nature of clinical courses and patient care requirements, online dental hygiene programs are not an option. In order to teach at the college level, hygiene instructors must have – or be working toward – a higher degree. Dentists and dental hygienists differ in their educational requirements, scope of practice and salary potential. Dental hygienists work directly with patients and are not the same as dental assistants. One common tool for removing stains is an air-polishing device that sprays a mixture of water, air and baking soda. Due to its length, the NBDHE is usually broken up into a morning and afternoon session, with a lunch break in between. A dental office may choose to pay hygienists a flat rate per day or by the number of patients that they see. Although pay is significantly dependent on the cost of living where the practice is located, it can still be worth your while to explore which areas boast the highest salary.According to the United States Bureau of Labor Statistics (BLS), the American cities with the highest salary for dental hygienists includeFairbanks, Alaska (at \$113,190 per year)San Jose, California (\$112,210 per year)Anchorage, Alaska (\$110,800 per year)San Francisco, California (\$109,750 per year)Santa Rosa, California (\$108,010 per year)The Best-Paying States For Dental HygienistsMaybe you're not interested in moving to one of those five cities, but you still want to know which states have the highest salary when it comes to dental hygiene jobs. Much of it depends on which part of California you're practicing in and how expensive it is to live in that area. However, you may need to do your own research if you plan on practicing in multiple states or moving out of state after graduation.Find Out More About YOUR State here.How To Get Your Dental Hygiene LicenseDuring your final semester of dental hygiene school, your program coordinator will provide instructions on which exams and clinical boards to register for (just another reason why it's important to attend an accredited program). Along with interpersonal skills, dental hygienists should be detail-oriented and understand industry best practices to help dentists evaluate and treat patients. Licenses must be renewed around every 1-3 years (renewal frequencies vary by state) with appropriate continuing education requirements met as dictated by your state.Related: How Long Does It Take To Become a Dental Hygienist?Dental Assistants Vs. Dental Hygienists Dental assistants and dental hygienists are not the same. The test is offered year-round at Pearson Vue Test Centers in the U.S. and in Canada and takes nine hours to complete and costs \$565. Many dental hygienists work part time, and some work for multiple dental offices. Dentists who choose to specialize in a particular area of dentistry remain in school for an additional 2-3 years on top of completing dental school. In fact, areas of the United States with a higher cost of living may have dental hygienist salaries that are over \$110,000 per year. The national dental examinations scores range from 49-99 and a minimum score of 75 is necessary to pass.Learn More: Dental Hygiene License: Boards, Exam, and RenewalState Dental Hygienist RequirementsThe final phase of registered dental hygienist schooling and exams is the state board. And because they work with their hands in tight spaces, dental hygienists must have good manual dexterity and fine motor skills. Many aspiring to become dental hygienists apply to more than one school due to the competitive admission process. Bachelor Degrees Dental Hygienist Bachelor's Degree Similar to an associate's degree, but with more foundational coursework requirements in order to fulfill a four-year university degree. If you work well with others, enjoy a challenge and want to make a difference, consider becoming a dental hygienist. Dentists must earn a bachelor's degree and complete a doctoral program in dentistry, while hygienists need only an associate degree to start their careers. Regardless as to which type of program you complete, the licensure and pay is typically the same. How To Become A Dental HygienistDoes becoming a dental hygienist sound like the best career path? The American Dental Hygienist's Association maintains a list of credentialed universities throughout the United States that offer online degree completion for hygienists. Some states provide the option for hygienists to pursue additional training to become dental therapists and perform more advanced dental work. At this time, you can begin practicing as a Registered Dental Hygienist. Patients are often responsible to provide their own live test patients. Some states require dental hygienists to take separate written exams (i.e. jurisprudence or sedation monitoring) that must be completed. Frequently Asked Questions (FAQs) About Becoming a Dental Hygienist Completing an associate degree in dental hygiene can take two to three years; if you already hold an associate, you can complete a bachelor's-completion program in dental hygiene in as little as 16 months. Or if you prefer not to work directly with patients you can pursue becoming a lab tech (individuals who create prosthetics such as dental crowns or dentures) for average pay of about \$53,000 per year.Jobs Related To Dental HygienistsDepending on how much time you want to spend in school and what interests you, pursuing a dental hygienist career or other job in the dental industry can be the perfect fit. Others work in physicians' offices or for the government. The other two agencies are the States Resources for Testing and Assessments (SRTA) and the Central Regional Dental Testing Services. The BLS projects employment for dental hygienists to grow by 7% between 2022 and 2032, with an average of around 16,400 positions projected to open each year during that time frame. Industry experts repeatedly rank dental hygiene as a top job in healthcare because of its satisfaction rate, work/life balance, and salary. Going to the dentist is few people's idea of a good time, as dental treatment can be costly, intimidating and even a bit invasive. A dental hygienist career is a well-paying opportunity, regardless as to which state in which you choose to practice.Alaska (\$114,320 per year)California (\$114,320 per year)Washington (\$114,320 per year)Arizona (\$114,320 per year)New Jersey (\$114,320 per year)What Is The Salary For A Dental Hygienist In California?The State of California comes in just behind Alaska in regard to the highest dental hygienist salary. Both assistants and hygienists may provide patient education and take X-rays, but dental hygienists assess patients' dental health and perform procedures such as plaque removal, while dental assistants focus on support duties such as appointment scheduling, patient intake, and assisting dentists during procedures. After earning a dental hygiene degree, aspiring hygienists must take written and clinical exams to earn state licensure. Although many dental hygienists can hold either a 2 or 4-year degree, their level of education does not affect their licensure nor should it impact their salary.How Much Does A Dental Hygienist Make Per Hour?The average dental hygienist salary is right around \$36/hour. Developing all of these skills can be a challenge, but a dental hygienist career can also be rewarding and lucrative. Depending on the type of dental hygienist schooling/program you attend, training can be completed in as little as 3-4 years. Hygienists are also responsible for conducting oral cancer screenings, gum disease screenings, nutritional counseling, medical reviews, taking radiographs, oral hygiene education, administering local anesthetic (in most states) and monitoring nitrous oxide sedation. They work closely with dentists, and depending on the state, they may also perform many tasks without direct supervision. Many colleges advertise "pre-dental hygiene" or dental hygiene degree plans for basic program requirements, but they may not have an accredited hygiene department on their campus. Although certain areas are pushing upwards of \$110,000 per year, the state average is right at around \$100,000 per year. Dental hygienists regularly instruct on selecting toothbrushes and other oral care devices as well. Students of accredited dental hygiene programs may apply to take the test before graduation with the approval of their program director. American Dental Hygienists' Association (ADHA): The oldest and largest national organization for hygienists provides publications, continuing education opportunities, professional advocacy and scholarships. Dental Hygienist Salary and Job Outlook The median annual wage for dental hygienists was \$87,530 as of 2023, according to the most recent BLS data. In addition to their degree, states require dental hygienists to ... Candidates are allowed one free exam retake. Being able to commute from out of the area can lower your cost of living and allow you to "make more" so to speak. A dental hygienist is a medical professional who has graduated from an accredited dental hygiene program and is state-licensed to provide oral healthcare. Each is responsible for separate responsibilities and completes different types of training. Students also complete general education courses in subjects like communication, math, writing and science. Additionally, states such as Minnesota are now bridging into "dental therapist" programs, which is a master's degree mid-level practitioner below a licensed dentist (dental therapists can perform a wider range of services than a dental hygienist, but fewer than a dentist. Online CoursesMost dental hygiene programs that offer online degrees are for licensed dental hygienists who hold a 2-year associate's degree and want to pursue a 4-year bachelor's degree, or, bachelor's degree holders who want to complete a master's degree in dental hygiene. The latter is a clinical or "hands on" process where patient care is rendered and evaluated by the dental hygiene examination committees. Median Salary: \$81,400Stress Level: AVERAGEWork-Life: HIGHCareer Advancement: BELOW AVERAGE However, in addition to being a best overall job and top healthcare support job, dental hygienists are also ranked as the #1 most unhealthy job because of things like exposure to infectious diseases, radiation, repetitive and musculoskeletal injuries, and the amount of time spent sitting each day. Though several states offer their own specific exams, most use one of five regional testing agencies. The exam is administered by the Joint Commission on National Dental Examinations (JCNDE), which is an independent agency of the American Dental Association. Prior to that, they practice on one another. Dental hygienists need critical thinking skills, manual dexterity, attention to detail and excellent communication abilities. Some also require an entrance exam in order to apply.Related: Dental Hygiene Career Course In your final semester of dental hygiene schooling, you'll complete a written national board exam and a state clinical board exam. The role of a dental hygienist is largely defined by the supervising dentist and can vary by state and workplace setting. Always double check the dental hygiene program, dental schools and universities accredited by the Commission on Dental Accreditation (CODA).What You'll Study In A Dental Hygienist ProgramThere's more to becoming a dental hygienist than just learning how to clean and polish teeth. Admissions to both degree programs are highly competitive.Dental Hygienist Master's Degree Hygienists who want to pursue careers in academia, research, or public health may choose to return to college to complete a master's degree in Dental Hygiene. On the other hand, lab techs often attend a technical school or are trained under the guidance of a mentor/apprenticeship to learn their trade. They may also take impressions for teeth whitening trays, apply fluoride treatments, and perform other adjunctive services depending on the state they are licensed in. The first is a multi-hour written test that is accepted by multiple states. However, you can choose to complete most prerequisite classes and core degree requirements via online learning, depending on the college or university that you attend.National BoardsRegardless of which state your dental hygiene program is located, to become a dental hygienist, all dental hygiene students must sit for the written National Board Dental Hygiene Examination (or "NBDHE"). Recertification costs between \$42 and \$475 per renewal cycle. Students will complete a wide range of requirements and patient categories, allowing them to experience and perfect their skills when it comes to treating a diverse population of varying oral health needs. Not only do you get to work with amazing people each day, you can also earn an awesome salary doing it. Typically employed in dentists' offices, dental hygienists clean patients' teeth and assess their dental health, communicate information between patients and dentists, and provide oral hygiene education. What Do Dental Hygienists Do? A dental hygiene associate degree is the most common pathway. Dentists make over \$150,000 per year. The American Dental Association offers tons ways for you to earn your continuing education. Just be warned - it also ranks high in exposure to infectious diseases! Data-driven information about how to become a Dental Hygienist including job description, average salary by state, step-by-step instructions, education requirements, and job outlook. The actual hygiene coursework and training only takes two years. Flexibility makes it possible to work full-time or just 2-3 days a week in a traditional 9-to-5 atmosphere. A good dental hygienist has a calming presence and a steady hand. Registered Dental Hygienists (RDHs) are licensed dental health providers who perform preventative services such as dental cleanings, periodontal soft tissue therapy, and practice independently of the dentist rather than alongside of them. High school students interested in pursuing this career should take classes in chemistry, biology and math, which are often prerequisite courses for dental hygiene degree programs. Although you'll complete extensive clinical hands-on training in tartar removal, sealant placement, and soft tissue therapy, dental hygienists' schooling also consists on extensive lectures over disease management, oral pathology, the oral-systemic health connect (including how dental conditions relate to underlying medical issues), pharmacology, head and neck anatomy, radiography, dental materials, jurisprudence, local anesthesia delivery, oral health patient education, and case management.Most dental hygiene students typically begin seeing patients in the second semester of school. Dental hygienists typically first attend a community college, technical college or university to earn an associate's or bachelor's degree majoring before taking their licensing exams. According to US News and World Report, Dental Hygienist careers are ranked #1 in "best healthcare support jobs" and #24 in "100 best jobs". Dental hygienists must also complete continuing education requirements to maintain certification. To patients, they must explain how to keep teeth and gums healthy and educate on proper brushing and flossing. The median annual salary for dental hygiene professionals in the United States is \$87,530. Dental hygienists are paid well, have a relatively low-stress level compared to other types of healthcare jobs, earn a competitive salary, and enjoy the benefit of knowing they're helping others enjoy a better quality of life. The Commission on Dental Accreditation (CODA) accredits more than 300 higher education programs in dental hygiene at community colleges, technical schools and universities. In addition to cleaning teeth, aspiring hygienists will also learn how to take X-rays, record impressions, measure soft tissue attachment levels, use dental equipment, and complete oral cancer exams.Upon the completion of two years of clinical and lecture courses, the student will qualify to sit for the national and state board exams.Types Of Dental Hygienist DegreesDental Hygienist Associate's Degree After core science prerequisite courses are completed, the student attends a 2-year dental hygiene program and graduates with an Associate of Applied Science degree.Learn more about associate degree: Dental Hygienist Associate vs. American Dental Education Association (ADEA): The nation's sole professional organization dedicated to dental education. ADEA provides a selection of resources for current and aspiring dental hygienists, including prep for incoming dental hygiene majors and professional development opportunities. Most dental hygienist programs require prerequisite courses in chemistry, anatomy and physiology, microbiology, and core courses such as English, history, college algebra, biology, etc. Dental hygienists clean patients' teeth and provide education on oral health and hygiene, but dentists can perform more advanced procedures such as tooth extraction and repair. Dental hygienists should be passionate about oral health and helping patients live healthier lives. Get a High School Diploma or GED® Certificate To gain admission to a dental hygiene program, you'll need a high school diploma or GED certificate. An entry-level dental hygienist salary in a more affordable area could be as low as \$62,000 per year. In fact, some experienced dental hygienist are earning as high as \$124,000 a year!Best-Paying Cities For Dental HygienistsAre you interested in relocating or becoming licensed in a different state? Other tools of the trade include safety glasses, surgical masks and gloves to protect against infectious diseases. Licensure must be renewed every one to five years, depending on the state. In the majority of situations, the salary is a flat hourly amount. Dental hygienists have several options for career advancement, including bachelor's and master's degrees. If you consider things like a paid uniform allowances or continuing education options, the added benefits can make your salary more competitive.Temporarily Dental Hygienist Make MoreAccording to online job placement websites, the national average temping RDH salary is just over \$90,000 annually, or about \$45 an hour. Dental assistants earn an average salary of around \$39,000 per year. But in every dentist's office, you'll find professionals who help put patients at ease, keep pain to a minimum and make the experience more positive. These professionals are well-paid and in demand, and they get a chance to positively impact every patient who enters their office. Most hygienists are paid an hourly rate while some offices offering bonus incentives on a case-by-case basis. Most people recognize dental hygienists as the dental team member who cleans away tartar and plaque then polishes their teeth every six months. Knowing where the most competitive dental hygienist salary exists can help you get more bang for your buck when it comes to a job search. As you might guess, the top two are Alaska and California. To dentists, hygienists must clearly communicate a patient's oral health status. Of the approximately 219,400 dental hygienists in the U.S. in 2022, 93% work in dental offices, according to the U.S. Bureau of Labor Statistics (BLS). Although it's fine to complete your prerequisite courses at a reputable college or university, you should utilize your State Board website or the American Dental Hygienist's Association website to research accredited dental hygiene programs. Most bachelor's degree programs in the field serve students who already hold associate degrees or a similar number of college credits. SRTA's manikin-based clinical examination, which is accepted in southern states, costs \$1,150, while its live-patient exam costs \$950. Program length depends largely on your enrollment status and transfer credits. When it's time for the clinical exam, you and a patient will arrange to attend one of the authorized testing sites on a specific date and time. In most cases, you will sit for your written national board exam at your hygiene school. Depending on the state you're licensed in, you may need an average of 12-24 hours every 1-2 years. It typically takes two to three years to become a dental hygienist, including earning an associate degree in dental hygiene and passing two tests to obtain state certification. Hygienists must be empathetic, too, as they occasionally have to counsel patients on lifestyle choices and the links between diet and oral health. Read on to learn how to become a dental hygienist. Keep in mind, pay in certain geographical areas is going to be higher than in others. Common duties include removing tartar, stains and plaque from teeth; applying sealant and fluoride; and taking X-rays. National Dental Hygienists' Association (NDHA): This group, founded by African American dental hygienists, works to address the unique problems facing dental professionals from historically marginalized groups. Always document the courses that you complete (most will include a special code or certificate) and make sure they're provided by a certified ADA CERP or similar provider.Becoming A Dental Hygienist A career as a licensed dental hygienist can be extremely fulfilling. Commissions do not affect our editors' opinions or evaluations. As such, it's common for hygienists to occasionally reach burnout rates due to neck, shoulder, and wrist injuries. They speak to patients with empathy and respect, explaining in detail complex procedures and why they are important. Many workplaces also require dental hygienists to have active CPR certification. Simply choosing the highest dental hygienist pay may not be significantly different from other areas of the country that pay lower when housing costs and other cost of living factors come into play.Average Dental Hygienist Pay Vs. Dental Industry JobsIf you're someone who wants to work in the dental industry but doesn't know much about the various career paths to choose from, other options include becoming a dentist, dental assistant, or a dental lab tech. When it comes to the average dental hygienist's working hours, the traditional work schedule is one that makes careers in the dental industry highly attractive compared to other types of medical jobs.As long as dental hygienists practice good ergonomics and self-care (to prevent repetitive or musculoskeletal injuries) such as exercise, stretching, and massage, it's possible to work well into your 60s in the same job role.On a day-to-day basis, dental hygienist careers typically consist of seeing one patient at a time, with anywhere from 45-90 minutes per patient. Dentists earn a median annual salary of over \$170,000, according to the BLS, while the median salary for dental hygienists is about \$87,500. Classes include medical ethics, anatomy and periodontics (the study of gum disease), among other subjects. Learn more about Dental Assistant Vs. Dental Hygienist here!Dental Hygiene Career Rankings Job satisfaction, work-family balance, and competitive pay make dental hygienist jobs one of the best in healthcare. Similar to becoming a Registered Nurse, Dental Hygienists can choose to complete either a 2 or 4-year program, receiving an associate's or bachelor's degree in Dental Hygiene from an accredited dental hygiene program. Your testing scores are then returned to you and/or your state dental board. Hygienists sometimes provide restorative services like extracting primary teeth and replacing crowns. Master's degrees can frequently be completed online. But to round out the top five, you'll also want to consider Washington, Arizona, and New Jersey. Some states will allow you to carry over hours for a year or two, making it easier to lump your training into fewer sessions. Dental hygienist schooling is similar to that of a Registered Nurse, in that they must complete either an associate's or bachelor's degree in dental hygiene and then pass a series of board exams. How To Become a Dental Hygienist To become a licensed dental hygienist, you must graduate from an accredited dental hygiene program and pass a written test and a clinical test. The low unemployment rate and high dental hygienist salary are just a couple of reasons why. Dental hygiene bachelor's degrees are also available, as are master's degree programs in rare cases. Compared to dental hygienists, dental assistants have a more limited range of duties. Dental hygienists need a soft touch because many patients arrive in serious pain or are afraid to undergo dental treatment. Once processed by the state and you've completed all application requirements (such as CPR and proof of degree completion), an annual license is mailed to your home address.RDHI License RenewalNow that you're a licensed hygienist, you'll need to maintain and renew your licensure as dictated by your state. Failing to comply with renewal requirements can result in your license being suspended.Most renewal protocols require a refreshed CPR and BLS course for healthcare professionals, a minimum number of continuing education (CE) course hours, and jurisprudence updates. Prior to applying, basic prerequisite science courses must be completed. Pass a Written Test All dental hygienists must pass the National Board Dental Hygiene Examination (NBDHE). Check with your state dental board for specific requirements.Dental Hygiene Continuing Education Continuing education courses (CE/CEUs) allow practicing and seasoned dental hygienists to remain abreast of the current research and trends in dentistry for years after graduation. The JCNDE offers test preparation materials online, including tutorials covering relevant information and practice exams. By comparison, the national median salary for all occupations is \$48,060 and the average projected growth rate is 3%. NDHA later merged with the National Dental Association and today holds an annual convention and offers several scholarships to African American dental hygiene students. Newly developed programs may be granted a temporary or pending accreditation and should be researched before applying. Depending on where you live (city, state, and cost of living) an average dental hygienist salary is over \$76,000 (with top earners making over \$100k annually.) But to begin a dental hygienist career, you'll need to complete a 2 or 4-year hygiene program, which can be extremely competitive to get into, and then pass national and state hygiene boards along with maintaining annual continuing education hours. Get Licensed Every state' board of dental examiners requires dental hygienists to be licensed, but licensure requirements vary, so check with the board of the state where you'd like to practice for details. The typical dental hygienist attends college between a total of 3-4 years, depending on which dental hygiene program they attend. The type of testing that you're required to complete will depend on the state where your school is located and the state in which you plan to practice. Earn a Degree in Dental Hygiene Before dental hygienists can obtain certification and licensure, most states require that applicants graduate from an accredited dental hygiene program. Editorial Note: We earn a commission from partner links on Forbes Advisor. Typically, the required professional development courses can be completed in just a couple of weekends per year. The 350-question test assesses candidates' understanding of subjects including anatomy, patient assessment, periodontal procedures and professional ethics. These hands-on assessments gauge candidates' clinical skills, employing either live subjects or manikins that simulate live patients. Many offer student memberships and other resources for emerging professionals. This multi-hour exam, 350-question exam covers all core competencies in patient care, ranging from case management and disease recognition to dental materials and soft tissue therapy. Those professionals are dental hygienists. Additional tests are sometimes needed for things such as nitrous oxide monitoring or local anesthetic delivery, depending on your state.To become a dental hygienist, upon satisfactory completion of your written and clinical boards, your State Board of Dental Examiners will process and deliver your dental hygienist license. Dental Hygienist SalaryDepending on cost of living in your area and the amount of experience that you have, the average dental hygienist salary is just over \$81,000 per year, with higher earners topping \$90,000 per year. Three of those agencies merged in 2022 and now offer a single test developed by the American Board of Dental Examiners. Dental assistants earn the lowest salary of dental related jobs, but with their shorter training time it's also possible to enter a career with little to no student debt.Dental Hygiene Job Satisfaction One of the reasons why a dental hygienist career ranks as a top job is because of the career satisfaction. Complete a Regional or State Clinical Board Exam After passing the NBDHE, aspiring hygienists must successfully complete a clinical, or practical, exam. They even use ultrasonic devices and, in some cases, lasers. Dental hygiene associate programs typically take two to three years to complete, involving laboratory, classroom and clinical instruction. Dental hygienists perform a variety of preventative care techniques on patients and assess patients' oral health. If so, you'll want to apply to dental hygiene school, which can be quite competitive. Again, this number can be higher or lower and depends on what part of the country you're in as well as the cost of living in that area. Beyond that, licensure requirements vary by state. They also need strong problem solving and critical thinking skills. State boards which typically consist of a dental hygienist clinical examination cases, where patients are cared for and then the student is scored by other clinicians. Professional Organizations for Dental Hygienists Getting involved with a professional organization can help dental hygiene professionals make professional connections and find support for their educational and career journeys. The most common educational path to a career in dental hygiene is an associate degree. Dental assistants typically earn less than hygienists, with a median annual salary of \$46,540, per the BLS. Courses must be accredited and can usually be obtained through independent CE providers, online, or at regional dental conventions. Human interaction is a major component of working as a hygienist, so strong interpersonal and communication skills are an important quality in this career. Dental hygienist schooling is usually completed in just 3-4 years (similar to a registered nurse) but if you choose to become a dentist, you'll be in school for about 8 years. A dental hygienist can legally perform the same duties of a dental assistant, but an assistant is not legally authorized to perform the duties of a dental hygienist (similarly, a dentist can perform hygienist responsibilities, but the hygienist cannot perform those of a dentist.) Assistants complete training that ranges from on-the-job to technical school or a community college certification program. Clinical exam costs vary. Most dental hygienists and dental providers choose to complete additional CE courses, simply to learn about new technology and incorporate practical strategies into their everyday services. The additional 1-2 years are for degree or prerequisite requirements.Accredited Dental Hygiene Programs & Dental Schools In order to become a licensed dental hygienist, you need to attend an accredited dental hygiene program. An accredited program is one that meets national and state certification requirements. During dental hygiene clinics, a team of hygienists and dentist(s) monitor patient care, evaluate the student's accuracy, and provide guidance for case management. Associate's degrees are awarded at junior or community college settings, while bachelor's degrees are completed at universities. What Is a Dental Hygienist? Dental hygienists who work in pediatric dental offices may see anywhere from 2-4 patients per hour, as it's common to have a hygiene assistant taking X-rays, seating patients, educating patients on oral health, and setting up the hygiene area for you.Dental Hygiene Education RequirementsHow long does it take to become a dental hygienist? Due to the diverse nature of state requirements, your dental hygiene program will usually direct you toward the standards set in place by the state and guide you throughout the process.

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