

# Career Pathways Model for Ohio Early Childhood & Afterschool Professionals

Revised October 2011

## I. Overview

This model provides a common system for all Ohio early care and education and afterschool professionals to document and quantify their professional growth and accomplishments, and by doing so to define and advance the profession. The model uses one framework to integrate the pathways of formal education, training, experience, and specialized credentials and certifications. Individuals accumulate points along each of four pathways-- formal education, inservice training and continuing education, experience, and credentials and certifications. Total points assign one of 6 professional designations.

## II. Pathways

### A. Formal Education

#### 1. Degrees

Points are awarded for the **highest degree attained**, regardless of major course of study. High School or GED = 5 points; Associates degree = 10 points; Bachelors degree = 20 points; Masters degree = 30 points; PhD, Ed.D. = 40 points.

#### 2. Area of Study

Points are awarded to a professional that has majored in Early Childhood Education, Human Development/Ecology, Child Development, Family Studies or Child Development and Family Community Studies. 30 points are awarded for each degree earned in those specific areas of study.

#### 3. Credit Hours

Points are awarded for all credits completed, including those completed for a degree. One quarter hour is equal to 1 point; one semester hour is equal to 1.5 points.

#### 4. Coursework Directly Related to the Care and Education of Children

Points are awarded for college coursework from an accredited institution that has specific application to the care and education of children age birth through fourteen years, and a concentration in one or more of the following subject areas:

- Growth and development of children
- Assessment and instructional methods
- Content-specific courses that directly support instruction
- Children with special needs
- Developmentally appropriate equipment and classroom arrangement
- Working with parents and families
- Nutrition
- Community health, pediatrics or social services resources for children and families
- Planning child care, recreational, or educational programs and activities for children
- Developmentally appropriate child guidance and management techniques
- Administration of child care, educational and recreational activities
- Ethics and professionalism in child care
- National child care standards as published by American Academy of Pediatrics

Professionals will receive 1 additional point per credit hour of Related Coursework for which the professional has received a passing grade of "C" or better.

**B. Inservice Training and Approved Training**

1. 1 point is awarded for every 10 hours of training that is either State Agency\* approved or training that is granted CEUs from an accredited CEU provider
2. 1 point is awarded for every 20 hours of community based, inservice level training
3. 5 additional points awarded for the completion of a State Agency approved series training\*\*
4. 5 additional points awarded for the completion of a project associated with a State Agency approved series training\*

**C. Experience**

Experience awards three points for every year worked in the field. "Experience" for purposes of this model includes:

- 1) direct work\* with young children (birth - 14) and families, includes field experiences;
- 2) supervision, leadership, or management of programs;
- 3) program coordination, development, or regulation;
- 4) training, instruction, or technical assistance of programs;
- 5) evaluation or research in the field.

\* must be 18 years of age or have senior standing in Career Tech or JVS program.

**D. Credentials and Certifications**

Points are awarded for all of the following credentials. Credentials must be "current" (not expired) in order to count in your Career Pathways score.

1	Family Child Care PPI
2	Family Child Care Limited Certification
2	Child and Youth Care Worker Registration
2	Parents as Teachers Supervisor
2.5	Program for Infant & Toddler Caregivers Modules I, II, III, IV, or V Certification
5	Family Child Care Professional Certification
5	Youth Development Certificate
5	Help Me Grow Project Directors
5	Parents as Teachers Parent Educators
5	Early Intervention Program Assistant
10	American Montessori Society Infant/Toddler Credential
10	Child and Youth Care Worker Administrator/Supervisor Certification
10	Military School-Age Child Care Credential
10	Certified Parks and Recreation Professional
10	Ohio Certified Prevention Specialist I
10	Child and Youth Care Certification
10	Clinical Supervisor of Service Coordinators/Home Visitors
10	Help Me Grow Service Coordinator
10	Help Me Grow Home Visitor
10	Educational Paraprofessional/Educational Aide
10	Ohio Administrator Credential Level I
20	Ohio Administrator Credential Levels II and III
15	National Association for Family Child Care Accreditation
15	AMS (American Montessori Society) Early Childhood Credential
15	AMI (Association Montessori Internationale) Certification
15	CDA (Family Child Care, Infant/Toddler, Preschool, Bilingual, Home Visitor)
15	Ohio Certified Prevention Specialist II

15	Occupational Therapist Assistant (OTA)
15	Physical Therapist Assistant (PTA)
15	Child Life Specialist
25	Pre-Kindergarten Validation
25	Early Education of the Handicapped (EEH) Validation
30	Pre-Kindergarten Associates Teacher License
30	Early Childhood Teacher License
30	Early Childhood Intervention Specialist (ECIS)
30	Alternative Intervention Specialist License (Adolescence to Young Adult 7-12; Intervention Specialist K-12)
30	Provisional Alternative Educator License
30	School Psychologist
30	Teaching license/Any Professional Certificate (K-12)
30	Early Intervention Specialist
30	Early Intervention Supervisor
30	Speech/Language Pathologist
30	Occupational Therapist (OT)
30	Physical Therapist (PT)
30	Licensed Social Worker (LSW) or Licensed Independent Social Worker (LISW)

### III. Early Childhood & Afterschool Professional Designations

"Points" are totaled across **Formal Education, Inservice Training and Continuing Education Units, Experience, and Credentials and Certifications.**

The total points place a professional within one of the following designations:

- Level I. Early Childhood & Afterschool Professional Level I (1-49 points)*
- Level II. Early Childhood & Afterschool Professional Level II (50-149 points)*
- Level III. Early Childhood & Afterschool Professional Level III (150-249 points)*
- Level IV. Early Childhood & Afterschool Professional Level IV (250-349 points)*
- Level V. Early Childhood & Afterschool Professional Level V (350-449 points)*
- Level VI. Early Childhood & Afterschool Professional Level VI (450+ points)*

### IV. Advancement

Early childhood and afterschool professionals will advance to higher levels as they obtain more education, training, experience, and credentials. Use the attached worksheet to find your place on the Career Pathways.

\* State Agencies providing approval include the Ohio Department of Job and Family Services, the Ohio Department of Education and the Ohio Department of Health. Information on approvals can be found at [opdn.org](http://opdn.org).

\*\*For training to be considered a series, it must first meet criteria as a series. All series must be approved through the Professional Development Registry at [opdn.org](http://opdn.org). Submission for series approval by training organizations will be opened on the Registry, spring 2012.

## Career Pathways Worksheet

### Formal Education

**POINTS**

Degree/Completion

- Enter points for highest degree attained  
*High School or GED = 5 points; AA/AS = 10 points; BA/BS = 20 points*  
*MA, MS, M.Ed. = 30 points; Ph.D., Ed. D. = 40 points*

Credit Hours

- Enter total number quarter hours completed  
*and/or*
- Enter total number semester hours completed  
*(Normally AA = 90 qtr/60 sem.hrs; BA = 180 qtr/120 sem.hrs;*  
*MA = 50 qtr/30 sem.hrs; PhD = 80 qtr/60 sem.hrs.)*
- Enter total number of "related coursework" hours  
 completed (quarter and semester)

x 1 =



x 1.5 =



x 1 =

Area of Study

- Enter total number completed degrees with majors  
 in ECE, HD/Ecology, CD, Family Studies, or CD  
 Family & Community Studies

x 30 =

### Credentials

Total points for all credentials and certifications currently held  
*See list in section D "Credentials and Certifications" for point values*

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### Training Information

- Enter total number in-service hours
- Enter total number Approved hours
- Enter total number IACET/CEUs earned  
 x 1 = *Do not count hours & CEUs for the*

Divide by 20 =



Divide by 10 =



*same training*

- Enter total number of Series (no final project)
- Enter total number of Series (with final project)

x 5 =

pending

x 10 =

pending

### Experience

Enter number of years worked in field

x 3 =

### Total Points

Add all points in boxes together

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### **Early Childhood Professional Designation**

- \_\_\_\_\_ Early Childhood & Afterschool Professional Level I (1-49 points)
- \_\_\_\_\_ Early Childhood & Afterschool Professional Level II (50-149 points)
- \_\_\_\_\_ Early Childhood & Afterschool Professional Level III (150-249 points)
- \_\_\_\_\_ Early Childhood & Afterschool Professional Level IV (250-349 points)
- \_\_\_\_\_ Early Childhood & Afterschool Professional Level V (350-449 points)
- \_\_\_\_\_ Early Childhood & Afterschool Professional Level VI (450+ points)