

"CAREER LATTICE" PAPER

EARLY CHILDHOOD STATE CHARTS  
DESCRIBING STEPS FOR ADVANCEMENT

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#### **Overview**

After a thorough search for state-wide "career lattices" (see section on search methodology below), we found that 37 states have some form of early childhood ladder/lattice/steps/tiers/spectrum/pathway that describe how an early childhood profession care provider might acquire more training, education, and skills in order to advance in his/her career. Because the name of these diagrams/charts varied greatly and because many of them used the term "career" liberally (i.e., to mean the training/education/etc. that one might obtain to advance in one's career rather than a direct link between training/education/etc. and job eligibility), we will refer to these diagrams/charts with our own terminology and call them "steps for advancement" (SFA) charts.

We identified a number of common features in the SFAs. Features that were shared by three (3) or more SFAs were categorized as "common" and included in this paper. The following is a list of the common features we identified:

- Formal education/college degrees
- Early childhood education (ECE) college credit hours
- Relevant training clock hours
- Yearly training updates
- Early childhood work experience
- Apprenticeship
- Membership in a professional organization
- CPR/first aid training
- License requirements met
- CDA
- Montessori diploma
- Age requirement
- NAFCC accreditation standards
- Public school teaching certificate
- State certificate for ECE
- Bonuses (\$) for progressing up the ladder/lattice
- Link with job/career
- Purpose of/Reason for the PFA

## **Methodology for Locating SFAs**

Our primary method for locating state SFA in early childhood was through an exhaustive search on the Internet. A national repository of state SFAs was located and used to a general source to each individual state websites. Because the repository was in the process of being updated, we contacted repository staff members and inquired about whether any state without an SFA on their website has recently published an SFA. We also searched individual state websites for more SFAs and made phone calls to further inquire when the website did not yield any information about an SFA. Overall, we were able to locate 37 states with published SFAs. Table 4 contains the contact information for found SFAs.

## **Descriptions and Evaluation of the Commonly Found Features**

Tables 1 through 3 contain information on the commonly found features of the SFAs. We organized the features into three categories for ease of presentation: (a) general/overview; (b) education and training; (c) professional activity, experience, and certification. Table 1 is a grid of all the states by the general/overview features, Table 2 is a grid of all states by education and training features, and Table 3 is a grid of all states by professional activity, experience, and certification features. In tables 1 through 3, an indicator mark (✓) signifies that the state SFA includes the feature as a means of evaluating or signifying advancement. We also use a tentative indicator (?) in places where we believe the feature is used in the state SFA, but the SFA is not very clear (i.e., the SFA is not easily interpreted).

We also summarized all of the features mentioned on the SFAs for each state (Appendix). These summaries include the details of information provided in each SFA. For SFAs that do not include the given feature, we simply indicate that the feature was "not included."

Below is a list of each of the commonly found features. Included in the list is a definition of the feature and a brief evaluation of the feature in terms of its commonality among SFAs. These evaluations are based on the information summarized in Tables 1 through 3 and the Appendix.

## Common Features

### Overview/General (Table 1)

**Bonuses (\$\$)** - the SFA mentioned dollar bonuses as incentive for early childhood educators to advance. Eight (22%) of the SFAs provide incentive as a monetary bonus for advancing through the SFA. Often the bonus was only given for hitting specific milestone levels, which requires the individual to advance several levels before getting the bonus.

**Link with job/career** - the SFA included a direct link with a specific job or career. Most of the state SFAs (62%) are *not* linked to a job or career (they merely describe advancement).

**Age requirement** - the SFA indicated that individuals needed to reach a specific age (e.g., 18 years old) in order to advance or be considered a part of the SFA. Five of the SFAs (14%) included an age requirement. While this was the least common feature, the states that included this feature did so to ensure that individuals with specific job responsibilities were of a certain age or that all individuals utilizing the SFA were of a specific age.

**Purpose of/Reason for the SFA (not included in Table 1)** - a purpose or reason for publishing the SFA was mentioned. These reasons are presented in the Appendix. Just under half (49%) of the reasons for having the SFA was related only to providing *information* to early educators about what advancement looks like. For those states, advancement on the SFA was not linked to careers, job eligibility, bonuses, licensing requirements, etc. (see Appendix for other reasons provided). Presumably, individual providers could use the SFA as a means of evaluating staff and teachers, but these evaluations would not be associated with any state resources or regulations.

## **Education and Training Features (Table 2)**

**Formal education/college degrees** - the SFA utilized formal education milestones, such as high school diploma or number of years in college, and college degrees (e.g., Associates, Bachelor's, Master's, and Doctorate) as part of their criteria for advancement. All but one (Florida) SFA (97%) contained information about formal education/college degrees. Formal education/college degrees seemed to be one of the most prominent (if not the most prominent) feature used by the SFA to delineate variation between levels.

**Early childhood education (ECE) college credit hours** - the SFA specifically mentioned ECE college credit hours as an indicator for advancement. All of the SFA contained an education requirement related to college credit in early childhood education.

**Relevant training clock hours** - the SFA included specific information about needing training clock hours. In some SFA, the hours were explicitly listed, while more general information about needing training was provided on others. 92% of the SFAs included mention of early childhood relevant training clock hours.

**Yearly training updates** - the SFA specifically indicated that early educators needed to keep their training updated on a yearly basis. (Other SFAs did not specify that training needed to be continuous.) Only 30% of SFAs contained information about whether or not the individual needs to keep up with training on a yearly basis.

**Apprenticeship** - the SFA mentioned that an apprenticeship (or similar) was part of the evaluation for advancement. 35% of the SFAs included an apprenticeship as a means for advancement.

**...as required by licensing regulations** - the SFA indicated that individuals needed to meet the state licensing requirements for entry on the SFA or advancement. 27% of the SFAs linked education and training to licensing regulations by indicating that individuals need to meet the licensing requirements of the state.

**CDA** - a Child Development Associate (CDA) credential was mentioned in the SFA as a means for advancement. Most states with SFAs (87%) recognized the CDA credential as a means for advancement.

**Montessori diploma** - a Montessori training diploma was mentioned in the SFA as a means for advancement. 19% of the SFAs recognized a Montessori training diploma as a means for advancement.

### **Professional Activities, Experience, and Certification (Table 3)**

**Early childhood work experience** - SFA had explicit information about the need for work experience for advancement. On some SFAs, the amount of work experience needed for advancement was explicitly specified. Two-thirds (68%) of the SFAs included work experience in an early childhood setting as a means for advancement.

**Membership in a professional organization** - the SFA specified that membership in a professional organization (such as NAEYC) was a requirement for advancement. Several SFAs (19%) included membership in a professional organization as a requirement for advancement.

**CPR/first aid training certificate** - the SFA included a requirement for CPR or first aid training. Slightly fewer than 1/3 of the SFAs (32%) included a requirement for CPR and/or first aid training.

**NAFCC accreditation** - the NAFCC accreditation for providers was mentioned in the SFA as a means for advancement. The NAFCC accreditation standards include 90 training clock hours among other quality-related requirements. 19% of the state SFAs had information that indicated the NAFCC accreditation requirements were recognized as a means of early childhood education training and advancement.

**Public school teaching certificate** - the SFA recognizes public school teaching certificates as a factor for evaluating advancement. 35% of the SFAs indicated that public school teaching certificates are recognized as an indicator of education and training and thus included as an evaluative factor for advancement.

**State certificate for early childhood education** - the SFA included state certification as a means for advancement. The majority of states (81%) have certification for early childhood education that individuals can obtain and are used as a means of identifying advancement.

Table 1. Common key features pertaining to GENERAL/OVERVIEW by state for those with SFAs

	<u>State Name</u>	<u># of Levels (Sublevels)</u>	<u>Linked to Job/Career</u>	<u>\$\$ Bonus for Advancement</u>	<u>Age Requirement</u>	<u>Other Pathways<sup>1</sup></u>	<u>Adopted Date</u>	<u>Revised Date</u>
1	Alaska	12					Jun 2011	
2	Arkansas	3 ?	✓					
3	Connecticut	15					Apr 2010	
4	Delaware	10 (15)	✓				Dec 2011	May 2012
5	Florida	4		✓				
6	Georgia	12					Feb 2013	
7	Idaho	9 (39)		✓			Jul 2011	
8	Illinois	6						Sep 2010
9	Kansas	5	✓	✓				
10	Louisiana	11	✓			✓		Sep 2007
11	Maine	8				✓	2010-2011	
12	Maryland	6 (13)		✓		✓	Sep 2007	
13	Massachusetts	5	?		✓		May 2013	
14	Michigan	8	✓					Oct 2009
15	Minnesota	12			✓			Jun 2011
16	Missouri	5 (15)						
17	Montana	10				✓		Mar 2013
18	Nevada	7					Sep 2010	
19	New Hampshire	6				✓		2012
20	New Jersey	17	✓					Dec 2010
21	New Mexico	8	✓	✓			May 2002	Apr 2011
22	New York	10 (30)					May 2012	
23	North Dakota	11	✓				Sep 2011	
24	Ohio	6	?		✓			Oct 2011
25	Oklahoma	10		✓			Mar 2013	
26	Oregon	12						Mar 2009
27	Pennsylvania	8	✓				Sep 2012	
28	South Carolina	9						
29	South Dakota	7	?					
30	Texas	8						
31	Utah	10						Jul 2013
32	Vermont	6	✓	?			1998	2011
33	Virginia	10			✓		Jun 2010	
34	Washington	15	✓	✓				Nov 2012
35	West Virginia	8			✓			May 2009
36	Wisconsin	17						Mar 2013
37	Wyoming	9						Aug 2012
	COUNT		14	8	5	5		
	PERCENT		37.8%	21.6%	13.5%	13.5%		

✓ = indicates that this feature is a clear factor for the state

? = indicates that this feature is likely a factor for the state but the provided information is not clear

<sup>1</sup> "Other Pathways" indicate that there are separate steps for advancement for administrators, family/home-based care, etc.

Table 2. Common key features pertaining to EDUCATION AND TRAINING by state for those with SFAs

	<u>State Name</u>	<u>Education Degree</u>	<u>ECE credit hrs<sup>1</sup></u>	<u>Training Hours</u>	<u>Yearly Training Updates</u>	<u>Apprenticeship</u>	<u>...as Required by Licensing Regulations</u>	<u>CDA</u>	<u>Montessori Diploma</u>
1	Alaska	✓	✓	✓				✓	
2	Arkansas	✓	✓	✓	✓	✓		✓	
3	Connecticut	✓	✓	✓				✓	
4	Delaware	✓	✓	✓	✓	✓		✓	✓
5	Florida		✓	✓				?	
6	Georgia	✓	✓	✓				✓	✓
7	Idaho	✓	✓	✓	✓	✓		✓	
8	Illinois	✓	✓	✓					
9	Kansas	✓	✓	✓		✓		✓	
10	Louisiana	✓	✓	?			✓	✓	
11	Maine	✓	✓	✓				✓	
12	Maryland	✓	✓	✓	✓		✓		
13	Massachusetts	✓	✓	✓	✓			✓	
14	Michigan	✓	✓	✓	✓		✓	✓	
15	Minnesota	✓	✓	✓				✓	✓
16	Missouri	✓	✓					✓	
17	Montana	✓	✓	✓	✓	✓		✓	
18	Nevada	✓	✓	✓		✓	✓	✓	
19	New Hampshire	✓	✓	✓			?		
20	New Jersey	✓	✓	✓			✓	✓	
21	New Mexico	✓	✓	✓					
22	New York	✓	✓					✓	✓
23	North Dakota	✓	✓	✓		✓	?	✓	
24	Ohio	✓	✓	✓				✓	✓
25	Oklahoma	✓	✓	✓	✓			✓	
26	Oregon	✓	✓	✓	✓		✓	✓	
27	Pennsylvania	✓	✓	✓	✓			?	
28	South Carolina	✓	✓					✓	
29	South Dakota	✓	✓	✓		✓		✓	
30	Texas	✓	✓	✓	✓			✓	
31	Utah	✓	✓	✓					
32	Vermont	✓	✓	✓		✓		✓	
33	Virginia	✓	✓	✓				✓	
34	Washington	✓	✓	✓		✓	✓	✓	✓
35	West Virginia	✓	✓	✓		✓		✓	
36	Wisconsin	✓	✓	✓		✓		✓	✓
37	Wyoming	✓	✓	✓		✓	✓	✓	
	COUNT	36	37	34	11	13	10	32	7
	PERCENT	97.3%	100%	91.9%	29.7%	35.1%	27.0%	86.5%	18.9%

✓ = indicates that this feature is a clear factor for the state

? = indicates that this feature is likely a factor for the state but the provided information is not clear

<sup>1</sup> Can be either a full degree (major or minor) or some early childhood credit hours



Table 3. Common key features pertaining to PROFESSIONAL ACTIVITIES, EXPERIENCE, AND CERTIFICATATION by state for those with SFAs

	<u>State Name</u>	<u>Professional Organization Membership</u>	<u>CPR Training Certificate</u>	<u>Early Childhood Work Experience<sup>1</sup></u>	<u>NAFCC Accredited</u>	<u>Public School Teaching Certificate</u>	<u>Early Childhood State Certificate</u>
1	Alaska			✓		✓	✓
2	Arkansas	✓	✓	?	✓		✓
3	Connecticut	✓		?		✓	✓
4	Delaware		✓				✓
5	Florida			✓			
6	Georgia			✓		✓	✓
7	Idaho			✓			✓
8	Illinois						✓
9	Kansas			✓		✓	
10	Louisiana	✓		✓	✓		
11	Maine			✓			✓
12	Maryland	✓		✓	✓	✓	
13	Massachusetts			✓			
14	Michigan		✓	✓		✓	✓
15	Minnesota		?		✓		✓
16	Missouri						?
17	Montana	✓	✓	✓	✓		✓
18	Nevada			✓		✓	?
19	New Hampshire	?	✓	✓			
20	New Jersey			✓			✓
21	New Mexico					✓	✓
22	New York			✓	✓	✓	✓
23	North Dakota		✓			✓	?
24	Ohio			✓	✓	✓	?
25	Oklahoma						✓
26	Oregon		✓				✓
27	Pennsylvania						✓
28	South Carolina						✓
29	South Dakota	✓	✓	✓			?
30	Texas			✓			✓
31	Utah		✓	✓			✓
32	Vermont			✓		✓	✓
33	Virginia		✓	✓			✓
34	Washington						✓
35	West Virginia			✓			✓
36	Wisconsin					?	✓
37	Wyoming		✓	✓			
	COUNT	7	12	25	7	13	30
	PERCENT	18.9%	32.4%	67.6%	18.9%	35.1%	81.1%

✓ = indicates that this feature is a clear factor for the state

? = indicates that this feature is likely a factor for the state but the provided information is not clear

<sup>1</sup> Some of these are "currently" working in the field; some of these are just experience working in the field (can be from any time).

Table 4. Contact information for states with SFAs

	<b>State Name</b>	<b>Website</b>	<b>Phone Number</b>
1	Alaska	<a href="http://www.seedalaska.org/index.cfm/SEED-Registry/Career-Ladder/">http://www.seedalaska.org/index.cfm/SEED-Registry/Career-Ladder/</a>	(907) 265-3100
2	Arkansas	<a href="http://professionalregistry.astate.edu/registry.asp">http://professionalregistry.astate.edu/registry.asp</a>	(501) 682-4897
3	Connecticut	<a href="http://www.ctcharts.org/index.cfm?module=8&amp;navID=nav41">http://www.ctcharts.org/index.cfm?module=8&amp;navID=nav41</a>	(800) 832-7784
4	Delaware	<a href="http://www.dieec.udel.edu/professionals/career-advisement">http://www.dieec.udel.edu/professionals/career-advisement</a>	(302) 831-3239
5	Florida	<a href="http://www.floridaearlylearning.com/OEL_SysDev_CoreCompetencies.html">http://www.floridaearlylearning.com/OEL_SysDev_CoreCompetencies.html</a>	(850) 717-8550
6	Georgia	<a href="https://www.training.decal.ga.gov/bfts/careerDevelopment.do;jsessionid=A9FAD6A3E56D34265A30ACD4B7136589.tomcat02">https://www.training.decal.ga.gov/bfts/careerDevelopment.do;jsessionid=A9FAD6A3E56D34265A30ACD4B7136589.tomcat02</a>	(866) 425-0220
7	Idaho	<a href="http://www.idahostars.org/?q=node/353">http://www.idahostars.org/?q=node/353</a>	(800) 926-2588
8	Illinois	<a href="http://www.ilgateways.com/en/career-lattice">http://www.ilgateways.com/en/career-lattice</a>	(866) 697-8278
9	Kansas	<a href="http://ks-ecaap.civicplus.com/DocumentCenter/Home/View/11">http://ks-ecaap.civicplus.com/DocumentCenter/Home/View/11</a>	
10	Louisiana	<a href="http://pathways.nsula.edu/career-development/">http://pathways.nsula.edu/career-development/</a>	(318) 677-3163
11	Maine	<a href="http://muskie.usm.maine.edu/maineroads/forms.htm">http://muskie.usm.maine.edu/maineroads/forms.htm</a>	(888) 900-0055
12	Maryland	<a href="http://www.marylandpublicschools.org/MSDE/divisions/child_care/credentials/mdcred.htm">http://www.marylandpublicschools.org/MSDE/divisions/child_care/credentials/mdcred.htm</a>	(877) 605-1539
13	Massachusetts	<a href="http://www.btwic.org/wp-content/uploads/2010/01/Career-Ladder-Final-Report.pdf">http://www.btwic.org/wp-content/uploads/2010/01/Career-Ladder-Final-Report.pdf</a>	(617) 425-0002
14	Michigan	<a href="http://www.greatstartwayne.org/initiatives/steps/lattice">http://www.greatstartwayne.org/initiatives/steps/lattice</a>	(734) 285-4001
15	Minnesota	<a href="http://www.mncpd.org/career_lattice.html">http://www.mncpd.org/career_lattice.html</a>	
16	Missouri	<a href="https://www.openinitiative.org/content/pdfs/CareerLattice/MOEducationMatrix.pdf">https://www.openinitiative.org/content/pdfs/CareerLattice/MOEducationMatrix.pdf</a>	(573) 884-3373
17	Montana	<a href="http://mtecp.org/pdfs/career%20path2012.pdf">http://mtecp.org/pdfs/career%20path2012.pdf</a>	(800) 213-6310
18	Nevada	<a href="http://www.nevadaregistry.org/career-development/career-ladder.html">http://www.nevadaregistry.org/career-development/career-ladder.html</a>	(800) 259-1906
19	New Hampshire	<a href="http://nhccrr2102.tempdomainname.com/wordpress/wp-content/uploads/2012/09/2012-NH-Early-Childhood-Professional-Development-System.pdf">http://nhccrr2102.tempdomainname.com/wordpress/wp-content/uploads/2012/09/2012-NH-Early-Childhood-Professional-Development-System.pdf</a>	(603) 271-4242
20	New Jersey	<a href="http://www.pinj.org/index.php?cat=core">http://www.pinj.org/index.php?cat=core</a>	(908) 737-4240
21	New Mexico	<a href="https://www.newmexicokids.org/content/caregivers_and_educators/training_education_certification/certification_options/">https://www.newmexicokids.org/content/caregivers_and_educators/training_education_certification/certification_options/</a>	(505) 827-7946
22	New York	<a href="http://www.nyworksforchildren.org/Aspire/AspireResources.aspx">http://www.nyworksforchildren.org/Aspire/AspireResources.aspx</a>	(718) 254-7353
23	North Dakota	<a href="http://www.ndgrowingfutures.org/registryforms">http://www.ndgrowingfutures.org/registryforms</a>	(218) 512-1589
24	Ohio	<a href="https://login.occrra.org/">https://login.occrra.org/</a>	(614) 396-5959
25	Oklahoma	<a href="https://www.cecpc.org/en/provider-programs/professional-development-ladder/criteria/">https://www.cecpc.org/en/provider-programs/professional-development-ladder/criteria/</a>	(405) 799-6383
26	Oregon	<a href="http://www.pdx.edu/occd/forms-and-resources#essentials">http://www.pdx.edu/occd/forms-and-resources#essentials</a>	(503) 725-8535
27	Pennsylvania	<a href="http://www.pakeys.org/uploadedContent/Docs/PD/Career%20Lattice.pdf">http://www.pakeys.org/uploadedContent/Docs/PD/Career%20Lattice.pdf</a>	(800) 284-6031
28	South Carolina	<a href="http://www.abccqualitycare.org/ECE_Career_Path.pdf">http://www.abccqualitycare.org/ECE_Career_Path.pdf</a>	(803) 898-2570
29	South Dakota	<a href="http://dss.sd.gov/childcare/pathwaystopd/handbook/index.asp">http://dss.sd.gov/childcare/pathwaystopd/handbook/index.asp</a>	(605) 773-3165
30	Texas	<a href="http://www.uth.tmc.edu/tececds/">http://www.uth.tmc.edu/tececds/</a>	(866) 282-7780
31	Utah	<a href="http://usuchild.usu.edu/htm/providers/training-career-ladder/">http://usuchild.usu.edu/htm/providers/training-career-ladder/</a>	(800) 670-1552
32	Vermont	<a href="http://northernlightscdc.org/career-pathways/">http://northernlightscdc.org/career-pathways/</a>	(802) 828-2876
33	Virginia	<a href="http://faculty.tcc.edu/CWhitener/documents/Lattice.pdf">http://faculty.tcc.edu/CWhitener/documents/Lattice.pdf</a>	
34	Washington	<a href="http://www.del.wa.gov/requirements/professional/lattice.aspx">http://www.del.wa.gov/requirements/professional/lattice.aspx</a>	(866) 482-4325
35	West Virginia	<a href="http://www.wvearlychildhood.org/WV_STARS_Applications_and_Forms.html">http://www.wvearlychildhood.org/WV_STARS_Applications_and_Forms.html</a>	(304) 522-7827
36	Wisconsin	<a href="http://www.the-registry.org/">http://www.the-registry.org/</a>	(608) 222-1123
37	Wyoming	<a href="http://www.wykids.org/career-development/levels/">http://www.wykids.org/career-development/levels/</a>	(307) 635-2272

# Appendix

## Summary of SFA Features

# Alaska

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in EC Associates through doctorate in unrelated field + EC credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	12 hours of approved training 120 hrs nationally recognized training
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	Working in the EC & ED field
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	12
<b>Adopted Date</b>	6/1/2011
<b>Revised Date</b>	

# Arkansas

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	SPECTRUM
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	High school diploma/GED Technical diploma (CDA + 27 credit hours) Associates (in any field) Bachelors through doctorate in EC Bachelors through doctorate in related field + EC credit hours
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	15 hours of approved clock hours
<b>Apprenticeship Listed</b>	AR Child Care Apprenticeship Certificate
<b>Member of Professional Organization</b>	Yes
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	Previous experience or currently working; or determined by agency/school/etc.
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	AR Adm. or Child care Orientation training AR Adm, Caregiver or Early Care/ED Certificate AR Adm. Credential AR Curriculum, Early Literacy or Social Emotional Learning Endorsement Certificate of Proficiency (9 – 15 credit hours) Technical Certificate (24 – 30 credit hours)
<b>Professional Development Plan Mentioned:</b>	Yes
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	3 (sort of)
<b>Adopted Date</b>	
<b>Revised Date</b>	

# Connecticut

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	Associates including at least 12 ECE credits Associates through Master's in ECE or School age Bachelors through doctorate including 12 ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	Module I – IV
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	Yes - CCAC Member
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	ECE Certificate
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	15
<b>Adopted Date</b>	4/1/2010
<b>Revised Date</b>	

# Delaware

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Steps linked to license & used in career planning
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate, which must include 15 ECE credits or 12 SA credits **For degrees, additional training or education may be required for positions related to EC or SA field.
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	State approved clock hours Delaware First or Delaware qualified (state training?)
<b>Apprenticeship Listed</b>	EC Journeyperson (completed 2yr apprenticeship)
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	EC Associate Credential
<b>Professional Development Plan Mentioned:</b>	Yes
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	10
<b>Adopted Date</b>	12/1/2011
<b>Revised Date</b>	5/1/2012

# Florida

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathways - "Tiers of Competencies"
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	<i>(not included)</i>
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	120 to 480 clock hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Implied
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	1 to 4 years of experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	Yes: Professional development in each core knowledge area (see notes)
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	4
<b>Adopted Date</b>	
<b>Revised Date</b>	



# Georgia

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Levels
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	Associates through Doctorate in non-ECE related field w/ related CDA, Montessori, or Associates (as appropriate) Technical Certificate of Credit (TCC) through doctorate in EC Ed or child development
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	0 to 30 state approved clock hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes: current
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	0 to 3 years experience in EC education with young children
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	PSC-certified ParaProfessional
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	12
<b>Adopted Date</b>	2/1/2013
<b>Revised Date</b>	

# Idaho

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathway
<b>Purpose Mentioned</b>	Levels linked to cash bonuses
<b>Education Mentioned</b>	Technical Certificate + approved clock hours or ECE credits Technical Certificate + CDA or 60 ECE credits toward ECE related degree Unrelated Associates and bachelors + approved clock hours or ECE credits Unrelated Associates through doctorate ECE Associates and bachelors + approved clock hours or ECE credits ECE Associates and bachelors + CDA ECE Bachelors + Apprenticeship ECE Masters and doctorate
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	State-approved clock hours
<b>Apprenticeship Listed</b>	(As part of education degree)
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	6 months to 36+ months
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	Yes: Financial awards for CDA and ECE degrees
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	39
<b>Adopted Date</b>	7/1/2011
<b>Revised Date</b>	

# Illinois

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	Associates through doctorate
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	48 hour Level 1 ECE Training
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	<i>(not included)</i>
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	ECE or I/T Credential 2 ECE or I/T Credential 3 ECE or I/T Credential 4 or Illinois Director Credential (IDC) I ECE or I/T Credential 5 or IDC II ECE or I/T Credential 6 or IDC III
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	6
<b>Adopted Date</b>	
<b>Revised Date</b>	9/1/2010

# Kansas

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Compensation leverage
<b>Education Mentioned</b>	High school diploma Associates through doctorate + experience, state teaching certification, or CDA (as appropriate)
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	Pre-service training
<b>Apprenticeship Listed</b>	(As part of EC Associate degree)
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	3 yrs experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	Yes
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	5
<b>Adopted Date</b>	
<b>Revised Date</b>	

# Louisiana

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Development System
<b>Purpose Mentioned</b>	Levels linked to Child Development Associate (CDA)
<b>Education Mentioned</b>	Associates through doctorate in EC or Child Development Bachelor's in related field + EC credit hours Bachelor's through doctorate in unrelated field + EC credit hours
<b>Early Childhood Credit Hours Listed</b>	Yes: 6-12 credit hours
<b>Training Clock Hours Listed</b>	(Approved CDA clock hours)
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	Yes: Encouraged to participate in a professional organization or Membership i
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	Yes: As required to become licensed
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	From no experience required to a minimum of 2 years
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	11
<b>Adopted Date</b>	
<b>Revised Date</b>	9/1/2007

# Maine

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE or related field Associates through doctorate in unrelated field with ECE credits + experience
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	6 to 30 hours relevant training 45 hours Maine Roads Core Knowledge 90 hours of Maine Roads Core Knowledge Training
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	6 mos to 6 years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Maine's I/T Credential One
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	8
<b>Adopted Date</b>	
<b>Revised Date</b>	

# Maryland

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Child Care Credential
<b>Purpose Mentioned</b>	For providers who go beyond licensing requirements
<b>Education Mentioned</b>	Associates through doctorate in ECE or related field + related ECE coursework
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	45 to 90 clock hours Core of Knowledge training
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	Yes: Meet licensing or registration requirements
<b>CDA Mentioned</b>	<i>(not included)</i>
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	12-24 clock hours every year thereafter
<b>Work Experience Requirements</b>	1 to 7 years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	Yes: Family Child Care Program Accreditation
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	Yes
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	6
<b>Adopted Date</b>	9/1/2007
<b>Revised Date</b>	

# Massachusetts

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	High school Diploma/GED Associates through bachelors or higher in ECE or related field Associates through bachelors or higher in unrelated field with ECE credits + experience
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	30+ clock hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	Maintain all certifications, credentials & licenses
<b>Work Experience Requirements</b>	0 to 60+ months experience
<b>Age Requirement</b>	Yes: 16+ and in High School
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Sort of
<b>Number of Levels/Steps/Tiers</b>	5
<b>Adopted Date</b>	5/1/2013
<b>Revised Date</b>	



# Michigan

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice	
<b>Purpose Mentioned</b>	Information & used in career planning	
<b>Education Mentioned</b>	Associates through doctorate in ECE or related field Bachelors with 18+ ECE credit hours	Unrelated
<b>Early Childhood Credit Hours Listed</b>	Yes	
<b>Training Clock Hours Listed</b>	45 clock hours	
<b>Apprenticeship Listed</b>	<i>(not included)</i>	
<b>Member of Professional Organization</b>	<i>(not included)</i>	
<b>CPR Training</b>	Yes	
<b>Licensing Requirement Needed</b>	Yes: Meet licensing requirements for clock hours	
<b>CDA Mentioned</b>	Yes	
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>	
<b>Yearly Updates on Training</b>	Yearly blood-borne pathogen training	
<b>Work Experience Requirements</b>	<i>(not included)</i>	
<b>Age Requirement</b>	<i>(not included)</i>	
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>	
<b>Public School Teaching Certificate Listed</b>	Yes: Valid MI teaching license for ECSE classroom	
<b>ECE State Certificate Listed</b>	One year ECE certificate	
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>	
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>	
<b>Linked to Job</b>	Yes	
<b>Number of Levels/Steps/Tiers</b>	8	
<b>Adopted Date</b>		
<b>Revised Date</b>	10/1/2009	

# Minnesota

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Steps linked to certificates
<b>Education Mentioned</b>	Associates through doctorate in ECE Other associates through doctorate with 6+ ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	Clock hours linked to CDA or MN Credential
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	SORT OF
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	Yes: 18+ and have a HS diploma/GED
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Minnesota Child Care Credential
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	12
<b>Adopted Date</b>	
<b>Revised Date</b>	6/1/2011

# MISSOURI

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Education Matrix
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	Some high school Associates through graduate degree with <15 approved credits Associates through graduate degree with 15-23 approved credits Associates through graduate degree with 24+ approved credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	<i>(not included)</i>
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	1 year certificate of proficiency
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	0.21875
<b>Adopted Date</b>	
<b>Revised Date</b>	

# Montana

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Path
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE or Child Development Other associates through bachelors with 20+ ECE credits Masters or doctorate in related field with emphasis in ECE or Child Development
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	8 to 23 clock hours
<b>Apprenticeship Listed</b>	Yes
<b>Member of Professional Organization</b>	Yes
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	8 approved clock hours yearly
<b>Work Experience Requirements</b>	500 to 1000 hours in EC setting
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Montana Child Care Development Apprenticeship Certificate
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	10
<b>Adopted Date</b>	
<b>Revised Date</b>	3/1/2013

# Nevada

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Professionalize Early Care and Education field
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE Other associates through doctorate with 30+ ECE credits Other degree with state teaching license containing an ECE endorsement
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	15 clock hours
<b>Apprenticeship Listed</b>	Yes
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	Yes: Meet licensing requirements
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	1000 to 4000 hours of direct experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes: state teaching license with ECE endorsement
<b>ECE State Certificate Listed</b>	1-year ECE certificate
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	7
<b>Adopted Date</b>	9/1/2010
<b>Revised Date</b>	

# New Hampshire

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Credential Lattice
<b>Purpose Mentioned</b>	Compensation leverage & levels linked to licensing
<b>Education Mentioned</b>	High school diploma/GED Associates through bachelors in ECE Associates through bachelors in related field with 3-24 approved credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	9 to 18 clock hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	Yes: 3 to 18 hours of professional activity units a year
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	<i>(not included)</i>
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	Yes
<b>Work Experience Requirements</b>	6 months to 3 years experience in ECE settings
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	Between 1 and 6 Professional Activity units upon 3 year renewal
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	6
<b>Adopted Date</b>	
<b>Revised Date</b>	7/4/1905

# New Jersey

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE Other associates through doctorate with 15+ ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	20 hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	Yes: Complete licensing requirments for orientation
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	6 months to 5 years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	New Jersey Family Development Credential
<b>Professional Development Plan Mentioned:</b>	Sort of: They recommend between 20 and 120 hours of professional developm ~~~+
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	17
<b>Adopted Date</b>	
<b>Revised Date</b>	12/1/2010

# New Mexico

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Levels of Certification and Licensure
<b>Purpose Mentioned</b>	Pathways linked to certification levels
<b>Education Mentioned</b>	Associates through bachelors in ECE
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	<i>(not included)</i>
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	<i>(not included)</i>
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes: EC teacher licenses
<b>ECE State Certificate Listed</b>	Yes: New Mexico Child Development Certificate (equivalent to CDA)
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	7
<b>Adopted Date</b>	5/1/2002
<b>Revised Date</b>	4/1/2011



# New York

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Levels linked to certificates
<b>Education Mentioned</b>	Some high school High school diploma/GED Associates through bachelors Associates through doctorate in ECE or related field
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	<i>(not included)</i>
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	2 to 15+ years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	Yes
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	0.4375
<b>Adopted Date</b>	5/1/2012
<b>Revised Date</b>	

# North Dakota

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathway
<b>Purpose Mentioned</b>	Levels linked to specific careers
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE or Child Development Associates through bachelors in related field with 24+ ECE or CD credits Masters or doctorate in a related field as required by career position
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	16 to 120 clock hours
<b>Apprenticeship Listed</b>	Yes: CCDS Apprenticeship Certificate
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	Sort of
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	11
<b>Adopted Date</b>	9/1/2011
<b>Revised Date</b>	

# Ohio

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathways Model
<b>Purpose Mentioned</b>	Points system linked to professional levels
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate Associates through doctorate in ECE, Child Development, Human Development, Family Studies or Family Community Studies
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	1 to 5 points awarded for 10 to 20 clock hours or series trainings
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	Points for years of experience
<b>Age Requirement</b>	Yes: Must be 18+ and have senior standing
<b>NAFCC Accreditation Requirement</b>	Yes
<b>Public School Teaching Certificate Listed</b>	Yes
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Sort of
<b>Number of Levels/Steps/Tiers</b>	6
<b>Adopted Date</b>	
<b>Revised Date</b>	10/1/2011

# Oklahoma

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Professional Development Ladder
<b>Purpose Mentioned</b>	Levels linked to cash bonuses
<b>Education Mentioned</b>	Associates through advanced degree in ECE or Child Development Associates through bachelors with 6 to 24 ECE or CD credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	20 to 60 training hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	20 training hours yearly
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Oklahoma Competency Certificate in ECE
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	10
<b>Adopted Date</b>	3/1/2013
<b>Revised Date</b>	

# Oregon

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Pathways to Professional Recognition
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	Associates through doctorate in ECE Other associates through doctorate with 13-20 ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	12 to 800 training hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	Yes: Must be registered or renewed with the Child Care Division
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Yes
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	12
<b>Adopted Date</b>	
<b>Revised Date</b>	3/1/2009

# Pennsylvania

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Information & levels linked to specific careers
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE Associates through doctorate in related field with 18-30 ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	15 to 45 training hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	SORT OF
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Yes
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	8
<b>Adopted Date</b>	9/1/2012
<b>Revised Date</b>	

# South Carolina

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathway
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE Education specialist degree (masters + 36 academic hours)
<b>Early Childhood Credit Hours Listed</b>	SORT OF
<b>Training Clock Hours Listed</b>	<i>(not included)</i>
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	South Carolina EC Credentials and Certificate
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	9
<b>Adopted Date</b>	
<b>Revised Date</b>	

# South Dakota

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE or Child Development Associates through doctorate in related field with 18-24+ ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	6 training hours
<b>Apprenticeship Listed</b>	Apprentice Certification
<b>Member of Professional Organization</b>	Yes
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	Must work directly with children; up to 4 years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Yes
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Sort of
<b>Number of Levels/Steps/Tiers</b>	7
<b>Adopted Date</b>	
<b>Revised Date</b>	



# Texas

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Professionalize Early Care and Education field
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE Associates through doctorate in related field with 12+ ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	24 to 30 professional development hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	Yes
<b>Work Experience Requirements</b>	No experience to 3+ years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	EC Technical Certificate
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	8
<b>Adopted Date</b>	
<b>Revised Date</b>	

# Utah

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder
<b>Purpose Mentioned</b>	Levels linked to cash bonuses
<b>Education Mentioned</b>	Associates through bachelors with 15 ECE credits Level 8 plus associates through bachelors in non EC related field
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	10 to 40 approved annual training hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	Yes: Must work in a licensed ECE site
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	10 approved hours yearly
<b>Work Experience Requirements</b>	1 to 26+ years
<b>Age Requirement</b>	Yes: 18+ years of age
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	10 Career Ladder Endorsements
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	\$190 to \$1,805 a year based on level and years of experience
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	10
<b>Adopted Date</b>	
<b>Revised Date</b>	7/1/2013

# Vermont

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Ladder and Career Lattice
<b>Purpose Mentioned</b>	Career planning & levels linked to certificates
<b>Education Mentioned</b>	Associates through doctorate in ECE Associates through doctorate in related field with 21-30+ related credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	45 to 125 hours of professional development
<b>Apprenticeship Listed</b>	Vermont Child Care Registered Apprentice
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	1 to 2+ years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	Yes: Teaching license with endorsement in EC, elementary education or EC s
<b>ECE State Certificate Listed</b>	CCV's Child Care Certificate Program
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	SORT OF
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	6
<b>Adopted Date</b>	6/20/1905
<b>Revised Date</b>	7/3/1905

# Virginia

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Steps linked to licensing standards
<b>Education Mentioned</b>	Some high school High school diploma/GED Associates through doctorate in child-related field
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	24 to 120 clock hours
<b>Apprenticeship Listed</b>	<i>(not included)</i>
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	No experience to 2 years experience
<b>Age Requirement</b>	Yes: 16+ years of age
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	One-Year Community College Certificate in child-related field
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	10
<b>Adopted Date</b>	6/1/2010
<b>Revised Date</b>	

# Washington

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Lattice
<b>Purpose Mentioned</b>	Steps linked to specific careers
<b>Education Mentioned</b>	Registered apprentice in high school High school diploma/GED Associates through masters or higher degree in ECE Associates through masters or higher degree in related field with 20-30+ ECE or school-age credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	20 to 80 hours of approved training
<b>Apprenticeship Listed</b>	Registered high school apprentice
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	Must meet minimum child care licensing standards
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	Preschool and Initial State Certificate ECE
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	Yes
<b>Number of Levels/Steps/Tiers</b>	15
<b>Adopted Date</b>	
<b>Revised Date</b>	11/1/2012

# West Virginia

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Pathway
<b>Purpose Mentioned</b>	Information & used in career planning
<b>Education Mentioned</b>	Enrolled in high school or GED preparation classes High school diploma/GED Associates through doctorate in ECE Other associates through doctorate with 12-18 ECE credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	120 to 300 clock hours
<b>Apprenticeship Listed</b>	Apprenticeship for Child Development Specialist
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	No experience to 5 years of experience
<b>Age Requirement</b>	Yes: 16+ years of age
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	West Virginia Training Certificate in ECE
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	8
<b>Adopted Date</b>	
<b>Revised Date</b>	5/1/2009

# Wisconsin

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Level
<b>Purpose Mentioned</b>	Information
<b>Education Mentioned</b>	High school diploma/GED Associates through doctorate in ECE or Youth Development Associates through doctorate in another field with 30-36 related credits
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	80 to 160 hours tiered training
<b>Apprenticeship Listed</b>	Apprenticeship Program
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	<i>(not included)</i>
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	Yes
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	<i>(not included)</i>
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	DPI license for Professional Educator License type
<b>ECE State Certificate Listed</b>	9 Credit Based Registry Credentials
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	17
<b>Adopted Date</b>	
<b>Revised Date</b>	3/1/2013

# Wyoming

## CHART FEATURES

<b>Steps for Advancement Chart Name</b>	Career Development Scale
<b>Purpose Mentioned</b>	Professionalize Early Care and Education field
<b>Education Mentioned</b>	High school diploma/GED Associates through masters and advanced degrees
<b>Early Childhood Credit Hours Listed</b>	Yes
<b>Training Clock Hours Listed</b>	20 to 280 training hours
<b>Apprenticeship Listed</b>	Apprenticeship
<b>Member of Professional Organization</b>	<i>(not included)</i>
<b>CPR Training</b>	Yes
<b>Licensing Requirement Needed</b>	<i>(not included)</i>
<b>CDA Mentioned</b>	Yes
<b>Montessori Degree Mentioned</b>	<i>(not included)</i>
<b>Yearly Updates on Training</b>	<i>(not included)</i>
<b>Work Experience Requirements</b>	1 to 2 years experience
<b>Age Requirement</b>	<i>(not included)</i>
<b>NAFCC Accreditation Requirement</b>	<i>(not included)</i>
<b>Public School Teaching Certificate Listed</b>	<i>(not included)</i>
<b>ECE State Certificate Listed</b>	<i>(not included)</i>
<b>Professional Development Plan Mentioned:</b>	<i>(not included)</i>
<b>Bonus \$\$ for Progress</b>	<i>(not included)</i>
<b>Linked to Job</b>	No
<b>Number of Levels/Steps/Tiers</b>	9
<b>Adopted Date</b>	
<b>Revised Date</b>	8/1/2012